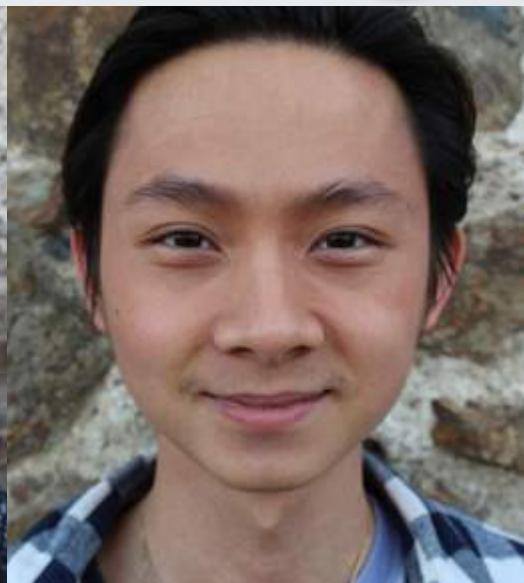





GENDER EQUALITY

TOOLKIT FOR CAMP LEADERS





International workcamps are open for all, regardless of origin, gender, sexuality, cultural and social background, economic position, education, religion and beliefs, physical and health conditions, and/or disabilities. Workcamps are a place to share experience, gain new skills and meet people from different backgrounds. **Let's make sure everyone feels equal to each other in every step of the project. Let's make sure our workcamps are a safe space for all participants!**

*“Gender equality means **equal rights and equal opportunities** for everyone regardless of gender identity and sexual orientation. Gender equality recognises the diversity of everyone’s interests, needs and priorities. It is a **human right.**”*

(ALLIANCE Policy Paper on Gender Equality)

Who can use this toolkit?

This toolkit is meant for all **group leaders, trainers, facilitators and youth workers** who are interested in learning more about gender equality and how to deal with gender-based conflicts or issues in workcamps.

In this toolkit you will find more info on...

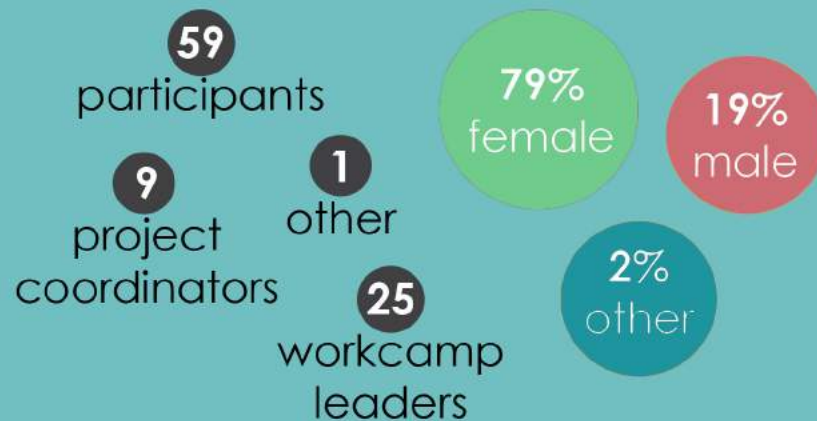
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It is not always easy to talk about gender and gender equality in your workcamp. A **survey** carried out by the ALLIANCE in 2016 Task Force on Gender Equality found that while 45 out of 100 people answering to the survey reported cases of **gender-based conflicts**, only 22 of those were addressed. This toolkit is meant to help you address the topic more easily in your project.

STORIES OF GENDER BASED CONFLICTS IN INTERNATIONAL VOLUNTARY SERVICE PROJECTS

WHO PARTICIPATED



MAIN TOPIC/CATEGORY OF THE CONFLICTS:

- 11** sexist attitude
- 1** sexual abuse
- 3** sexual harassment
- 3** homophobia
- 27** sexist task allocation

WERE THESE CASES ADDRESSED IN THE PROJECT?

