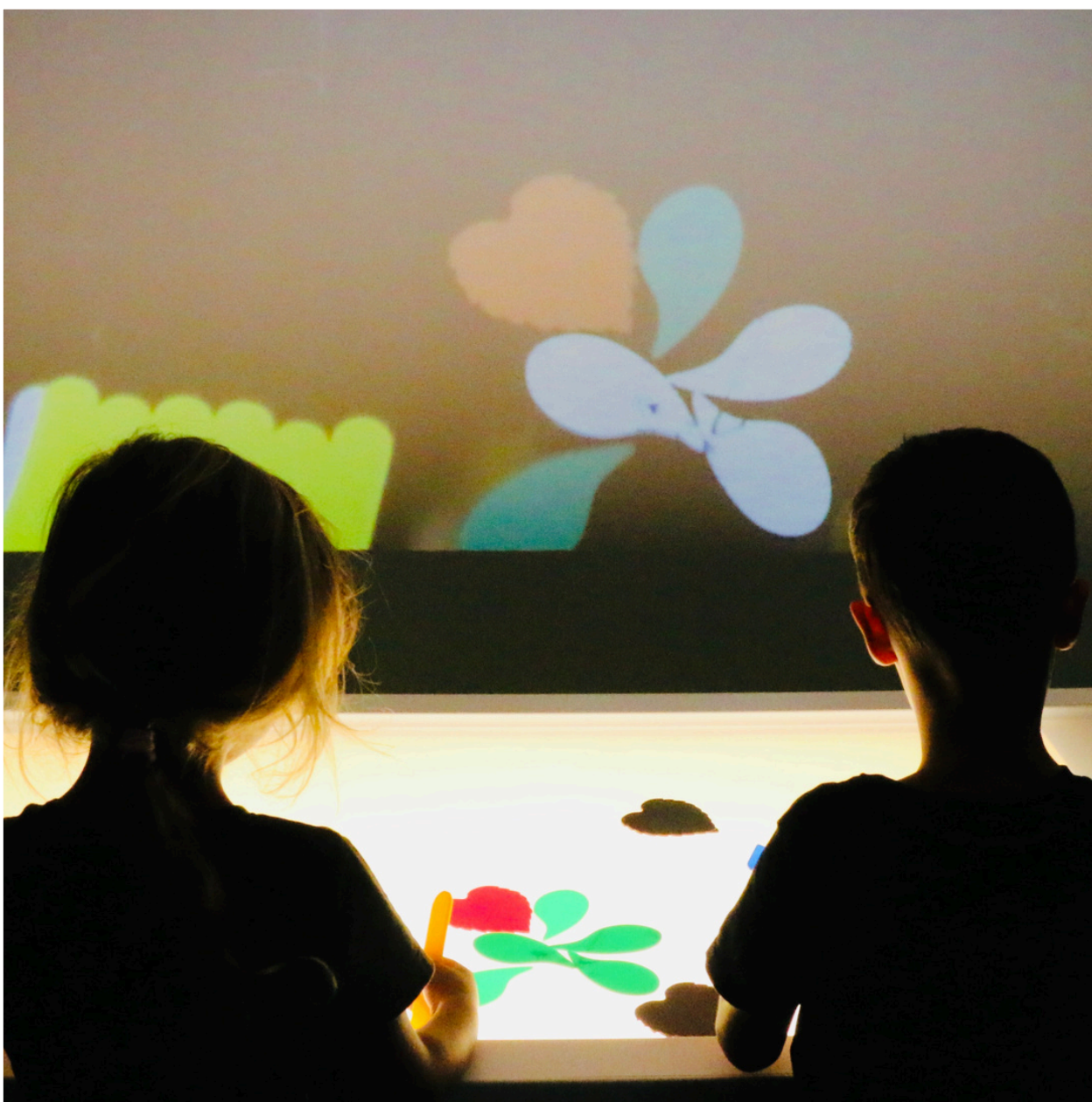


NOGAP

Resources and tips
to achieve
gender equality



This short ebook by Explora, the Children's Museum of Rome, was created to encourage and promote positive and proactive attitudes towards gender equality. The ebook is dedicated to educators, school staff, parents and, more generally, adults who wish to promote educational activities in the workplace, at home or in social contexts, in support of gender equality.

