



TOGETHER

Towards Gender Equality Today. Handbook for Equal Rights.

At the beginning of the project we had a logo competition. Each country designed one logo for the competition, and all the countries voted for their favourite one. The winner was the logo designed by the French team (on the front cover).

ERASMUS - **TOGETHER**



GENDER EQUALITY



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Introduction

With the help of the project TOGETHER (Towards Gender Equality Today. Handbook for Equal Rights) we wanted to put the debate on gender equality once more in the spotlight. Gender roles, harassment, exploitation cases and the gender gap are still big problems today. The gap between different genders across health, education, politics and economics has only widened in the past few years. Gender stereotypes, and discrimination of people with gender identities outside the gender binary are also topics that should be discussed more widely. Our students are in a vulnerable age and prejudices and discrimination based on their gender can damage their health and affect their success in school, as well as their further studies and career choices. Among other things, we needed this project to be able to widen the view how teachers and students perceive gender and to eliminate harmful prejudices, as well as raise awareness of gender stereotypes and gender inequalities.

This project has enabled us to develop guidelines and concrete tools to ensure that in the future everyone is free to develop their personal abilities and make choices without the limitations set by stereotypes, rigid gender roles and prejudices. It is necessary to create concrete tools to promote gender equality in order to make it understandable and manageable for all people. With the help of this project, we were able to make surveys, organize exhibitions, visit organisations that promote gender equality and create a website and as a final product, this handbook for teaching about gender equality. The handbook can be used in different schools and subjects to teach about the topic and thus the whole school and the local communities will benefit from the project, not just the students participating in the project.

The project involved students at the upper secondary school level, ages 15-18 from all the five partner schools. We planned to organise 11 transnational learning activities in different countries during the two-year project. 12 students and 2 teachers from each country were supposed to participate in these each year, working together to do research on the topic and then creating a handbook for teaching about gender equality. All five participating schools were supposed to visit two other countries and receive students from two others during the two years, so that at the end of the project they would have worked with all the other European partner schools.

This project has been an exceptional Erasmus+ project in many different ways. Firstly, the worldwide Covid-19 pandemic forced us to change our plans. Two of the planned trips needed to be cancelled, which was a huge disappointment to all participants. However, when I look back at the project, despite all the challenges we had, I see it as a success. We had an amazing team of hard-working and motivated teachers and students. We had dozens of dedicated and warm-hearted parents who opened their home for an unknown student from another country. We made many friends and beautiful memories. And perhaps even more importantly, we made a difference.

We created this project because we wanted to do something concrete in order to promote gender equality. We wanted to fight sexism, gender stereotypes and injustice in a new way. The partner countries Germany, France, Italy, UK and Finland all have serious problems when it comes to basic human rights. Women still get less salary than men, many countries recognize only two genders and sexist language is still used widely in all of the partner countries. Many countries see Finland as an example of a country where gender equality exists. However, even in our society there are still several problems that many are not even aware of. Raising awareness was one of the main goals of this Erasmus+ project and I think that we certainly managed to reach that goal. The teachers, students and even parents in all partner countries have been encouraged to challenge their ways of thinking and they have raised awareness of existing stereotypes, biased norms, and sexist behaviour.

The transnational learning activities in the other European countries have been essential for both the students and the teachers to learn how to communicate and work with other students from different cultural backgrounds and practise their foreign language skills. The project has increased the European dimension in the participating schools as it involves five distinctly different countries in Europe. The project has also reinforced the bonds between all the partners and enhanced the students' sense of belonging to a European community and sharing a common European identity. During these two and a half years we have researched gender equality from several points of view. We have participated in enlightening lectures about the importance of gender in media, language, education, sports, politics and business and the students have done a lot of practical work designing cartoons, advertisements and logos that promote gender equality.

The purpose of this handbook is not only to show what we have accomplished in our project. It is meant to be a practical tool for students, parents and teachers or anyone who works with children and teenagers. The book contains specific vocabulary lists that we can use whenever we are unsure of the meaning of a certain gender-related word. The book includes some classroom activities and games that for example teachers can use in their classes. The book also contains a help section for each country. In the help section people can find useful links, phone numbers and web pages when they need professional help dealing with gender issues, sexism or discrimination.

My personal favorite part of the handbook is definitely the students' essays and reflections. They show very clearly that the students have become much more aware of gender issues during the project. The imaginary diary entries of transgender or non-binary persons show that the students have put themselves into a position of another person – a person whom they have probably never met. In my opinion, these stories show an exceptional capacity to reflect and feel empathy for those who are being discriminated because of their gender.

Finally, I would like to thank all participants for their excellent job. It has been a pleasure to work with such motivated, creative and warm-hearted people. I hope that this handbook will be read and used at schools and homes in all the five partner countries. Hopefully both adults and adolescents will find something interesting or useful both in the book and the project website <https://sites.google.com/view/erasmustogether/home> as well as on the project's Instagram account [@erasmus_together](#). As a long-term effect of the project we will help gender equality get the attention it needs, and our students and the school community will be able to deal with possible inequalities and prejudices in a plausible way.

Let's keep on working for gender equality TOGETHER!

Saila Hakaniemi

Sotunki Upper Secondary School

Finland

Gender vocabularies

English

advocate – **1 noun** : a person who actively works to end intolerance, educate others, and support social equity for a marginalized group. **2 verb** to actively support/plea in favor of a particular cause, the action of working to end intolerance, educate others, etc.

agender – *adj.* : a person with no (or very little) connection to the traditional system of gender, no personal alignment with the concepts of either man or woman, and/or someone who sees themselves as existing without gender. Sometimes called gender neutrois, gender neutral, or genderless.

ally /“al-lie”/ – *noun* : a (typically straight and/or cisgender) person who supports and respects members of the LGBTQ community. We consider people to be active allies who take action on in support and respect.

androgyny/ous /“an-jrah-jun-ee”; “an-jrah-jun-uss”/ – *adj.* : **1** a gender expression that has elements of both masculinity and femininity; **2** occasionally used in place of “intersex” to describe a person with both female and male anatomy.

bigender – *adj.* : a person who fluctuates between traditionally “woman” and “man” gender-based behavior and identities, identifying with both genders (and sometimes a third gender).

biological sex – *noun* : a medical term used to refer to the chromosomal, hormonal and anatomical characteristics that are used to classify an individual as female or male or intersex. Often referred to as simply “sex,” “physical sex,” “anatomical sex,” or specifically as “sex assigned at birth.”

- Often seen as a binary but as there are many combinations of chromosomes, hormones, and primary/secondary sex characteristics, it's more accurate to view this as a spectrum (which is more inclusive of intersex people as well as trans*-identified people).* – Is commonly conflated with gender.

masculine, whether it be physically, mentally or emotionally. ‘Butch’ is sometimes used as a derogatory term for lesbians, but is also be claimed as an affirmative identity label.

cisgender /“siss-jendur”/ – *adj.* : a person whose gender identity and biological sex assigned at birth align (e.g., man and assigned male at birth). A simple way to think about it is if a person is not transgender, they are cisgender. The word cisgender can also be shortened to “cis.”

- “Cis” is a latin prefix that means “on the same side [as]” or “on this side [of].”

cissexism – *noun* : behavior that grants preferential treatment to cisgender people, reinforces the idea that being cisgender is somehow better or more “right” than being transgender, and/or makes other genders invisible.

cisnormativity – *noun* : the assumption, in individuals or in institutions, that everyone is cisgender, and that cisgender identities are superior to trans* identities or people. Leads to invisibility of non-cisgender identities.

closeted – *adj.* : an individual who is not open to themselves or others about their (queer) sexuality or gender identity. This may be by choice and/or for other reasons such as fear for one's safety, peer or family rejection or disapproval and/or loss of housing, job, etc. Also known as being "in the closet." When someone chooses to break this silence they "come out" of the closet. (See coming out)

cross-dresser – *noun* : someone who wears clothes of another gender/sex.

drag king – *noun* : someone who performs masculinity theatrically.

drag queen – *noun* : someone who performs femininity theatrically.

fluid(ity) – *adj.* : generally with another term attached, like gender-fluid or fluid-sexuality, fluid(ity) describes an identity that may change or shift over time between or within the mix of the options available (e.g., man and woman, bi and straight).

FtM / F2M; MtF / M2F – *abbreviation* : female-to-male transgender or transsexual person; male-to-female transgender or transsexual person.

gender binary – *noun* : the idea that there are only two genders and that every person is one of those two.

gender expression – *noun* : the external display of one's gender, through a combination of dress, demeanor, social behavior, and other factors, generally made sense of on scales of masculinity and femininity. Also referred to as "gender presentation."

gender fluid – *adj.* : gender fluid is a gender identity best described as a dynamic mix of boy and girl. A person who is gender fluid may always feel like a mix of the two traditional genders, but may feel more man some days, and more woman other days.

gender identity – *noun* : the internal perception of an one's gender, and how they label themselves, based on how much they align or don't align with what they understand their options for gender to be. Common identity labels include man, woman, genderqueer, trans, and more. Often confused with biological sex, or sex assigned at birth.

gender non-conforming – *adj.* : **1** a gender expression descriptor that indicates a non-traditional gender presentation (masculine woman or feminine man) **2** a gender identity label that indicates a person who identifies outside of the gender binary. Often abbreviated as "GNC."

gender normative / gender straight – *adj.* : someone whose gender presentation, whether by nature or by choice, aligns with society's gender-based expectations.

genderqueer – *adj.* : a gender identity label often used by people who do not identify with the binary of man/woman; or as an umbrella term for many gender non-conforming or non-binary identities (e.g., agender, bigender, genderfluid).

gender variant – *adj.* : someone who either by nature or by choice does not conform to gender-based expectations of society (e.g. transgender, transsexual, intersex, gender-queer, cross-dresser, etc).

heteronormativity – *noun* : the assumption, in individuals or in institutions, that everyone is heterosexual (e.g. asking a woman if she has a boyfriend) and that heterosexuality is superior to all other sexualities. Leads to invisibility and stigmatizing of other sexualities. Heteronormativity also leads us to assume that only masculine men and feminine women are straight.

third gender – *noun* : for a person who does not identify with either man or woman, but identifies with another gender. This gender category is used by societies that recognise three or more genders, both contemporary and historic, and is also a conceptual term meaning different things to different people who use it, as a way to move beyond the gender binary.

Mx. / “mix” or “schwa” / – an honorific (e.g. Mr., Ms., Mrs., etc.) that is gender neutral. It is often the option of choice for folks who do not identify within the gender binary: *Mx. Smith is a great teacher.*

PGPs – *abbreviation* : preferred gender pronouns. Often used during introductions, becoming more common in educational institutions. Many suggest removing the “preferred,” because it indicates flexibility and/or the power for the speaker to decide which pronouns to use for someone else.

sex assigned at birth (SAAB) – *abbreviation* : a phrase used to intentionally recognize a person’s assigned sex (not gender identity). Sometimes called “designated sex at birth” (DSAB) or “sex coercively assigned at birth” (SCAB), or specifically used as “assigned male at birth” (AMAB) or “assigned female at birth” (AFAB): *Jenny was assigned male at birth, but identifies as a woman.*

sex reassignment surgery (SRS) – *noun* : used by some medical professionals to refer to a group of surgical options that alter a person’s biological sex. “Gender confirmation surgery” is considered by many to be a more affirming term. In most cases, one or multiple surgeries are required to achieve legal recognition of gender variance. Some refer to different surgical procedures as “top” surgery and “bottom” surgery to discuss what type of surgery they are having without having to be more explicit.

stealth – *adj.* : a trans person who is not “out” as trans, and is perceived by others as cisgender.

third gender – *noun* : for a person who does not identify with either man or woman, but identifies with another gender. This gender category is used by societies that recognise three or more genders, both contemporary and historic, and is also a conceptual term meaning different things to different people who use it, as a way to move beyond the gender binary.

top surgery – *noun* : this term refers to surgery for the construction of a male-type chest or breast augmentation for a female-type chest.

transgender – *adj.* : A person who lives as a member of a gender other than that assigned at birth based on anatomical sex.

transition / transitioning – *noun, verb* this term is primarily used to refer to the process a trans* person undergoes when changing their bodily appearance either to be more congruent with the gender/sex they feel themselves to be and/or to be in harmony with their preferred gender expression.

transman; transwoman – *noun* : An identity label sometimes adopted by female-to-male transgender people or transsexuals to signify that they are men while still affirming their history as assigned female sex at birth. (sometimes referred to as transguy) 2 Identity label sometimes adopted by male-to-female transsexuals or transgender people to signify that they are women while still affirming their history as assigned male sex at birth.

transphobia – *noun* : the fear of, discrimination against, or hatred of trans* people, the trans* community, or gender ambiguity. Transphobia can be seen within the queer community, as well as in general society. Transphobia is often manifested in violent and deadly means. While the exact numbers and percentages aren’t incredibly solid on this, it’s safe to say that trans* people are far more likely than their cisgender peers (including LGB people) to be the victims of violent crimes and murder. **Transphobic** – *adj.* : a word used to describe an individual who harbors some elements of this range of negative attitudes, thoughts, intents, towards trans* people.

transsexual – *noun and adj.* a person who identifies psychologically as a gender/sex other than the one to which they were assigned at birth. Transsexuals often wish to transform their bodies hormonally and surgically to match their inner sense of gender/sex.

transvestite – *noun* : a person who dresses as the binary opposite gender expression (“cross-dresses”) for any one of many reasons, including relaxation, fun, and sexual gratification (often called a “cross-dresser,” and should not be confused with transsexual).



Finnish

Androgyynisyys. Androgyynissä eli androgyynisessä ihmisessä on sekä maskuliinisia että feminiinisiä piirteitä. Hän saattaa määritellä itsensä mieheksi, naiseksi vai vaikkapa muunsukupuoliseksi.

Binääri/ei-binääri (eng. binary/non-binary). Binääri tarkoittaa kaksinaapaista. Sukupuoli-identiteetti voi olla binäärinen tai ei-binäärinen. Ei-binäärinen on henkilö, jonka sukupuoli-identiteetti ei sovi kaksinaapaiseen nainen–mies-jakoon. Hän voi olla esimerkiksi muunsukupuolinen, sukupuoleton tai intersukupuolinen.

Cis. Sanaa cis käytetään kuvaamaan sitä, että henkilön sukupuoli-identiteetti ja sukupuolen ilmaisu ovat hänelle syntymässä määritellyn sukupuolen ja siihen kulttuurissa yleensä liitettyjen odotusten mukaiset. Suurin osa ihmisistä on cissukupuolisia. Cis on vastakohta sanalle trans; sanat ovat alkuaan latinasta, jossa niillä on merkitys 'tällä puolen' ja 'toisella puolen'. Cismies on syntymässä määritelty pojaksi. Cisnainen on syntymässä määritelty tytöksi.