- 27** NO
- 22** YES
- 9** PARTLY

With me you'll find activities and tips about the subjects!



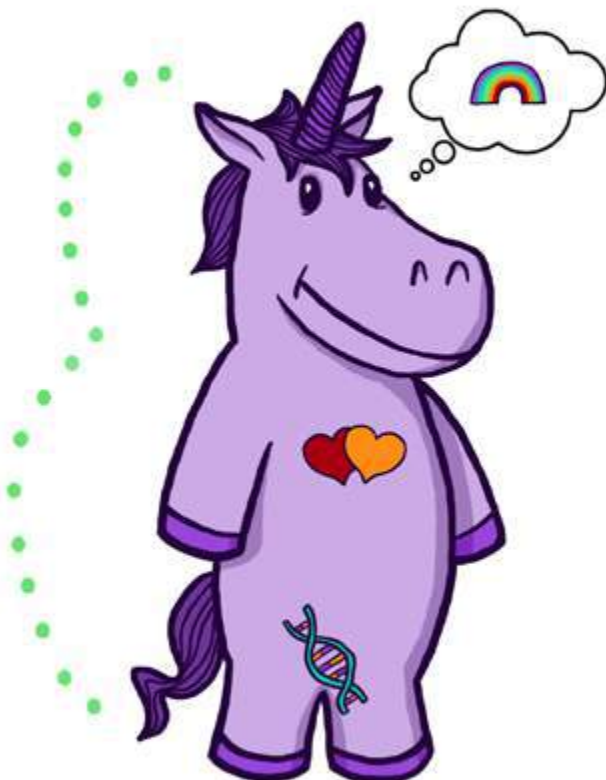
GENDER IDENTITY AND DIVERSITY

It is a process that is starting from the moment of entering society and that is being reinforced during adolescence. Discovering one's identity is an **important step in the personal development** of every human being. Gender identity is an important part of this process of maturing and identifying ourselves.

Gender as a **social construct** presents great diversity, since it includes one's **gender identity, gender expression and presentation**, the sex assigned at birth, sexual and/or romantic attraction. A visualization of this diversity can be found in the **Gender Unicorn** graphic created by TSER (Trans Student Educational Resources).

The Gender Unicorn

Graphic by:
TSER
Trans Student Educational Resources



 Gender Identity

-  Female/Woman/Girl
-  Male/Man/Boy
-  Other Gender(s)

 Gender Expression

-  Feminine
-  Masculine
-  Other

 Sex Assigned at Birth

-  Female
-  Male
-  Other/Intersex

 Physically Attracted to

-  Women
-  Men
-  Other Gender(s)

 Emotionally Attracted to

-  Women
-  Men
-  Other Gender(s)

To learn more, go to:
www.transstudent.org/gender

Design by Landyn Pan and Anna Moore

GLOSSARY: GENDER IDENTITIES*

These are simplified versions of the definitions

Queer	Used as an umbrella term to describe individuals who don't identify as straight. Also used to describe people who have a non-normative gender identity, or as a political affiliation.
Lesbian	Women who have the capacity to be attracted romantically, erotically, and/or emotionally to other women.
Gay	Men who have the capacity to be attracted romantically, erotically, and/or emotionally to other men.
Trans*	An umbrella term covering a range of identities that differ from socially defined gender norms.
Asexual	Experiencing little or no sexual attraction to others and/or a lack of interest in sexual relationships/behavior.
Intersex	Person who has genitals that are not clearly male or female.
Pansexual	A person who experiences sexual, romantic, physical, and/or spiritual attraction for members of all gender identities/expressions.
Non-Monogamy	Refers to the practice of, desire to, or orientation towards having ethically, honest, and consensual relationships that include multiple partners.
Sexual orientation	The type of sexual, romantic, emotional/spiritual attraction one has the capacity to feel for some others.
Biological sex/Sex assigned at birth	A medical term used to refer to the chromosomal, hormonal and anatomical characteristics that are used to classify an individual as female or male or intersex.
Bisexual	Having the capacity to be emotionally, physically, and/or sexually attracted to some men and women.
Cisgender	A person whose sex assigned at birth and gender identity align.