Explora's mission includes the goal of encouraging educational initiatives to raise awareness of gender inequality and promoting awareness-raising initiatives that value diversity by encouraging cooperation and respect for others.

This is the story of Explora: the museum was created by the Museo dei Bambini S.C.S, a cooperative run mainly by women, which has been managing Explora since 1998. Since its inception, and through its exhibitions and activities, Explora has encouraged an inclusive culture based on gender equality.

Awareness-raising initiatives and inclusion programmes have always been a key feature of the museum's design.

One example is the Pari exhibition and its dedicated workshop, which opened to the public in 2019 and consists of 12 stations that explore stereotypes and prejudices, equality and parity, and rights and duties.

“ We decide to support gender equality by choosing to speak to the younger generations. Only in this way can we truly enable change in the future.

”

Explora, il Museo dei Bambini di Roma



Its focus on gender equality has led Explora to take a further step: UNI/PdR 125:2022 certification, awarded to the museum in September 2024.

The Museo dei Bambini S.C.S. has decided to adopt a Gender Equality Management System (SGPG), in line with current practice, to promote gender equality and the professional growth of women, as well as to create an inclusive environment that values the uniqueness of its workforce.

Obtaining certification is the first step in a process that will lead to the implementation of gender equality policies, improving the well-being of staff.

The Cooperative is inspired by the principles of impartiality, fairness, staff development and combating all forms of violence and discrimination: the main objectives include promoting female participation in the workplace, reducing the pay gap, promoting equality in decision-making and combating gender stereotypes.

In its Gender Equality Policy, drawn up by the museum, Explora is committed to preventing discrimination, promoting diversity and encouraging work-life balance, applying this policy to all stages of professional development.



Read Explora's Gender Equality Policy

https://mdbr.it/wp-content/uploads/2024/10/Politica-di-Parita-di-Genere_Explora.pdf

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INTRODUCTION TO GENDER EQUALITY

“

Educating and empowering women around the world can only lead to a more altruistic, tolerant, just and peaceful life for all.

”

Aung San Suu Kyi, Nobel Peace Prize

Gender equality is a fundamental principle for achieving a fair, just and sustainable society, as it represents not only a human right but also an essential condition for the economic, social and cultural development of every community.

Ensuring gender equality means offering every individual the same opportunities to access education (education), training and professional development (work), personal care and health (healthcare) and guaranteeing the possibility of actively participating in the political life of the community (politics).

In a world where gender inequalities, or the gender gap, continue to limit the potential of half the global population, promoting equality is a fundamental step.

From the point of view of national legislation, gender equality was already enshrined in Article 3 of the Italian Constitution (1947), which refers to equality before the law without any distinction of sex, recognising this prerogative as a fundamental right.

Art.3

All citizens have equal social dignity and are equal before the law, without distinction of sex, race, language, religion, political opinion, personal and social conditions.

Italian Constitution, 1947.

GENDER GAP

Gender gap; with particular reference to differences between the sexes and the social and professional inequality that exists between men and women.

(source:

[https://www.treccani.it/vocabolario/gender-gap_\(Neologismi\)/](https://www.treccani.it/vocabolario/gender-gap_(Neologismi)/)



The inclusion of **Goal 5** in the 2030 Agenda for Sustainable Development, drawn up by the United Nations in 2015, highlights the **urgent need for gender equality**.



GENDER EQUALITY

Achieve gender equality and empower all women and girls.

(source:

<https://asvis.it/goal5>

Every year, a number of documents are drawn up globally which, through data and statistics, confirm that gender equality in various areas is still a long way off.

DID YOU KNOW THAT...

In 2023, Italy ranked 79th in the World Economic Forum's Global Gender Gap Report, which monitors progress towards gender equality in 143 countries.

Among the 36 European countries, Italy ranks 30th.

(source: ASVIS: <https://asvis.it/notizie-sull-alleanza/2631-18307/parita-di-genere-italia-precipita-nella-classifica-globale-violenze-in-aumento>)

DID YOU KNOW THAT...

In Italy, 1 in 3 women has a degree in STEM subjects.