Cisnormi. Cisnormi on yhteiskuntamme ja kulttuurimme ajatusmalli ja kirjoittamaton sääntö, jonka mukaan kaikki ihmiset kokevat heille syntymässä määritellyn sukupuolen omakseen ja ilmentävät sitä yksiselitteisesti.

Detransitio. Detransitio tarkoittaa, että lääketieteellisen sukupuolen korjaushoidon aikana tai sen jälkeen ihminen haluaa palata aikaisempaan kehollisuuteensa, tai lähemmäs sitä, tai syntymänsukupuolen mukaisiin sosiaalisiin rooleihin.

Feminiinisyys. Myös naisellisuus. Feminiinisyys ei ole yksi yhtenäinen tai edes selvärajainen piirre vaan useiden luonteeseen, käytökseen ja ulkoiseen olemukseen liittyvien piirteiden joukko. Se voi olla esimerkiksi ympäristöstä omaksuttua tai sisäsyntyistä kokemusta naisellisuudesta. Valtaosaltaan feminiinisyys on kulttuurikohtaista.

Gender queer. Gender queeriä käytetään viittaamaan ei-binääriseen (binääri=kaksijakoinen sukupuolikäsitys) sukupuoli-identiteettiin ja sukupuolen ilmaisuun. Sitä käytetään usein kuvaamaan rajojen, normien ja tarkkojen määrittelyjen rikkomista, välttämistä tai kyseenalaistamista – gender queer henkilö voi esimerkiksi olla selkeästi jotain muuta kuin mies tai nainen, mutta ei halua määritellä sukupuoltaan sen tarkemmin.

Intersukupuolisuus tarkoittaa joukkoa erilaisia kehon variaatioita, joissa sukupuolitut piirteet, kuten kromosomit, sukuelimet tai hormonitoiminta eivät ole yksiselitteisesti nais- tai miestyypilliset. Intersukupuolisuus on luonnollista kehollista vaihtelua ja tekee näkyväksi sen, että ihmisiä ei voi biologisestikaan luokitella kahteen toisensa poissulkevaan sukupuoleen. Intersukupuolisuus voi olla joillekin myös sukupuoli-identiteetti.

Kolmas sukupuoli. Kolmannella sukupuolella viitataan usein niihin ihmisiin, jotka eivät sijoitu nais-mies-jakoon. Kolmannesta sukupuolesta puhutaan erityisesti juridisen sukupuolen yhteydessä. Kolmas sukupuoli on myös käänös ilmaisulle third sex, joka on historiallisesti viittanut monenlaiseen sukupuolen moninaisuuteen.

Maskuliinisuus. Myös miehekkyyys. Maskuliinisuus ei ole yksi yhtenäinen ominaisuus vaan useiden luonteeseen, käytökseen ja ulkoiseen olemukseen liittyvien piirteiden joukko. Se voi olla esimerkiksi ympäristöstä omaksuttua tai sisäsyntyistä kokemusta miehisyydestä. Valtaosaltaan maskuliinisuus on kulttuurikohtaista.

Mies. Mies on toinen juridisista sukupuolista Suomessa ja yleinen sukupuoli-identiteetti.

Muunsukupuolinen. Muunsukupuolinen ihminen voi olla sekä mies että nainen, jotakin mieheyden ja naiseuden väliltä tai sitten tyystin tämän jaon ulkopuolella. Muunsukupuolisuus voi toimia kattokäsitteenä muullekin ei-binääriselle sukupuolen kokemiselle. Kaikki binäärisen sukupuolijaon ulkopuolella olevat eivät koe termiä sukupuoli-identiteetiksi.

Nainen. Nainen on toinen juridisista sukupuolista Suomessa ja yleinen sukupuoli-identiteetti.

Neutri. Neutri voi olla henkilön sukupuoli-identiteetti tai tarkempi kuvaus siitä tai kuvaus sukupuolen ilmaisusta. Kokemus on usein lähellä sukupuolettomuutta.

Normitietoisuus. Normitietoisessa lähestymistavassa tarkastellaan yhteiskunnan rakenteita, tehdään normit näkyviksi ja kyseenalaistetaan niitä. Normeilla tarkoitetaan tässä yhteydessä yhteiskunnassa vallalla olevia käsityksiä siitä, mitä pidetään ”normaalina”. Normitietoisuus on aktiivista toimintaa normien purkamiseksi.

Sosiaalinen esteettömyys. Sosiaalinen esteettömyys tarkoittaa ilmapiiiriä ja toimintaympäristöä, jossa jokainen voi olla oma itsensä, ilman pelkoa syrjinnästä. Sosiaalinen esteettömyys on osa laajempaa esteettömyyttä ja saavutettavuutta, joilla taataan turvallinen ja tasa-arvoinen mm. palvelu, tila tai viranomaiskäytäntö kaikille ja edistetään yhdenvertaisuutta.

Sukupuolen ilmaisun epätyypillisuus. Ilmaisuu, jolla kuvataan lapsen ja ilmaisevan sukupuoltaan käyttäytyvän tavalla, jota ei kulttuurissamme pidetä lapselle syntymässä määritellylle sukupuolelle tyypillisenä.

Sukupuolen ilmaisu. Sukupuolen ilmaisulla tarkoitetaan erilaisia ilmaisun tapoja, jotka ovat kulttuurissamme sukupuolituneita. Sukupuolen ilmaisu sisältää kaiken yksilön toiminnan ja käyttäytymisen, jolla hän ilmaisee itselleen ja muille olevansa nainen, mies tai jotain muuta. Näitä ilmaisun tapoja ovat esimerkiksi vaatetus, muu ulkonäkö, puhetyyli, ilmeet ja eleet. Ihmiset ilmaisevat sukupuoltaan joko tietoisesti tai tiedostamatta.

Sukupuolen korjaus. Sukupuolen korjaamisella tarkoitetaan yleensä lääketieteellisiä hoitoja, joiden avulla transsukupuolinen tai muunsukupuolinen henkilö voi korjata kehoaan vastaamaan sukupuoli-identiteettiään. Sukupuolen korjaaminen on myös sekä sosiaalinen että juridinen prosessi. Juridinen sukupuolen korjaaminen tarkoittaa henkilötietojen (nimi ja sukupuoli) muuttamista väestörekisterissä.

Sukupuolitettut kehon piirteet. Sukupuolen moninaisuus näkyy myös ihmisten kehollisuudessa. Kehon piirteet on yhteiskunnassamme sukupuolitettu, vaikka ne voitaisiin myös nähdä ensisijaisesti ihmisen piirteinä: samoja piirteitä (hormonit, sukurauhaset, kromosomit) voi olla kehoissa olipa ihminen mies, nainen tai esimerkiksi muunsukupuolinen.

Sukupuoliristiriita. Sukupuoliristiriita tarkoittaa, että ihmisen tunne omasta sukupuolesta ei vastaa hänen syntymässä määritettyä eikä eikä toisten hänessä näkemää sukupuolta. Transsukupuolisuus on sukupuoliristiriidan äärimuoto.

Sukupuolen moninaisuus. Sukupuolen moninaisuus ilmaisulla viitataan siihen, että sukupuoli on moninainen ilmiö, joka ei ole jaettavissa kahteen, toisilleen vastakkaiseen ja selvästi toisistaan erotettavaan sukupuoleen, vaan sukupuolen ilmenemismuodot ovat moninaiset. Tässä yhteydessä voidaan käyttää myös monikkomuotoa sukupuolen moninaisuus. Sukupuolen moninaisuus sisältää siis sekä sukupuolivähemmistöt että sukupuolienemmistöt. Sukupuolen moninaisuudesta voidaan puhua yksilötasolla eri tavoin: voidaan ajatella, että jokaisen ihmisen sukupuoli koostuu ainutlaatuisista ja yksilöllisistä piirteistä ja on täten moninainen. Toisaalta voidaan ajatella, että sukupuolen moninaisuus tarkoittaa jotakin ominaisuutta, joka on sukupuolivähemmistöille tyypillinen.

Sukupuolten moninaisuus. Sukupuolten moninaisuus kuvaa sitä, että sukupuolia on enemmän kuin kaksi. Sukupuolen moninaisuus ja sukupuolten moninaisuus voivat myös olla synonyymejä.

Sukupuoleton. Kaikilla ihmisillä ei ole sukupuoli-identiteettiä. Osalle taas sukupuolettomuus voi olla sukupuoli-identiteetti. Sukupuoleton voi myös määritellä itsensä termillä agender. Agenderiys kuvataan usein sukupuoli-identiteetin puuttumisena ja sukupuolettomuutena.

Sukupuoli. Sukupuoli on erilaisista geneettisistä, kehityksellisistä, hormonaalisista, fysiologisista, psykologisista, sosiaalisista ja kulttuurisista ominaisuuksista koostuva jatkumo. Sukupuoli on myös juridinen määre.

Sukupuolidysforia. Sukupuolidysforia tarkoittaa sukupuoliristiriidan aiheuttamaa kokonaisvaltaista pahan olon tunnetta, joka eritellään usein kehodysforiaksi ja sosiaalisiksi dysforiaksi. Kehodysforialla tarkoitetaan vierauden, ahdistuksen ja inhon tunteita, jotka kohdistuvat kehon sukupuolitettuihin piirteisiin. Sosiaalinen dysforia kuvaa sosiaalisissa tilanteissa ilmenevää ahdistusta ja pahan olon tunnetta, joka liittyy väärinsukupuolittamiseen eli siihen, ettei tule tilanteissa nähdäksi omaksi itsenään.

Sukupuoli-identiteetti. Sukupuoli-identiteetti tarkoittaa ihmisen omaa sisäistä tunnetta sukupuolestaan tai sukupuolettomuudestaan.

Sukupuolineutraalius on ajattelutapa, jossa sukupuolta ja sen erilaisia merkityksiä ei oteta huomioon. Sukupuolineutraali toiminta on sukupuolisokeutta. Sukupuolineutraali käsitettä voidaan käyttää esineistä, tiloista tai kielestä; esimerkiksi wc-tilat voivat olla sukupuolineutraalit.

Sukupuolinormatiivisuus. Yhteiskuntamme ja kulttuurimme stereotyyppien ja kirjoittamattomien sääntöjen mukaan ihmiset ovat naisia tai miehiä ja heidän tulisi käyttäytyä naisille ja miehille tyypillisellä tavalla. Normin mukaan nämä nais- ja miessukupuolet ovat muuttumattomat ja toistensa vastakohdat ja sukupuoli voidaan määritellä anatomisten ja biologisten piirteiden sekä ulkoisen olemuksen tai itseilmaisun mukaan. Sukupuolinormatiivisessa ajattelussa oletetaan, että eri sukupuolilla on tiettyjä sukupuolelleen kulttuurisesti tyypillisiä ominaisuuksia. Sukupuolinormit määräävät esimerkiksi siitä, miten naisten, miesten tai -muunsukupuolisten tulisi ajatella, käyttäytyä tai pukeutua. Sukupuolinormit ohjaavat myös käsityksiämme siitä, missä eri sukupuolia olevat ihmiset ovat hyviä tai mitä he haluavat/voivat tehdä elämässään. Sukupuolinormi voi esimerkiksi estää ihmisiä hakeutumasta tietyille ammattialoille tai aloittamasta haluamaansa harrastusta.

Sukupuolisensitiivisyys on ajattelutapa, jossa huomioidaan sukupuolinormit ja niiden vaikutukset sekä yksilön että yhteiskunnan tasolla. Kasvatuksen tavoitteena se tarkoittaa, että kasvatuksella tehdään tilaa jokaiselle lapselle olla omanlaisiaan tyttöjä, poikia tai muilla tavoin itsensä määrittäviä lapsia.

Sukupuolitietyisyys on taitoa ja tahtoa tarkastella sukupuolta myös sosiaalisen ja kulttuurisen määrittelyjen näkökulmasta sekä kykyä huomata omia ja muiden sukupuolittuneita käytäntöjä.

Sukupuolivähemmistöt. Sukupuolivähemmistöön katsotaan kuuluvaksi transihmiset, sukupuolettomat, intersukupuoliset ihmiset sekä sukupuoliristiriitaa kokevat ihmiset.

Tasa-arvo. Tasa-arvo tarkoittaa kaikkien ihmisten yhtäläistä arvoa yksilöinä. Suomessa tasa-arvolla viitataan erityisesti sukupuolten väliseen tasa-arvoon. Tasa-arvolaisia syrjintä on kielletty sukupuolen, sukupuoli-identiteetin ja sukupuolen ilmaisun perusteella. Laki koskee myös syrjintää, joka perustuu siihen, että henkilön fyysiset sukupuoli määrittävät ominaisuudet eivät ole yksiselitteisesti naisen tai miehen. Laki sisältää veloitteen ennaltaehkäistä syrjintää.

Trans. Sanaa käytetään kuvaamaan sitä, että henkilön sukupuoli-identiteetti tai sukupuolen ilmaisu ei ole yksiselitteisesti hänelle syntymässä määritellyn sukupuolen ja siihen yleensä liitettyjen odotusten mukainen. Vastakohtana on cis; sanat ovat alkuaan latinasta, jossa niillä on merkitys 'toisella puolen' ja 'tällä puolen'.

Transfobia tarkoittavaa vihaa, pelkoa, inhoa tai vastenmielisyyttä transihmisiä kohtaan. Fobinen käyttäytyminen voi ilmetä mitätöintinä, vähättelynä, poissulkemisena, häirintänä tai syrjintänä. Transfobia rinnastuu seksismin ja rasismin kaltaisiin ilmiöihin.

Transgender. Käsitteellä tarkoitetaan suomen kielessä sukupuoli-identiteettiä, joka ei ole yksiselitteisesti miehen tai naisen identiteetti vaan jotakin siltä väliltä tai tämän kahtiajaon

ulkopuolelta. Transgender käsitteen ohi on vakiintunut käsite muunsukupuolinen, mutta osa kokee transgenderin paremmin itseään kuvaavaksi. Englannin kielessä transgender viittaa yleensä kaikkiin transihmisiin.