How to talk about Gender Identity?

An international workcamp is a great place to get to know other people better, but also to learn about ourselves. As a group leader, you can encourage your group to **reflect about identity and gender identity**. How to talk about this topic in an easy way? Here are three activities that are a good introduction and can be a start for a deeper discussion:

Activities related to Identity and Gender

1. The unusual introduction

Invite the participants to introduce themselves in a way they have never introduced themselves before. Ask them to avoid saying their name, country of origin and profession. Encourage them to find **attributes they consider contributing to their identity**. This can be the way of seeing the world, seeing themselves, things they think are fascinating, crazy things they did at some point in their lives, etc. Give an **example** to make this easier.

2. Social Media Identity

This is an exercise to **reflect on how identity is always constructed**. Invite the participants to get together in pairs. Let them exchange their social media accounts (e.g. Facebook, Instagram etc). The task is to look at the partner's profile and describe the other person according to what they see on their social media profile. Afterwards, reflect with the whole group on the accuracy of the descriptions. Does the social media account reflect their identity and personal life? Are certain things **not appearing**? Are some things **exaggerated**? Why?

3. The Power Flower

The "Power Flower" is a tool developed by Canadian social change educators to **talk about identity in diverse groups**. You can find the whole description of the activity [here](#).



GENDER ROLES, STEREOTYPES & SEXISM

Gender roles

*“A gender role, also known as a sex role, is a social role covering a range of behaviors and attitudes that are generally considered acceptable, appropriate or desirable for people based on their sex.” **

Gender roles in your workcamp

In a workcamp, you might find that certain **tasks are divided between participants according to gender**. Take a closer look: Who is doing what? Are the female participants more involved in cooking and cleaning? Are the male participants expected to do more of the physical work?

How to (re)act?

Make sure that tasks are **allocated equally according to ability and interest, not gender**. You can make a **community agreement** with the group at the beginning of the camp. Ask the group to agree on some rules that will facilitate their life during the camp. Be sure to discuss how to share daily tasks as well. Encourage everyone to speak to the camp leader(s) or to the group if they feel that a task is not allocated equally. Use a daily **reflection or an evaluation session** in the middle of the workcamp to see if everyone feels they are participating equally in all tasks.

*Levesque R.J.R. (2011): Sex Roles and Gender Roles





Gender Stereotypes

“A gender stereotype is a generalized view or expectation about attributes or characteristics that are or ought to be possessed by women and men.” *

“Why don’t you wear a skirt, you are a girl?”

“Why don’t you shave your legs, it looks disgusting!”

“Why do you have an earring? You are a boy!”

How to (re)act?

Remind yourself that **we all have some stereotypes in our minds**. Use the workcamp as an opportunity to talk about it. If you have the time for a small workshop, facilitate an activity like “Gendered lessons in fairy tales”*

Use the activity to talk about gender stereotypes and how the **stories** we hear growing up influence our images of different genders.

*United Nations Human Rights Office of the High Commissioner (2020): Gender Stereotyping

*SCI Toolkit “Free to be You and Me”, p.47

Sexism

“Sexism is prejudice or discrimination based on a person’s sex or gender. It is the belief that one sex or gender is superior to another. It can affect anyone, but mostly affects women and girls.” *

What is sexist behavior in a workcamp? In a workcamp, this can be the use of **sexist language and comments** such as:

“You are a girl, you are not strong enough to do physical tasks.”

“You are a boy, you don’t know how to cook.”

“You are a Muslim woman, why don’t you cover your hair?”

“Hey, I need some guys to carry this table together!”

How to (re)act?