(source:

https://www.ansa.it/canale_lifestyle/notizie/societa_diritti/2024/02/09/mancano-laureate-stem-in-italia-solo-1-su-3-e-donna.-11-febbraio-giornata-mondiale_1a10c8c8-e240-445e-8468-0a16001e5574.html)

What are the reasons slowing down the achievement of gender equality?

There are various factors that prevent or slow down the achievement of gender equality.

In the professional sphere, some of these factors are determined by the inability of women to advance in their careers or are linked to the pay gap, a phenomenon that sees a difference in salary (gender pay gap) between men and women for the same roles, tasks, education and work.

Added to these factors are the lack of regulations, such as paternity leave, which is still not widely recognised for men, and the ingrained view of women as torn between professional ambition and domestic life.

The latter view in particular limits the growth of female empowerment as it is linked to cultural factors stemming from prejudices, stereotypes or biases.

These phenomena fuel a distorted view of women, consequently preventing them from having the same opportunities as men in various fields.

PREJUDICE

An idea or opinion formed on the basis of personal beliefs and general preconceptions, without direct knowledge of the facts, people or things, which strongly influences one's assessment and therefore leads to error.

(Source: <https://www.treccani.it/vocabolario/pregiudizio/>)

“ *Given equal work experience, I prefer to hire a man, at least he won't go on maternity leave.* ”

“ *Dressed like that, you're asking for trouble!* ”

BIAS

Distortion, caused by prejudice, which leads to incorrect predictions.

(Source: [https://www.treccani.it/vocabolario/neo-bias_\(Neologismi\)/](https://www.treccani.it/vocabolario/neo-bias_(Neologismi)/))

STEREOTYPE

Conventional model of behaviour or speech. In psychology, a preconceived, generalised and simplistic opinion that is not based on personal assessment of individual cases but is repeated mechanically about people, events or situations (corresponds to the French cliché).

(Source: <https://www.treccani.it/vocabolario/stereotipo/>)

“ *Women are more suited to humanities subjects.* ”

EQUITY TESTS

Let's imagine we are in the heart of the Big Apple, New York, on a street not far from Wall Street. For those who have already visited the city, it will be easier to imagine the architecture that surrounds us, with towering buildings and windows that reflect the sky.

Let's continue to imagine walking in that area and visualise the people around us.

How are they dressed? What are they doing? What gender are they?

Thinking of ourselves in New York, specifically on Wall Street, in a business, economic and financial context, and being surrounded by men in suits and ties stems from the stereotype that leads our minds to imagine that economic contexts are the prerogative of the male gender or, in any case, environments that are more favourable to men.

Even without ever having visited New York, our response may be influenced by films, books, articles and other things that, through our culture, have influenced our minds, leading us to imagine something that is often far from reality.

Our minds thus become tied to stereotypes, biases and prejudices.

So how can we overcome these stereotypes and accelerate the process towards gender equality?

The first exercise is to be aware of our being and our intentions.

Seeking to have a more inclusive and respectful approach to gender equality through our actions, reflections and choices is certainly a first step.

Acting and reacting to gender differences can support a process of change that affects not only individuals – in this case, us as agents of change – but the entire community.

INCLUSIVE LANGUAGE AND COMMUNICATION

“Don't cry like a girl!”

“I chose blue for you because it's a boy's colour.”

“I helped you with the housework.”

These are phrases that we have heard at least once in our lives, or perhaps even uttered ourselves.

Inclusive and gender-respectful language is a fundamental tool for promoting and achieving equality: words are not just a set of letters used to describe, but have the power to represent us, giving shape to our thoughts and the concepts we want to express, and in some cases even influencing contexts.

When we choose not to throw rubbish on the ground, it is because we know that our action is wrong for the environment and the people who live around us. The same applies to words. They are not only a tool for describing, but also, and above all, they represent our being.

Choosing to use inclusive language that is attentive to gender equality allows us to convey a more just and inclusive reality to others: inclusive language recognises and values the diversity of gender identities, avoiding stereotypes and prejudices, adopting terms and linguistic forms that do not exclude or discriminate against any gender.

An example?

A recurring case in the Italian language is the use of the masculine form for plural nouns, i.e. the addition of the ending “i” even when referring to a plurality of people of different genders.

