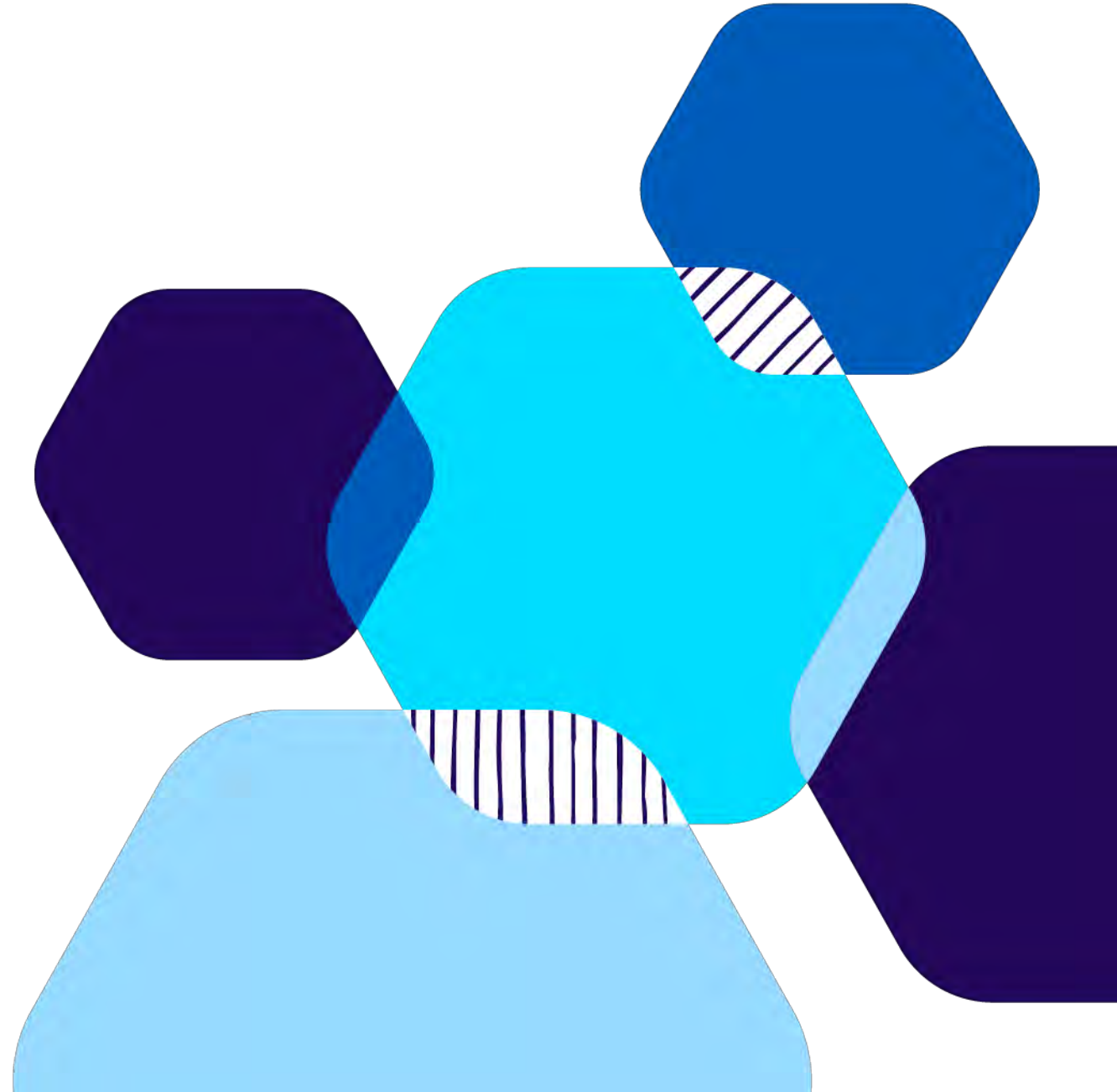


Teaching English Africa webinar

---

# Promoting Gender Inclusivity in the Classroom

Saturday 2 March 2024



---

# Housekeeping items

## Chat

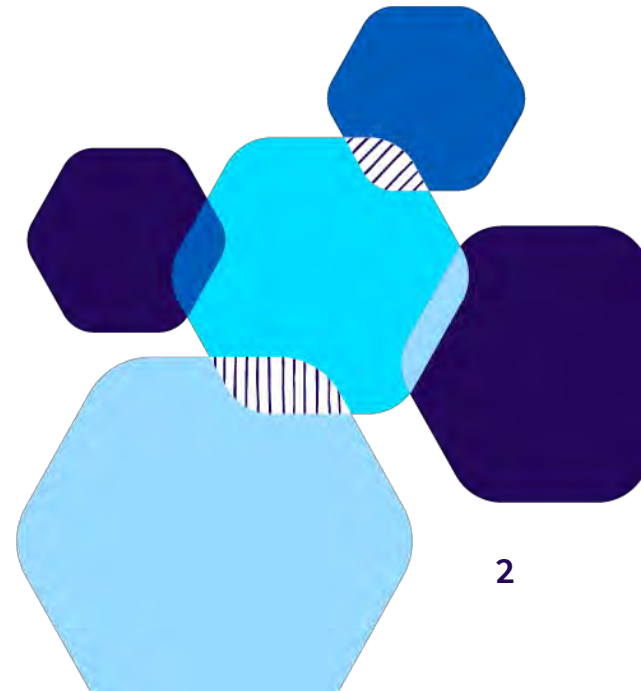
Please use the Q&A to ask the presenter questions that are related to the theme or topic of the webinar only. Do not share any personal information in the general chat that may result in other participants contacting you. This includes addresses, phone numbers and email addresses. Please be respectful at all times to other participants and the presenter.

## Certificates

Certificates of attendance are available for all attendees who complete the feedback form. The link to the feedback form is provided at the end of the webinar in the chat box and in the 'Thank you for attending email'

## Recordings

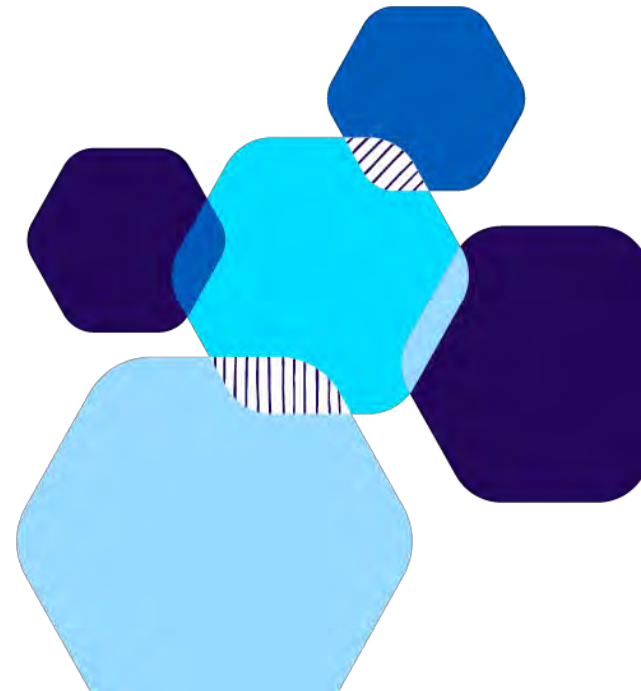
All Teaching English Africa webinars are recorded and available to watch between 24 and 48 hours after the live webinar has ended.



