

Gender norms and sexual diversity in a heteronormative school environment



A van driver whistles to a nurse on the street, then swerves to miss a parked car and crashes into a young boy and his father who are driving to school. The father dies at the scene. The boy is transported to the hospital, taken immediately into surgery... but the surgeon steps out of the operating room and says, “I can’t operate on this boy – he is my son”!

How can the boy be the surgeon's son?

Is the van driver a man or woman?



Gender norm

Hetero norm

Sex

The biological
differences
between male,
female ...

length

muscle

genitals

Gender

The social
determined
differences based
on sex

clothes

Social role

Study choice

Certain
behavior

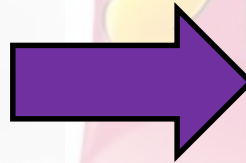
Gender and Gender roles

- Culturally determined
- Changes over time
- Story of V and M
([UN – Emma Watson](#))
- The continuum



Gender

is not passé

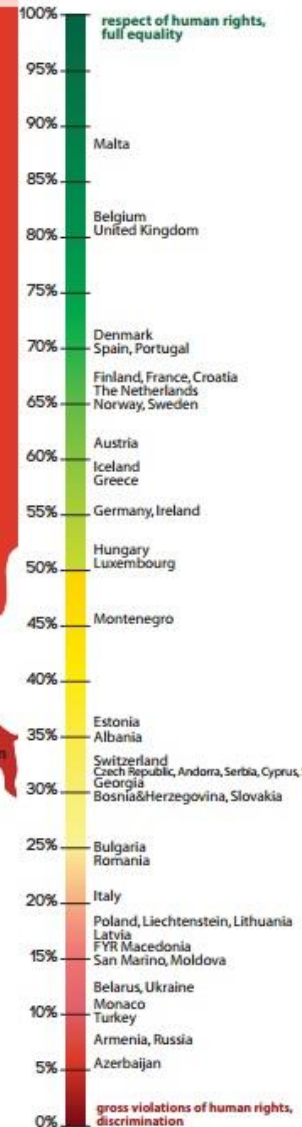
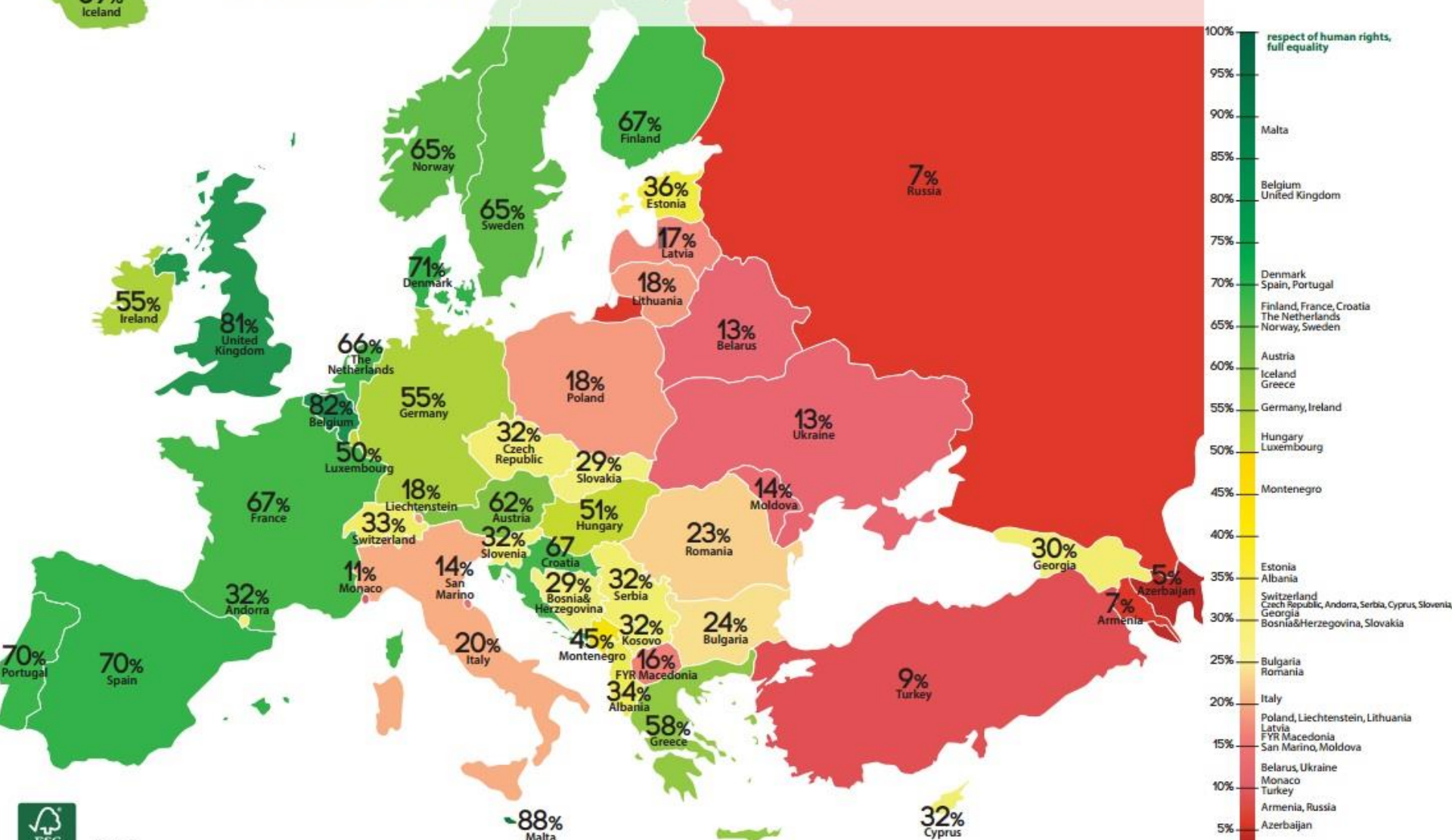




ILGA-Europe Rainbow Map May 2016

reflecting the national legal and policy human rights situation of lesbian, gay, bisexual, trans and intersex (LGBTI) people in Europe

How did we calculate these scores? Have a look at www.rainbow-europe.org



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Gender and sexual diversity

How INCLUSIVE are we for all genders?

Do we CHALLENGE all genders equally?

Are our boys and girls equally SUCCESSFUL?



spatial abilities

motor skills

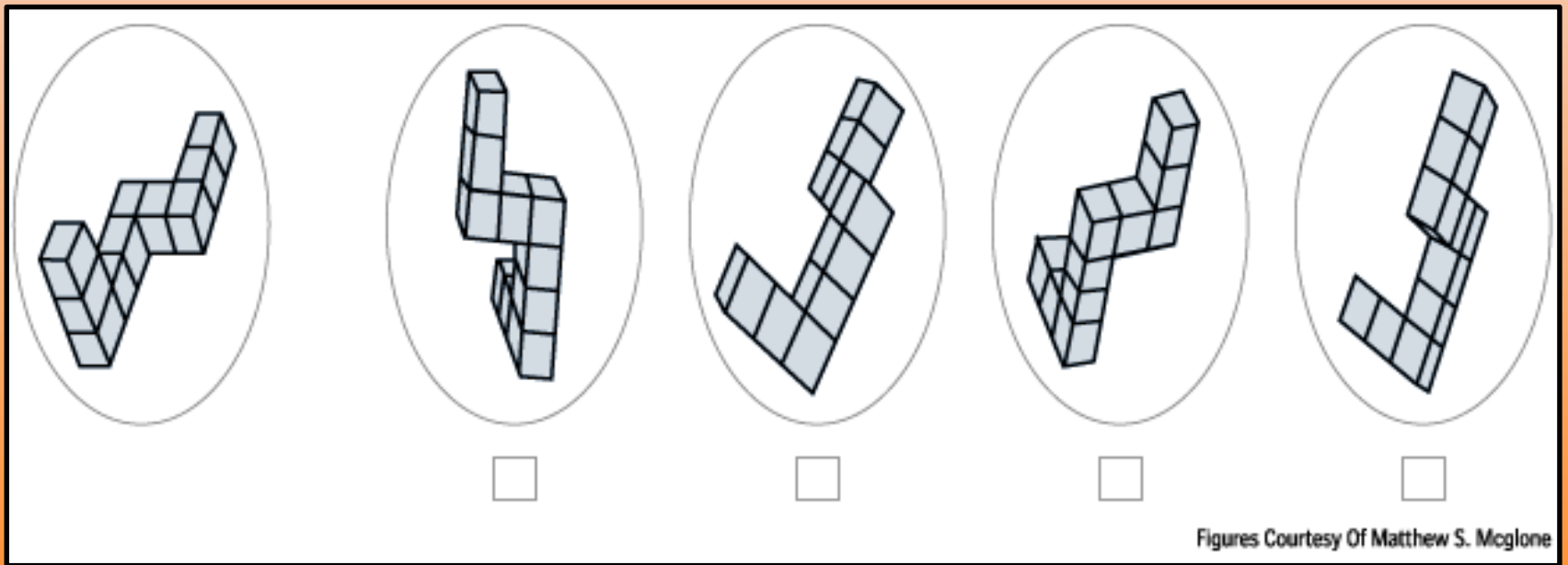
competitive



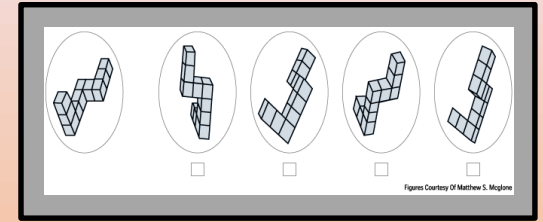
linguistic abilities

neat

empathetic



Mental Rotation Test



no gender-
related
information



results as usual

‘men are better
than women,
probably
because of
genetic reasons’

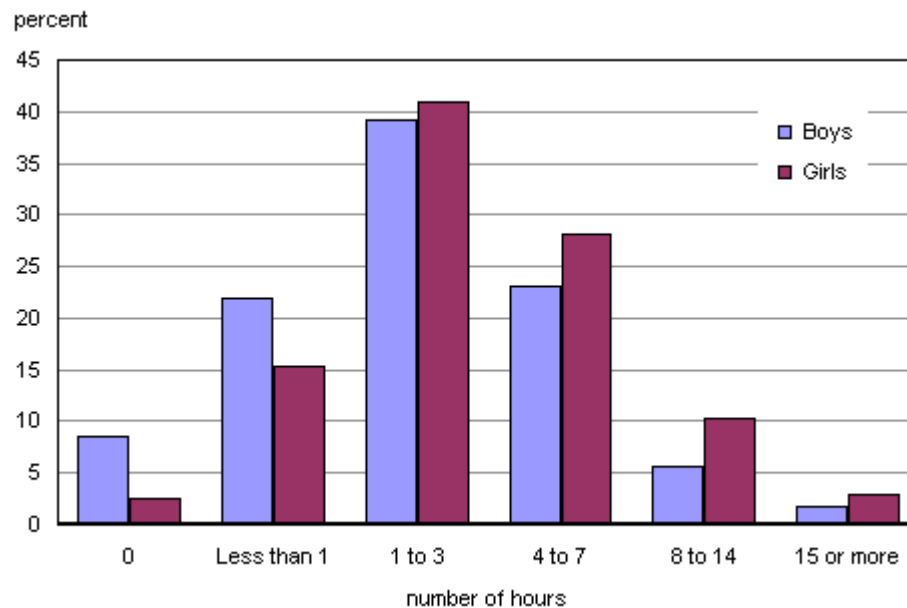


results as usual

‘women are
better than men,
probably
because of
genetic reasons’