This linguistic choice has generated various schools of thought over the years.

While it is true that the Italian language, like others, is characterised by a set of linguistic conventions, the choice of the masculine plural for a group of people could be seen as tending towards “androcentrism”, a way of thinking that sees men as the leaders of society as a whole.

For this reason, it is necessary to use neutral or gender-neutral collective nouns such as “persone, popolo, classe” (people, population, class) or to rephrase sentences so that the choice of a single gender is excluded.

INTRODUCTION TO GENDER EQUALITY



“Gli uomini dell’Antico Egitto lavoravano il papiro trasformando il fusto in un supporto per scrivere”



“Benvenuti a questo spettacolo di fine anno”



“I pittori del ‘600 hanno rivoluzionato il modo di rappresentare l’uomo nei dipinti”



“I candidati possono compilare il form e inviare il proprio CV”



“Il popolo dell’Antico Egitto lavorava il papiro trasformando il fusto in un supporto per scrivere”



“Vi diamo il benvenuto a questo spettacolo di fine anno”



“L’arte pittorica del ‘600 ha rivoluzionato il modo di rappresentare la condizione umana nei dipinti”



“Per candidarsi alla posizione lavorativa è possibile compilare il form e inviare il proprio CV”

The use of inclusive language requires awareness and care, as it involves reflecting on ingrained linguistic habits. However, its use promotes the creation of more welcoming environments, where every person feels valued and respected.

Avoiding gendered inflections supports a step towards equality.

Not only as a matter of form, but also as an act of respect and recognition of the dignity of each individual, contributing to building a more just and equal society.



“

You have to resemble the words you say. Perhaps not word for word, but you know what I mean.

”

Stefano Benni

Overcoming the problem of overuse of masculine forms is much easier than one might think.

Another exercise is to use the feminine professional form to refer to working women, such as architect, doctor, painter, sculptor, photographer.

This choice involves adopting inclusive language and moving away from the stereotyping of professions, which are too often referred to only in the masculine form. Furthermore, the fact that some professions are practised by a male or female majority should not lead us to make linguistic choices that favour one gender over the other.

Another common linguistic distortion comes from titles that are added to male professionals and much more often omitted in the case of female professionals, for whom the use of their first name or the appellation Miss, Mrs, or Miss is preferred.

This behaviour, even when unintentional, generates discrimination and only reinforces the stereotype of “man-professional-manager” and “woman-miss-without qualifications”.

INTRODUCTION TO GENDER EQUALITY



“XXX è un corso di formazione dedicato alle insegnanti della scuola primaria”



“XXX è un corso di formazione per insegnanti/docenti della scuola primaria”



“Cerchiamo un ricercatore per un intervento al convegno di dicembre”



“Cerchiamo un ricercatore o una ricercatrice per l'intervento al convegno di dicembre”



“Le ha ceduto il suo pranzo in un gesto di fratellanza”



“Le ha ceduto il suo pranzo per solidarietà”



“Stiamo cercando un videomaker per le riprese dello spettacolo di fine anno”



“Per lo spettacolo di fine anno stiamo cercando una figura professionale che possa occuparsi delle riprese”

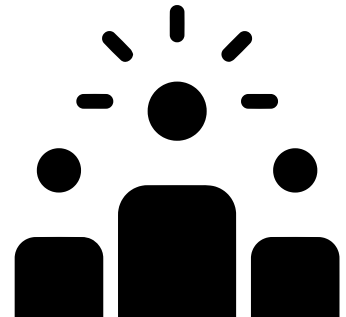
SUGGESTIONS FOR GROWING PARI

Are you involved in education? These 7 tips are for you!

Inspired by the '12 tips for growing up well', a section of Explora's 'Pari' exhibition, these tips support adults in the process of educating children about equal opportunities.

LEADERSHIP

Being a leader does not depend on gender: it means taking responsibility, respecting other people's opinions, working as a team, but above all, having confidence in your own abilities.