---

# Meet Your Presenters

- ❖ **Kalkidan Tilahun**
- ❖ **Mame COUNA Diaw**
- ❖ **Jacqueline Naicker**
- ❖ **Faty Amadou Niang**
- ❖ **Christiana Ijeoma Ajaps**
- ❖ **Reem Alrayah Osman Eisa**

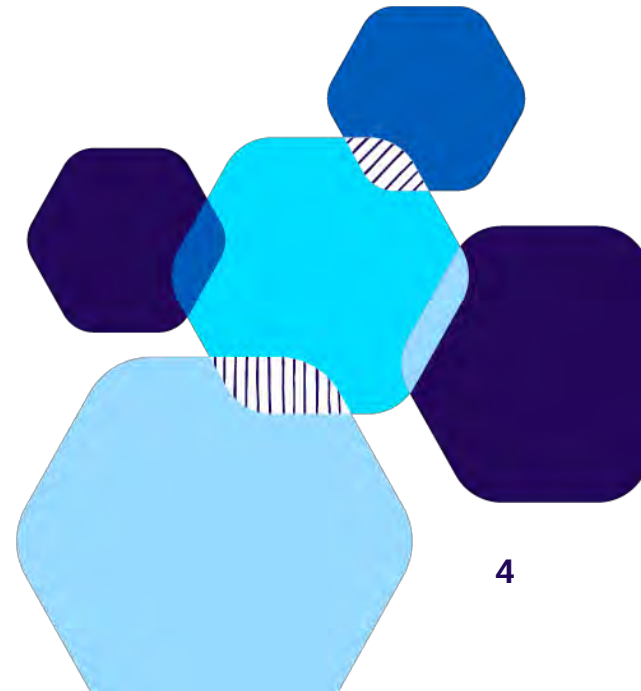


---

# Session aims

## By the end of this session you'll have:

- A good grasp of the concept of gender inclusivity
- Knowledge of the importance and benefits of gender inclusivity in the classroom
- Tips to integrate gender inclusivity in the classroom
- Practical Activities that can be used in the English Language Classroom to promote gender inclusivity



---

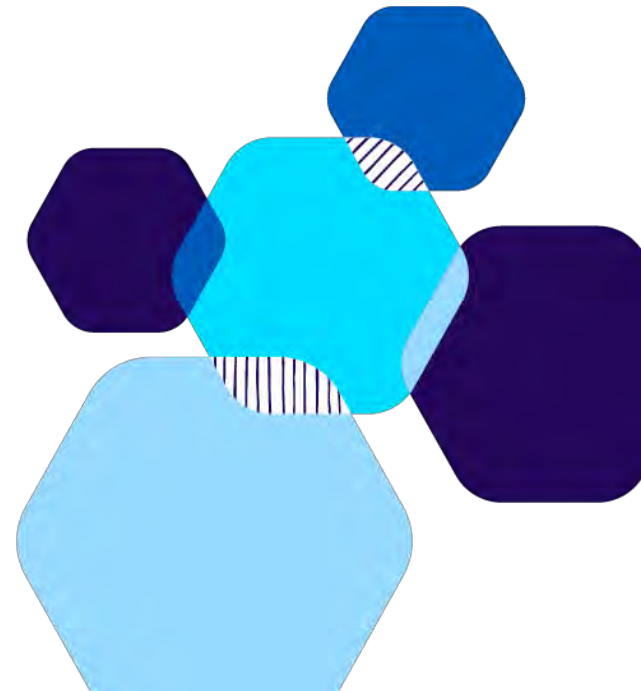
# What is Gender Inclusivity?

**When you hear the term ‘Gender Inclusivity’, what word comes to your mind?**

Gender inclusivity is acting, speaking and writing in a way that does not discriminate against a particular sex, social gender or gender identity, and does not perpetuate gender stereotypes.

Gender inclusivity in the classroom means creating an environment where all students, regardless of their gender identity or expression, feel respected, valued, and included.

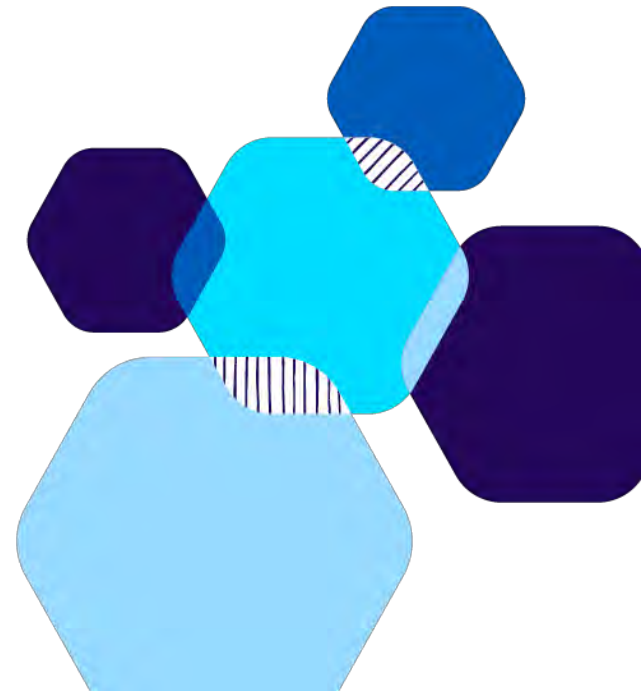
This involves using inclusive language, addressing individual students by their preferred names and pronouns, providing diverse representation in teaching materials, and promoting an atmosphere of understanding and acceptance for all gender identities.



