



# GENDER FAIRNESS



Welcome to a unique set of 24 cards designed to provoke rich conversation in workplaces, organisations, families, businesses, teams, and groups of all sorts about what is fair and what is not.

Many of us are not practised at talking about how social constructs of gender influence our own identity, our relationships at home and work, and our expectations of each other. Gender is a core part of our identity and gender fairness matters to us all. But gender fairness is also an aspirational concept that requires constant re-evaluation. It demands ongoing scrutiny and consultation lest some voices are overlooked and processes of exclusion re-emerge.

Use the *Gender Fairness* cards to generate lots of fertile and positive conversations—but don't forget that they may also touch on issues that stir up strong emotional responses. Introduced respectfully, these highly-engaging cards can be used in meetings, planning sessions, professional development, training and education, community events, counselling, mentoring, supervision, and families.

## Gender Fairness in schools

In presentations to secondary school groups, *Gender Fairness* has proved to be a great catalyst for conversations about traditions, social structures, cultural differences, and how fairness and equity play out in contemporary society. Start by randomly distributing the cards among your students.

- Thinking about the key topic (in red) on your card, how have attitudes changed over the years? Can you think of any specific changes to legislation that may be relevant?
- Do other cultures have different attitudes to this topic?
- Can you find some relevant research, facts, myths or quotes concerning this topic?
- Is there any action you would like to take in relation to this topic?
- Are there actions you would like to see your community or government take?

## Community groups and congregations

Are you a member of a church, religious congregation or community group? Would you be prepared to introduce the cards to initiate conversations about the theology, philosophy and practices of the group? Here are some questions you might like to explore:

- Do any of these cards seem especially significant or relevant to your group?
- Are there particular beliefs or attitudes held within your group that pose challenges for gender equity or aspects of gender equity?
- Does your group include people of diverse ages and backgrounds? Do people of different ages and/or backgrounds have different attitudes to the topics on the cards?

- How have the values or practices of your group or congregation changed over time? Do any of those changes reflect themes suggested by the cards?
- Which of the cards suggest changes your group or congregation could make in the future?
- How might your group act to promote gender fairness in the wider community?

## Conferences and workshops

Cards provide a great way to break the ice and can offer people a starting point for later discussions as they mingle over tea breaks. Place a card in everyone's conference satchel or on their chair in a workshop. Invite everyone to introduce themselves using their card.

- What does the topic of the card mean to you? (For a longer activity, facilitators might invite people to tell of an experience, anecdote or story based on that card.)
- Do you know of an organisation or person who is inspiring in the way they demonstrate the skills and values embodied in the card?

## Reflective analysis with social work students

*Gender Fairness* is an outstanding resource for use with anyone undertaking degrees in social work and related disciplines. Use the cards to help students develop their case analysis and critical reflection skills. The cards can be used as an aid to explore questions such as:

- What attitudes towards a female client might limit her opportunities?
- What are the key things that influence your client's gendered environment?
- Thinking of this client's situation, what might be some of the invisible barriers she faces?
- What aspects of your client's gendered environment might influence how you respond?
- If your own attitudes regarding gender equity are very different from those of your clients, how might you bridge the gap in a respectful manner?
- What policies might an organisation need to have in place to support clients' gender equity?



## GENDER FAIRNESS

24 full-colour, laminated cards; 99mm x 210mm; online booklet of suggestions. Cards and package printed on 100% recyclable materials.  
ISBN: 978-1-920945-77-0

**Product Code: 4928 \$49.50 inc. GST**