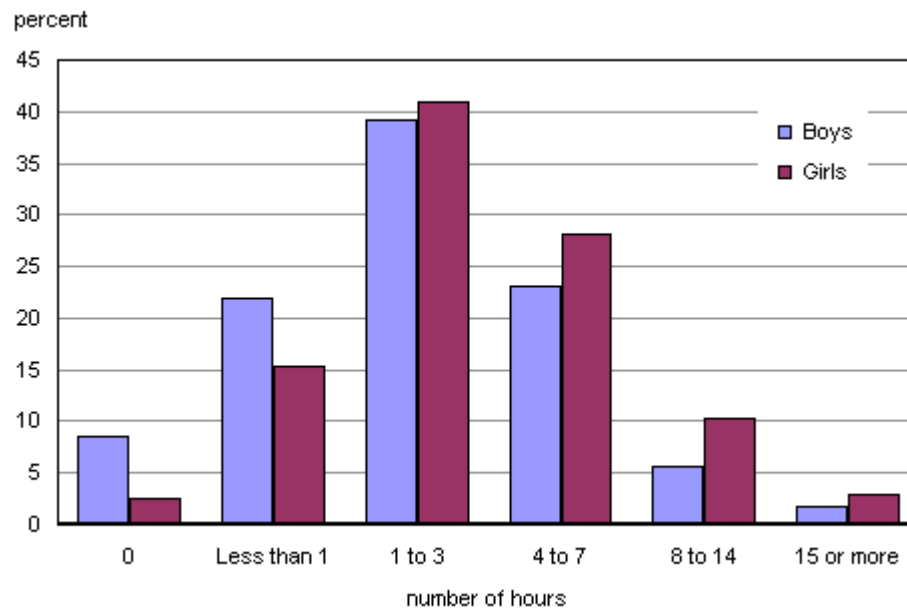


women’s results
= men’s results...



Amount of time
spend on homework,
15 y.o., Canada

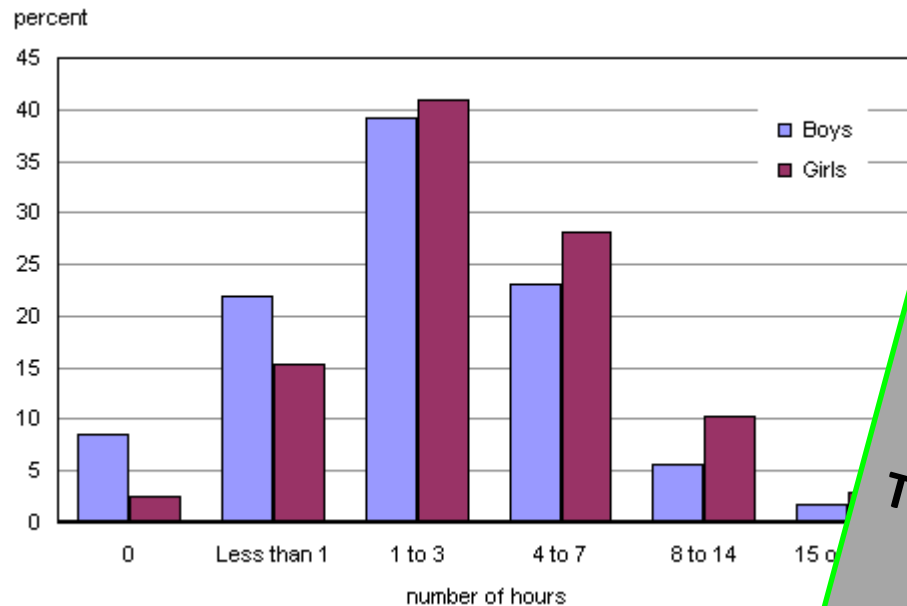
Focus: DIFFERENCE
Girls spend more time on
homework than boys.



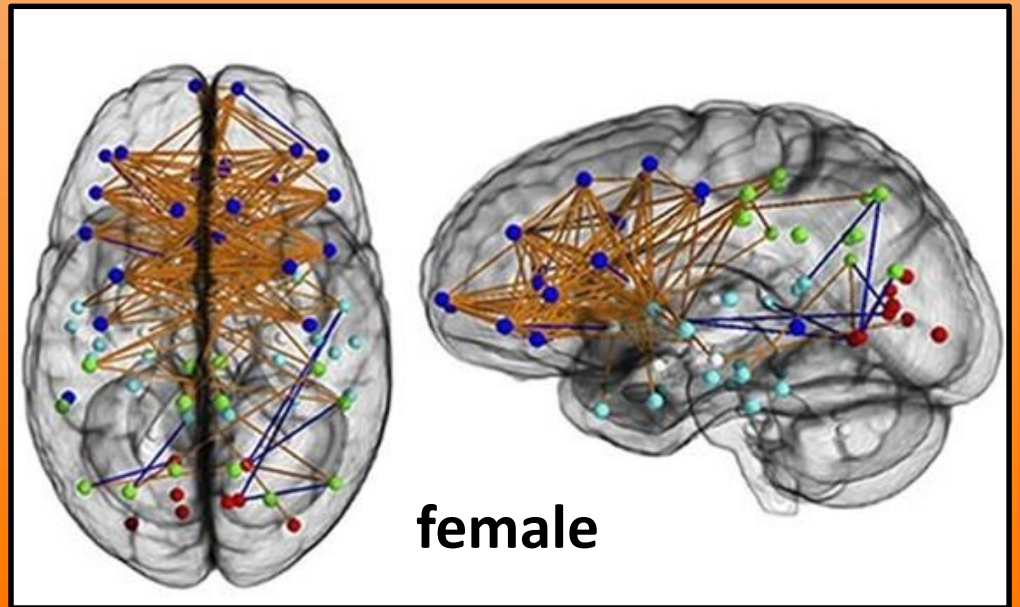
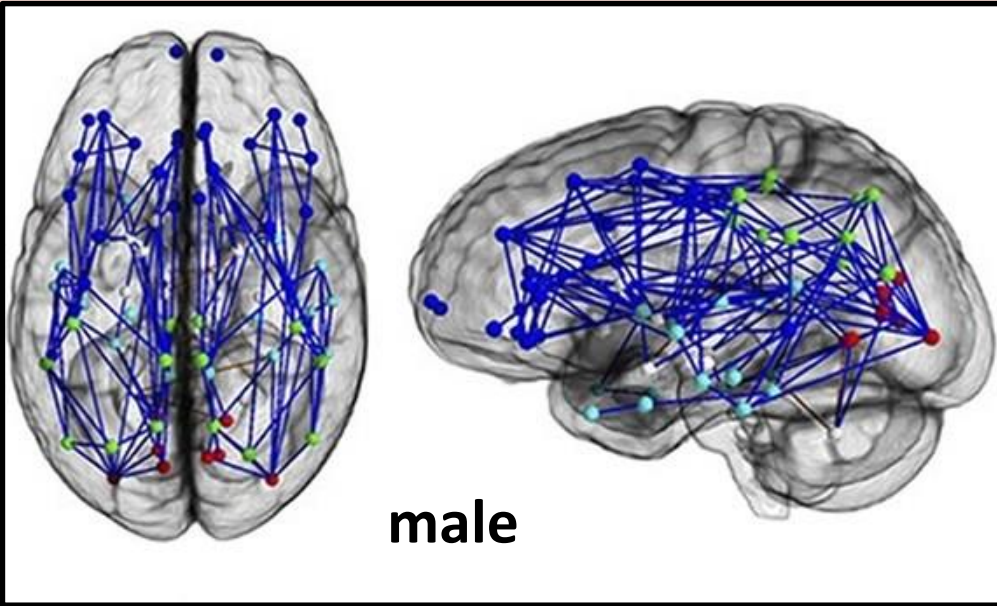
Amount of time
spend on homework,
15 y.o., Canada

Focus: EQUALITY
87% of boys spend as
much time on homework
as girls.

Amount of time
spend on homework,
15 y.o., Canada



Focus: INTRASEXUAL DIFFERENCES
The intrasexual differences are a lot bigger than the intersexual difference.



Male and female brains wired differently, scans reveal

Maps of neural circuitry show women's brains are suited to social skills and memory, men's perception and co-ordination

Monday 2 December 2013 20.40 GMT

theguardian

The hardwired difference between male and female brains could explain why men are 'better at map reading'

And why women are 'better at remembering a conversation'

Steve Connor | [@SteveAConnor](#) | Tuesday 3 December 2013 08:00 GMT | [501](#) comments