Transihminen. Transihminen on yleiskäsite, jolla usein kuvataan kaikkia, joiden sukupuoli-identiteetti tai sukupuolen ilmaisu joskus tai aina eroaa odotuksista sille sukupuolelle, johon heidät syntymähetkellä määriteltiin. Transihmisiin luetaan kuuluvan transvestiitit, muunsukupuoliset/transgenderit ja transsukupuoliset. Yksilö, joka voi kokea olevansa muuta kuin cis, ei välttämättä määritä itseään transihmiseksi. Aiemmin on käytetty käsitettä transseksuaali, joka on vanhentunut käsite ja se voidaan kokea loukkaavana.

Transmies on mies, joka on syntymässä määritetty tytöksi, mutta on sukupuoli-identiteetiltään mies. Syntymässä tytöksi määritelty mies voi viitata itseensä miehenä, transmiehenä tai transtaustaisena miehenä.

Transnainen on nainen, joka on syntymässä määritetty pojaksi, mutta on sukupuoli-identiteetiltään nainen. Syntymässä pojaksi määritelty nainen voi viitata itseensä naisena, transnaisena tai transtaustaisena naisena.

Transsukupuolisuus. Transsukupuolisen ihmisen sukupuoli-identiteetti ei vastaa hänen syntymässä määriteltyä sukupuoltaan. Transsukupuolisen henkilön sukupuoli-identiteetti voi olla mies, nainen ja/tai jotain muuta. Transsukupuolinen ihminen voi korjata kehoaan vastaamaan sukupuoli-identiteettiään. Transsukupuoliselle on tärkeää, että hänet kohdataan oikeassa sukupuolestaan, minkä vuoksi sukupuolen korjauksen sosiaaliset ja juridiset ulottuvuudet ovat myös tärkeitä. Aiemmin on käytetty käsitettä transseksuaalisuus, joka on vanhentunut ja se voidaan kokea loukkaavana.

Transtaustainen. Henkilö, joka sukupuolen korjauksen jälkeen ei määrittele itseään transsukupuoliseksi, voi tarvittaessa kuvata itseään transtaustaiseksi naiseksi tai mieheksi.

Transvestisuus. Transvestisuus tarkoittaa, että henkilöllä on tarve ilmaista eläytymällä, pukeutumalla tai laittautumalla toista (binääristä) sukupuolta kuin mikä hänelle on syntymässä määritelty. Transvestiitti on usein tyytyväinen syntymässä määriteltyyn sukupuoleensa eikä hänellä ole tarvetta juridisiin muutoksiin ja/tai lääketieteellisiin korjauksiin sukupuolen suhteen. Transvestiitille on tärkeää, että hänet kohdataan siinä sukupuolessa, jota hän kulloinkin ilmentää.

Vähemmistöstressi. Vähemmistöstressi tarkoittaa kroonista stressitilaa, joka syntyy muun muassa ympäröivän yhteiskunnan sukupuoli- ja hetero-oletuksista, perheisuuden tunteista, toiseuden kokemuksesta, sosiaalisesta leimautumisesta sekä kiusatuksi tulemisen ja väkivallan kokemuksista. Tällä tarkoitetaan yksilön pitkäaikaista sosiaalista ja sisäistä painetta vähemmistöryhmään kuulumisen takia. Vähemmistöstressi voi vaikuttaa kielteisesti sekä fyysiseen että psyykkiseen terveyteen ja hyvinvointiin.

Yhdenvertaisuus. Yhdenvertaisuus on perusoikeus. Yhdenvertaisuudella tarkoitetaan sitä, että kaikki ihmiset ovat samanarvoisia riippumatta heidän sukupuolestaan, iästään, ihonväristään, alkuperästään, kansalaisuudestaan, kielestään, uskonnostaan ja vakaumuksestaan, mielipiteestään, poliittisesta tai ammattiyhdistystoiminnastaan, perhesuhteistaan, vammastaan, terveydentilastaan, seksuaalisesta suuntautumisestaan tai muusta henkilöön liittyvästä syystä. Yhdenvertaisuuslaki suojaa seksuaalivähemmistöjä syrjinnältä ja sisältää yhdenvertaisuuden edistämismääräyksen. Sukupuolivähemmistöjen syrjintäsuoja on kirjattu tasa-arvolakiin.

Lähde: www.sukupuolenosaamiskeskus.fi



French

Vocabulaire sur le genre

Advocate = Défenseur / militant : 1 – nom : personne qui soutient une cause ou défend une idée.

=**préconiser, recommander, prôner** : 2 – verbe : parler en faveur de, recommander vivement.

Agender = agendre : adj : une personne qui s'identifie comme n'ayant pas d'identité de genre. Le genre est neutralisé. Alors que la personne non-binaire se place sur une position intermédiaire sur l'axe homme/femme, la personne agender se situe en dehors de cet axe. L'expression neutrois qualifie une identité de genre qui est neutre.

Ally = allié : nom : Un allié considère que les personnes LGBT sont discriminées et par conséquent désavantagées d'un point de vue social et économique. Leur but est d'utiliser leur position en tant qu'hétérosexuel cisgenre dans une société hétéronormale pour combattre l'homophobie, la biphobie et la transphobie.

Androgyny / ous = androgynie / androgyne - nom/- adj : personne dont l'apparence ne permet pas facilement de déterminer si c'est une femme ou un homme.

Bigender = bigendre – adj : une personne qui présente le comportement, les caractéristiques et le maniérisme des femmes et des hommes. En fonction de la situation et du contexte, la personne peut s'exprimer avec une personnalité distinctement féminine ou masculine.

Biological sex = Sexe biologique – nom : terme médical utilisé pour faire référence à des caractéristiques physiques et physiologiques, par exemple les chromosomes, l'expression génique, les niveaux d'hormones et la fonction hormonale, ainsi que l'anatomie de l'appareil génital. Souvent simplement appelé sexe, celui que l'on a à la naissance.

On décrit généralement le sexe en termes binaires, « femme » ou « homme », mais il existe des variations touchant les attributs définissant le sexe ainsi que l'expression de ces attributs.

Cisgender = cisgenre – adj : une personne dont l'identité de genre est en concordance avec son sexe déclaré à l'état civil. Le mot peut être raccourci en « cis ».

« Cis » est un préfixe d'origine latine qui signifie « du même côté » et est le contraire de « trans »

Cissexism = cissexisme – nom : Sexisme pratiqué par des personnes ou institutions cisgenres. Entre autres, le cissexisme est ancré dans la croyance que la cissexualité est une identité de genre supérieure et perpétue la notion selon laquelle le sexe assigné à la naissance détermine l'identité de genre d'une personne.

Cisnormativity = cisnormativité – nom : préjugé culturel ou social, souvent implicite, selon lequel tout le monde est cisgenre, qui privilégie par conséquent les identités cisgenres et néglige ou sous-représente les divergences de genre.

Closeted = caché/ refoulé - adj : le fait de cacher aux autres une information sur soi, par exemple cacher à sa famille qu'on est homosexuel.

Cross-dresser = travesti – nom: une personne qui porte des vêtements d'un autre sexe.

Drag king - nom: femme travestie en homme

Drag queen - nom: homme travesti en femme.

Fluid(ity) = de genre fluide - nom: Le terme englobe tous ceux qui ne se sentent ni tout à fait homme ni tout à fait femme, ou à la fois homme et femme, et qui ne se sentent pas bien décrits par la catégorisation binaire entre masculin et féminin. L'affirmation d'une identité de genre fluide est très visible dans le milieu de la mode.

FtM / F2M; MtF/ M2F = une personne trans qui passe ou passera de femme vers homme ou d'homme vers femme dans le cadre d'une transition de genre.

Gender binary = binarité de genre – nom: Conception traditionnelle de la diversité des genres humains selon laquelle seuls deux genres existent, homme ou femme, deux précisément et invariablement, distincts et déconnectés.

Gender expression = expression du genre – nom: c'est la manière dont une personne exprime ouvertement son genre. Cela peut inclure ses comportements et son apparence, comme ses choix vestimentaires, sa coiffure, le port de maquillage, son langage corporel et sa voix. De plus, l'expression de genre inclut couramment le choix d'un nom et d'un pronom pour se définir.

Gender fluid = être de genre fluide - nom: Le terme englobe tous ceux qui ne se sentent ni tout à fait homme ni tout à fait femme, ou à la fois homme et femme, et qui ne se sentent pas bien décrits par la catégorisation binaire entre masculin et féminin. L'affirmation d'une identité de genre fluide est très visible dans le milieu de la mode.

Gender identity = identité de genre - nom: Le genre auquel une personne appartient. C'est l'expérience intérieure et personnelle que chaque personne a de son genre. Il s'agit du sentiment d'être une femme, un homme, les deux, ni l'un ni l'autre, ou d'être à un autre point dans le continuum des genres. L'identité de genre d'une personne peut correspondre ou non au genre généralement associé au sexe qui lui a été assigné à la naissance. Pour certaines personnes, leur identité de genre est différente du genre généralement associé au sexe qui leur a été assigné à la naissance.

Gender non-conforming = non-conformité de genre. Une personne qui ne se conforme pas aux « normes » traditionnellement associées à son genre.

Gender normative, gender straight = rôle de genre- nom: Se dit d'une personne qui se comporte selon les « codes » généralement et socialement liés à son genre.

Gender queer = non binaire - nom: Se dit d'une personne qui ne se sent ni homme, ni femme mais un mélange ou aucun des deux. Personne qui n'adhère pas à la division binaire traditionnelle des genres et des sexualités (homme-femme, hétérosexuel) et s'identifie à une identité de genre ou à une orientation sexuelle non conforme ou fluide.

Gender variant = variance de genre / non-conformité de genre - nom: le comportement ou l'expression de genre d'un individu qui ne correspond pas aux normes de genre masculines ou féminines.

Heteronormativity = Hétéronormativité - nom: Norme sociale qui fait en sorte que l'hétérosexualité soit prise comme norme et soit la seule orientation sexuelle possible.

Mx. = Titre qui se place devant un nom de famille dans le monde anglo-saxon quand on ne veut pas utiliser Monsieur, Madame ou Mademoiselle. Il n'aya pas d'équivalent en français.

PGPs - abbreviation: preferred gender pronouns = Les pronoms de genre préférés ou les pronoms de genre personnels se réfèrent à l'ensemble des pronoms à la troisième personne qu'un individu préfère que les autres utilisent pour identifier le sexe de cette personne.

Sex assigned at birth (SAAB) = assignation sexuelle - nom: Détermination du sexe de l'enfant à la naissance ou lors d'un examen prénatal.

Sex reassignment surgery (SRS)= chirurgie de réattribution sexuelle - nom: Ensemble d'opérations chirurgicales afin de modifier les caractéristiques sexuelles initiales.

Stealth = caché/ secret - adj: Comportement d'une personne transsexuelle qui vit complètement comme son nouveau sexe et ne révèle pas qu'elle est transsexuelle.

Third gender = troisième genre - nom : Un individu considéré comme n'étant ni femme, ni homme, à la fois homme et femme ou neutre.

Top surgery = chirurgie du torse - nom: Chirurgie dont l'objectif est de modifier l'apparence, la taille ou la forme de la partie supérieure du corps.

Transgender = transgenre - nom: Une personne dont l'identité ou l'expression de genre diffère du sexe assigné à sa naissance.

Transition / transitioning = transition / transidentité - nom: Processus de changement de genre.

Transman; transwoman = un homme / une femme trans - nom: Une personne dont l'identité de genre est différente du sexe attribué à sa naissance.

Transphobia = transphobie-nom: Hostilité envers les personnes transgenres.

Transsexuel = transexuel - nom: Une personne qui ne se sent pas en accord avec le genre de sa naissance ou qui a entrepris des démarches médicales pour changer de sexe.

Transvestite = travesti.- nom: Acte qui consiste à porter des vêtements ou accessoires qui sont généralement associés au sexe opposé.



German

Gender Vocabulary / Begriffe zum Thema Geschlecht/ soziales Geschlecht

Befürworter: –1 *Substantiv*: eine Person, die sich aktiv darum bemüht Intoleranz zu beheben, andere zu informieren und die soziale Gerechtigkeit für Randgruppen fordert.

Genderqueer (auch: Nichtbinäre Geschlechtsidentität):

eine Sammelbezeichnung für Geschlechtsidentitäten aus dem Transgender-Spektrum, die weder ausschließlich männlich noch weiblich sind, sich also außerhalb dieser *binären* Einteilung befinden. Aus dem angelsächsischen Sprachraum wurde dafür auch die Bezeichnung **genderqueer** übernommen (*queer gender*: von geschlechtsordnenden Regeln abweichendes soziales Geschlecht).

Verbündeter / Verbündete – *Substantiv*: eine Person der die LGBTQ- Gemeinschaft unterstützt und respektiert

Androgyn - *Adjektiv*: männlich und weibliche Merkmale aufweisend, in sich vereinigend

Bigender–*Adjektiv*: Als **Bigender** (bi+gender) werden Personen bezeichnet, die sich in ihrer sozialen Geschlechtsidentität und deren Ausdruck zwischen Weiblichkeit und Männlichkeit bewegen und beide Geschlechter in sich vereinen.

Biologisches Geschlecht – *Substantiv, Neutrum*:

a. von Lebewesen, besonders dem Menschen und höheren Tieren) Gesamtheit der Merkmale, wonach ein Lebewesen in Bezug auf seine Funktion bei der Fortpflanzung meist eindeutig als männlich oder weiblich zu bestimmen ist; Beispiele: ein Kind weiblichen Geschlechts, das biologische Geschlecht

b. Gesamtheit der Lebewesen, die dasselbe Geschlecht (a) haben; Beispiele: das weibliche Geschlecht (*die Frauen*), das männliche Geschlecht (*die Männer*), der Kampf der Geschlechter, das gleiche Geschlecht, das andere Geschlecht (*auch für: die Frauen*)

c. Gender; Beispiel: soziales Geschlecht

Cisgender/“siss-jendur”/ – *Substantiv*: (lateinisch *cis-* ‚diesseits‘ und englisch *gender* ‚soziales Geschlecht‘), auch **Zisgender**, **Zissexualität** und **Zissexualismus** genannt, bezeichnet Personen, deren zum Zeitpunkt der Geburt zugeschriebenes Geschlecht, mit dem sie im Geburtenregister eingetragen wurden (auch Geburtsgeschlecht oder rechtliches Geschlecht genannt), mit ihrer sich in den ersten Lebensjahren entwickelnden Geschlechtsidentität zusammenfällt „Cisgender“ ist somit das Gegenteil von „Transgender“ und trifft auf die überwiegende Mehrheit der Menschen zu.

Cissexismus – *Substantiv, maskulin*: Voreingenommenheit oder Diskriminierung gegen Menschen, welche sich als Transgender bezeichnen.

