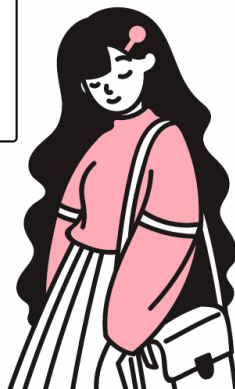


Unlearn with FSI

GENDER and INCLUSIVITY



She's always
in pink!
Psst, don't
joke around,
she's too
sensitive!



Wow, you're in touch with
your feminine side today!!



Can you wear
something else
other than
black? We get
you're strong
but you could
use some
colour.



Bruno, since when have
colours become gendered??



Whether hostile or seemingly
innocent, such stereotypes affect
something as basic as what they
want to wear! We need to stop
validating these!



GENDER IS FLUID

Gender is extremely personal and unique to the individual experiencing it. A person may develop in a way where they don't identify with the gender they previously identified with. This can keep changing because as people we're prone to change and development. It isn't fair for us to expect ourselves to stay constricted to a singular label when we're multi-dimensional and multifaceted in every sense possible.

Sometimes, a particular gender identity resonates with us forever and sometimes it resonates with us for a certain period of time. Both of these situations are valid and normal.

Gender is as fluid as the person experiencing it.

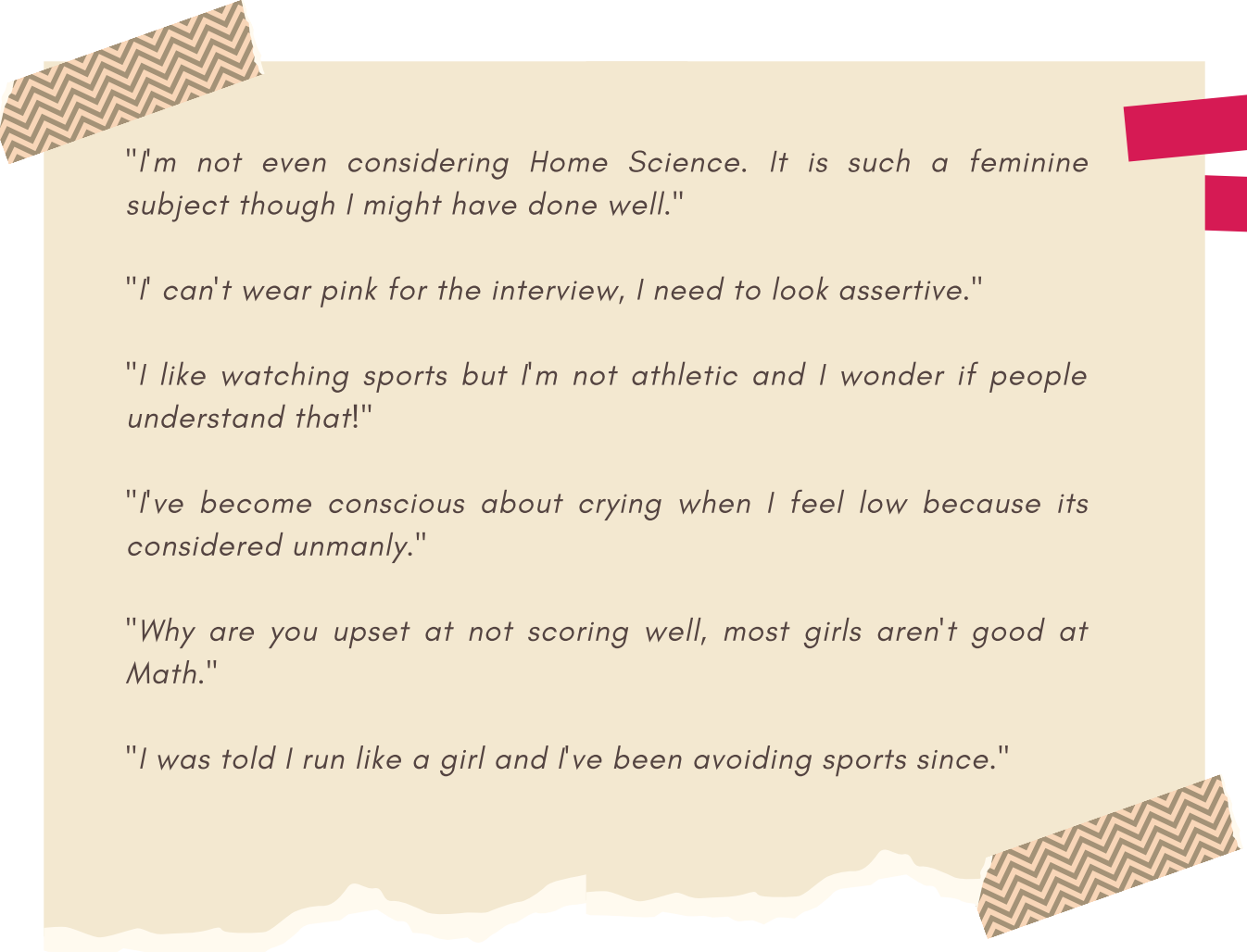
STEREOTYPES AROUND GENDER & THEIR EFFECT ON US

Gender stereotype is a generalized view or preconception about attributes or characteristics or the roles that are ought to be possessed by or performed by a gender. Gender stereotypes can cause unequal and unfair treatment and becomes especially harmful when it limits a person's capacity to develop their personal abilities, pursue their professional careers and/or make choices about their lives.

Pink for girls and blue for boys is our earliest exposure to this mindset which as innocent as it may seem, can be a precursor to internalizing much more harmful and sexist stereotypes around us.

Gender slips into our awareness at a very young age and gendered roles can cause a negative effect not just on personality development but also on career choices, education and family settings in future.

HOW GENDER NORMS AFFECT US IN SUBTLE WAYS



"I'm not even considering Home Science. It is such a feminine subject though I might have done well."

"I can't wear pink for the interview, I need to look assertive."

"I like watching sports but I'm not athletic and I wonder if people understand that!"

"I've become conscious about crying when I feel low because its considered unmanly."

"Why are you upset at not scoring well, most girls aren't good at Math."

"I was told I run like a girl and I've been avoiding sports since."

INTEGRATING GENDER-INCLUSIVE LANGUAGE INTO EVERYDAY LIFE

While growing up we have been conditioned to use terms such as “ladies and gentleman” to refer to a person or a group of people. However, not everyone identifies as either a “lady” or a “gentleman”. We have had this conditioning of using binary terms like “girls” and “guys” because of the long time use of these terms. This may be interpreted as biased or demeaning by implying that one sex or gender is the norm. This unconscious bias can be removed with the use of gender-neutral language.

Gender-neutral language is a term which includes the use of words that are not attached to any particular gender. The use of gender-neutral terms respects and acknowledges all gender identities. We can slowly begin to integrate gender-neutral language in our daily vocabulary by being mindful of the words we use to refer to anyone in general.

Let's unlearn what we say at home, in school or in our other day to day spaces:

MOVING TOWARDS GENDER NEUTRAL VOCABULARY



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