INDEPENDENT



spatial abilities

motor skills

competitive

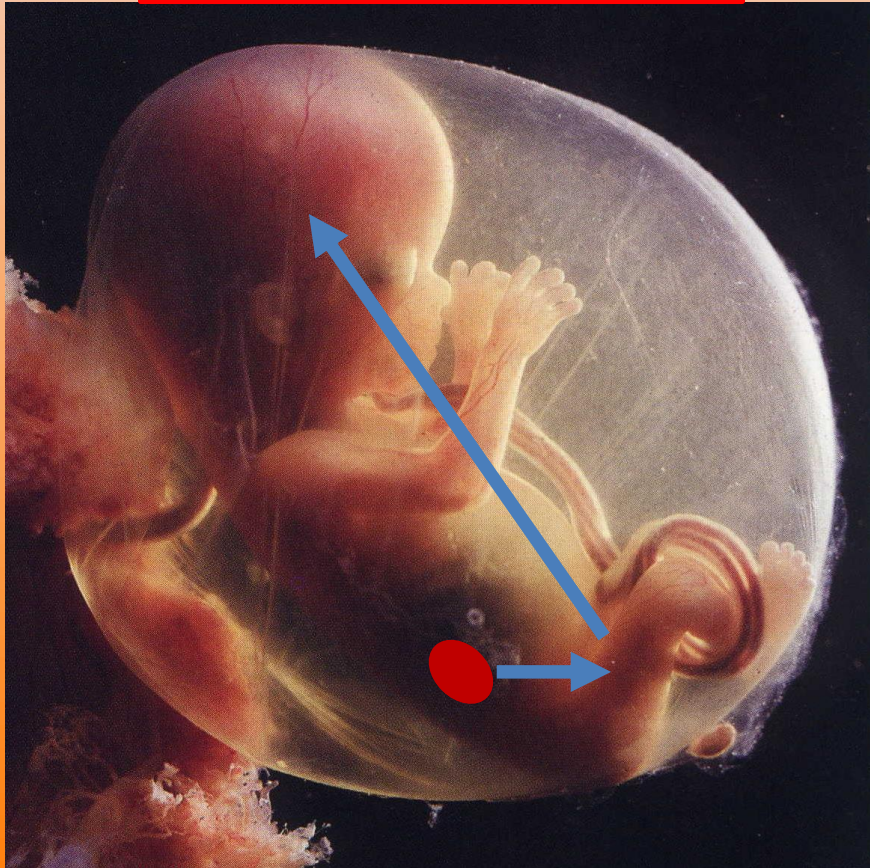


linguistic abilities

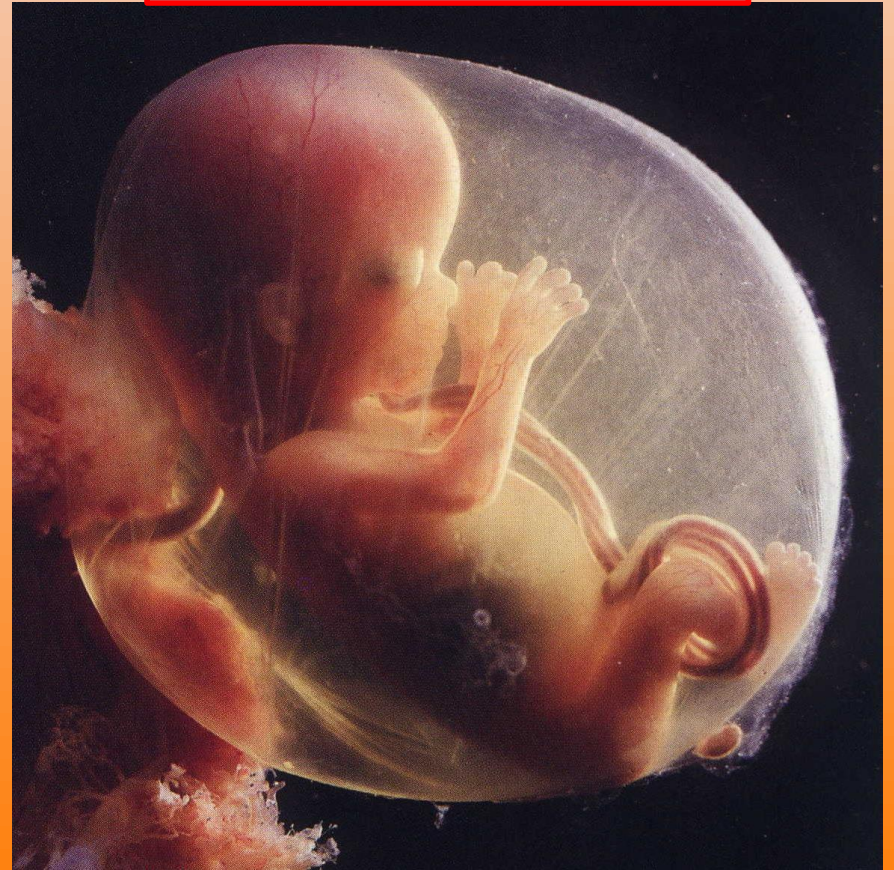
neat

empathetic

Tygo



Isabel

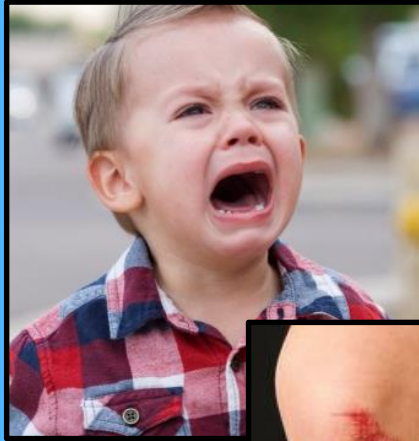






strong

emotions



**Stop crying! Strong
boys don't cry!**



**Stop crying! It's
not that bad.**



strong

emotions



nurturing

careful



strong

emotions

building



nurturing

careful

housekeeping





strong

emotions

building



nurturing

careful

housekeeping

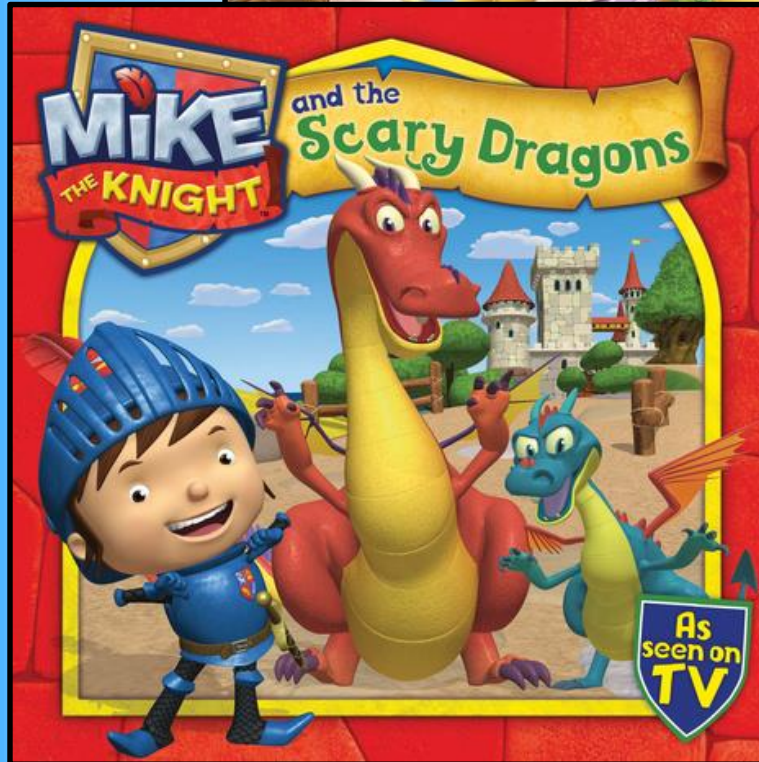
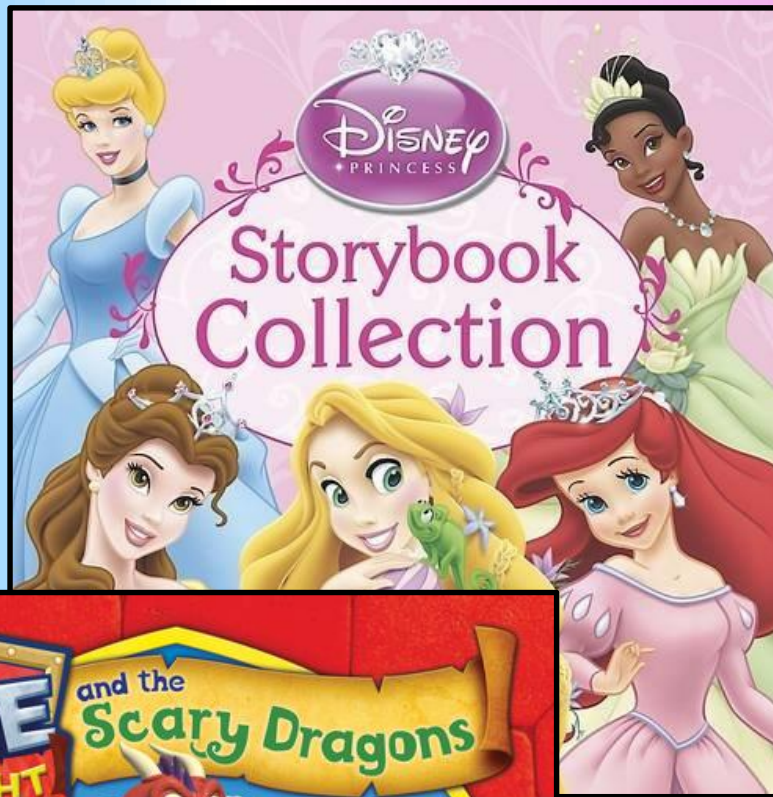


strong

emotions

building

brave



nurturing

careful

housekeeping

pretty

attractive



strong

emotions

building

brave

firefighter



nurturing

careful

housekeeping

pretty

attractive

teacher





strong

emotions

building

brave

firefighter

successful



nurturing

careful

housekeeping

pretty

attractive

teacher



strong

emotions

building

brave

firefighter

successful



nurturing

careful

housekeeping

pretty

attractive

teacher





strong

emotions

building

brave

firefighter

successful



girls



nurturing

careful

housekeeping

pretty

attractive

teacher



boys



strong

emotions

building

brave

firefighter

successful



girls



nurturing

careful

housekeeping

pretty

attractive

teacher



boys



strong

emotions

building

brave

firefighter

successful



nurturing

careful

housekeeping

pretty

attractive

teacher



normal

LGB

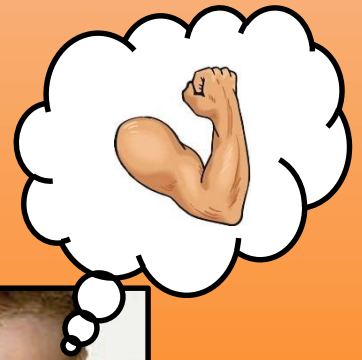
'boyish' girls

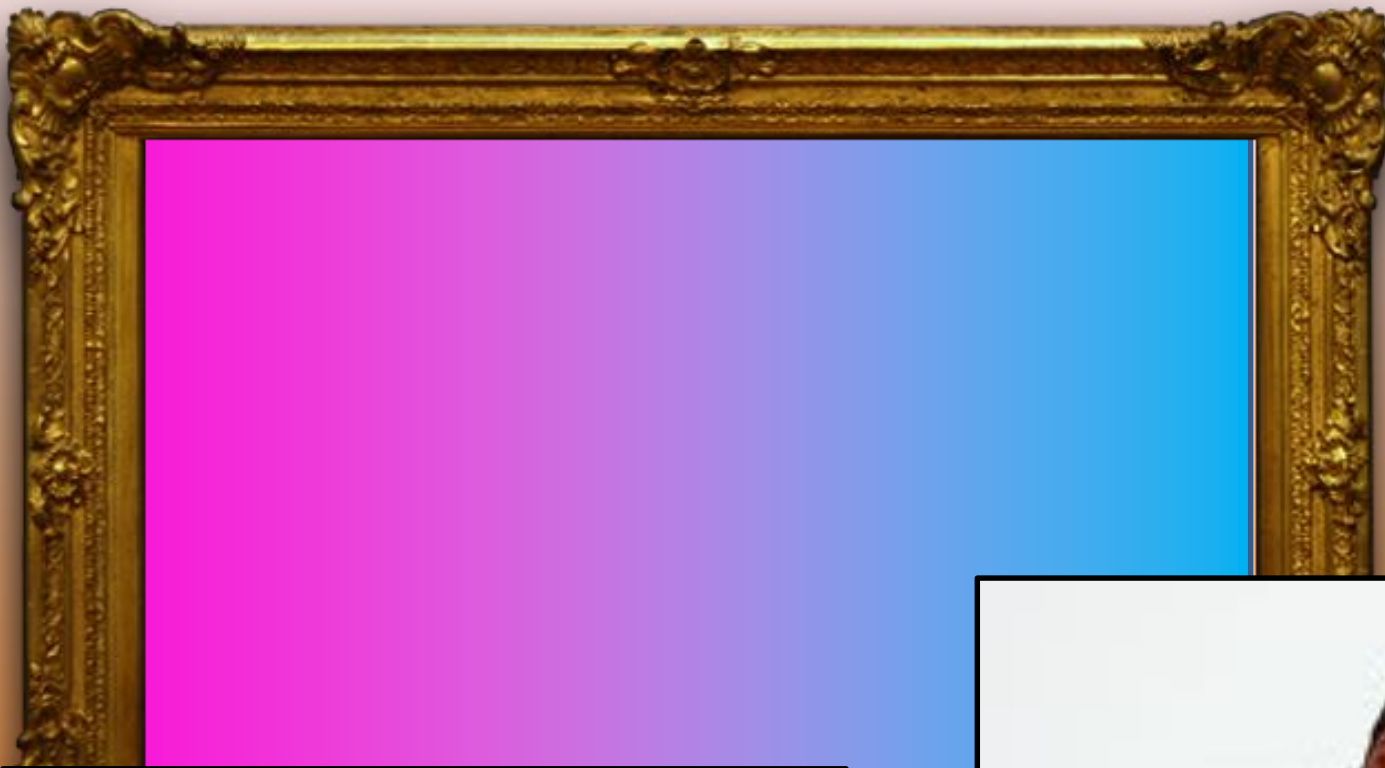
'girlish' boys

...

abnormal

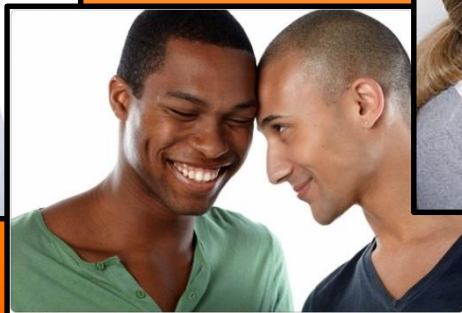
I'm looking for some strong boys to help me move some tables for our upcoming event.