---

## What are the arguments for being gender inclusive?

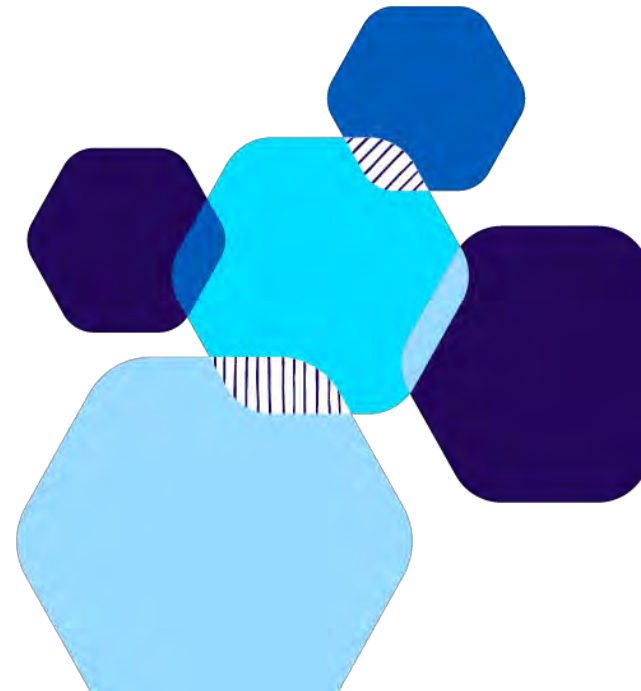
1. **R**\_\_\_\_\_ : Treating everyone with dignity, regardless of gender identity.
2. **E**\_\_\_\_\_ : Ensuring everyone has the same opportunities and rights.
3. **I**\_\_\_\_\_ : Valuing and including all gender identities.
4. **J**\_\_\_\_\_ : Fighting discrimination and stigma.
5. **L**\_\_\_\_\_ **and H**\_\_\_\_\_ **Rights**: Upholding individuals' rights to self-identify.
6. **W**\_\_\_\_\_ : Ensuring access to supportive services for all.
7. **E**\_\_\_\_\_ : Creating safe and supportive learning environments.
8. **E**\_\_\_\_\_ **B**\_\_\_\_\_ : Attracting diverse talent and fostering innovation.



---

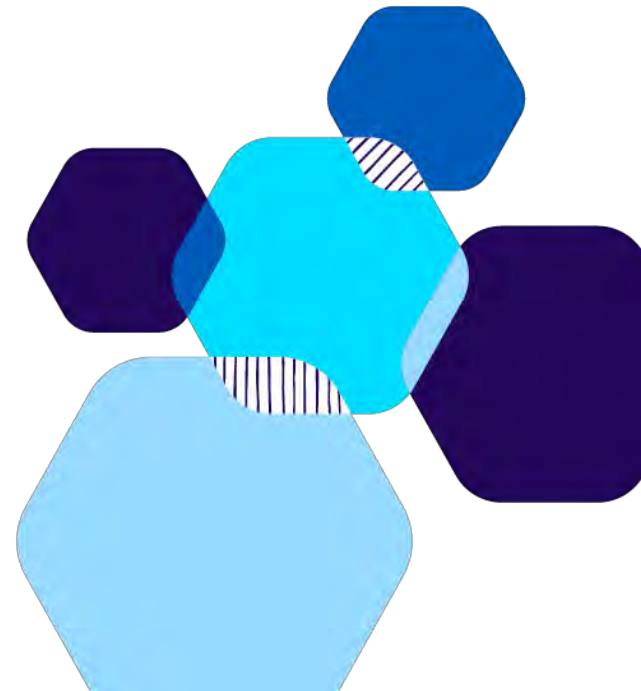
## What are the arguments for being gender inclusive?

1. **Respect:** Treating everyone with dignity, regardless of gender identity.
2. **Equality:** Ensuring everyone has the same opportunities and rights.
3. **Inclusivity:** Valuing and including all gender identities.
4. **Justice:** Fighting discrimination and stigma.
5. **Legal and Human Rights:** Upholding individuals' rights to self-identify.
6. **Well-being:** Ensuring access to supportive services for all.
7. **Education:** Creating safe and supportive learning environments.
8. **Economic Benefits:** Attracting diverse talent and fostering innovation.



# What are the arguments for being gender inclusive in the English classroom?

1. Teaching gender diversity is important in promoting inclusivity and creating a safe and respectful classroom environment for all students.
2. Language learning promotes empathy and understanding
3. Teach students about gender-neutral language and encourage them to use it in their English language learning. This can challenge stereotypes and promote equality.
4. It challenges traditional stereotypes, allowing students to explore diverse interests and career paths.
5. Incorporating literature, such as books and poems, that explores gender diversity into the English language curriculum can give students exposure to different voices and perspectives and help build their empathy and understanding.
6. By evaluating and analysing gender relationships and attitudes to gender through English language resources, students are given a less constrictive space to come to grips with their own perspectives on gender through reflection on a variety of views and inclusive ideas than in the outside world where they are forced to comply with stereotyped views to fit into the community.

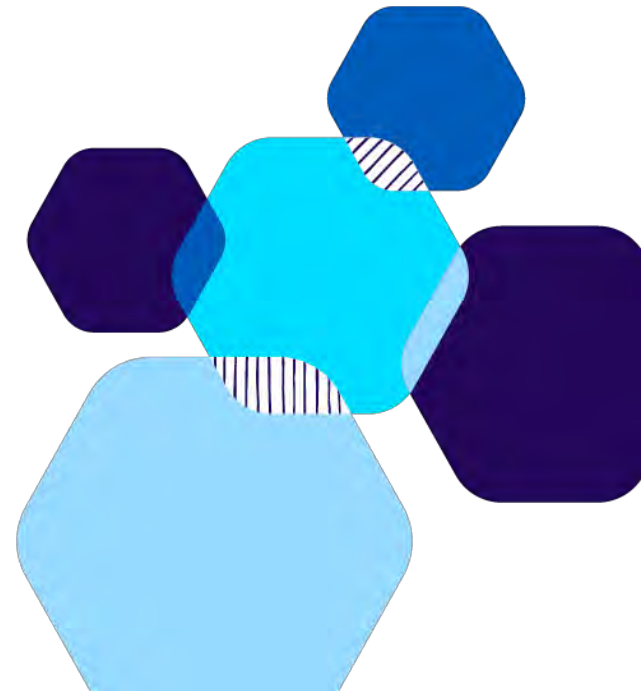




# General Strategies for Promoting Gender Inclusion

How can you make your classroom more gender inclusive?

- **Education and Awareness:** Conduct workshops, training sessions, and awareness campaigns to educate people about gender diversity, biases, and stereotypes.
- **Create Inclusive Policies:** Implement policies that promote gender equality and diversity in recruitment, promotions, and decision-making processes.
- **Provide Equal Opportunities:** Ensure that all individuals have access to the same opportunities, resources, and benefits regardless of gender.
- **Foster Inclusive Culture:** Cultivate a workplace culture that values and respects diverse perspectives, experiences, and identities.
- **Address Unconscious Bias:** Offer training to recognize and mitigate unconscious biases that may affect decision-making and interactions.



# General Strategies for Promoting Gender Inclusion

How can you make your classroom more gender inclusive?

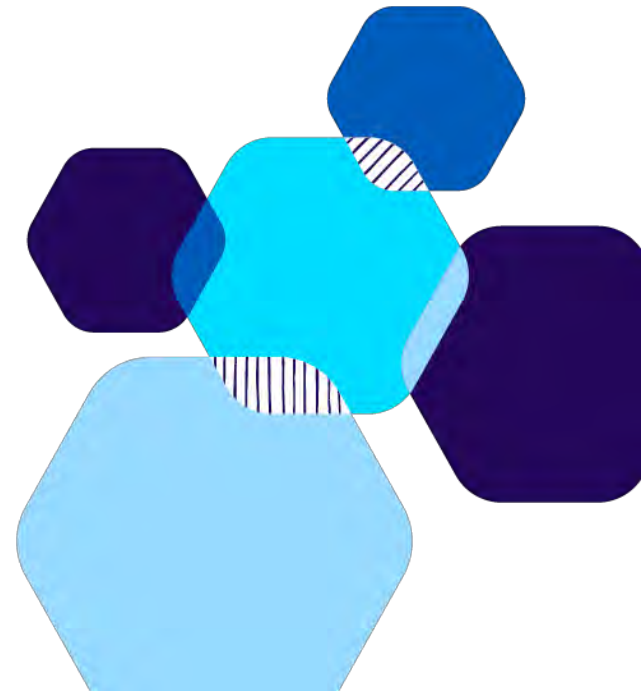
**Support Work-Life Balance:** Provide flexible work arrangements, parental leave, and support services to accommodate diverse family responsibilities.

