

INSTRUCTIONS FOR PROGRAM

Gender Bias: Package Program

Age Range: 14-18

Materials: phone/tablet/laptop, worksheet for each participant, pens/pencils

Estimated time: 1-2 hours

Goal: Understand the types of gender bias and strategies to combat them

Note: This activity involves a moderator. The moderator can be an adult or girl, but it is preferable that they have read through the materials beforehand and thought of experiences to share.

Step 1: Create an inclusive environment for discussion. This could mean doing introductions, arranging yourselves in a circle, and/or setting any necessary boundaries and guidelines for your conversation. For example, you could set some ground rules like “when someone is talking, we’ll give them all of our attention.”

Step 2: Watch the 12 minute video from Lean In, pausing after each type of bias. The moderator should ask for reactions and questions concerning each bias, and then ask for any personal experiences or examples that come to mind. The moderator should be prepared to share something of their own to get a conversation going. You can ask questions like “Have you heard of this type of bias before?” “Can you think of an example of this bias type either from your own life or from a movie/show?” I recommend that the moderator take notes or create a list of examples of each type of bias that can be shared with the girls afterward and referred to in the next activity. I’m attaching a worksheet that could be useful for the girls to organize their thoughts.

Step 3: Use the link below to pull up the gender bias activity. Choose one of the sets and follow the instructions! I recommend using the icebreakers provided. They help people jump into the conversation and feel comfortable talking to the group before the material gets heavier. At the end of the stack, participants are told to write down their One Action. I think this is useful, and in the past I’ve had girls keep their One Action and stick it to their mirrors or desks as a constant reminder! The message should stay with the girls.

<https://leanin.org/gender-bias-cards/grid/instructions#!>

Step 4: If you divided your group into smaller discussion groups, come back together and share the story or scenario that stood out to you.

Step 5: Share your one action with the group!

Step 6: Create a list of takeaways. This could take many forms. It could be a list of everything the girls have learned, it could include things that surprised them or confused them, things they want to learn more about, or anything that seems relevant to you! In the past, I’ve had lists that

are pages and pages long with ways to react to every scenario in the activity, and I've had lists that are simply a compilation of every girl's One Action. Don't force anything, just make sure the message (that what they've learned is important and should be shared with others) is there!

Gender Bias - Lean In Activity

What is gender bias?

What is Performance Bias?

What is an example of Performance Bias?

What is one effective way to combat Performance Bias?

What is Attribution Bias?

What is an example of Attribution Bias?

What is one effective way to combat Attribution Bias?

What is Likeability Bias?

What is one example of Likeability Bias?

What is one way to combat Likeability Bias?

What is Maternal Bias?

What is an example of Maternal Bias?

What is one way to combat Maternal Bias?

What is Affinity Bias?

What is an example of Affinity Bias?

What is one way to combat Affinity Bias?