Gender stereotypes: a problem ?


**Stereotypes are useful,
even necessary!**

Gender stereotypes: a problem ?

**A hole in a water pipe.
Which plumber gets called the most?**

Van Houwer Liesbeth

 Aaigemstraat 68, 9000 Gent


 nu open

 09 221 48 10  0496 78 03 61


 E-mail verzenden

Van Straeten Karel

 Breebroekhof 12, 9030 Mariakerke (Gent)

 nu open

 09 236 22 23  0478 48 23 40

 E-mail verzenden

**Stereotypes create social
injustice**

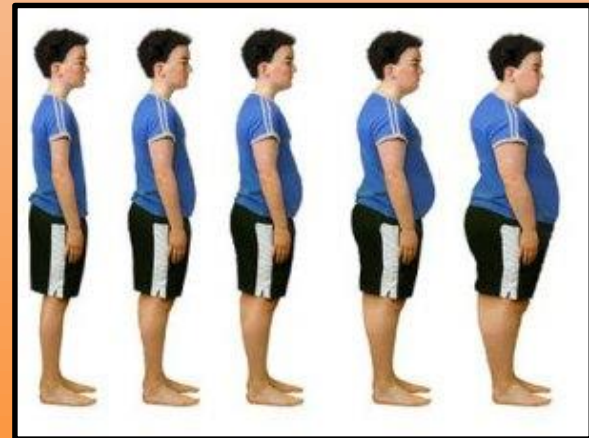
Gender stereotypes: a problem ?

self-image



40% of Flemish High School girls think they are overweight.

5% Are overweight (BMI).



10% of Flemish High School boys think they are overweight.

20% Are overweight (BMI-norm).

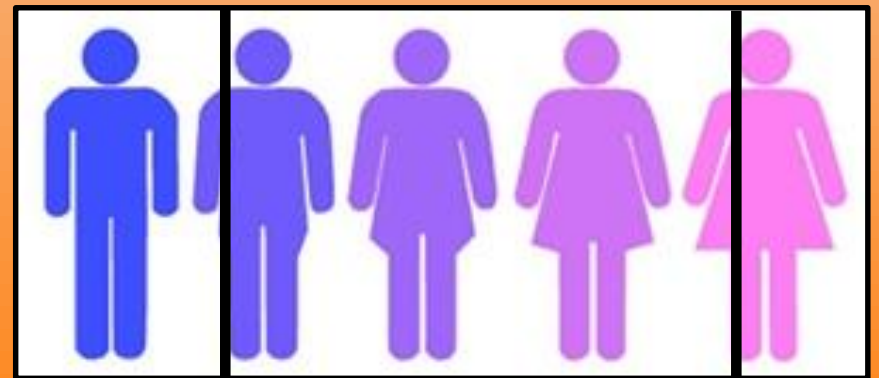
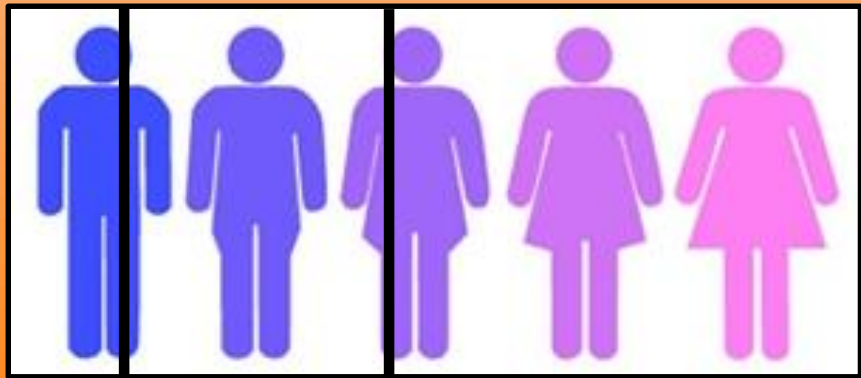
Gender stereotypes: a problem ?

self-image



Gender stereotypes: a problem ?

self-image



Gender stereotypes: a problem ?

self-image

development opportunities

Children have less opportunity to discover and develop talents that are not linked to their sex (stereotypically).

Gender stereotypes: a problem ?

self-image

development opportunities

career opportunities

career choice based
on non-realistic
images of a
profession

hairdresser
nurse
...

shortage
occupations

teacher
nurse
hairdresser
...

engineer
electrician
driver
...

career
opportunities for
women...

... and men

Gender stereotypes: a problem ?

self-image

development opportunities

career opportunities

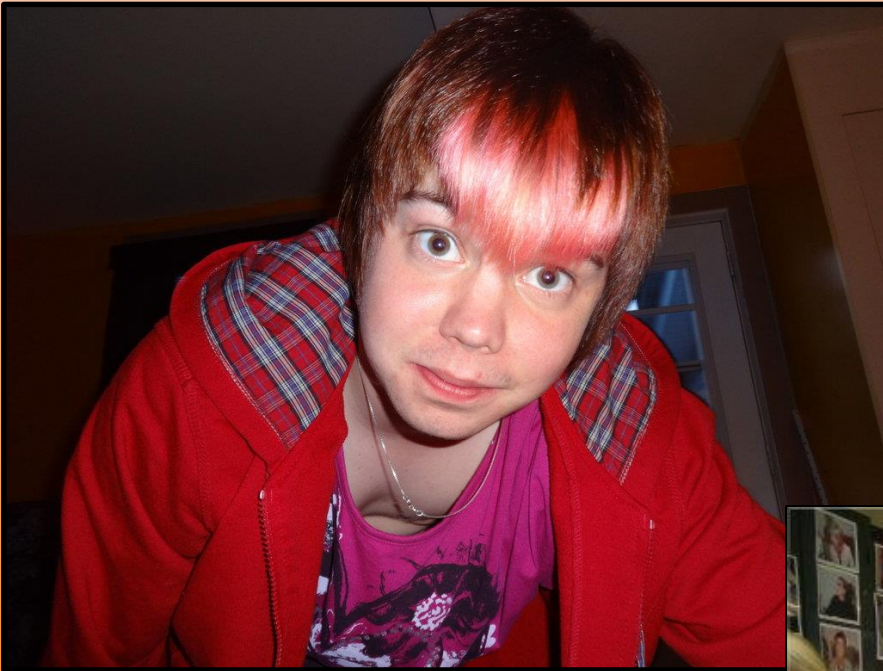
norms / values

men and young
children...

discrimination
against LGBTQI
people

homophobia,
transphobia

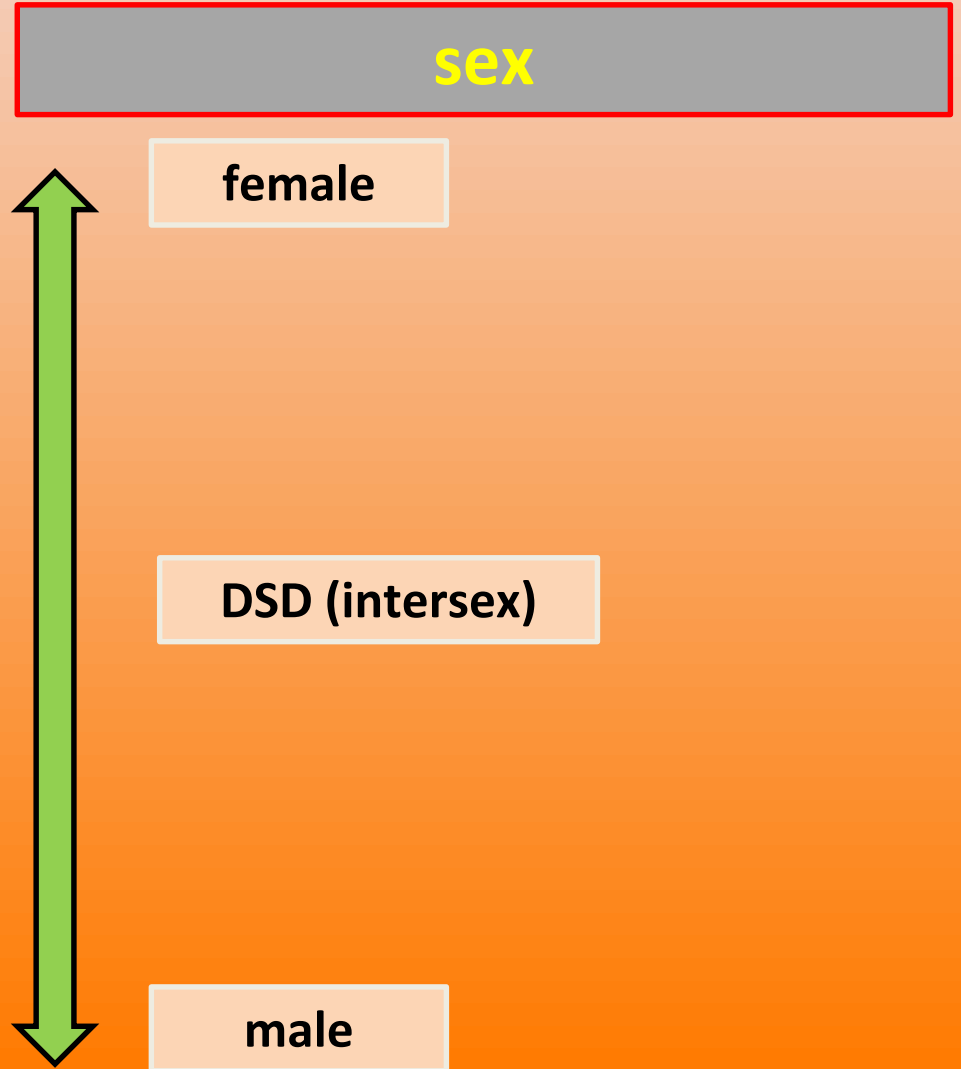
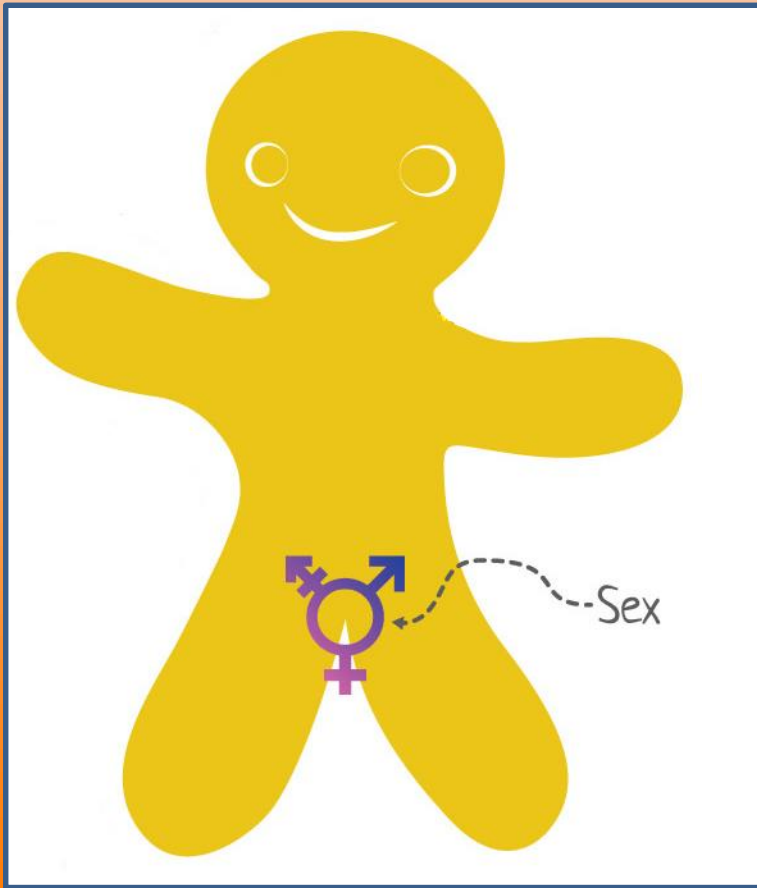
Gender stereotypes: a problem ?