**Promote Female Leadership:** Encourage and support women's leadership development through mentorship, sponsorship, and career advancement programs.

**Challenge Stereotypes:** Challenge stereotypes and gender norms in marketing, advertising, and media representations.

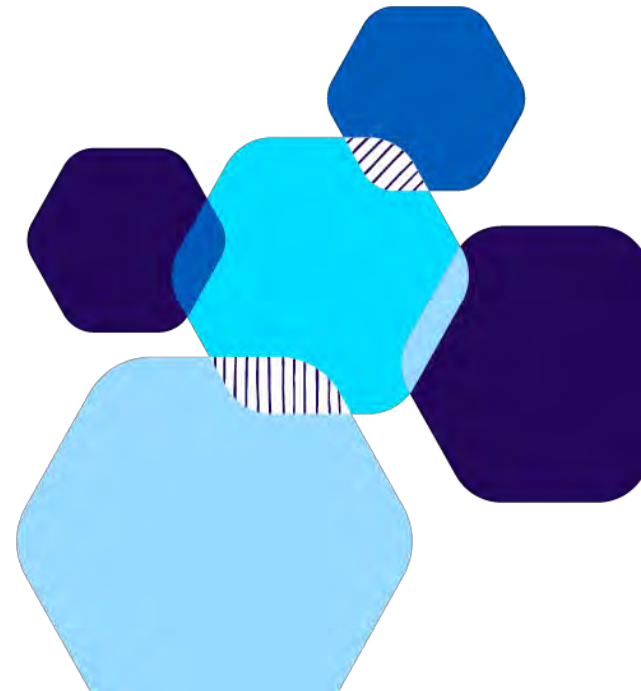
**Engage Men as Allies:** Involve men as allies in gender inclusion efforts and encourage them to advocate for equality and challenge harmful behaviors.

**Measure Progress:** Regularly assess and track progress on gender diversity and inclusion initiatives, and adjust strategies as needed to ensure effectiveness.



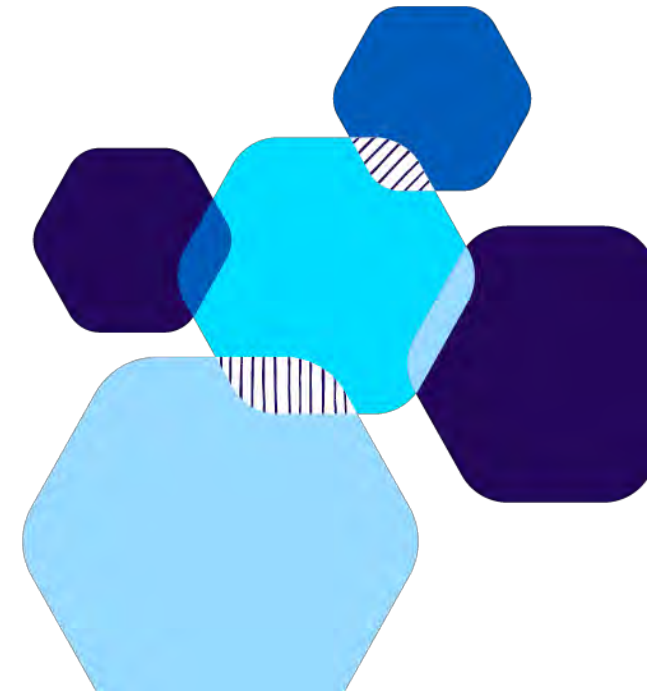
# Strategies for Promoting Gender Inclusion in the Classroom

- Create inclusive learning environment by putting students in mixed groups (boys and girls) for inclusive participation
- Create a safe space for diverse opinions and perspectives by encouraging everyone to air their views without being punished even when they are wrong, give constructive criticism/feedback
- Use gender responsive teaching/learning methodologies that ensure all students feel valued and respected by using encouraging words even when they have made a mistake.
- Ensure to distribute questions, praises evenly without bias. Such methodologies include – discussions, group activities/collaboration, project-based learning, role-play, etc.



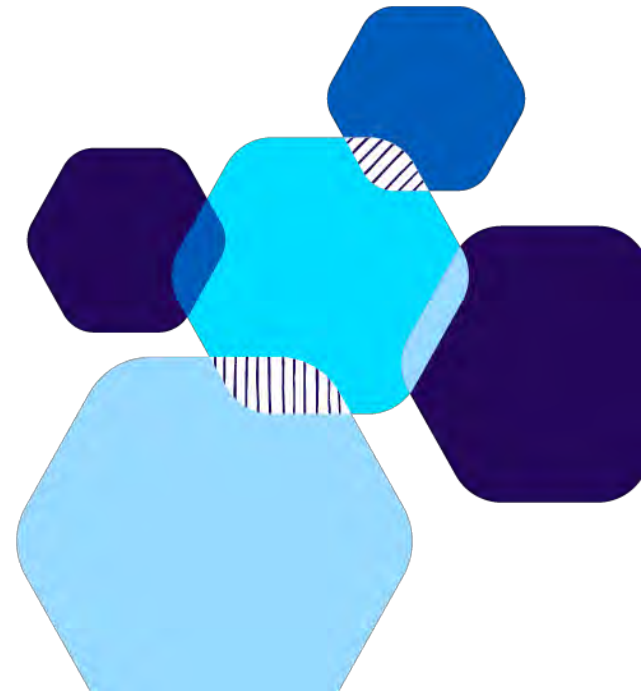
# Strategies for Promoting Gender Inclusion in the Classroom

- Make your lessons more interactive and engaging by activities/topics bearing in mind that some topics are gender specific. Endeavour to bring up female football clubs/teams and players whenever you teach football. Vice versa, bring up men, who are into fashion, great chefs who are men, etc. in order to create a balance in class participation.
- Review teaching materials before hand and ensure to adapt/adopt materials that are gender bias and stereotypes in language, content and images in a way to suit inclusive participation in class.