Oftentimes, we use sexist language without realizing it. So as a first step, talk to the person who shows sexist behavior one on one and **explain nicely why a comment or behavior is not acceptable**. You can also use the workcamp to **talk about language and discrimination** with the whole group.

*New Oxford American Dictionary (2010) (3 ed.). Oxford University Press

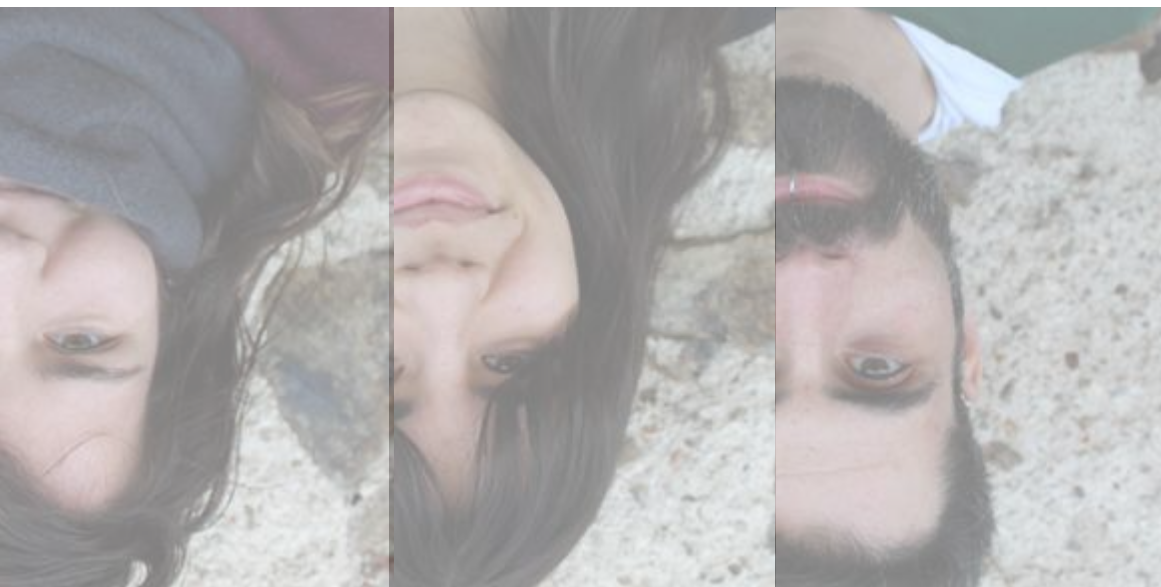
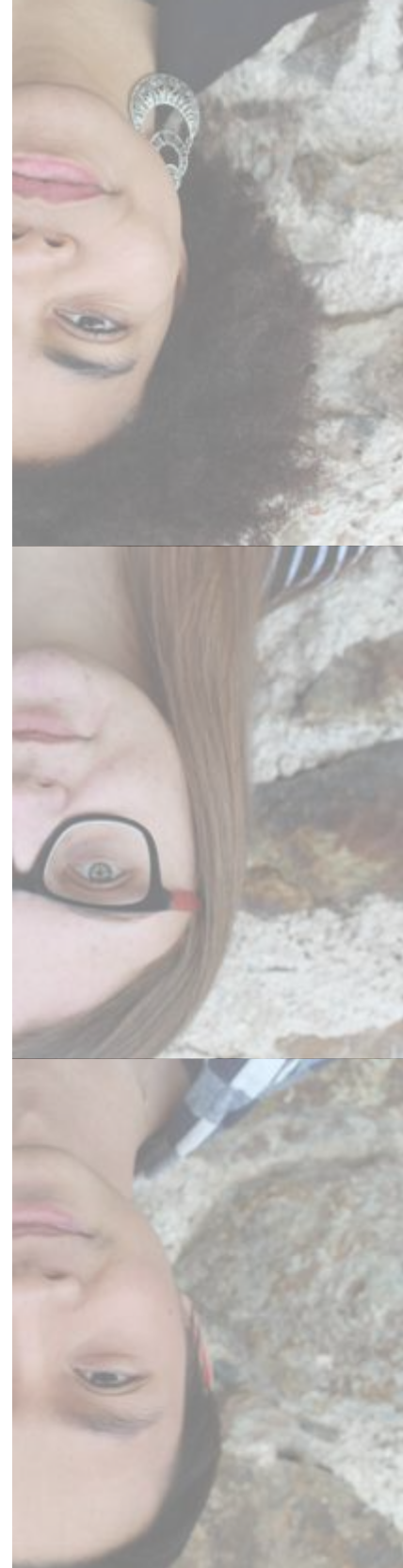