He's probably gay...







gender identity

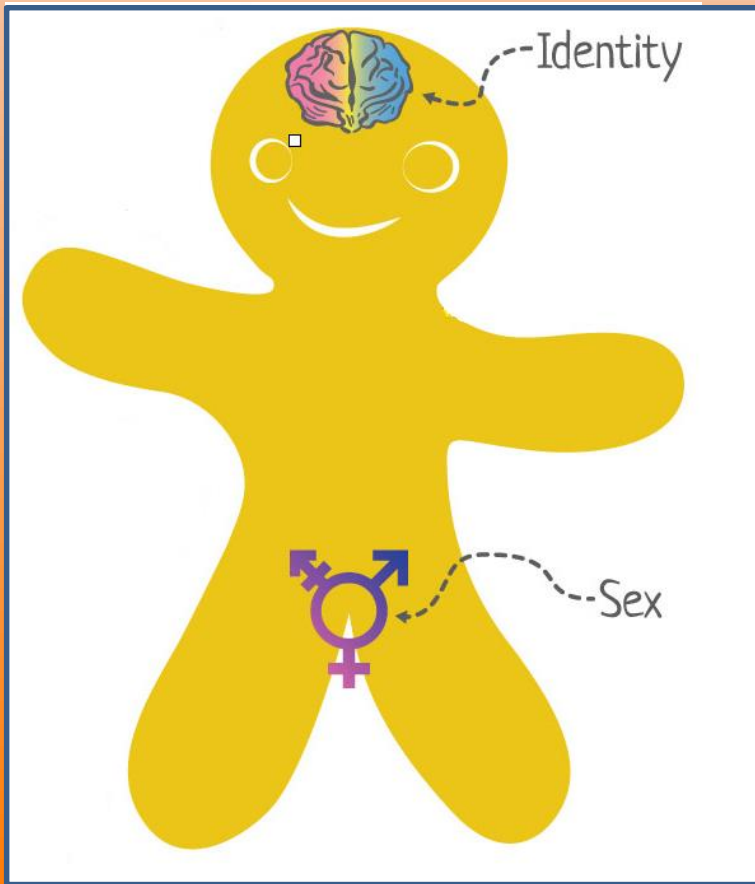
girl

sex = GI
cisgender

androgynous

sex ≠ GI
transgender

boy

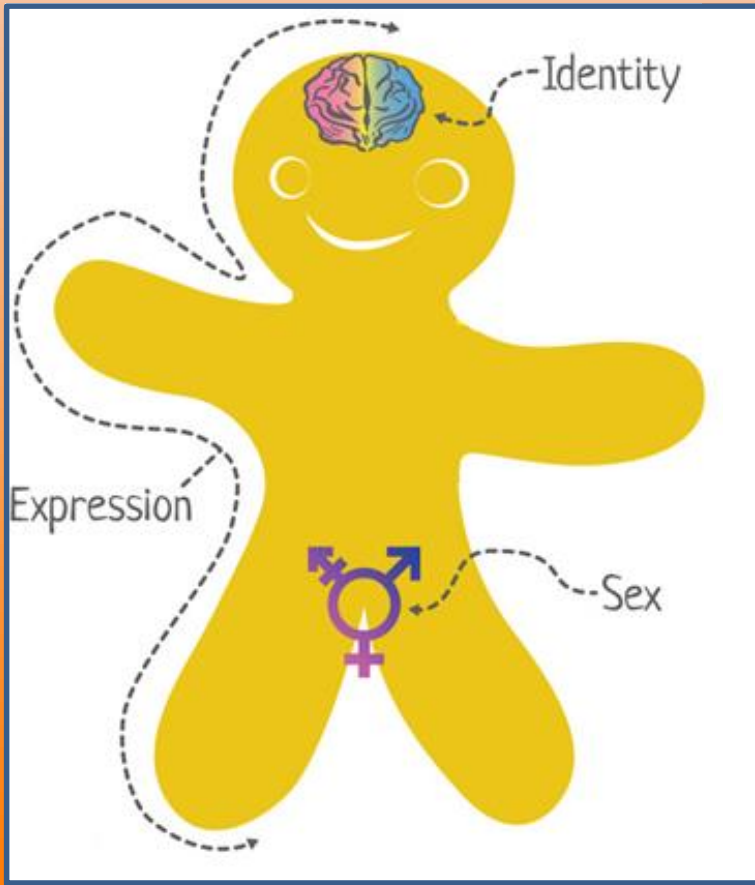


gender expression

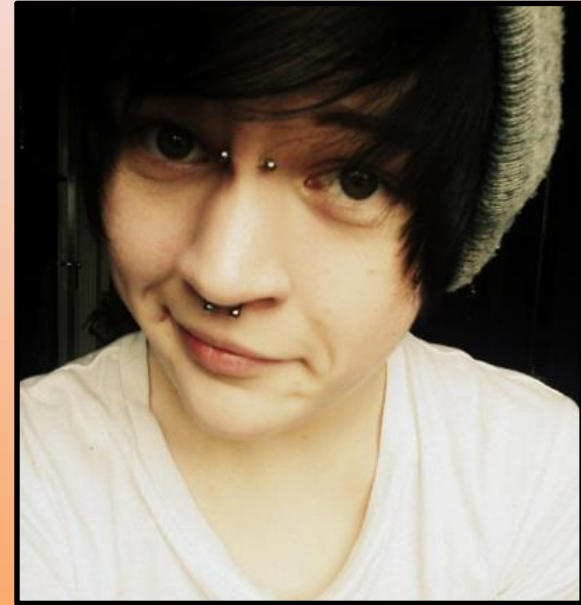
female

androgynous

male



Transgender ?



**I am not a girl, I
am a boy...**



awareness can develop at all ages

(mental) health problems

influence on school results

**bullying (gender deviant behavior more disturbing
than being gay)**

suicide attempts (62% - 22%), highest risk: age 12 - 17

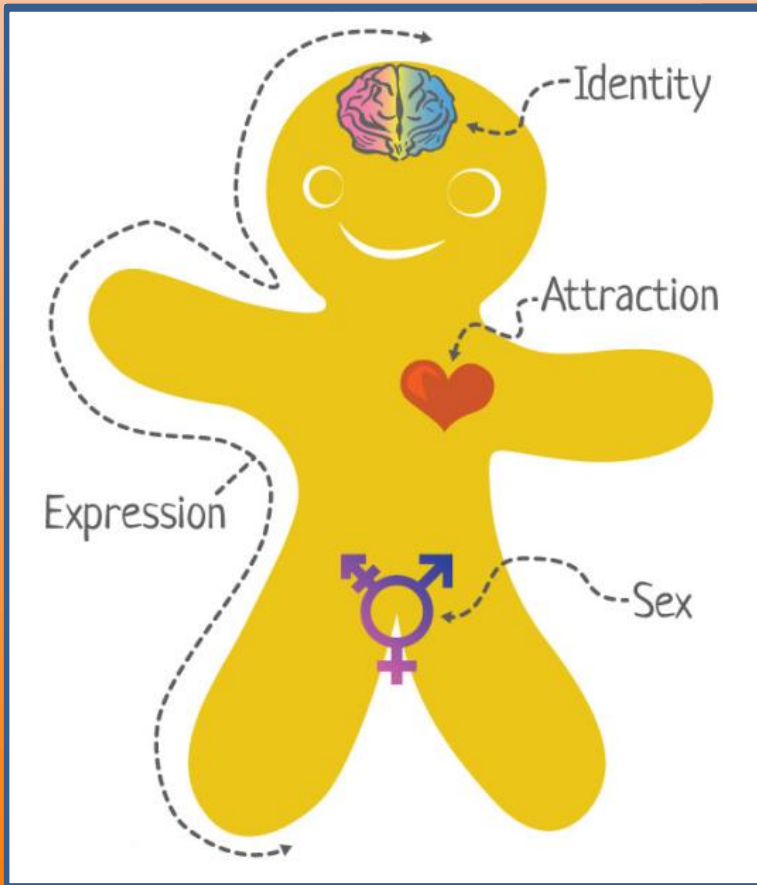
sexual orientation

gay

bisexual,
pansexual,
...

straight

asexual





I'm in love with
Tariq...

awareness: 10-12 (!)

phase of shame - (mental) health problems

influence on school results

**bullying (often subtle), 47% of worst homophobic
violence = at school**

suicide (22 %)

Gender stereotypes: a problem ?

self-image

development opportunities

career opportunities

norms / values

men and young
children...

discrimination
against LGBTQI
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Gender stereotypes: a problem ?

self-image

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career opportunities

norms / values

...

...

...

...

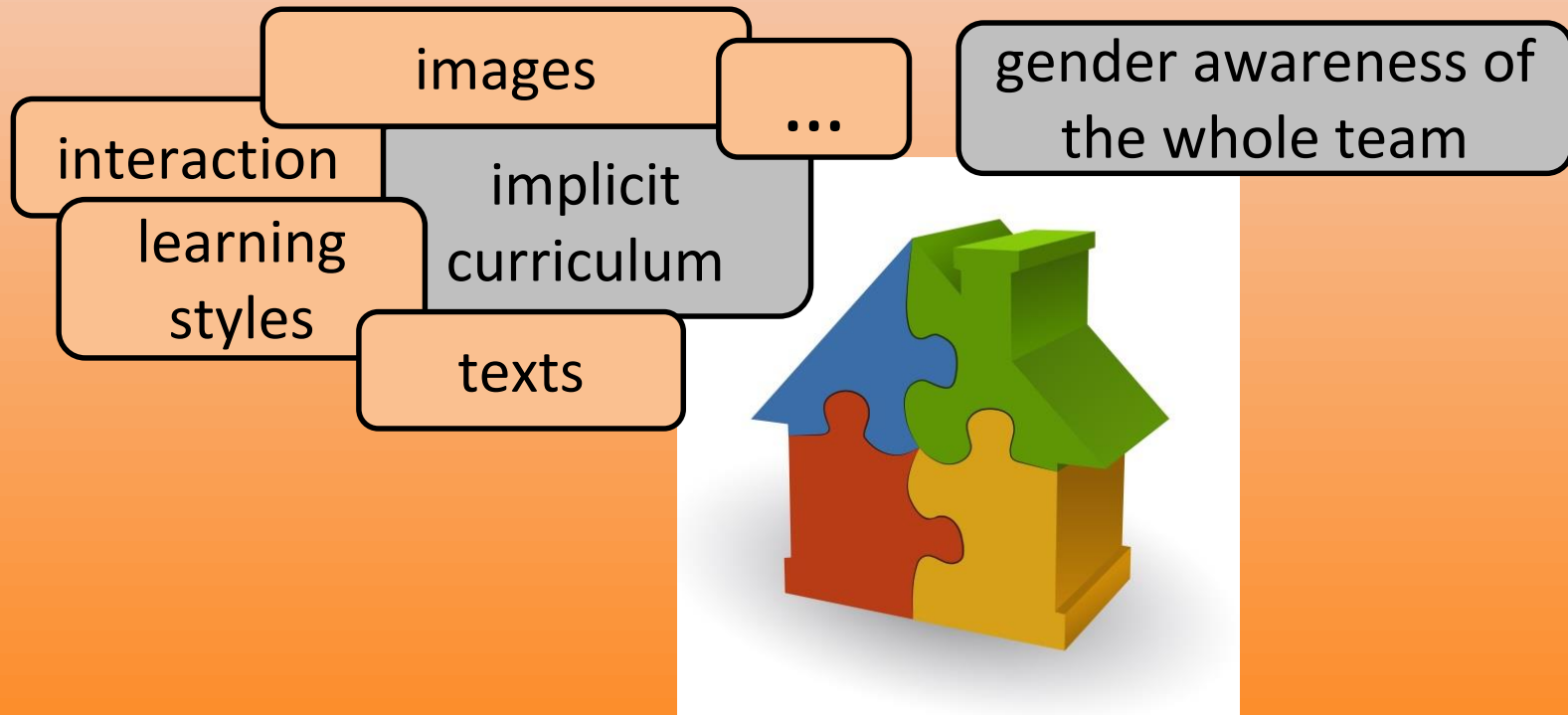
...