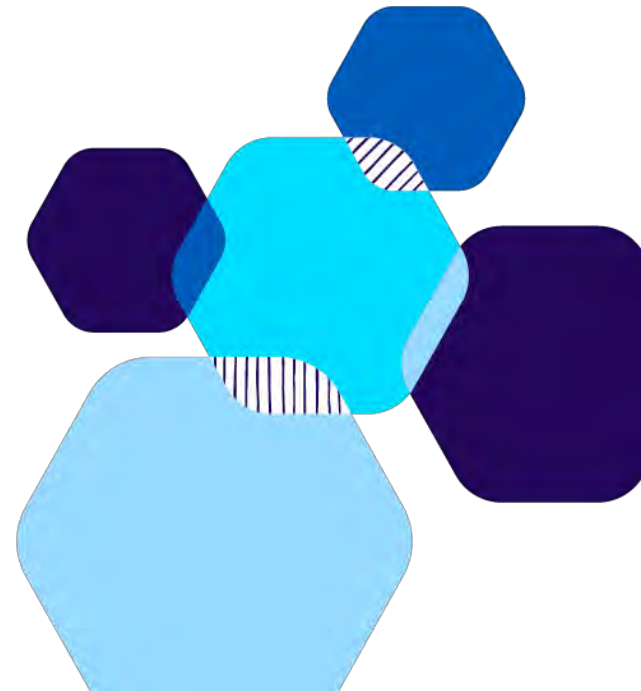
# Strategies for Promoting Gender Inclusion in the Classroom: Language Use

- Instead of using pronouns like “he” or “she” use the gender pronoun “they” if you do not know the gender, or simply refer to the person by their name
- Instead of using titles such, as “Mr.” or “Mrs.” use gender neutral titles like “Mx.” or “Dr.” Avoid using gendered job titles and instead opt for gender neutral terms. For example use “firefighter” instead of “fireman”, or “police officer” instead of “policeman”.
- When referring to a group of people, use gender-balanced terms. Instead of saying “guys” or “ladies and gentlemen” consider using terms like “everyone” or simply address them as “folks”.
- Do not make assumptions about someone’s gender when discussing work related tasks or roles. Use language that encompasses all individuals, such as referring to them with a term like “person” or “someone.”



---

# Activities for Promoting Gender Inclusion



# Activities for Promoting Gender Inclusion: Female Scientists

Match the pictures with the names

1. Salimata Wade
2. Fatima Djarma
3. Kamila Nigmatullina
4. Catherine C. Goodman

A



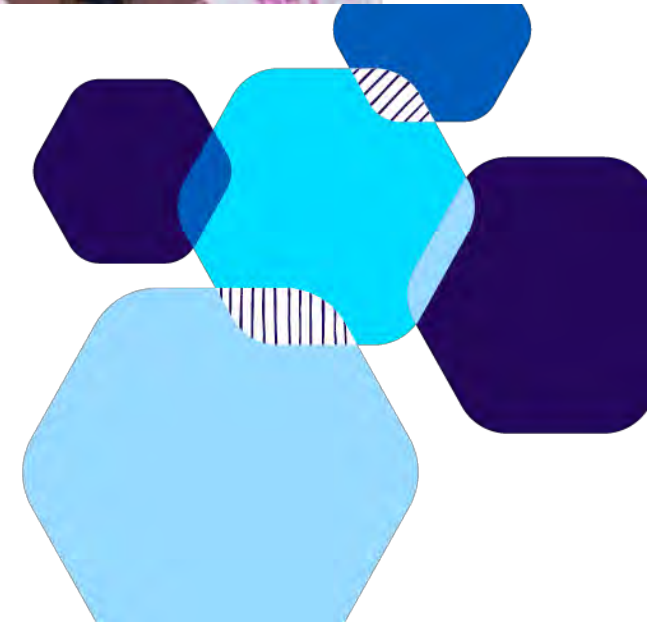
B



C



D



---

# Activities for Promoting Gender Inclusion: Female Scientists

## Stage 1 : Warm up

- Show images of four African famous female scientists and four names and ask learners to match the pictures with the names

## Stage 2: Pre-reading/ Pre-teach vocabulary

- Ask learners to tell you as many jobs as they can and write them on the board
- Then ask them to categorize these jobs into female or male careers
- Discuss if there are 'male' and 'female' jobs

## Stage 3: Reading phase/Jigsaw reading

- Divide learners into different teams and give a text to each team.
- They read the text and take key notes.
- Tell them to exchange their notes and check answers with peers.
- Perform whole class feedback

## Stage 4: follow-up

- Give learners homework in which they research African female scientists they admire

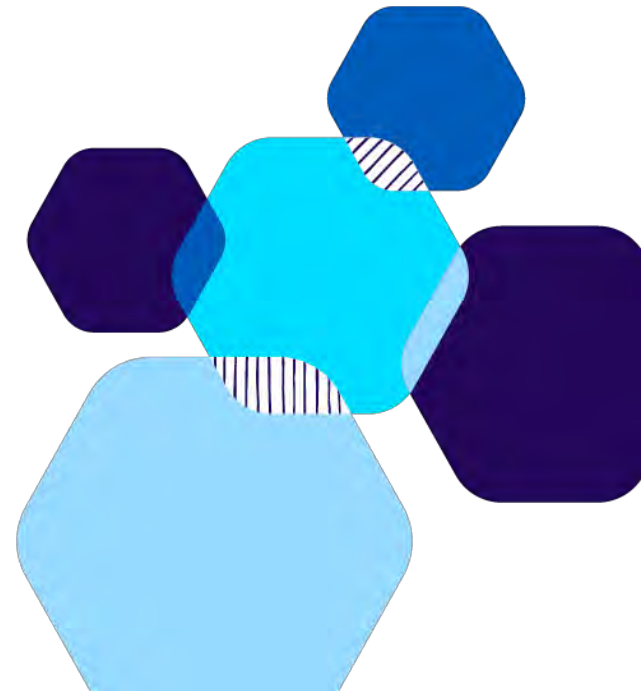




---

# Activities for Promoting Gender Inclusion: Female Activism

Female Activism is an activity which enables learners to develop their reading skills while learning about female activists, their goals and how women have challenged and are still challenging inequalities throughout the world.



---

# Activities for Promoting Gender Inclusion: Female Activism

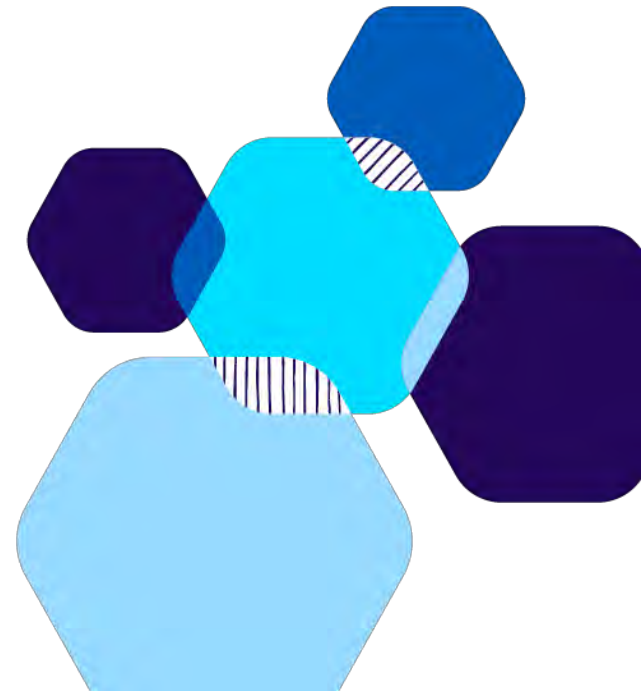
**Stage 1: Lead-in/Pre-reading** - Show a picture in which learners can see a well-known female figure from their country so that they can identify her easily. Using this figure as an example, elicit the word “activist” from the learners as someone who wants to change things for the better for people. Check understanding by asking concept checking questions.