INTERSECTIONALITY

People can be judged by others based on health, age, gender, sexual orientation, beauty, skin color and many more aspects. **The rights and opportunities given to some groups of people based on these aspects create privileges and disadvantages.** Basically, having privileges means having **better opportunities to achieve your goals** than others in the same society.

Less privileged groups often experience **discrimination**. But we are not defined by one single aspect. That is why different aspects of our identity can combine to create **special modes of discrimination**. For example, someone can be discriminated against because of their gender, and also because of their skin color. This is called **intersectionality**.

It is important to keep in mind privilege and intersectionality in your workcamp.



What does privilege mean for your workcamp?

As a workcamp leader, you will have some **information about the participants** beforehand. Check where volunteers come from, inform yourself a bit about the situation in their countries. This way, you can plan **activities which will be suitable and comfortable for everybody**.

Reflect for yourself as well; which privileges do you have that others might not have? In which ways have you experienced discrimination yourself?

Workshop idea for your workcamp:

You have some more time and want to **talk about privilege, discrimination and intersectionality** with your workcamp? To work on the topic, you can use “The Privilege Race” activity*

Be careful to leave **enough time** for the debrief, though, since it can be very emotional for some participants.

*SCI Toolkit “Free to be You and Me”, page 19





11

CREATING A SAFE SPACE

A Safe Space is a place where you can easily communicate your feelings without fear of being judged, a place where you can be yourself and have trust in the people around you.

As a group leader you will want to create a **safe space for everybody**. How to do so? Team Building is one of the most important things you should have in mind during the workcamp. **Nonviolent Communication** helps you resolve your deepest conflicts within yourself and with others through empathy.

Participants should feel as safe and comfortable as possible. But remember: **Every group is different, so you will also need to be flexible**. There is no such thing as a golden rule for all workcamps.

Tips & Tricks for Building a Team

- Make the **common rules** of the workcamp together on the first day. Everyone should be included in making the rules and everyone should stick to them afterwards.

Examples rules: When having lunch together, everybody waits until everyone is sitting at the table. For cleaning and cooking, there are changing teams every day (and participants can be mixed; one knows how to cook, the other one does not)

- Try playing **games that include everybody**, especially in the first couple of days. (Do not pressure. If somebody does not feel like playing, that is all right.)

Tips & Tricks for Building a Team

- Have at least one discussion during the day with the whole group. It can be in the evening, when you are finished with all daily duties. Ask people how they feel. How to get the conversation going? Try with **“I think / I feel”**

Game: Everyone is in the circle and evaluates their day in two sentences starting with “I think...” and “I feel...”. Encourage the group by showing an example.

- Try gathering the whole group during free time for **activities that include everyone**. (Do not pressure. If somebody wants to spend their free time in another way, it is all right, of course.)



How to solve conflicts non-violently

One of the best things to happen for a conflict is to **prevent it from happening!** Try to create **mutual understanding and trust** in the group. In the first days of the camp, try activities where participants learn about culture, gender, tradition, religion, etc. Provide a space, where they can share their **views, traditions, way of life** and discuss them. That way, you will connect participants and make a group closer.

What if there is a conflict? The main way and the most important thing is to **communicate!** Use non-violent communication.

Example: “I see that you are alone and I am sorry about that. Do you want to talk?”