And what can we do about that?

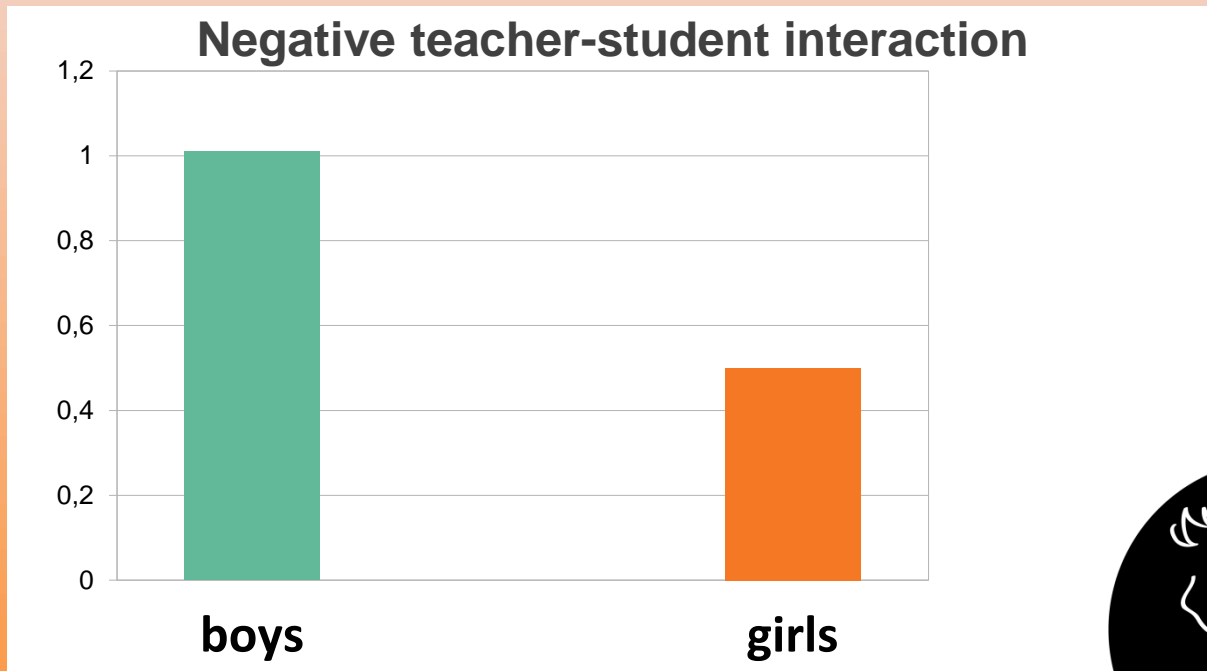
Gender (and diversity) aware teaching!



A gender aware school =



interaction



**Who do you interact with more in a negative way?
Boys or girls?**

interaction

Which messages about girls and boys are hidden in your communication?

I'm looking for some strong boys to ...

Wow, that's great thinking, man!

You're wearing a beautiful dress!

**Congratulations to the girls!
Once more they've delivered
some very neat papers!**

Boys will be boys...

interaction

Which LGBTQI-negative messages are hidden in your communication?

Took the wrong closet this morning?



interaction

Do you react to 'innocent' sexist and LGBTQI-negative comments made by students?

... like a girl!

Act like a man!

**Heya you dirty
faggots!**

**Those girls with their
short skirts, they're
asking for it!**

images

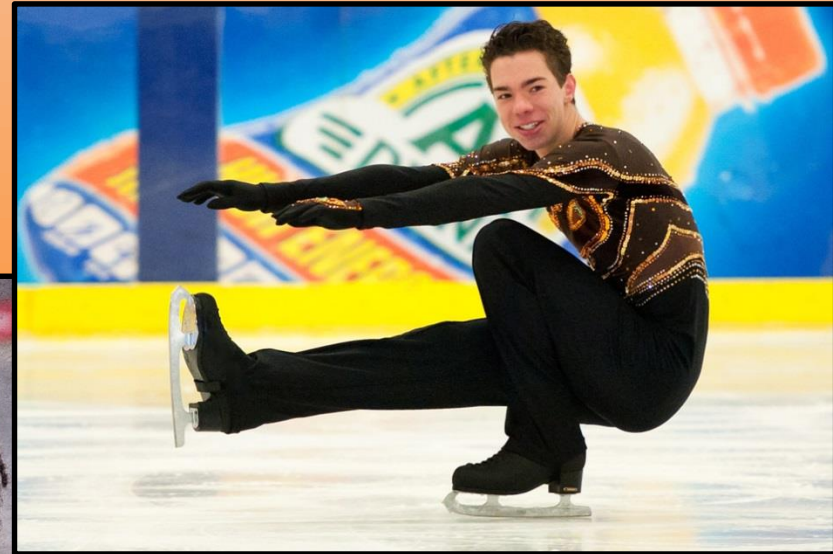
What do your images tell about roles for men and women?



images



images



images



images



images



images



images



images



texts

texts

Because **one of my moms** is abroad for an important meeting, **my other mom** has to take care for me and my brothers by herself. She starts cooking at 6.30 PM and ...

.... architect

... studied ...

... day starts at ...

... construction site ...

... earns ...

... with his husband ...

... won the prize for ...

... in a few years ...

... knowledge about ...

...



.... architect

... studied ...

... day starts at ...

... construction site ...

... earns ...

... with his husband ...

... won the prize for ...

... in a few years ...

... knowledge about ...

...



.... architect

... studied ...

... day starts at ...

... construction site ...

... earns ...

... was assigned female at birth

... won the prize for ...

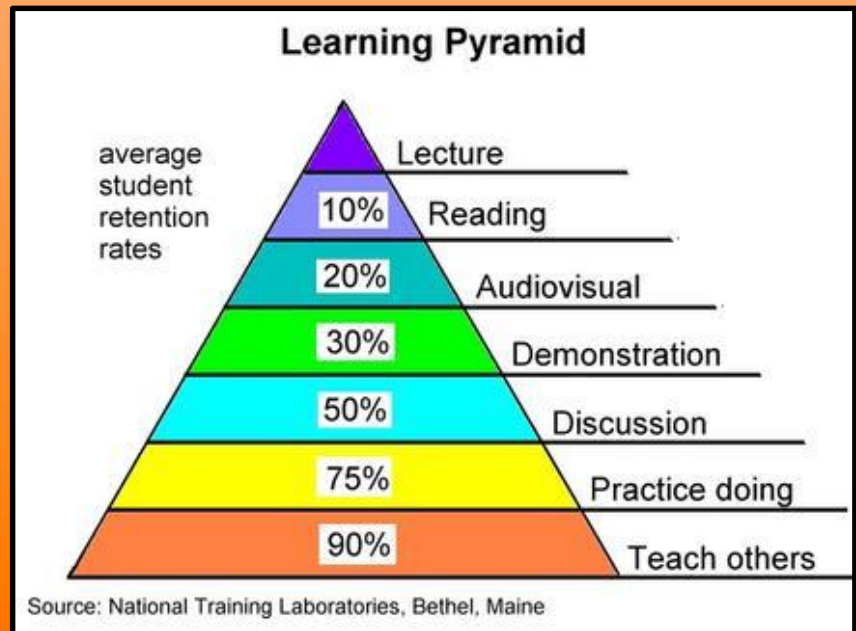
... in a few years ...

... knowledge about ...

...