Elicit/give examples of some more female activists. These could be females advocating girls’ education, such as Malala Yousafzai in Pakistan, the environment with Wangari Mathaai in Kenya or females advocating the rights of refugees.

Elicit the goals of activism and the particular challenges faced by female activists.

**Stage 2: Reading for Gist:** Give the learners a text and ask them to match a title to the text from the options A/B/C. Get feedback from the learners and ask them to justify their answers.

**Stage 3: Reading for Detail:** Ask the learners to read the text again and complete the table about the activists. Fast finishers can move on to the multiple-choice questions. Conduct feedback on the answers and ask the learners which activist they think is the most impressive.



# Activities for Promoting Gender Inclusion: Gender & Climate

## QUESTION 1: READING FOR MEANING AND UNDERSTANDING

Read TEXT A below and answer the questions set.

### *Mothing Earth*

*Holly Tuppen explores how travel can support one of the world's greatest climate crisis mitigation tools: empowering women*

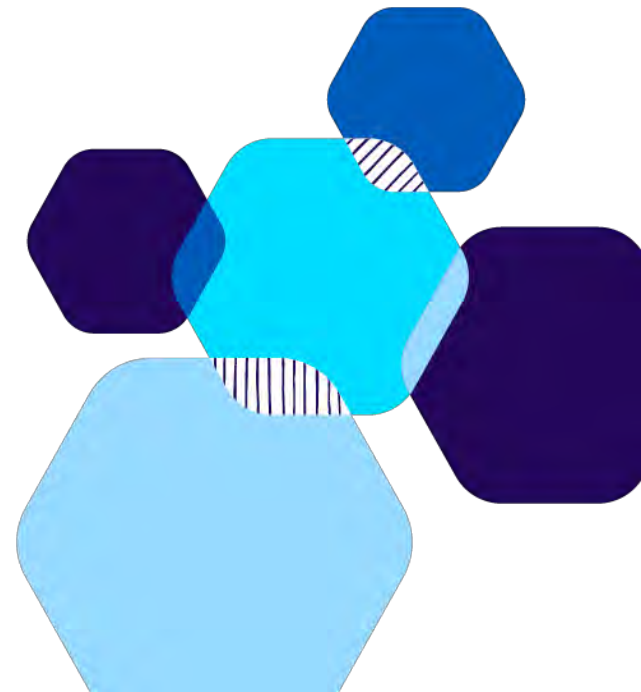
- 1 Back in 2020, the independent climate research organisation Project Drawdown listed empowering women and girls in developing countries as the second of 76 solutions for curbing global warming. The project estimates that providing girls' education and family planning could decrease carbon dioxide equivalent emissions by 68.9 gigatonnes by 2050.
- 2 It makes perfect sense when you consider the ripple effect of access to education, family planning and birth control, as slower population growth relieves stress on ecosystems and reduces emissions. The report also found that women in rural areas are more likely to farm sustainably, cultivating a greater variety of crops that support biodiversity and are resilient to climate change.
- 3 Alessandra Alonso, managing director of Women in Travel, an organisation that both trains and supports disadvantaged women to fill multiple roles in the hospitality industry, explains: "Women, globally, not only sit at the heart of communities but are educators. They teach children about the impact of the climate crisis and the importance of respecting our planet. It is impossible to divorce female empowerment and inclusion from sustainable development."
- 4 Financing women through our travel choices is even more critical as destinations recover from the economic after-effects of the Covid-19 pandemic. As Zina Bencheikh, managing director of EMEA for Intrepid, explains: "The pandemic disproportionately impacted women working in travel because many of them work in informal roles and have no access to government support." When you consider the role that travel can play in making a positive impact, seeking experiences that empower women is an excellent place to start. As with all responsible tourism, rather look for empowerment and long-term thinking rather than handouts.
- 5 Social enterprise tour operator Eternal Landscapes Mongolia is a beautiful example of what is possible. Having spotted how difficult it is for women to get on the 'circuit' of guides that dominate tours in Mongolia, Eternal Landscapes runs a free training programme for Mongolian women seeking work in tourism. Whether joining the training to find economic independence, learn new skills or gain confidence, Eternal Landscapes is proud to say that all its guides are female. These keen recruits also help shape itineraries, ensuring that they support the needs (including those of women) of local communities in the long term.
- 6 Large travel businesses are showing leadership too. Through its non-profit partner, Planeterra, G Adventures invests in community projects, including several involved in gender equality. In one of its most popular destinations, Peru, trips support a Women's Weaving Cooperative owned by local women. Tour operators invite guests to meet and support female makers, producers and entrepreneurs.

- 7 Much is also being done across Africa to empower women to shatter the chains of patriarchal stereotypes in African travel. Recognising that women are under-represented in the scores of expedition leaders ascending Mount Kilimanjaro, tour operator Exodus Travels has set up the Mountain Lioness Scholarship, which enables 10 women to graduate as mountain guides each year. Working life is usually dominated by men in Tanzania, particularly in rural areas and in the tourism sector. By becoming Africa's first all-women-run safari camp, the Serengeti-set Dunia not only provides an opportunity to the 23 Tanzanian women it employs but challenges the wider industry at large. The Zeitz Foundation launched East Africa's first All-Women Anti-poaching Ranger Academy at Segera Conservancy in Kenya and have to date trained 27 female rangers.
- 8 The need for an increase in girls' education on the continent is also being highlighted. Some 83% of women in rural Morocco are illiterate. Most never had access to schooling, which is why Education for All, run by Intrepid Travel, arranges safe boarding and nutritional meals for girls to attend school beyond their primary years. So far, fifty of its students have enrolled in further education.
- 9 Inhabit Hotels in Europe works with Women in Travel to offer disadvantaged female jobseekers a four-week placement and mentoring, an invaluable opportunity for refugees, immigrants or single mothers struggling to find work. While over in Sri Lanka, on the wild, coastal edge of Yala National Park, housekeeper Thushari Priyangika is enjoying her new role at the green-minded hotel Jetwing Yala. "This job means the world to me, as my husband lost his job during the pandemic. Now I am the sole breadwinner," she explained. Thushari's job is part of Jetwing's new drive to provide roles for middle-aged women eager to pursue new careers post-pandemic and post-childrearing. So far, the hotel group, which operates throughout Sri Lanka, has provided training and employment to twenty women. It's one step among many heading in the right direction.
- 10 The positive influence empowered women can have on travel; climate change and the world economy at large cannot be denied. Those who recognise their impact and utilise it could be the saving grace of a planet in danger of destroying itself with pollution, prejudice and irresponsibility.