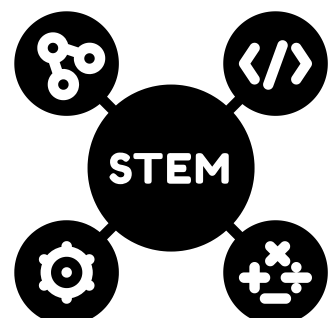


HOUSEHOLD ROLES

Most domestic work falls on women. Educate the younger generation to contribute to domestic tasks with a fair distribution of duties.

PASSION FOR SUBJECTS

STEM subjects or humanities: aptitude is not gender-specific. Education is the most powerful tool for everyone to shape their future.



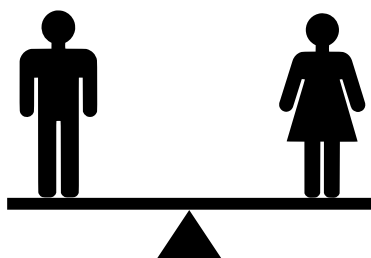


CONFLICT RESOLUTION

Insults, violence, bullying: teach them how to manage conflicts even in difficult situations. It is still possible to work on developing a non-violent person.

EXPRESS EMOTIONS

Studying, preparing for life and learning to experience your emotions. Emotional intelligence can be cultivated and allows you to grow, but above all to analyse, evaluate, understand and use your emotions.



GROWING UP IN EQUALITY

Gender inequality also extends to education in the home and at school. The gender gap can only be tackled by teaching equality.

LONG LIVE INDEPENDENCE!

Independence is the ability to live autonomously. There are many types of independence, including economic independence, which frees human beings from a state of subjugation.



EQUAL OPPORTUNITIES MANIFESTO

The Equal Opportunities Manifesto was created to provide boys and girls with food for thought. In a context that is working towards achieving gender equality, inspiring girls and boys to realise their dreams and aspirations is a crucial step that allows new generations to open a wider window onto a more equitable and inclusive future. Print the manifesto and hang it up in your classroom!

1. REALISE YOUR DREAMS

Do not allow anyone to judge your dreams or ambitions.

2. OVERCOME HISTORY

The fact that certain attitudes or jobs were reserved exclusively for one gender in the past should not hinder your professional goals.

3. LEARN ABOUT HISTORY

There are many men and women who have made history through their achievements, studies or skills.

4. THINK BIG

Study, stay informed and keep up to date in order to achieve your goals: your achievements will not depend on your gender.

5. PINK OR BLUE?

Colours are nothing more than light composed of electromagnetic radiation perceived by our eyes and decoded by our brains: choose your shade freely, without letting yourself be influenced.

6. EQUATIONS, PIROUETTES, FLAMBÉ, SUPPLY CHAINS?

Nothing is easy, nothing is impossible: willpower, commitment and personal aptitude will lead you to study and become passionate about many different subjects.

7. DEMAND RESPECT

If you find yourself in a situation that you consider “unfair”, do not avoid expressing your discomfort.

8. RESPECT OTHERS

The opinions of others must be listened to and not discriminated against. They may be different from yours, you may not agree with them, but always find a way to engage in respectful dialogue.

9. GAIN INDEPENDENCE

Being independent means knowing how to choose freely by focusing on your own abilities.

10. SPREAD THE MESSAGE

Friends, family, school, neighbourhood: we all need to live with EQUAL OPPORTUNITIES.

FURTHER ACTIVITIES:

THE BOARD GAME 'PARI'

Pari was created for a moment of play, discovery and exploration of equal opportunities. By discovering different types of professions during the game, players learn interesting facts about events and episodes that help break down cultural stereotypes related to gender.

Thanks to the game, it is possible to develop new perspectives on roles and opportunities.

The game also provides opportunities for dialogue and exploration of geography, science, art and sport, discovering the differences between different disciplines or professions and developing a passion for subjects, understanding that the world is rich in nuances and opportunities.

The game aims to have transdisciplinary educational effects such as:

- stimulating discussion and enhancing listening in the classroom;
- acquiring new skills and knowledge;
- strengthening collaboration;
- stimulating socialisation;
- embracing difference as a value and making the most of one's abilities while having fun;
- valuing the importance of rules as a tool for coexistence;
- acquiring new knowledge on different topics and themes (from history to art, from literature to current affairs);
- addressing gender stereotypes and showing examples of success stories.

Download the game

<https://game/equal>

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