learning styles



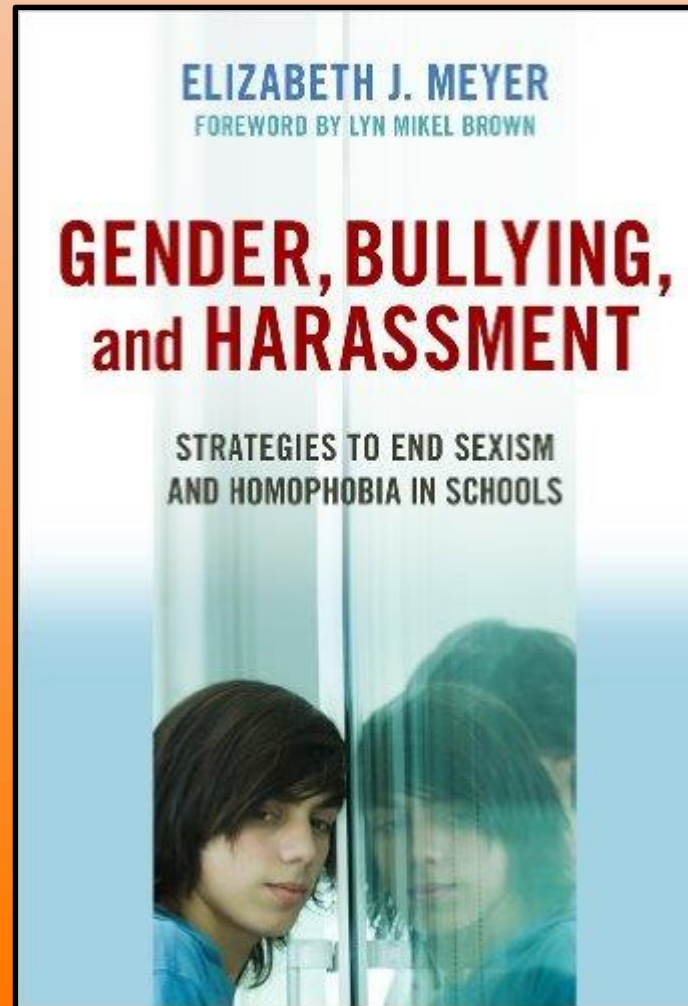
learning styles

linguistic learning <> visual-spatial learning



learning styles

step by step assignments <> open assignments



learning styles

competition <> cooperation



learning styles

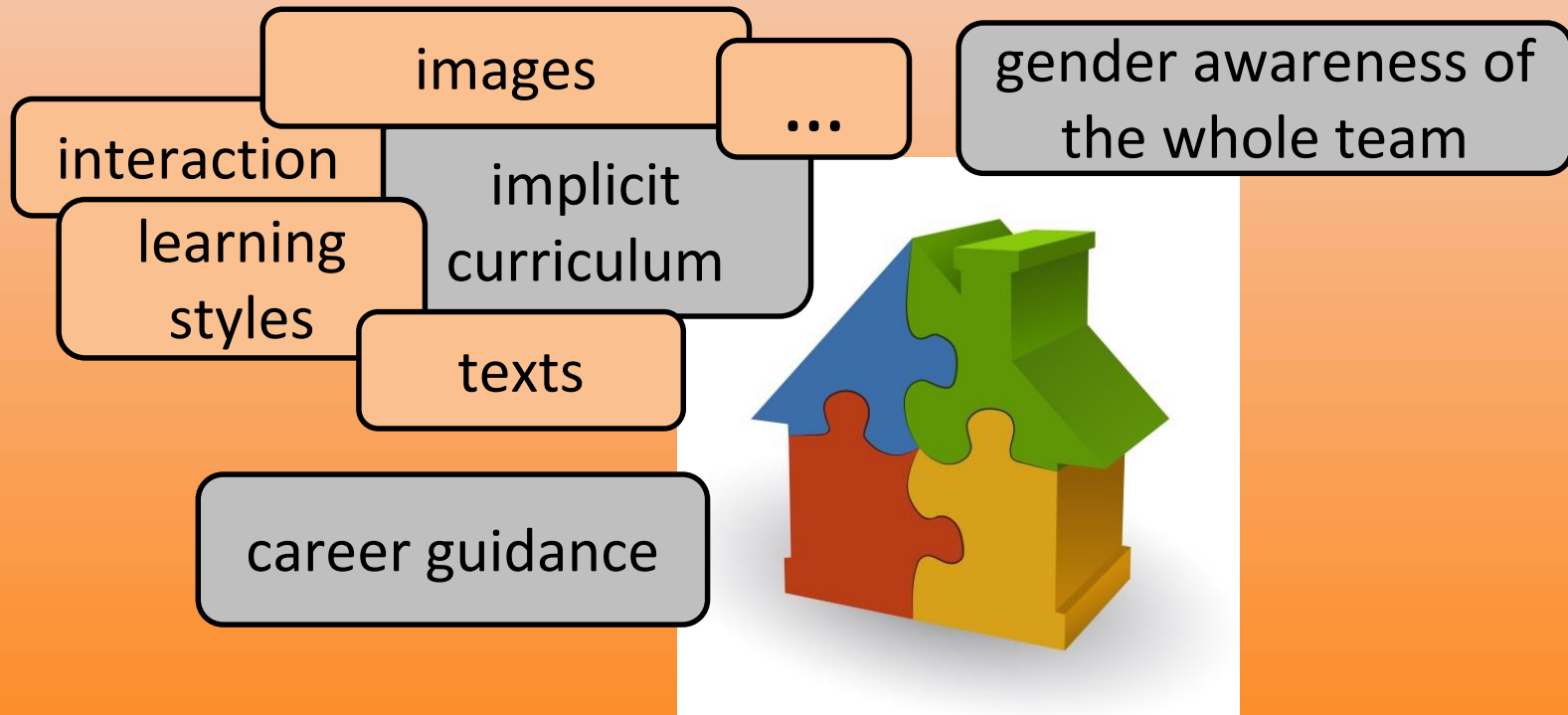
Include as much different learning styles as possible...

... not just because girls and boys are different...

... but because everybody is different.



A gender aware school =



What are your (unaware) expectations
for boys and girls?

career
guidance



What are your (unaware) expectations
for boys and girls?

career
guidance



career guidance

My talents:

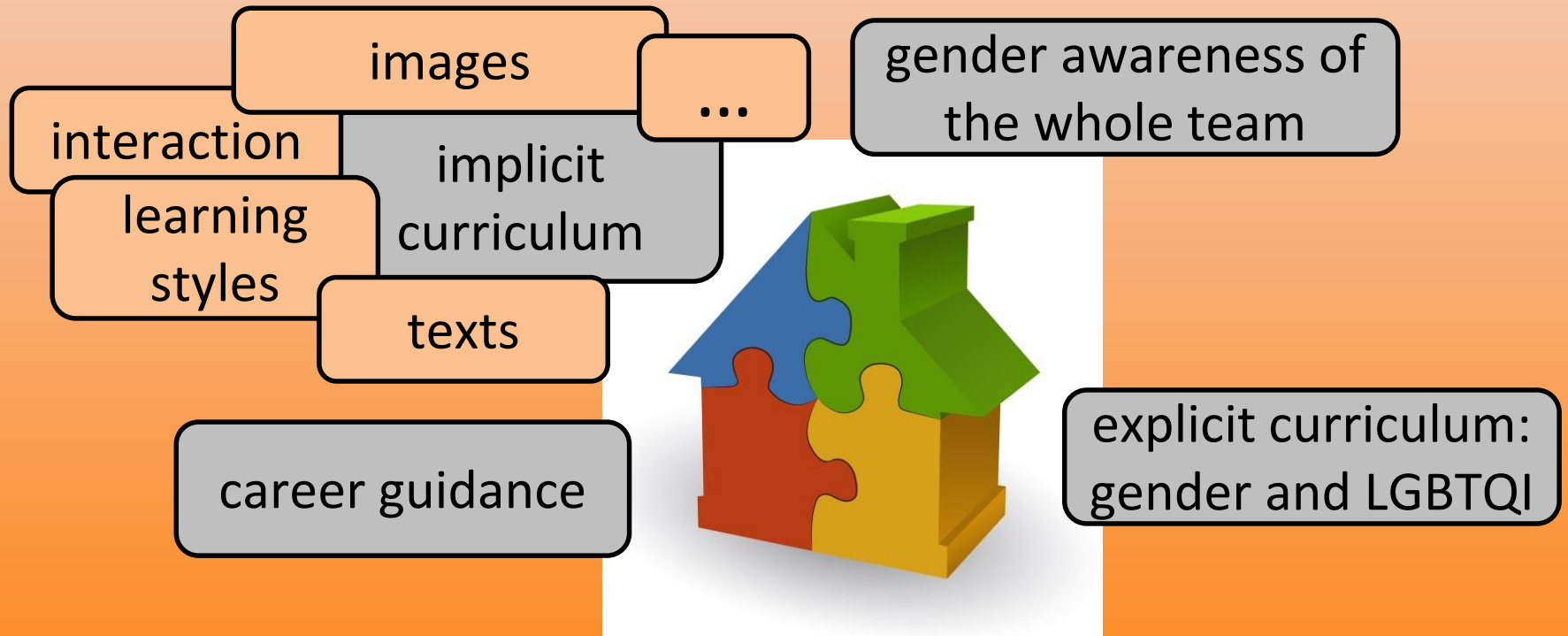
- perseverance*
- problem solver*
- exact science*
- ...*



I see in you ...

If you were a girl ...

A gender aware school =



explicit curriculum

**People don't resist change,
they resist being changed.**

explicit
curriculum

UNIVERSE

explicit curriculum

facilitating
DIALOGUE

respect my
ROOTS

US and
THEM

WHY we think
differently

MULTIVERSE

norms, values
EVOLVE

GOOD
INTENTIONS

FRAMING

FRAMING

**explicit
curriculum**



Two gay men attacked and assaulted

By Marcos Ortiz

Published 12/22 2014 05:09PM

Updated 12/22 2014 06:04PM

FRAMING

explicit
curriculum

Muslims in Britain have zero tolerance of homosexuality, says poll

Survey shows UK Muslims have more conservative attitudes on sex than Muslims in France and Germany

Muslims in Britain have zero tolerance towards homosexual acts compared to their counterparts in France and Germany, according to a survey published today.

The Gallup poll features the results of telephone a

theguardian

FRAMING

explicit
curriculum

US & Canada

BBC

How legal tide turned on same-sex marriage in the US

🕒 26 June 2015 | [US & Canada](#)



FRAMING

explicit curriculum

abc NEWS Election U.S. World Entertainment Health Tech ...

What's Next for North Carolina's Controversial 'Bathroom Bill'

By GENEVA SANDS · May 10, 2016, 10:53 PM ET

[Share with Facebook](#) [Share with Twitter](#)

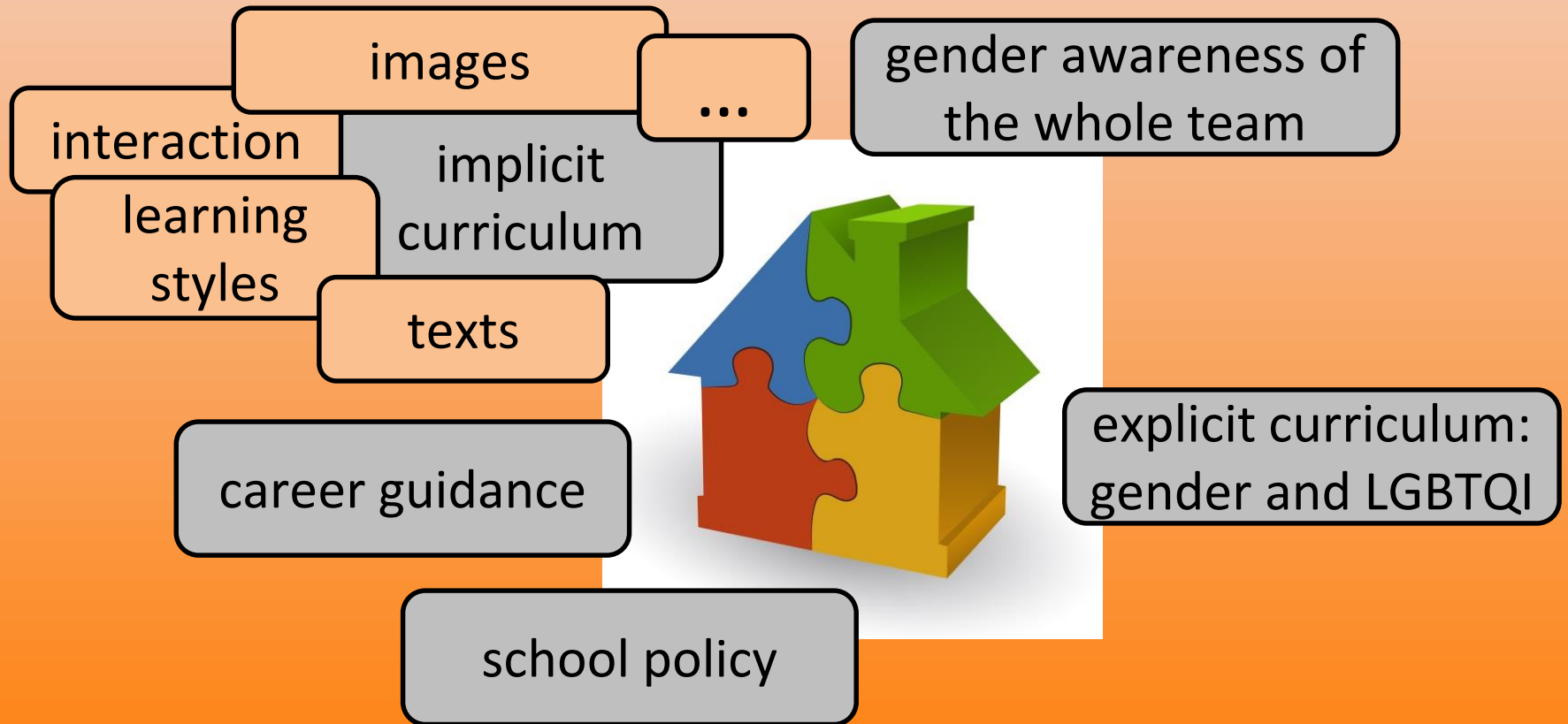


The image is a composite of two photographs. On the left, a black and white photograph of a woman's restroom sign. The sign features a white female silhouette and the text 'WE DON'T CARE' in white capital letters. On the right, a color photograph of a man with a beard and glasses, wearing a red, white, and black plaid shirt, looking through a doorway with his arm raised.