*Adapted from www.wanderlustmagazine.com.  
(AUGUST 2022)*

### GLOSSARY:

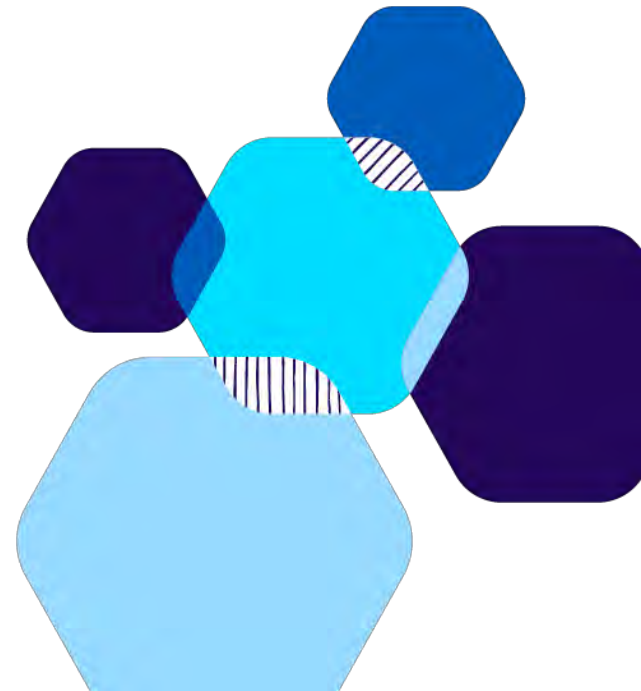
*emissions – the production of large amounts of gas, in this case carbon dioxide which harms the planet.  
Biodiversity – the variety of animals, plants and microorganisms found in one area.  
Itineraries – the putline of the places and activities to be visited along the journey.*



---

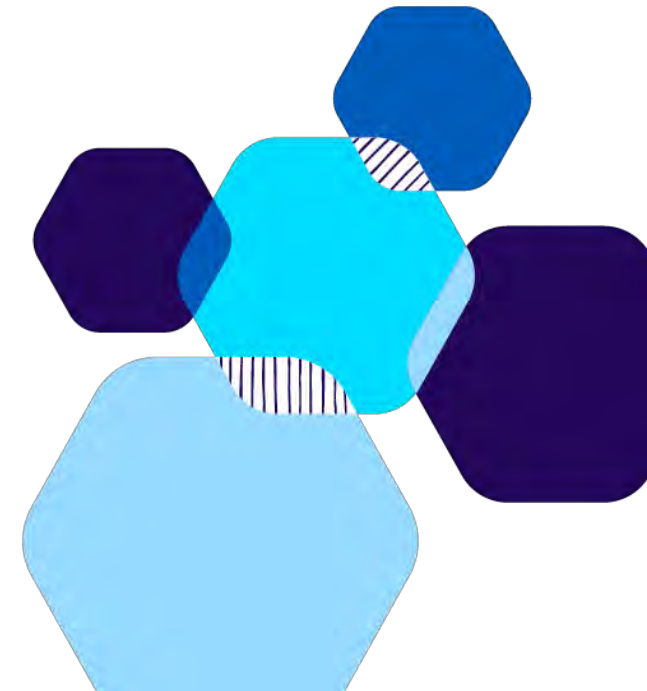
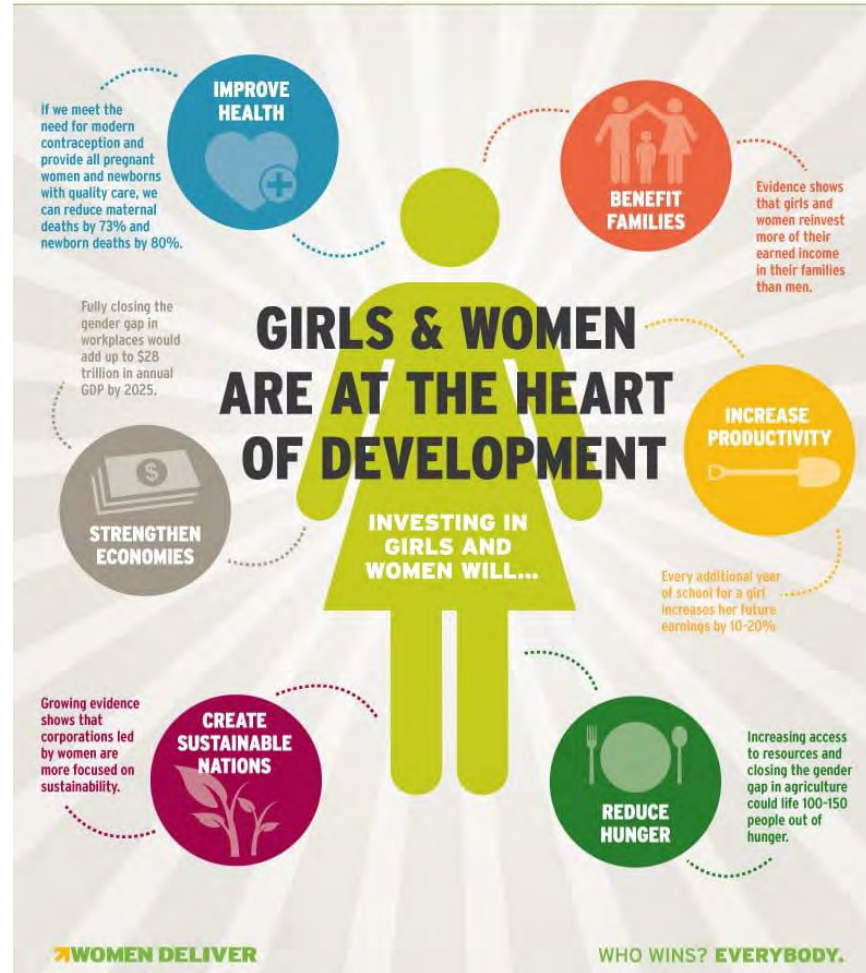
# Activities for Promoting Gender Inclusion: Gender & Climate

What is the ripple effect of women?