Cisnormativität – *Substantiv, feminin*: die Annahme, dass alle Menschen Cisgender sind, was bedeutet, dass ihre Geschlechteridentität mit ihrem biologischen Geschlecht übereinstimmt.

verkappt – *Adjektiv*: die eigene sexuelle Orientierung verbergend

Crossdressing – *Substantiv, Neutrum*: das Tragen von Kleidung, Schmuck u.Ä. des anderen Geschlechts

Dragking – *Substantiv, maskulin*: bezeichnet eine Frau, die in typisch männlicher Kleidung und Aussehen stereotype männliche Verhaltensweisen darstellt oder persifliert.

Dragqueen – *Substantiv, feminin*: männlicher glamourös gekleideter und geschminkter Transvestit

Fluidität – *Substantiv, Neutrum*: steht meistens in Verbindung mit einem anderen Ausdruck, z.B. Genderfluid (s.u.); es beschreibt eine Identität, die sich im Laufe der Zeit wandeln kann

FtM / F2M; MtF / M2F – *Abkürzungen*: bezeichnet die Geschlechtsumwandlung einer Person (female to male / male to female)

Gender binary – *noun*: bezeichnet die Idee, dass es nur zwei verschiedene Geschlechter gibt (weiblich und männlich) und dass jede Person entweder männlich oder weiblich ist.

Geschlechtsausdruck – *Substantiv, maskulin*: bezeichnet, wie ein Mensch sich kleidet, spricht oder bewegt und so Geschlecht zum Ausdruck bringt.

Genderfluid – *Substantiv, Neutrum*: ist eine Geschlechtsidentität, die zwischen verschiedenen Geschlechtern wechselt. Das heißt, genderfluide Menschen fühlen sich z.B. mal mehr männlich, mal mehr weiblich, mal dazwischen oder ganz anders.

Geschlechtsidentität – *Substantiv, feminin*: ist das innere Wissen, welches Geschlecht man hat. Sie kann mit dem bei Geburt zugewiesenen Geschlecht übereinstimmen oder auch nicht (vgl. cis und trans*). Sie kann männlich oder weiblich sein, oder etwas anderes, z.B. genderqueer, genderfluid, inter* oder nicht-binär.

geschlechts-nonkonformistisch – *adj.*: 1 beschreibt eine Person, die eine Geschlechtsidentität hat, die nicht mit dem Geschlecht übereinstimmt 2 eine Bezeichnung einer Person, die sich nicht mit den binären Geschlechtsidentitäten beschreiben lässt, oftmals als "GNC" abgekürzt

gender straight – *adj.*: bezeichnet **heterosexuelle Personen**, also Mann oder Frau

genderqueer – *Adjektiv*: ist eine Geschlechtsidentität. Genderqueere Menschen identifizieren sich weder als männlich, noch als weiblich, sondern z.B. dazwischen oder ganz anders.

Gendervariant – *Substantiv*: bezeichnet eine Person, die nicht mit dem Geschlecht übereinstimmt, dem x bei der Geburt zugewiesen wurde. Im Gegensatz zu trans geht es dabei aber mehr um die grundsätzliche Ablehnung der gesellschaftlichen binären Norm in Bezug auf Geschlecht.

Heteronormativität – *Substantive, feminin*: ist eine Norm in unserer Gesellschaft. Es gilt als normal, dass alle Menschen entweder männlich oder weiblich sind, dass sie heterosexuell sind und dass sich die sexuelle Orientierung und die Geschlechtsidentität im Laufe des Lebens nicht ändern. Menschen, die dieser Norm nicht entsprechen, erleben Ausgrenzung und Diskriminierung.

Dritte Geschlecht – *Substantiv, Neutrum*: Als **drittes Geschlecht** werden Personen bezeichnet oder bezeichnen sich Personen selber, die sich nicht in das binäre Geschlechtssystem „männlich“ und „weiblich“ einordnen lassen (wollen) Das „dritte Geschlecht“ gilt heute als Variante der nichtbinären Geschlechtsidentitäten. Im deutschen Sprachgebrauch wird "divers" benutzt.

Mx. – eine Anrede im englischen Sprachgebrauch, die – im Gegensatz zu Mrs., Ms und Mr, genderneutral ist.

Mx./ „mix“ oder „schwa“/ -eine höfliche **genderneutrale Anrede** in englischsprachigen Ländern. Wird häufig von non-binären Personen verwendet.

PGPs – *Abkürzung: preferred gender pronouns* (D: **bevorzugte Geschlechtspronomen**) Immer häufiger in Einleitungstexten im Bildungssektor verwendet. Es wird diskutiert, ob das Wort „bevorzugt“ wegzulassen ist.

SAAB – *Abkürzung: sex at birth* (D: **Geburtsgeschlecht**, auch Stempelgeschlecht oder Hebammengeschlecht) beschreibt den Geschlechtseintrag auf der Geburtsurkunde eines Kindes. Es kann aber auch das Geschlecht bezeichnen, zu dem eine inter* Person mithilfe von Genitaloperationen zwanghaft zugewiesen wurde. Manchmal auch **DSAB** – *Abkürzung: designated sex at birth* (bei Geburt zugewiesenes Geschlecht) oder **SCAB** – *Abkürzung: „sex coercively assigned at birth“* (bei Geburt zwanghaft zugewiesenes Geschlecht), oder spezifischer **AMAB** – *Abkürzung: „assigned male at birth“* (bei Geburt männlich zugewiesen) oder **AFAB** – *Abkürzung: „assigned female at birth“* (bei Geburt weiblich zugewiesen)

SRS – *Abkürzung: „sex reassignment surgery“* *Nomen* (**Geschlechtsumwandlung**): im medizinischen Kontext verwendet für eine Reihe von Operationen die das biologische Geschlecht einer Person verändern. „Gender confirmation surgery“ (**geschlechtsangleichende Operation**) wird als passenderer Begriff favorisiert. Es handelt sich um Operationen die notwendig sind um das Geschlecht legal angleichen zu können. Die verschiedenen Operationen werden auch als „top“ surgery (obere Operation) und „bottom“ surgery (untere Operation) bezeichnet um genauer definieren zu können, um welche Operation es sich handelt ohne zu explizit zu sein.

stealth – *adj.* : (D: Heimlichkeit, Verdecktheit) Bezeichnung für eine Person die nicht offen als Trans lebt und von anderen als Cisgender (oder „normal“) empfunden wird.

third gender – *noun* : (D: drittes Geschlecht) Bezeichnung für eine Person die sich weder als Frau noch als Mann sieht sondern sich als anderes Geschlecht definiert. Diese Geschlechtskategorie wird in Gesellschaften verwendet die drei oder mehr Geschlechter akzeptieren. Der Begriff wird auch als Möglichkeit verwendet, sich jenseits der üblichen Geschlechterrollen zu bewegen und kann in diesem Sinne für verschiedene Personen unterschiedliches bedeuten.

top surgery – *noun* : (D: obere Operationen) Dieser Begriff bezieht sich auf Operationen zur Konstruktion einer männlichen oder weiblichen Brust.

transgender – *adj.* : (D: **Transgender**, lateinisch *trans* jenseits von‘, ‚darüber hinaus‘ und englisch *gender* ‚soziales Geschlecht‘) ist eine Bezeichnung für Personen, deren Geschlechtsidentität nicht mit dem nach der Geburt anhand der äußeren Merkmale eingetragenen Geschlecht übereinstimmt.

transition / transitioning – *noun, verb* (D: Übergang, übergehen) Dieser Begriff bezieht sich auf den Prozess den eine trans* Person beim Wandel der körperlichen Erscheinung durchläuft um kongruent zu dem Geschlecht zu sein, dem er sich zugehörig fühlt.

transman; transwoman – *noun* : (D: **Transmann, Transfrau oder trans Mann, trans Frau**) Eine Transfrau ist jemand, der sich als Frau identifiziert, obwohl bei seiner Geburt als Geschlecht männlich festgelegt wurde. Bei einem Transmann ist es genau umgekehrt.

transphobia – *noun* : (D: **Transphobie**, von lateinisch *trans* jenseitig, darüber hinaus‘ und altgriechisch φόβος *phóbos* ‚Angst, Furcht, Schrecken‘; auch *Transfeindlichkeit* oder *Cissexismus*) bezeichnet gegen transidente, transgender und transsexuelle (zusammengefasst auch: trans*) Personen gerichtete Vorurteile, Ekel, Aggressionen oder Angst vor ihnen, ihren Lebensweisen und dem Ausdruck ihrer Geschlechtsidentitäten sowie ihre gesellschaftliche Diskriminierung.

Transphobie drückt sich aus durch Infragestellen oder Aberkennen der Geschlechtsidentität, sprachliche Unsichtbarmachung, psychische und körperliche Gewalt bis hin zum Mord.

transsexual – *noun and adj.* (D: **Transsexuelle(r)**) eine Person die sich psychisch mit einem anderen als dem bei Geburt zugewiesenen Geschlecht identifiziert. Transsexuelle wünschen

häufig ihre Körper hormonell oder durch Operation so zu verändern, dass sie zu dem Geschlecht passen, zu dem sie sich innerlich zugehörig fühlen.

transvestite – *noun* : (D: **Transvestit**, abgeleitet von lateinisch *trans* „hinüber“, und *vestire* „kleiden“) eine Person, die sich durch das Tragen der Bekleidung eines anderen Geschlechts auszeichnet („cross dressing“). Dies kann aus vielen Gründen geschehen, z.B. zur Entspannung, aus Spaß und zur sexuellen Befriedigung (oft werden diese Personen als „cross dresser“ bezeichnet. Der Begriff sollte nicht mit transsexuell verwechselt werden.



Italian

GENDER DICTIONARY - ITALIANO

Advocate: avvocato - sostantivo: persona che lavora attivamente per porre fine all'intolleranza, educare gli altri e sostenere l'uguaglianza e l'equità sociale per un gruppo emarginato.

Agender : una persona con nessuna (o pochissima) connessione al sistema tradizionale di genere, nessun allineamento personale con i concetti di uomo o donna e / o qualcuno che si considera esistente senza genere. a volte chiamato neutrois di genere, di genere neutro o senza genere.

Ally : alleato - è una persona (tipicamente etero e/o cisgender) che sostiene e rispetta i membri della comunità LGBTQ. Sono considerate alleati attivi le persone che agiscono a sostegno e rispetto di questa comunità.

Androgyny: con androgino si intende una persona che presenta la combinazione di elementi o caratteristiche maschili e femminili contemporaneamente, anche da un punto di vista anatomico.

Bigender: indica una persona che oscilla tra comportamenti e identità di una donna e di uomo tradizionale, identificandosi con entrambi i sessi (e talvolta con un terzo genere).

Biological sex : sesso biologico - È un termine medico usato per riferirsi alle caratteristiche cromosomiche, ormonali e anatomiche usate per classificare un individuo femminile o maschile. Spesso si riferiscono semplicemente a "sesso", "sesso anatomico", o in particolare "sesso assegnato alla nascita".

Cisgender: è una persona la cui identità di genere (come si identifica) e il sesso biologico assegnato alla nascita si allineano (ad es. mi sento uomo e sono nato maschio). Quindi, se una persona non è transgender, è cisgender. La parola cisgender può anche essere abbreviata in "cis". "Cis" è un prefisso latino che significa "sullo stesso lato(come)" o "da questo lato (di)".

Cissexism: Il sessismo è tipicamente usato per descrivere un sistema di oppressione che si traduce in svantaggi, soprattutto per le donne. In questo caso, il cissexismo si riferisce ad un sistema che si traduce in svantaggi per gli individui transgender e Nonbinari.

Cisnormativity: il presupposto, negli individui o nelle istituzioni, che tutti siano cisgender e che le identità di cisgender siano superiori alle identità o alle persone trans *. Porta all'invisibilità di identità non cisgender.

Closeted: un individuo che non è aperto a se stesso o agli altri riguardo alla propria sessualità. Può anche essere usato per descrivere chiunque nasconda parte della propria identità a causa della pressione sociale.

Cross-dresser: persona che indossa vestiti dell'altro sesso.

Drag king: persona/artista (generalmente omosessuale) che si esibisce esasperando volutamente la mascolinità, travestendosi con tipiche peculiarità maschili, quali: barba, vestiti prettamente maschili...

Drag queen: persona/artista (generalmente omosessuale) che si esibisce esasperando volutamente la femminilità, tramite l'uso di parrucche, trucco...

***Fluid(ity) - Fluido (fluidità)*:** generalmente si associa ad un altro termine, come "fluidità di genere" o "sessualità fluida", descrive un'identità che può cambiare o variare nel tempo unendo varie possibilità (ad esempio, uomo e donna, bisex o etero).

Gender expression: si definisce espressione di genere l'insieme dei comportamenti, le apparenze, gli interessi e l'aspetto di una persona associati al genere in un particolare contesto culturale, in particolare facendo uso delle categorie di femminilità o mascolinità. Queste categorie si basano su stereotipi sul genere. L'espressione di genere include anche ruoli di genere.

FtM / F2M - abbreviazione di female to male, cioè il passaggio da femmina a maschio transgender o transessuale;

MtF / M2F - abbreviazione di male to female, cioè il passaggio da maschio a femmina transgender o transessuale.

Gender binary : Genere binario - sostantivo: l'idea che esistano solo due generi e che ogni persona si identifichi in uno o nell'altro.

Gender fluid (fluidità di genere)-agg.: la fluidità di genere È un'identità di genere meglio descritta come un mix tra sesso maschile e sesso femminile. Una persona che riporta la fluidità di genere potrebbe sentirsi la maggior parte delle volte come un miscuglio dei due generi tradizionali, ma talvolta potrebbe sentirsi più come un uomo, altre volte più come una donna

Gender identity : Identità di genere (sostantivo) L'identità di genere è il sesso a cui una persona crede di appartenere. I generi a cui una persona può pensare di appartenere non si limitano a solo maschio e femmina ma anche a terzi generi. Non è vincolato dal sesso assegnato dalla nascita o dall'orientamento sessuale, ma spesso è correlato.

Gender non-conforming (genere non conforme): 1 un' espressione di genere che indica una tipologia di genere non tradizionale (donna maschile o uomo femminile) 2 un'etichetta di identità di genere che indica una persona che si identifica al di fuori del binario di genere. Spesso abbreviato come "GNC".

Gender normative/gender straight *(genere etero, genere che rispetta la normativa*): qualcuno che ha un genere, per natura o per scelta, in linea con le aspettative della società.

Genderqueer: un'etichetta di genere usata da coloro che non si identificano con un genere binario uomo/donna, o, con un termine generale, chi non ha un'identità di genere non binaria o non conforma- ad esempio: agender(senza genere), bigender(doppio genere), gender fluid (più generi.)