Keep in mind: It might be that the people involved in a conflict do not want everybody to know about it. In that case, try solving it with the conflicted group alone, not with everybody.



GENDER-BASED VIOLENCE

Gender-based violence is **violence directed against a person because of their gender**. This does not always have to be physical violence.

Gender-based violence can be...

PHYSICAL VIOLENCE:

- Any sexual act performed on an individual **without their consent**
- Any **unwanted** touching
- Beating or using physical force to **hurt** someone

PSYCHOLOGICAL VIOLENCE:

- Persuading someone to do something by **using force or threats**
- **Humiliating** someone
- **Insulting or harassing** someone (Be aware: Some jokes that are ok for someone can be very inappropriate for someone else.)

What to do when there is a case of gender-based violence in your workcamp?

1. **Isolate** the abuser(s)
2. Offer **psychological support** to the victim(s)
3. Contact a representative of **hosting organization**
4. Contact the **police** (if necessary)

Consent is when someone **agrees, gives permission, or says "yes"**. Consent is always given freely and everyone involved in a sexual situation must feel that they are able to say "no" or stop at any point."



Activities to address gender-based violence



When making “[Common rules](#)” for the workcamp with the group on the first day, include a **rule about consent** in them. For example, “Only explicit ‘Yes’ is ‘Yes’”. To talk about consent, you can watch the *‘Cup of Tea’*.

[Massage game](#): Divide participants into pairs and ask them to give each other a massage. They have to **ask for explicit consent** every time they are touching the person and make sure the other person is comfortable with it. **Keep in mind**: Before this activity, make sure everyone is feeling comfortable with it. Personal boundaries can be very different and some people might not want to be given a massage.

If you think that your group is ready for a bit more open discussion of the topic, try the [“Iceberg of Violence”](#). Ask the participants to draw an iceberg and write **different expressions of violence** on it. Afterwards, identify which of them are visible and which are not. **Keep in mind**: Make sure to leave enough room for discussion and pay attention that everyone is feeling comfortable to talk about this!

USEFUL RESOURCES AND TOOLS

Gender matters: a manual on addressing gender-based violence affecting young people

GENDER MATTERS is a tool produced by the Council of Europe Youth Department to use when approaching the thematic of **gender and gender based violence in youth work with a feminist and gender-equal point of view**. It gives a well tackled overview about correlated topics as well as study cases and examples. This handbook is the best tool to use if it's the first time you are handling this topic, giving many references and useful annexes.

Toolkit to work on the rights regarding Gender, Sexuality and Bodily Autonomy in international workcamps

Developed by the Laboratory of Tools and Skills for Peace-Builders, organized by CCIVS network (Coordinating Committee of International Voluntary Service) and with the support of the Council of Europe, this toolkit gives **information and well explained activities related to gender, sexuality and body to be used in International Voluntary Service**. Useful guidelines for workcamps and examples of conflict situations are also presented in this guide.

"Free to be you and me" Toolkit

This toolkit was developed and published under the Gendered Realities project and with the support of the UNESCO Participation Programme 2018-2019. It is the work of the Gender Blenders Working group and the Association of SCI, with content contributions from a series of international trainings organised by SCI Germany, SCI Austria and SCI-IS between 2015 and 2019. It provides **comprehensive information on gender and sexuality, along with practical guidelines and easy-to-use tools**, with the aim of making activities safer and more inclusive for all, regardless of gender identity or sexuality.

This toolkit was created during the **Erasmus+ project P.R.O.U.D.** (“Promoting Rights and Opportunities to Understand Diversity”) in 2020. In this training course, **26 young volunteers and camp leaders** from **13 different voluntary service organisations** worked together to develop concepts and practical tips concerning gender equality in IVS. The project was coordinated by the **ALLIANCE Gender Equality Working Group** and organized by **Solidarités Jeunesses in Association Citrus** in Laguëpie, France.

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Gender
Equality