# Activities for Promoting Gender Inclusion: Gender & Climate

## The Ripple Effect of Women

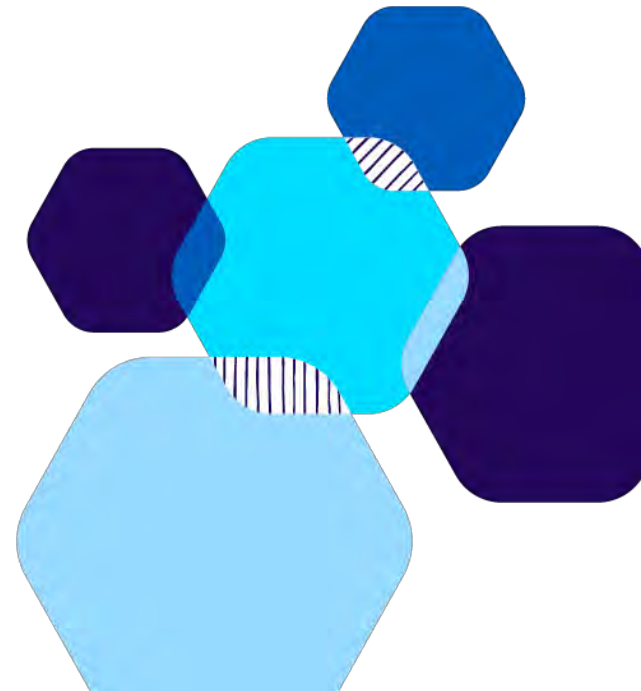


---

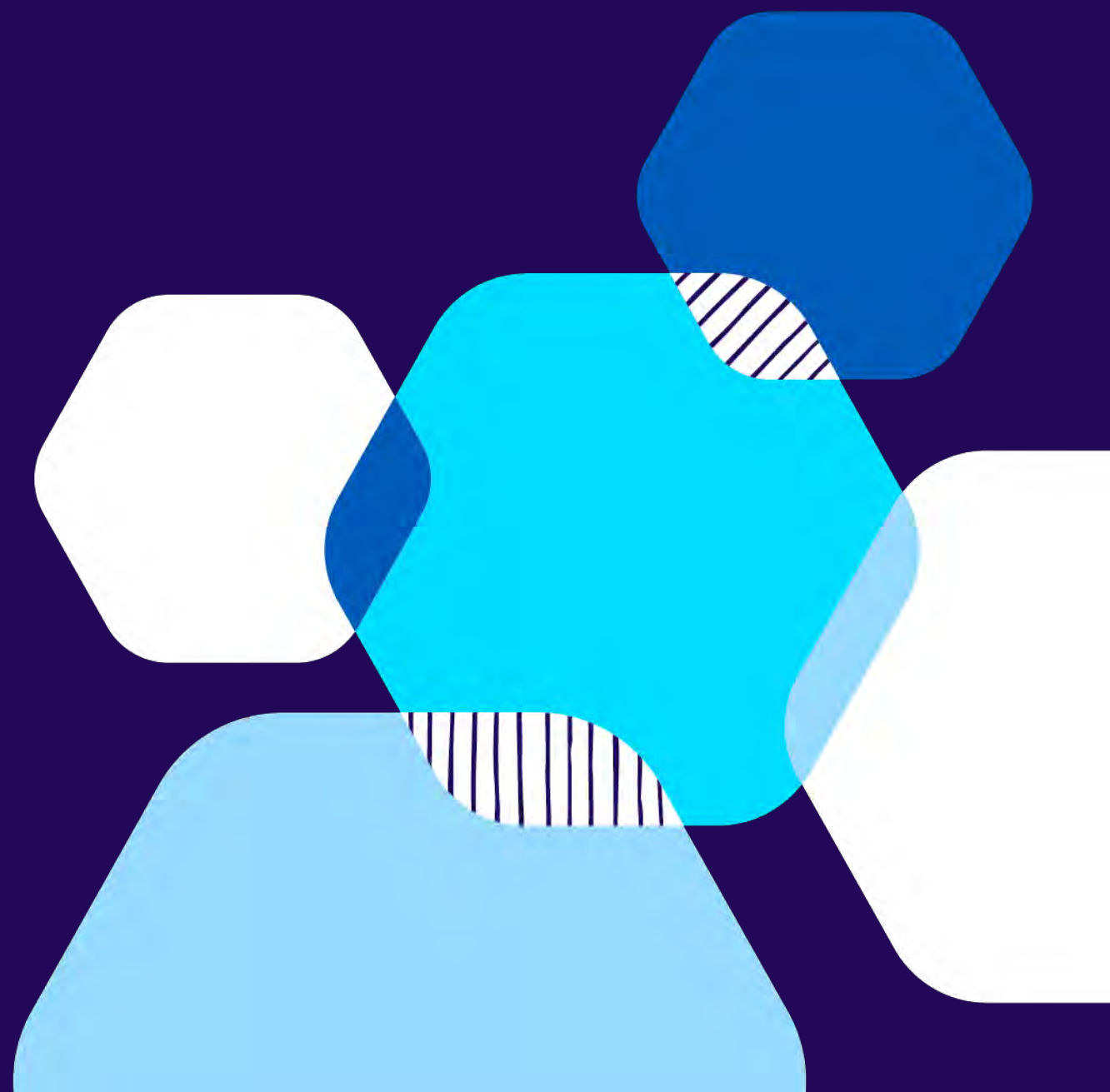
# Activities for Promoting Gender Inclusion: Gender at Work

**Aim:** To develop the learners use and understanding of gender inclusive nouns and pronouns in the topic of jobs

- 1. Lead-in:** Images & discussion
- 2. Test:** Sentence Rewriting
- 3. Teach:** Focus on pronouns and noun alternatives
- 4. Test 2:** Show what learned during teach phase
- 5. Discussion:** Agreeing/disagreeing



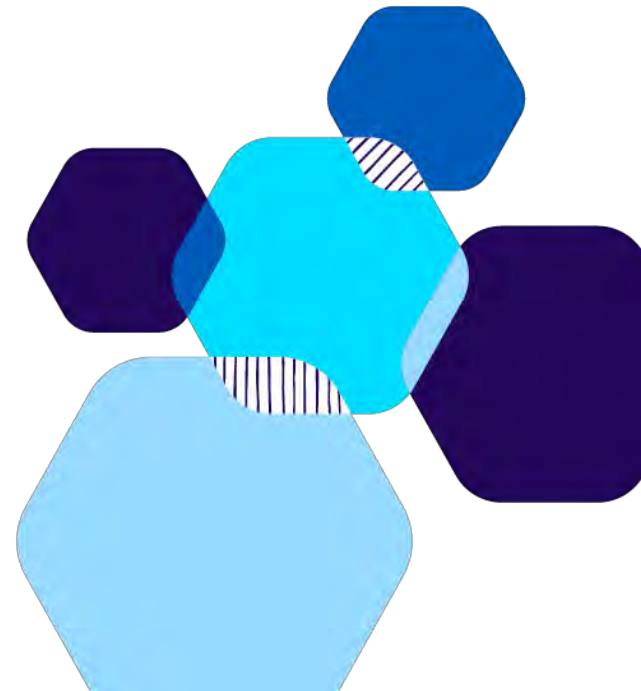
**Any questions?**



---

# References

- <https://africa.teachingenglish.org.uk/classroom/activities/gender-at-work>
- <https://africa.teachingenglish.org.uk/classroom/activities/girls-stem>
- <https://africa.teachingenglish.org.uk/classroom/activities/female-activism>
- <https://www.teachingenglish.org.uk/publications/resource-books/gender-equality-english-language-teaching-practice-resource-book>
- <https://www.teachingenglish.org.uk/training/gender-language-education>





**Thank You.**

[www.britishcouncil.org](http://www.britishcouncil.org)