Sara D. Davis/Getty Images

WATCH | North Carolina Goes Head to Head with the U.S. Justice Department over Transgender Rights

A gender aware school =



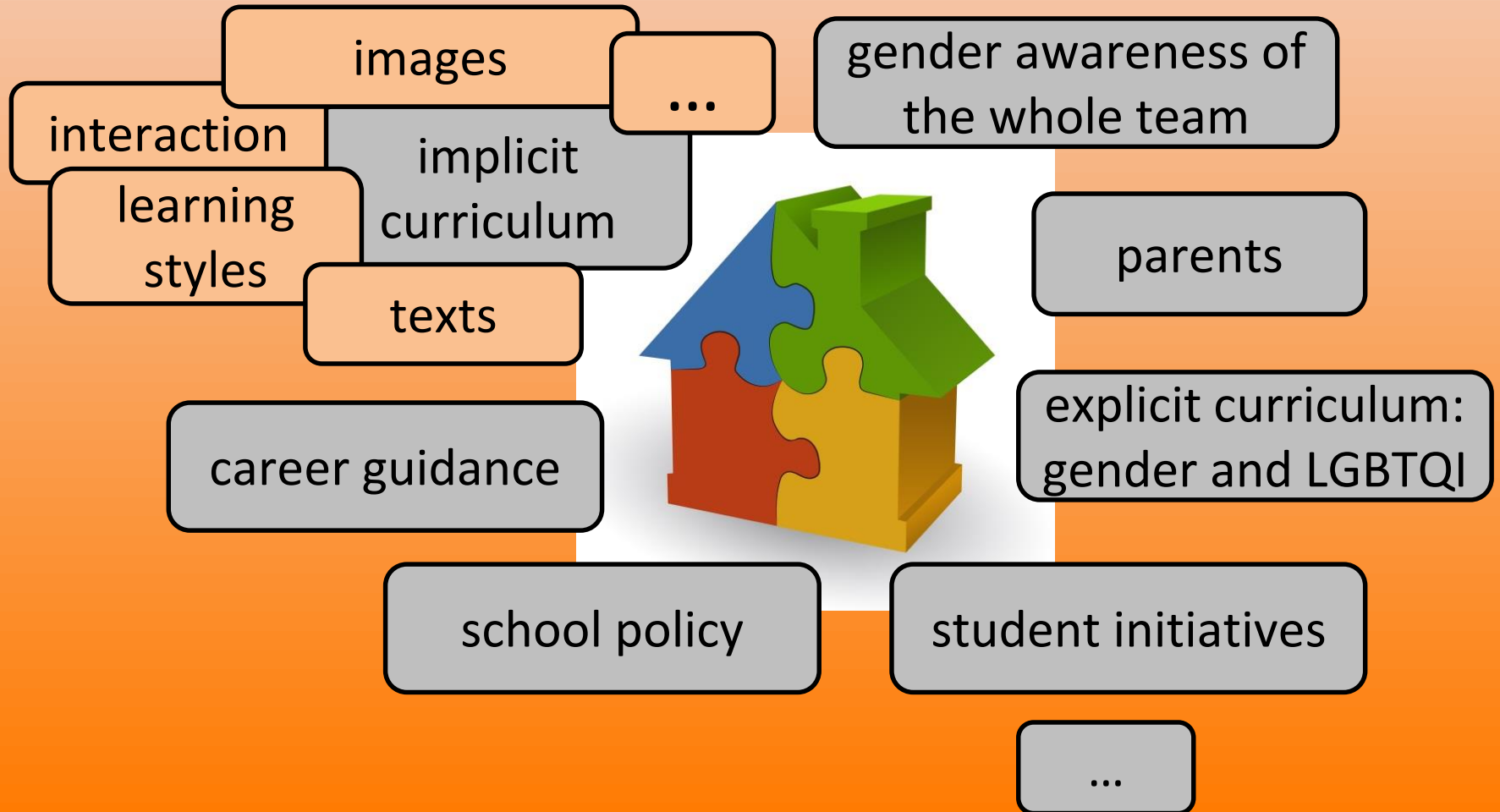
- all of the school policies are gender aware

- anti-bullying policy

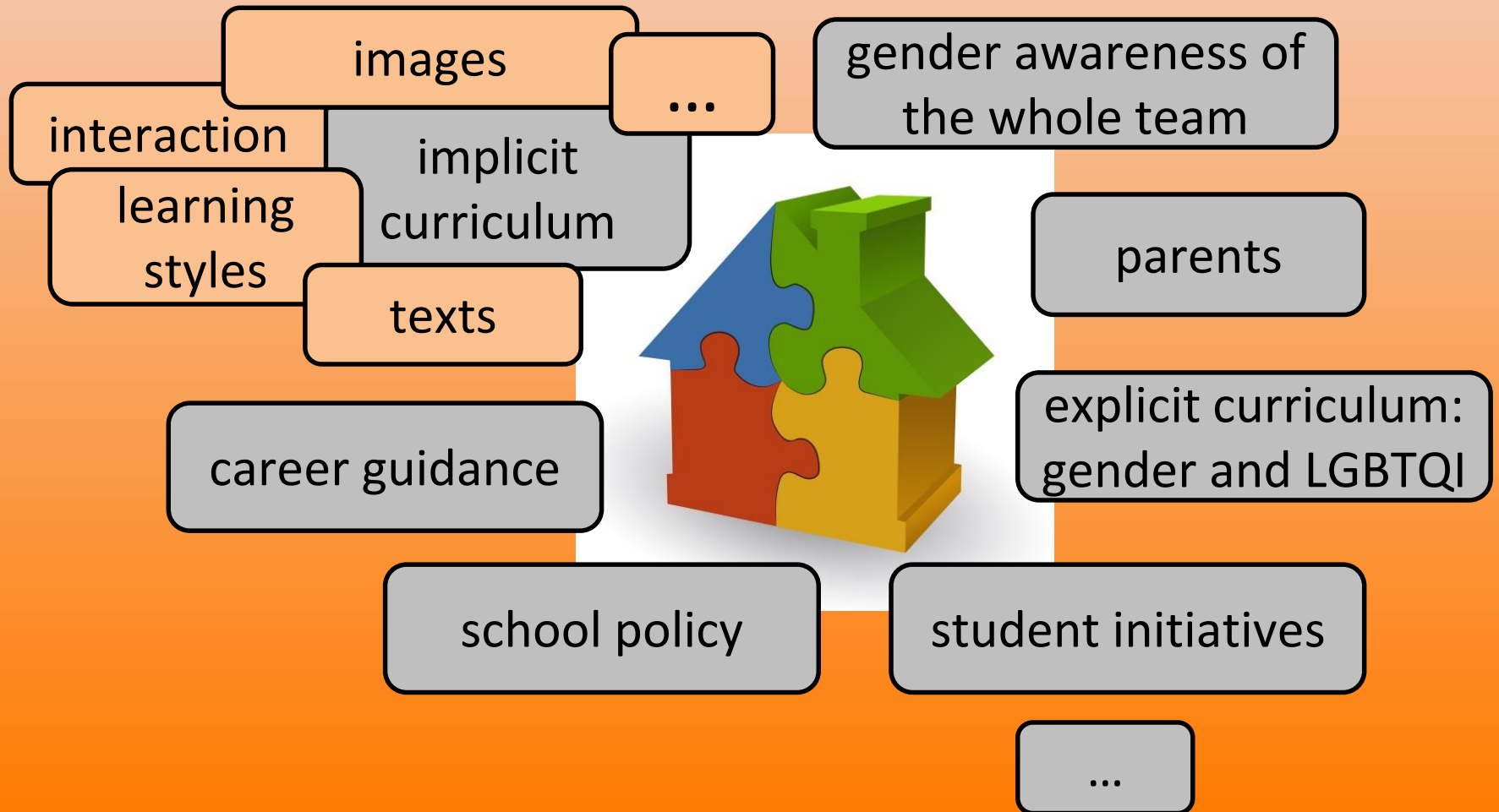
- gender policy

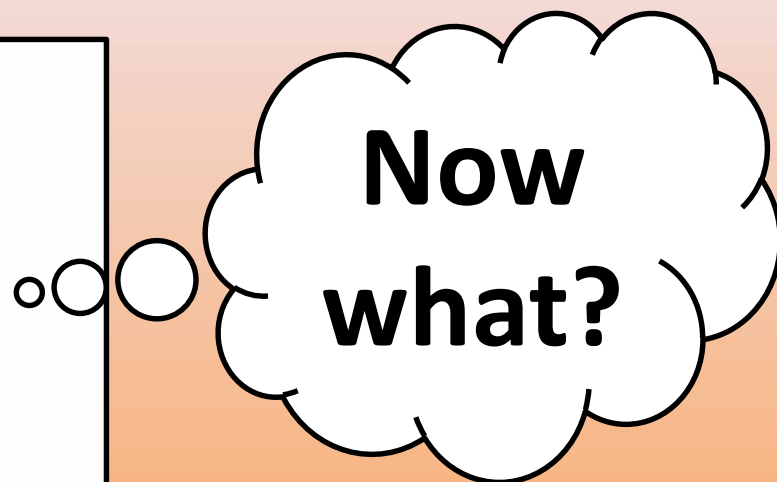
- transgender students

A gender aware school =



A gender aware school =

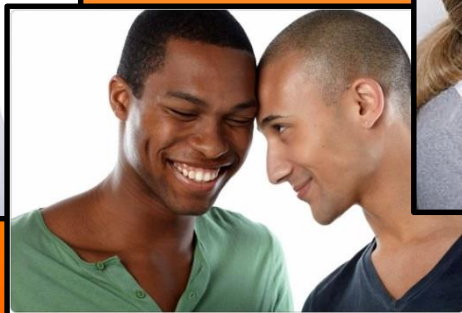


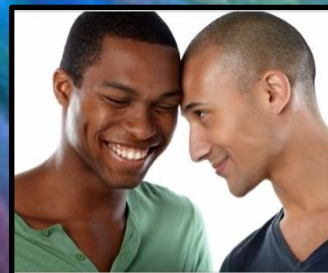
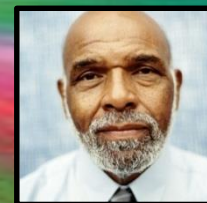


Making something new? Check how inclusive your work is from several points of view.

Congratulate yourself (and your colleagues) for every spark of gender awareness.

Think about what you need and what your school needs to keep evolving as a gender and diversity aware school.





The logo for Cavaria, featuring the word "CAVARIA" in a bold, sans-serif font. The letter "C" is dark blue, "A" is orange, "V" is dark blue, "A" is green, "R" is dark blue, "I" is dark blue, and the final "A" is red. The logo is centered on a white rectangular background.

CAVARIA

The email address "kaj.poelman@cavaria.be" is displayed in a black, sans-serif font, centered within a gray rectangular box with a red border.

kaj.poelman@cavaria.be