Gender variant: comportamento o espressione di persone che non corrisponde alle norme di genere maschile e femminile, le persone le cui manifestazioni del genere sessuale non si collocano all'interno degli stereotipi di genere socialmente condivisi.

Heteronormativity: convinzione che l'eterosessualità sia l'unico orientamento sessuale o norma unica per la sessualità.

Third gender : Terzo genere - sostantivo: indica una persona che non si identifica né con il genere maschile né con quello femminile, ma si identifica con un altro genere.

Questa categoria di genere viene utilizzata da società che riconoscono tre o più generi, sia contemporanei che storici, ed è anche un termine concettuale che assume significati diversi in base al contesto in cui lo si utilizza ed in base alla persona che lo utilizza, come un modo per andare oltre il binario di genere

Mx. - titolo onorifico (e.g. Mr., Ms., Mrs., etc.) che è neutro per il genere. Spesso è l'opzione di scelta per chi non si identifica all'interno del binario di genere. Ex: Mx. Smith è un ottimo insegnante.

PGPs - abbreviazione: pronomi di genere preferiti. Spesso usati durante le introduzioni, diventando più comuni nelle istituzioni educative. Molti suggeriscono di rimuovere il "preferito", perché indica la flessibilità e/o il potere per chi parla di decidere quali pronomi usare per qualcun altro.

Sex assigned at birth : Sesso assegnato alla nascita (abbreviazione - SAAN): una frase utilizzata per riconoscere intenzionalmente il sesso assegnato a una persona (non l'identità di genere in cui si riconosce). A volte viene utilizzato anche "sesso designato alla nascita" (SDAN) o specificamente "maschio assegnato alla nascita" (MAAN) o "donna assegnata alla nascita" (DAAN).

Esempio: A Jenny è stata assegnata l'identità di maschio alla nascita, ma si identifica come una donna.

Sex reassignment surgery (srs) : chirurgia di riassegnazione del sesso: viene utilizzato da molti per fare riferimento a un gruppo di operazioni chirurgiche che alterano il sesso di una persona. Viene chiamata "chirurgia di riassegnazione del genere". Nella maggior parte dei casi, sono necessari uno o più interventi chirurgici per ottenere il riconoscimento legale della varianza di genere. Alcuni si riferiscono a diverse procedure chirurgiche come chirurgia "superiore" e chirurgia "inferiore" per discutere quale tipo di chirurgia stanno eseguendo senza essere più espliciti.

Stealth: invisibile - agg. : una persona che non ha lasciato trasparire il suo essere trans e viene considerato dalle altre persone come cisgender

Third gender: terzo genere - nome: per una persona che non si identifica né uomo né donna, ma si identifica con un altro genere. Questa categoria di genere viene utilizzata da società che riconoscono tre o più generi, sia contemporanei che storici, ed è anche un termine concettuale che assume significati diversi a seconda delle persone che lo usano, come un modo per andare oltre il binario di genere.

Top surgery :(in italiano chirurgia superiore): La chirurgia superiore si riferisce al gruppo di interventi chirurgici che le persone transgender e non binari usano per rimodellare il seno.

Transgender: Per una persona transgender il genere attribuito alla nascita e quello effettivo non coincidono, ovvero esiste una discrepanza tra sesso biologico e genere.

Transition/Transitioning : Transizione: è un termine che viene utilizzato riferendosi al processo che una persona trans subisce quando cambia il suo aspetto esteriore per essere e uguale al sesso in cui si rispecchiano e/o per sentirsi a loro agio con il sesso che preferiscono

Transman; Transwoman (uomo trans; donna trans): il primo è un uomo che dichiara il suo passato di donna alla nascita, il secondo è una donna che dichiara il suo passato di uomo alla nascita

Transphobia : Transfobia - sostantivo — la paura, la discriminazione o l'odio nei confronti delle persone trans, la comunità trans o l'ambiguità di genere.

La transfobia può essere vista all'interno della comunità queer, così come nella società in generale. La transfobia si manifesta spesso con mezzi violenti e mortali.

Transphobic : Transfobico — aggettivo usato per descrivere un individuo che ha alcuni di questi atteggiamenti, pensieri, intenzioni negative nei confronti delle persone trans.

Transsexual : transessuale - aggettivo e sostantivo maschile e femminile. Persona che rifiuta il proprio sesso, identificandosi in quello opposto, fino ad assumerne le caratteristiche fisiologiche, in seguito a uno specifico intervento chirurgico.

Transvestite : travestitismo: - sostantivo maschile, tendenza del soggetto a usare abiti e acconciature proprie del sesso opposto, tipica nell'ambito dell'omosessualità



Games and classroom activities

The Gender Equality Quiz

Our game is created to create awareness for differences between men and women. It is a quiz made mainly for younger grades and made for teachers to be played with their classes.

Instructions

1. Create small teams of whom sit down together
2. Go onto www.kahoot.com
3. Log in with an account
4. Search for Erasmus_TOGETHER
5. Click Gender Equality Game and start playing
6. Choose a team captain who is going to give the answers for the team
7. Every team captain uses his mobile to go to www.Kahoot.com and enter the pin
8. You can click the right answers for the shown questions on your mobile
9. At the end of the game the team with the highest score wins

Michel, Ryan, Maxi, Luca, Hauke

Key Figures

Rules

1. Place player markers at START line, on each of the lines
2. Each player rolls the dice, and turns are taken from the highest number to the lowest
3. In turn order, each player rolls the dice. The thrown number on the first dice equals to a category seen below:
 - 1) Footballers
 - 2) Actors / Actress
 - 3) Musicians
 - 4) Reality Stars
 - 5) Politicians
 - 6) Personal Choice from one of the categories
4. The second dice number equates to the gender category you must name:
 - Male = 1 / 3 / 5
 - Female = 2 / 4 / 6
5. The winner is the first person to reach the finish line.
 - ✓ Each player has 10 seconds to answer
 - ✓ For every named person, move forward one space
 - ✓ If an answer was said already, you're not allowed to repeat it



8	8	8	8	8
7	7	7	7	7
6	6	6	6	6
5	5	5	5	5
4	4	4	4	4
3	3	3	3	3
2	2	2	2	2
1	1	1	1	1



FIRST ROLL

START!

SECOND ROLL



MALE



FEMALE



MALE



FEMALE



MALE



FEMALE



FOOTBALLERS



ACTORS



MUSICIANS



TV-STARS



POLITICIANS



CHOOSE ANY

KEY FIGURES

FINISH!

19	19	19	19	13
18	18	18	18	18
17	17	17	17	17
16	16	16	16	16
15	15	15	15	15
14	14	14	14	14
13	13	13	13	13
12	12	12	12	12
11	11	11	11	11
10	10	10	10	10
9	9	9	9	9

Start

D

E

C

Information
Women are 47% more likely to suffer severe injuries in car crashes because safety features are designed for men. (2018)

E

D

D

C

E

C

→

E

C

Finish

D

C

than female
on Union
legislative

E

C

Information
Gabbaly, girls aged 5-14 spend 550 million hours every day on household chores, boys only spend 380 million.

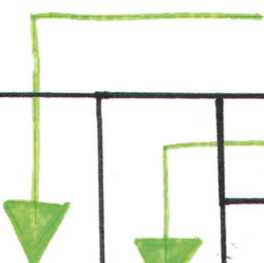
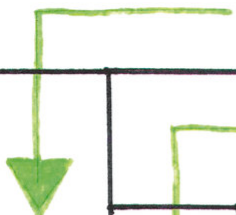
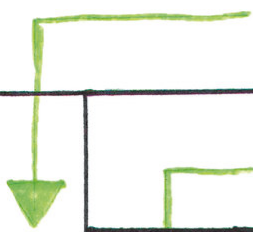
D

Information
over 1 billion women do not have access to a bank account.

E

Information
1 in 3 women (35%) have experienced physical or sexual violence at some point in their lifetime. (2018)

D



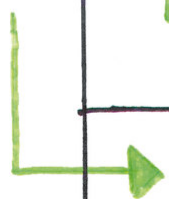
C

D

E

Information
US \$28 trillion could be generated if all gender gaps in work and society were closed. (2018)

D



Information
Each minute, 28 girls are married
before they are ready.
With a total of 15 million early marriages
(2018)
every year.

Information
Women and girls make up 96%
of those trafficked for
sexual exploitation
(2016)

Information
Globally, 44% of girls aged
15-19 think a husband is
entitled to beat his wife.
(2018)

Information
Only 6 countries give women
equal legal work rights as men.
↳ Belgium, Denmark, France, Latvia,
Luxembourg & Sweden

Information
Over 150 countries have
at least one actively
sexist law
(2018)

Information
80% of workers in STEM are men
75% of workers in healthcare, education,
media are women. (2015)

Information
Almost 200 more male
members of the European
Parliament in current

Gender Equality Board Game

Rules:

- Each player will roll the dice to see who will go first; the player who achieved the highest roll will go first, then in order to the lowest roller.
- A player will either land on an information square or a square with C, D or E.
- If they land on an information square, they have the option to read it out loud.
- C- Charades: the player must act out the word(s) on the other side of the card, without the aid of words.
- D-Drawing: the player must draw what the word(s) on the other side of the card say within the 3-minute time limit.
- E-Explain: the player must describe the word(s) on the other side of the card without the use of the provided word in the description.
- The winner of the game is whoever reaches the end first, other players will then continue until there is no one left.

How to play:

- Players will begin from the “start” square, and will take in turns according the dice roll that determines the order of player.
- Whatever number the dice rolls on, the player must move that many spaces forward.
- Once each Information, C, D or E task has been complete, it is the next player’s turn to roll the dice, and keeps on going until each player reaches the end.
- If the task is not completed successfully, the player must move 2 tiles backwards.

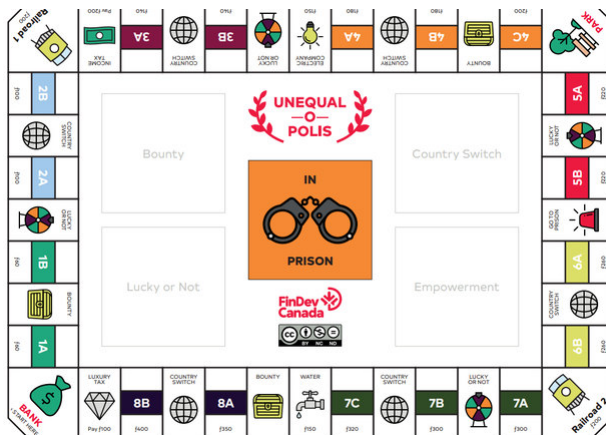


Unequalopolis

This game is a new version of monopoly. An average economy gives women only 75% of rights men enjoy. In some countries, women only get half of these rights.

In this board game, the game makers have translated some of the barriers women face into a print-and-play marketplace game that you can download and play with friends, family, colleagues and classmates.

<https://www.findevcanada.ca/en/make-impact/unequalopolis>



Gender Bias Bingo

You can play this game online. It is a good game to learn about gender bias. Each Bingo square on the card contains the name of a gender bias pattern. Click on the square and type in an anecdote or quote from your experiences (or the experiences of your classmates or colleagues) that fits the pattern.

<https://genderbiasbingo.com/gender-bias-bingo/#.X83wW9gzZ8c>

Collection of games and classroom activities

On this website you can find several games to teach and learn about gender equity. This file includes activities for classroom role plays, discussions and brainstorms. Some games are unfortunately reinforcing the idea of only two genders. However there are many useful games for example about language and gender, traditional gender roles at work places and sexual harassment.

https://education.alaska.gov/tls/cte/docs/nto/gender_equity.pdf

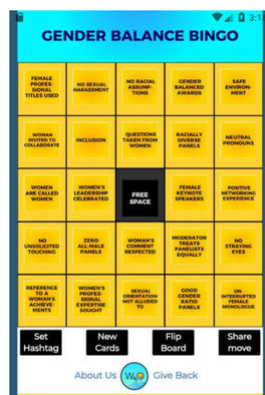
Gender Balance Bingo

Panel all male? Woman interrupted? Mainsplaining? Moderator doesn't call on women in the audience with questions? BINGO!

Perhaps you also notice some good points: neutral pronouns, women invited to collaborate, female keynote speakers? BINGO!

With #W4OBingo, everyone wins, except sexism! This app is a creative way to challenge sexism and exclusion at conferences and meetings everywhere. Once you have completed the grid, you can share it and use it as a way to give feedback and shed visibility on these instances.

<http://www.women4oceans.org/gender-balance-bingo.html>



Gender Watch Bingo

1. Print out the Gender Watch Bingo card (A0 or A1) and display in the school.
2. Each school term, select student volunteers from across each year group to conduct a GENDER WATCH audit.
3. Use a STAR to indicate if the school has addressed these issues.
4. Colour in the flame spectrum to show how well the school is doing on each issue. For example, the school may have afterschool clubs available for all (equality of opportunity) but only boys play football and only girls take dance. What more can the school do to achieve gender equity (equality of outcome)?
5. Write a short report together, make a digital story or deliver a school assembly of how well the school is doing, and what needs to improve.
6. There are blank squares for students and staff to add their own ideas of how they think their school should be addressing gender equality and diversity (e.g. staff not addressing students as 'girls and boys'). Or if you want to start from scratch download a blank GENDER WATCH BINGO card.

<http://agendaonline.co.uk/gender-watch-bingo/>



Students reflections on the project and gender equality

During the project I have learned lots of new things and I have realised many things I haven't even thought about before.

I have learned that your biological gender doesn't determine who you really are. You decide who you are and noone else can do it for you. I have realised that people still think it is really strange to be transgender. People still think that a man has to be a certain kind and a woman has to be a certain kind. It is hard for people to accept other ways to think than the normal male and female stereotypes.

Everyone still has much to learn about gender equality. I have realised that there are so many things that are only for women or men - there isn't a gender neutral option. Most of the toilets and dressing rooms are only for women or men. For example, unisex toilets are rare.

Nowadays for example the colors still signify genders. Usually pink is for girls and blue for boys. There are still boys' and girls' toys. If a kid is born as a male he is treated like a typical boy. Parents give him "boys" toys and dress him like a typical boy. And the same for girls. Usually parents don't give kids an opportunity to decide how they feel about themselves. From the start parents categorize kids to certain groups by the gender.

I have nevertheless realised that the situation isn't as bad as before. But especially for older people it's a little bit hard to understand this whole gender equality thing. Gender equality isn't yet reached these days. I wonder why things are still like that. The world has changed so much but there are still these big gender equality problems. There are still lots of things we can learn and become better.

