MODULE 2  
Aug 10, 2020  
The Gender Fundamentals &  
How to Name Issues of Gender Equity

OBJECTIVES

● To understand and reflect on foundational Gender Concepts: Sex, Gender, SOGIE, Gender Equality and Justice  
● To recognize and name Manifestations of Gender Bias (MGB)  
● To discuss how gender bias can affect different phases of a humanitarian response

AGENDA

Goal-setting 15 min  
Gender Fundamentals 30 min  
Small Group Exercise 45 min  
Manifestations of Gender Bias 20 min  
Synthesis & Next Steps 10 min

WORKSHOP CULTURE

● Assume best interests, ask questions to clarify  
● Speak up, step back  
● Monitor our airtime  
● Help name issues, help find solutions  
● We are all teachers, we are all learners  
● Let’s stretch, let’s experiment!
GENDER FUNDAMENTALS: SEX & GENDER

Exercise 1:
Write down as many words/ phrases that come to mind when you hear the phrase “Act Like a Lady” and “Act Like a Man” on Worksheet 1 page 1.

Exercise 2:
Reflect on the different dimensions of Gender & Sexuality on Worksheet 1 page 4

MANIFESTATIONS OF GENDER BIAS

1. Divide into 6 groups - get assigned a Manifestation
2. Discuss and identify examples in a humanitarian response that illustrate this marginalization - be SPECIFIC!
3. After 20 minutes, report back 2 examples.

Given the MGB assigned to your group, discuss what this gender bias looks like in your work:

- What are examples of the ways women & LGBTQ people experience this gender discrimination in communities affected by a disaster?
- How can this be worsened during a humanitarian response?
- During the COVID19 pandemic, where have you seen this pattern of gender inequality or discrimination?

Use this Jamboard worksheet 2 to write down your answers. Use the page number assigned to your workgroup:

1. Economic Marginalization (page 1) - Economic Marginalization: discrimination against women & LGBTQ resulting in limited participation in economic activities and producing unequal economic outcomes.
2. Political Subordination (page 2) - Placing women & LGTQ in lower ranked leadership roles, denying them decision-making power and resources
3. Multiple Burden & Carework (page 3) : Due to gender stereotypes, women are tied to reproductive carework and perform disproportionate amount of time unpaid domestic work and community volunteer work
4. **Gender Stereotype** (page 4): The rigid belief that groups of women or men are tied to specific characteristics, or roles. A gender stereotype is harmful when it limits women's and men's capacity to develop their personal abilities, and make choices about their lives.

5. Gender Based Violence (page 5): Any act of gender-based violence that results in physical, sexual or psychological harm or suffering to women, including threats.

6. Reproductive Restrictions (page 6) any act, rule or measure that is meant to control people’s decision-making over their bodies, fertility, parenthood and any other reproductive or sexual decision.

**EVALUATION**

Kindly provide feedback on this workshop using this [workshop evaluation form](#).

Remember to identify the correct module and date for this workshop.

**MARAMING SALAMAT!**