The biggest thing I have realised is that women and men don't need to become the same. But the point is that their opportunities, responsibilities and rights should be the same regardless whether they are born as a male or a female.

Ronja Tuukkanen, 16

Finland

This project was so much more than a school trip to a couple of countries or some lame schoolwork. This project had a meaning and a mission. And although we didn't have the pleasure of entertaining the French or meeting the Germans, it was still amazing and life changing.

Our theme was gender equality. Funnily enough, the group of Finns consisted of girls, and the Britts of boys. It was fun to see how our cultures clashed and friendships were made. We got to meet some amazing people and learn all kinds of things. One of the most important things I learned was actually something quite small and superficial. Although everyone had to wear the uniform, it wasn't like I had thought. I had a clear image in my head about all the boys wearing slacks and ties and girls having no other choice than to wear a skirt, no matter how comfortable or uncomfortable they felt in it. That was however not the case. The girls had the freedom to wear the school pants, if they so wished. I don't know if the boys would be allowed to wear skirts, but I would like to believe that to be the case. It's a small step, but still in the right direction. All of the students within our group clicked astonishingly well and everyone had a blast.

Emilia Haaranen, 16

Finland

During our week at Sir Joseph Williamson's mathematical school we had many projects about gender equality. We had different kinds of group assignments and we studied gender equality from many different views. The group projects put out many observations about the causes of inequality. I also saw some examples of gender inequality in the school.

Girls and boys were often divided in sports. It was typical for boys to play rugby and for girls to play netball. Some of the male students told me that they had never played netball because it's seen as a more of a girls sport. The girls also said that they would never play rugby with the boys because they feel weaker compared to them. The students use school uniforms. They had strict rules about what you could wear but unlike some other schools, the girls were able to wear pants instead of skirts.

During the projects I learned the different ways inequality can be seen in anyone's daily life. There are still many expectations and unwritten rules in gender norms and we discussed the ways we could reduce them as teenagers. Men are still often expected to open the door for a woman or to pay on a date. It is also still a taboo for men to wear makeup or for the women to be "masculine". Talking about these unwritten rules helps normalising them and making them less of a taboo.

It was interesting in hearing different students' opinions on subjects about gender equality and I myself also learned a lot about different genders and gender identities.

The trip was overall very rewarding and it taught me a lot about differences in cultures and what kinds of outlooks people have on gender equality.

Ada Rantanen, 17,

Finland

Imaginary diary entries by transgender or non-binary people

Dear Diary

This morning I caught the bus, as usual.

I was so excited to wear my favorite red lipstick.

There were some boys staring at me, and I could see them whispering something. I felt quite embarrassed, though I am used to it now.

After that terrible maths test, I went to the toilet but as soon as I opened the ladies' toilet door a janitor shouted at me, saying that it was not the place for boys, but I didn't care.

When I got out I saw her talking to a teacher: they looked very angry and they were pointing at me. I started panicking, but suddenly Miss Wilson arrived and realized what was happening and, as a knight in shining armor, she stood by my side and defended me. I felt quite embarrassed, but also surprised, honestly.

Today I've learnt that people can be good sometimes. In the end it's not as terrible as it seems.

By Francesca Bromuri

Hi Elizabeth,

today I need to talk with you longer than the other days.

This morning I woke up at usual time and I went in front of the mirror, I saw myself and I thought "Ok this is only another day, you can make it".

At school it didn't go well. During the lesson all my classmates throw a lot of objects at me and I found some pieces of paper with some discriminating sentences and I felt

wrong and different.

Suddenly I started crying, and I decided to go to the toilet, but when I was there I didn't know where I should have gone. For one moment I thought that I didn't deserve love

and affection, because I felt wrong, unable to identify myself in any type of people.

In the afternoon I decided to try to forget what had happened in the morning, so I went to my daily football training but even there, my mates tried to bully me saying "Catch the ball stupid little girl" and other

offensive sentences, that I don't want to repeat !

And to make matters worse when I came back home, my father asked me how the football training had been and I answered that I don't want to go to the training any more, and I tried to explain what had happened. I hoped he would comfort me but I was disappointed because he told me that football is a male sport and I mustn't quit because otherwise I would be considered a female. He was really angry and this made me feel like I am

nothing because of also my family didn't accept me.

Now I'm leaning on my bed and I'm crying because I don't understand why people are so cruel with me, and why that is happening to me.

Now i go to sleep and I hope that tomorrow will be a better day.

Bye. Christian

By Giorgia Ferioli

Dear Diary,

I woke up this morning and, as usual, I didn't want to get up, I didn't want to go to school...I didn't want to be myself.

I got dressed quickly and I spent a lot of time looking at myself in the mirror. I didn't ask to be like this, what's my fault? I found the courage to put on my favourite earrings, I had stolen from my mother's jewel case. They are silver pendants. Maybe, dear diary, you are thinking they are too feminine for a big boy like me; this is what people think, I know it...I'm scared of it. I put on a little mascara, I like putting it on, 'cause I feel a bit more me. I entered the living room and found my mama sitting on the couch. She looked at me and surprisingly she smiled, I didn't expect that...or maybe I only hoped it.

I arrived in front of the school. I felt lot of eyes staring at me. I don't care...*liar* said a voice in mind. Most of my classmates didn't even look me in the eyes, but why?

It's always me, what's the difference? During the break I vented with my best friend, Clary. She supports me. I know I can always rely on her. I didn't even think of going to the school toilet 'cause I didn't know in which I should go. The male one? No, cause I don't feel a boy. The female one? Neither, I'm not a girl. For a second I thought of going to the teacher's toilet, but sounded weird even for me. I'm at home now, writing to you. Maybe you'll listen. Home means family, right? And family should mean love and safety. Why I don't feel safe, then? Oh, I know why. Soon my dad will come back home and I don't know what his reaction will be. Surely I don't expect a medal and a prize, a hug and a "I love you" would be nice. Why am I so sure it won't go like

that? I'll update you later, dear diary. Wait for me.

By Giorgia Galli

Dear Diary,

It's James here, or maybe I should say Gabe. Today has been an important day for me. I have come out as a non-binary person. This morning I put on some my make up, I had never worn it out of home, and I put on a pair of leggings and a pink sweater. Then I went to a café. It was embarrassing, as all people's eyes were stuck on me.

I didn't care and I went to school. I was really excited, as was the first time I showed the real me. My friends were really happy for me, but for them it was

really difficult to start calling me Gabe. But I am really happy that them have accepted me for who I am.

During the break I didn't know if I had to go to the girl or boy toilet. I had decided that this had to be the day on which to take some risks, so I went to the girls toilet.

Second time in a day: all eyes were on me and I have to confess that I felt a little bit embarrassed. I went home and to here

the most difficult part started: talk to my parents. Fortunately they have been very understanding and they were very happy about my coming out.

This day has been very emotional for me!
! Gabe

By Giulia Neri

Dear diary,

only bad news today! I had decided to come out tonight at family's dinner, because I'm going to get crazy. This morning I had breakfast at Starbucks with my favourite

American coffee. There I met Tyler and his friends: they were talking about yesterday's football match. While I was drinking my Americano they started to kidding me because I'm non binary! Really, I can't believe that we're in 2019 and there are still so many prejudices.

This isn't the only bad thing that happened this morning. When I went to school and I met my crush. As you know I had some love problems. I'm in love with Bryan. I can't have a relationship with him because he loves girls not boys! He know that I'm non binary but I can't imagine that he's my crush, we have been best friends since first grade and I can't imagine him having romantic feelings for me.

A reoccurring problem with my school day is going to the toilet as I don't know I have to go to the girl or boy toilet. When I was going home I saw a group of girls walking who where really well dressed and that made me think that I can never wear what I would like to at school, otherwise I would be made fun of and ridiculed. When I got home I felt really down so I took a nice shower to relax and enjoyed the rest of my afternoon and evening trying not to think about my everyday problems and I didn't eat with my family for dinner because my sadness.

By Federico Paduano

Dear Diary,

Today was the same as yesterday. The alarm went off and I didn't want to get up because I knew what they would say. In addition, it was late, which was a good reason to stay at home, but I decided to take the next bus.

First I had a PE lesson. As usual, I didn't know in which locker room to go: men's or women's? At the end, I chose, as usual, men's and I stayed in a corner. Nobody noticed me, I was invisible at their eyes. The rest of the day went well, apart from the usual insults like "Hey Mark, in which locker room did you go today?" or "Hey Mark, today do you feel more like a female or a male?". I've learned not to consider them, but they are the cause of my discomfort. Every night, I cry for them and for what

they continue telling. I don't deny having thought of suicide, but what would change? If they don't do it with me, they will do it with someone else. So, I will fight for this cause ultimately.

By Martina Pittaro

Dear diary

The torture has begun, I'm getting back to school.

I woke up with the everyday fear of looking again in the mirror and not knowing who I am, and this morning it happened.

When I entered the bathroom I blocked in front of the mirror and I stared at myself without recognising me: I had to choose my outfit, I wanted to wear masculine clothes but I wasn't feeling myself but also wearing girly clothes I felt the same. I was late and Francesca texted me saying I had to go, so I didn't pay attention to what I was putting on.

Problems begun when I arrived at school... the first hours went by pretty quickly with just some random dirty looks from my classmates.

At gym class other girls changed quickly while I was embarrassed to show them my body. Luckily, lessons finished and I went back home.

I had lunch and I watched a film, then I procrastinated until my parents came back home, we had dinner and they asked me about my first day. I told them it was great hiding all I had been through...

By Ludovica gandolfi

Like everyday I got up and while watching myself in the mirror I couldn't recognise myself. When I was choosing my clothes I felt the usual feeling of unsuitability, I was unsure if it's better to hide my identity under clothes that don't belong to me or to express my true self. At the end I chose to wear things that others expect me to wear, like a normal boy. I am frightened of the judgment from other people that I usually receive. I don't want to take the bus since I could meet some bullies, so I decided to go to school by bike even though it's freezing cold outside. At school during recess as usual I didn't know which toilet I should go. It's troublesome since I don't really know who I am and to which gender I belong to. When the

classes ended as always I gave my girlfriend a ride to her house like I do everyday. She's very sweet and we've known each other since childhood, but that's all a disguise because I don't want to be different from the other guys. I can't take it anymore, I can't keep lying to myself and to my parents, I should do something about it.

*By Marianna Turco, Erica Sponga,
Luca Citton, Kevin Gao*

Dear diary,

you know how middle school is. I was "dating" this really pretty girl. I thought I was the luckiest guy in the school to have this girl. One day a new guy came to the school. I couldn't keep my eyes off of him. A few weeks later, my "girlfriend" dumped me. The new boy was in my class and he sat next to me and we quickly became friends. He knew how to cheer me up and helped me quickly get over that girl. Luckily for us we live close to each other so we hung out a lot over the summer and we ended up in the same 8th grade class. It was in this year that I realized that I was attracted to guys.

One night me and my friend decided to have a sleepover but we ended up getting tired fast.

We both slept on the floor but we were close to each other and that's when it happened. We

were so close that our faces practically touched and I could feel his body heat. I quickly grabbed his face and started making out with him until he pulled away. At first he seemed pretty pissed off, which made me feel like crap, but once he realized what I was going through he quickly apologized. I can't even explain how grateful I am that he was so understanding.

After that embarrassing experience we kept in touch but every time he meets me in the corridors he avoids me. After that night I started to realize my feelings for guys

By Fregnan Giulia

I went back to my room to decide what to

wear, which was difficult because I never know if I should get dressed like everyone else or follow my style. I am really afraid about what people would say, but I know that I don't have to care about them.

After getting ready, I left home and on the bus, I saw a group of guys that didn't stop looking at me, whispering and laughing. They know that I am a non binary person, because I came out last year with my close friends and word travels fast at school.

My days are always like this, every time at school or at home there is someone that doesn't accept my choice, this really makes me angry, but I think that I have to be strong and be proud of who I am because I was so brave to show the world the real me and since that day I have lived my life with much more joy.

Sam

By Linda Pozzi

Dear diary, let introduce myself. I used to be Tom but in fact I am Lila. I am a transgender female, I'm fifteen and I go to school like a normal teenager. Sometimes I feel insecure about myself and my story because of people who judges me, even they don't know who I really am and my background. Instead of this, I have the most amazing family who supports me everytime, and some of the best friends ever. Today I went to school, and I had a problem. I went to the girls's toilets and some of them starts to tell me that I was not supposed to be here because I'm not a true girl... I left and I cried because it's really not easy sometimes. But I'm lucky to have good friends who defends me and later the girls came back and apologized. Then I went in class. People always look at me because they know that I am a transgender girl but it doesn't matter because most of the time I am really happy the way I am, I finally feel myself, I am not ashamed of who I am. At school the teachers are really caring with me and very understanding so I pratically always feel safe. My life is so much better now, if I had to do it again I would do it again a thousand times.

By Lorie San Cristobal 2°CD

A Day in the Life of a Non-binary Person

I was raised a boy, became a girl and after a life of confusion about who I am, I now finally feel free and comfortable conforming to no gender. But this choice of mine is no good for some small minded people.

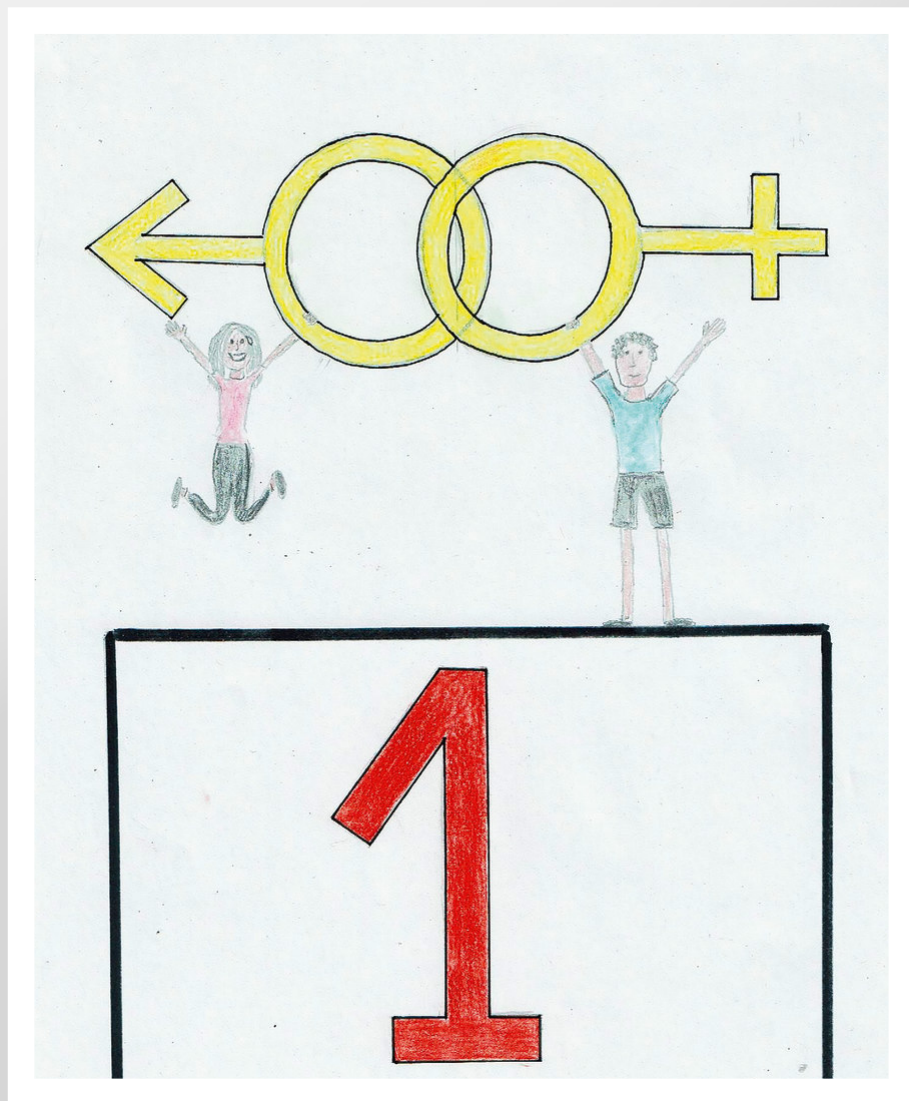
This morning I got out of my bed, put on my blue denim mini skirt with a deep orange flared top. I often post photos of myself on Instagram and since this Sunday morning was a day where I was full of self-confidence, I took a mirror selfie and posted. The comments ranged from "ew WTF is that?" to "I love this" to "Rehab would be the solution." However, as usual I don't let the hate get to me.

Quickly, I grabbed my neon green satchel and left the house, desperately wanting to not miss my bus. As I arrived at the mall, I had the sudden urge for the bathroom. For me and fellow trans or non-binary alike, it requires an in depth mental script every time we enter a public bathroom: "yes, I did read the sign on the door", "I am here to pee, leave me alone"... The comments aren't constant but the stares are. The anxiety it causes me is immense. All of this on top of the potential harassment. I often dress quite neutrally, opting for black jeans and a hoodie – but this isn't based on how I feel but for my own safety. Many people who look like me are assaulted while walking home or sometimes killed. Transphobic hate crime in the EU is pretty high at 79% of Transgender people experienced some sort of public harassment, including verbal and physical.

Growing up, I had no idea who I could become, as I never saw anyone in the media like me; I wish I had even known the term transgender. My childhood would have been far less confusing. I would never change myself in any way. I am non-binary.

By Matthew Clifford

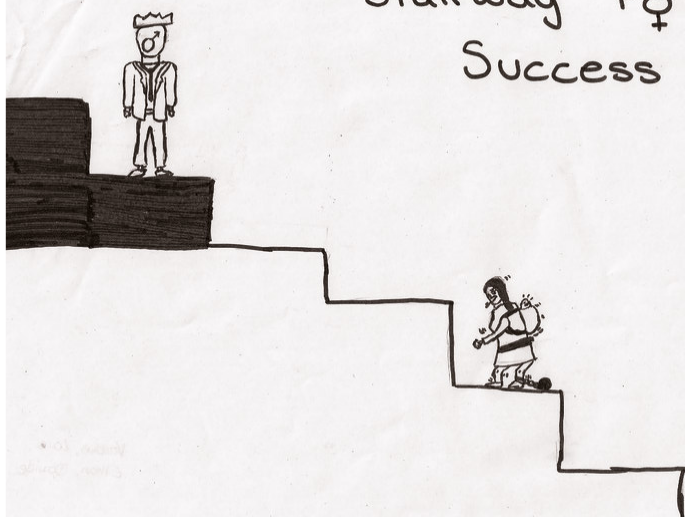
Cartoons and comics



Teaching gender equality
is as impossible as
you think...



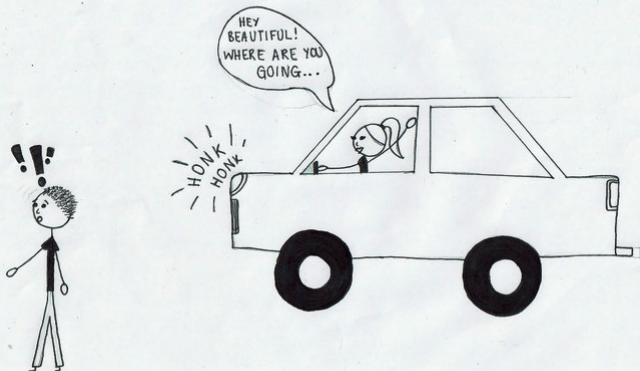
Stairway to ♀
Success

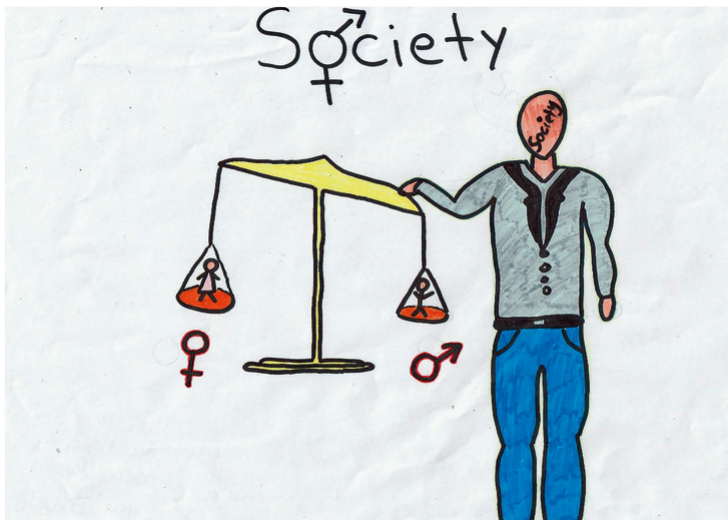


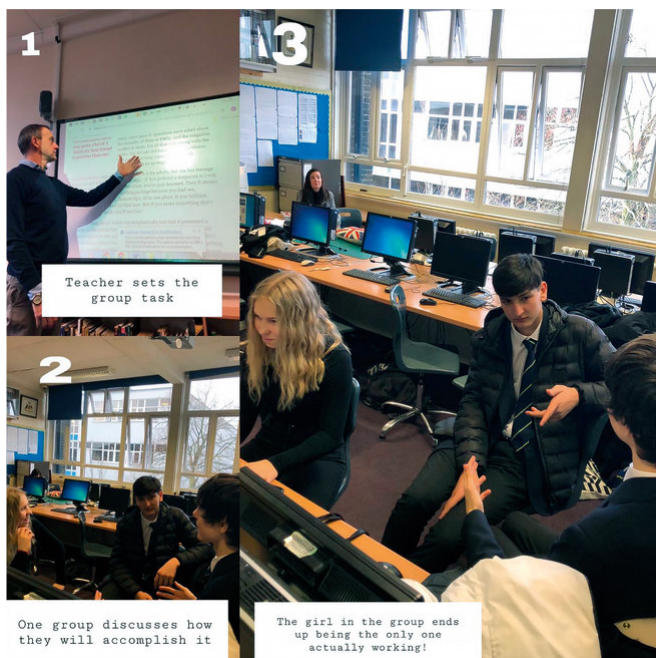
Discrimination



IS HARRASSMENT COOL NOW?







An ABC of equal treatment

Acceptance: We must learn to love and accept one another for who we are.

Attitudes: We must have an open mind and have a caring attitude towards each other.

Asexual: Someone that identifies as asexual does not feel sexual desires.

Atypical: Someone that is different; aren't we all atypical?

Awareness: Being knowledgeable of our ever-changing world and how people identify.

Balance of opportunity: Being able to offer both men and women the same opportunities in life.

Bisexual: Someone that identifies as bisexual have sexual desires for two genders.

Bravery: Those that are strong enough to come forward and stand up for who they are.

Breaking down barriers: Being able to address misconceptions and allow people to live freely as they are.

Bullying: Some are treated poorly for being who they are.

Chance: Being able to have the opportunity to be who you are and stand up for what you believe in.

Change: Having the opportunity to recognise past failings and being able to adapt and improve the way that we live.

Childcare: Being able to look after and pay for children.

Coexist: Being able live in harmony with each other.

Culture: Shaping the way that we think, behave and live to accept one another.

Dependence: The provision of care for the young, elderly, ill or disabled that are dependent upon others.

Dignity: The right to respect the freedom of others. This can be at work, at home or anywhere social.

Diversity: The range of values, attitudes, cultural perspectives, beliefs, ethnic backgrounds, sexual orientations, skills, knowledge and life experiences of the individuals making up any given group of people.

Division of labour: How paid and unpaid work is organised between men and women in both public and private life.

Domestic Violence: Any form of physical, sexual or psychological violence which puts the safety of a family member at risk.

Empowerment: The process of gaining access to resources and developing one's capacities with a view to participating actively in shaping one's own life.

Equality: The principle of equal rights and equal treatment for all.

Equal opportunities: The absence of barriers to economic, political and social participation.

Equal pay: Where equal value is attributed without discrimination.

Equal treatment: Ensuring the absence of discrimination, either directly or indirectly.

Fairness: The quality of treating people equally or in a way that is right or reasonable

Freedom: The right to live free from violence is a basic human right. Yet, gender-based violence persists in every country of the world and affects women, girls, and trans people of all ages and backgrounds.

Feminism: The belief in and desire of all genders having equal rights and opportunities

Femicide: Femicide or feminicide is a sex-based hate crime term, broadly defined as "the intentional killing of females (women or girls) because they are females"

Gender Equality: The state of equal ease of access to resources and opportunities regardless of gender, including economic participation and decision-making; and the state of valuing different behaviors, aspirations and needs equally, regardless of gender.

Gender segregation: Gender-based employment segregation refers to the unequal distribution of female and male workers across and within job types.

Gender Pay Gap: The gender pay gap or gender wage gap is the average difference between the remuneration for men and women who are working.

Gender stereotypes: A gender stereotype is a generalised view or preconception about attributes or characteristics, or the roles that are or ought to be possessed by, or performed by women and men. A gender stereotype is harmful when it limits a person's capacity to develop their personal abilities, pursue their professional careers and make choices about their lives.

Human Rights: Human rights are rights inherent to all human beings, regardless of race, sex, nationality, ethnicity, language, religion, or any other status. Human rights include the right to life and liberty, freedom from slavery and torture, freedom of opinion and expression, the right to work and education, and many more. Everyone is entitled to these rights, without discrimination.

Harassment: Unwanted conduct related to the sex/gender of a person occurring with the purpose or effect of violating the dignity of that person, and of creating an intimidating, hostile, degrading, humiliating or offensive environment

Internalized sexism: When the belief in women's inferiority becomes part of one's own worldview and self-concept.

Job segregation: Job/Occupational segregation is the distribution of workers across and within occupations, based upon demographic characteristics, most often gender.[1] Other types of occupational segregation include racial and ethnicity segregation, and sexual orientation segregation.

Keep up with: Keep up with the laws / news of gender equality.

Kick against: Oppose / rebel against racism / gender discrimination.

Knowledge: Awareness of the discriminatory / racial problem.

LGBTQ: Umbrella term used to denote individuals from the Lesbian, Gay, Bisexual, Trans and Queer/Questioning Community.

Lesbophobia: Lesbophobia comprises various forms of negativity toward lesbians as individuals, as couples, or as a social group. Based on the categories of sex, gender, sexual orientation, lesbian identity, and gender expression, this negativity encompasses prejudice, discrimination, and abuse, in addition to attitudes and feelings ranging from disdain to hostility. As such, lesbophobia is sexism against women that intersects with homophobia.

Lifestyle: Inaccurate term used by anti-gay extremist to denigrate lgbt's people lives. As there is no one straight lifestyle there is no one lgbt lifestyle.

Mx: Mx. / "mix" or "schwa" / – an honorific (e.g. Mr., Ms., Mrs., etc.) that is gender neutral. It is often the option of choice for folks who do not identify within the gender binary

MTF: A term for a transgender individual who was assigned male at birth and currently identifies as a woman ("MTF").

Misgender: Referring to a person using a gender pronoun they do not identify with.

Marginalized: Excluded, ignored, or relegated to the outer edge of a group/society/community for gender racism.

Non-Binary: Describes a gender identity that is neither female nor male; 2) Gender identities that are outside of or beyond two traditional concepts of male or female.

Neutral: Referring to people who don't identify themselves with any sex.

National Human Rights Institutions (NHRIs): Independent bodies established by domestic law with a mandate to protect and promote human rights within a state.

Non-sexist use of language: Avoidance of both an ambiguous generic masculine gender in the grammatical forms of nouns and discriminatory expressions which describe women and men in terms of their physical appearance or the qualities and gender roles attributed to their sex.

Openly Gay: Describes people who self-identify as lesbian or gay in their personal, public and/or professional lives.

Outing: Exposing someone's sexual orientation as being lesbian, gay, bisexual or transgender to others, without their permission; in essence "outing" them (not to be confused with "coming out"). Outing someone can have serious employment/economic/safety/religious repercussions in some situations.

Other sex/gender: a concept in which individuals are categorized, either by themselves or by society, as neither man nor woman. It is also a social category present in societies that recognize three or more genders.

Open mind: a willingness to listen to or accept different ideas or opinions.

Orientation: Orientation is an umbrella term describing a person's attraction to other people. This attraction may be sexual (sexual orientation) and/or romantic (romantic orientation). These terms refers to a person's sense of identity based on their attractions, or lack thereof. Orientations include, but are not limited to, lesbian, gay, bi, ace and straight.

Patriarchy: A hierarchical-structured society in which men hold more power.

Privilege: The idea that some people in society are advantaged over others.

Queer Queer is an umbrella term for sexual and gender minorities who are not heterosexual or are not cisgender.

Sexism: The idea that women are inferior to men.

Transgender: A person whose gender identity differs from the cultural expectations of the sex they were assigned at birth.

Transphobia: Prejudice toward trans people.

Transmisogyny: A blend of transphobia and misogyny, which manifests as discrimination against "trans women and trans and gender non-conforming people on the feminine end of the gender spectrum."

Unisex: Unisex refers to things that are not sex-specific, being suitable for any sex/gender.

Victim-blaming: When the victim of a crime or harmful act is held fully or partially responsible for it. If you hear someone questioning what a victim could have done to prevent a crime, that's victim-blaming, and it makes it harder for people to come forward and report abuse. Groups working to eradicate abuse and sexual assault are clear: No woman is guilty for violence committed by a man.

Women of color: A political term to unite women from marginalized communities of color who have experienced oppression. It could include women of African, Asian, Latin or Native American descent.

Yes means yes: A paradigm shift in the way we look at rape, moving beyond "no means no" toward the idea that consent must be explicit.

Help section and useful links

Help section Finland

Hyödyllisiä verkkosivustoja:

www.sukupuolenosaamiskeskus.fi | www.trasek.fi | www.seta.fi

www.pride.fi | <https://thl.fi/fi/web/sukupuolten-tasa-arvo>

https://stm.fi/documents/1271139/5825945/sukupuolten_tasa_arvo_suomessa_verkko_V1.pdf/

<https://www.unicef.fi/unicef/tyomme-paakohteet/kestavan-kehityksen-tavoitteet/sukupuolten-valinen-tasaarvo/>

https://valtioneuvosto.fi/documents/1271139/5825945/Tyoel%C3%A4m-%C3%A4_verkko.pdf/

Puhelinnumeroita:

Valtakunnallinen kriisipuhelinpäivystys auki 24/7 p. 09 2525 0111

Kirkon valtakunnallinen palveleva puhelin 010 190071 su-to klo 18–01, pe ja la 18–03 ruotsinkielinen kirkon palveleva puhelin 010 190072. Päivystys on joka ilta klo 20–24.

Mannerheimin Lastensuojeluliiton Vanhempainpuhelin 0600 12 277 (0,08 e/min + pvm/mpm) ti 10–13 ja 17–20, ke 10–13 ja to 14–20.

Valtakunnallinen rikosuhripäivystys tarjoaa keskustelutukea rikoksen uhriksi joutuneelle. Puhelimeen voi soittaa myös nimettömänä, puh. 0203 16116 ma-ti klo 13–21 ja ke-pe klo 17–21.

Naisten Linjan auttava puhelin väkivaltaa kokeneille naisille ja feminiineille, puh: 0800 02400. Päivystysajat: ma-pe klo 16-20 ja la-su 12–16. Naisten Linjan työntekijöille voi myös kirjoittaa nettilomakkeella.

Miessakit tarjoaa tukipalveluja miehille, joille on tehty väkivaltaa tai jotka ovat tehneet väkivaltaa. Päivystyspuhelin 044 751 1340 on avoinna ma-ke kello 9-12. Muina aikoina voit jättää viestin vastaajaan, niin otamme sinun yhteyttä.

Yhteystiedot: vakivaltaa.kokeneet.michet@miessakit.fi

Help section France

Numéros de téléphone et sites internet utiles

Les numéros d'urgence:

- **Le 17** : numéro d'appel pour joindre la police et la gendarmerie.
- **Le 112** : numéro d'appel unique européen pour accéder aux services d'urgence, valable dans l'Union européenne.
- **Le 15** : numéro spécifique aux urgences médicales, qui permet de joindre 24h/24 le service d'aide médicale urgente (SAMU).
- **Le 18** : numéro d'appel pour joindre les pompiers.
- **Le 114** : numéro d'urgence pour les personnes sourdes ou malentendantes victimes ou témoins d'une situation d'urgence, afin de solliciter l'intervention des services de secours (en remplacement des 15, 17, 18).

SOS Homophobie: 01.48.06.42.41

SOS homophobie assure un service d'écoute téléphonique nationale pour les personnes victimes ou témoins, d'actes ou de discriminations lesbophobes, gayphobes, biphobes ou transphobes. Ce service est anonyme.

Dans le milieu scolaire pour les élèves et les personnels: 0 810 20 30 40 7j/7 de 8h à 23h ou 01 41 83 42 81 (gratuit selon le forfait)

Non au harcèlement

Un service d'écoute et d'aide aux victimes de harcèlement

- N° vert gratuit "Non au harcèlement" : 30 20 du lundi au vendredi de 9h à 20h (sauf les jours fériés), et le samedi de 9h à 18h
nonauharcèlement.education.gouv.fr
- N° vert gratuit "Net Ecoute" : 0800 200 000 pour la protection de l'enfance en lien avec le numérique
netecoute.fr

Ligue des droits de l'Homme: 01 56 55 51 00

juridique@ldh-France.org

Violences conjugales (victimes): 39 19

Violences conjugales (auteur): 01 44 73 01 27

SOS viols: 0 800 05 95 95

Victimes : 0 884 284 637

Amnesty International section Française: 01 53 38 65 65

A.P.E.V. (Aide aux Parents d'Enfants Victimes) : 01 46 48 35 94

Association Française d'Information et de Recherche sur l'Enfance Maltraitée : 01 44 49 47 24

Association contre la prostitution enfantine: 01 40 26 91 51

Enfants réfugiés du monde: 01 48 59 60 29

Ligue contre le racisme et l'antisémitisme (LICRA): 01 45 08 08 08

Help section Germany

Nützliche Ansprechpartner

Allgemeine Informationen und allgemeine Beratung:

- Netzwerk Trans*Inter*Sektionalität
https://transintersektionalitaet.org/?page_id=261
- Selbsthilfegruppe TransIdent Münster
<http://www.ts-selbsthilfegruppe-muenster.de/>
- Kompetenzzentrum Technik-Diversity-Chancengleichheit e.V.
<https://www.kompetenzz.de/>
- Netzwerk geschlechtliche Vielfalt Trans NRW
<https://ngvt.nrw/>
- FUMA Fachstelle Gender & Diversität
<https://www.gender-nrw.de/>
- genderWerk
<http://www.genderwerk.de/index.php>
mail@genderwerk.de
- TransInterQueer e.V.
<https://www.transinterqueer.org/>

Sorgentelefon:

- TelefonSeelSorge (0800-1110111 / 0800-1110222)
- Sorgentelefon Kreis Steinfurt (05451-3040)
- Das Beratungstelefon – Beratung und Hilfe für Frauen (0800-116 016)

Rheine

- psychologische Beratungsstelle Caritas Rheine
<https://www.caritas-rheine.de/>
- Gleichstellungsbeauftragte der Stadt Rheine
[https://www.rheine.de/rathaus-service/verwaltung/bw / Gleichstellungsbeauftragte/index.html](https://www.rheine.de/rathaus-service/verwaltung/bw/Gleichstellungsbeauftragte/index.html)
- Rathaus Stadt Rheine, Klosterstraße 14, 48431 Rheine, Telefon: 05971 939 268

Help section Italy

Useful links and phone numbers:

In Italy you can call TELEFONO AMICO GAY a helpline you can contact if you need support in cases of homophobia, heterosexism, prejudice and anti-gay discrimination. Privacy is ensured and operators are available every day 24/24. The toll free number you can call is 800 713 713.

Other useful links to get information and counselling are the following:

- Arcigay | Associazione LGBTI italiana
www.arcigay.it
- MIT Movimento Identità Trans | Associazione Onlus
www.mit-italia.it (especially for transexual problems)
- Persone LGBT+ sieropositive
www.plus-aps.it (especially for HIV problems)
- Associazione Bossy
www.bossy.it (especially for gender violence)

Further information is also available on the following websites:

- Non Una Di Meno: una presa di parola sulla Legge Zan
<https://nonunadimeno.wordpress.com/>
- Il presidio di Possibile a sostegno della Comunità LGBTI+ e delle sue battaglie. www.facebook.com/PossibileLGBTI/
- I SENTINELLI DI MILANO
www.facebook.com/isentinellidimilano/
www.instagram.com/isentinellidimilano/?hl=it

Music videos:

- Taylor Swift, You need to calm down youtu.be/Dkk9gvTmCXY
- MYSS KETA, Le ragazze di Porta Venezia youtu.be/kKZM9mQUkpI
- Achille Lauro, Boss Doms, Cosmo, Angelo Blu youtu.be/1HvaTHvs7zQ
- Lady Gaga, Born this way youtu.be/wV1FrqwZvKw
- Blur, Girls and boys youtu.be/WDswiT87oo8
- Christina Aguilera, Beautiful youtu.be/eAfvtTzZDMM

TV series and films:

- Pose, Queer Eye, Modern Family, Call me by your name

Brands:

- Levi's www.levi.com/IT/it_IT/features/pride
- Converse www.converse.com/c/pride
- Balenciaga www.balenciaga.com/us/sweater_cod12266080le.html

Help section United Kingdom

If you feel like any of the content in this booklet has been unsettling and you need any guidance, check out some of these useful websites and resources to support you!

IREX - Civil Society <http://irex-europe.fr/>

"IREX is an international nonprofit organization providing thought leadership and innovative programs to promote positive lasting change globally. IREX's programs include leadership gender-awareness training for youth and community leaders, gender-sensitive reporting, and strengthening organizations that promote gender equality, combat gender-based violence, prevent human trafficking and advance LGBT rights."

UNRISD Podcasts on Gender

<https://tinyurl.com/PodcastsOnGender>

The United Nations Research Institute for Social Development (UNRISD) is an autonomous research institute within the UN system that undertakes multidisciplinary research and policy analysis on the social dimensions of contemporary development issues.

Institute of Development Studies: Gender

<http://www.ids.ac.uk/idsresearch/gender>

"The Institute of Development Studies (IDS) is a leading global charity for international development research, teaching and communications." "IDS research on Gender and Development has sought diverse ways to understand and address inequality in gender relations since the late 1970s. With

colleagues at Sussex University, IDS has played a prominent part in promoting an approach that put power at the heart of Gender and Development analysis. "

WikiGender <https://www.wikigender.org>

Wikigender is a project initiated by the OECD Development Centre to facilitate the exchange and improve the knowledge on gender equality-related issues around the world. A particular focus lies on gathering empirical evidence and identifying adequate statistics to measure gender equality.

IASC Sub-Working Group on Gender in Humanitarian Action <https://reliefweb.int>

The Inter-Agency Standing Committee (IASC) is a unique inter-agency forum for coordination, policy development and decision-making involving the key UN and non-UN humanitarian partners.

Directory of NATIONAL MECHANISMS for Gender Equality <https://tinyurl.com/NationalMechanisms>

This directory includes "those bodies and institutions within different branches of the State (legislative, executive and judicial branches) as well as independent, accountability and advisory bodies that, together, are recognized as 'national mechanisms for gender equality' by all stakeholders."

If you think you've been affected by discrimination, you can call a helpline called the Equality Advisory Support Service (EASS).

How can EASS help?

The helpline can provide advice and information on discrimination in employment, housing, education, transport and cases where you may have been discriminated against when using or buying goods and services. It can also provide advice and information on human rights issues. Help is provided by:

- explaining what the law says and how this applies to you
- explaining how a situation could be resolved
- supporting you to try and resolve issues informally
- if the issues can't be resolved informally, referring you to a conciliation or mediation service
- if you need or want to seek a legal solution, helping you work out if you're eligible for civil legal aid
- if you're not eligible for civil legal aid, helping you find an accessible legal service, or helping you represent yourself by giving information and support on how to prepare and lodge a claim.

Contact details:

Equality Advisory Support Service (EASS)

Telephone: 0808 800 0082

Textphone: 0808 800 0084

Monday to Friday, 9am to 7pm | Saturday, 10am to 2pm

Website: www.equalityadvisoryservice.com

Participants

Finland

Aalto, Roosa
Alander, Ronja
Babenov, Georgy
Esna, Annabel
Grögn, Roosa
Haaranen, Emilia
Hurme, Tinka
Hörkkö, Ella
Int, Kristina
Kankkunen, Kia
Keisu, Suvi
Kivi, Anni
Koskelin, Anette
Lindroos, Sara
Manninen, Anni
Nopanen, Emma
Parviainen, Anni
Peijari, Hilma
Rantanen, Ada
Rantanen, Moona
Rautiainen, Ada
Rissanen, Otto
Roinisto, Ella
Sallahu, Egzona
Simell, Sara
Suomela, Sanni
Tuomi, Emma
Tuukkanen, Ronja
Varis, Elina
Vähäsalo, Sanni

Hakaniemi, Saila
Kae, Tuija
Kukkola, Kirsi

France

Alex Louise
Arnaud Lucie
Auternaud Elya
Boiron Albin
Boiron Baptiste
Chabli Nassima

Chaussignand Orlane
Compan Nolwenn
Curis Mayeul
Dedecker Ingrid
Depoorter Axelle
Ducros Noëlie
Feroussier Noëlie
Gilet Sandy
Gonzalez Paul
Harmant Mathis
Imbert Charlotte
Lacoste Lison
Lunel Louise
Manfiotto Emma
Mesona Soléa
Ou Aankour Wiam
Plummer Loucine
Quarino Clara
Rieth Anaëlle
San Christobal Lorie
Volle Emma
Zalewski Mylla

Asquin Aurélie
Chaperot Cédrine
Lavis Véronique
Lorente Fabienne

Germany

Baars Zoe
Benning Enya
Busch Maximilian
Deiting Karolin
Gemar Carolin
Giesen Lynn
Gladen Kristina
Herrmann Kim
Herrmann Nina
Löckemann Sophie Charlotte
Mielke Sophie
Neuendorf Lara Sophie
Niedick Sophia
Niermann Vanessa
Norda Sarah

Prinzmeier Maximilian
Ramadani Alin
Reckers Hauke
Rettinger Christina
Rudolph Michel
Schneider Eveline
Schnoor Maya
Schräer Rabea
Schulte-Westenberg Sara
Sivapatham Nimmia
Spellmeyer Hannah
Wegener Anjuli
Witt Anastasia
Reserve:
Louise Isabel Wolf

Ahlers Caroline
Nieland Frauke
Stork Jessica

Italy

Aspes Riccardo
Bardhocaj Klarisa
Bassetti Giorgia
Bernardinello Dario
Bottinelli Martina
Bromuri Francesca
Caletti Virginia
Cappone Beatrice
Carrano Carlotta
Castelli Chiara
Ferioli Giorgia
Fortina Jacopo
Fregnan Giulia
Fuser Martina
Galli Giorgia
Guerra Laura
Lollini Laura
Mantovan Elisa
Moroni Luca
Neri Giulia
Paduano Federico
Papi Beatrice
Pasini Gaia

Pittaro Martina
Pozzi Linda
Quefalia Antonella
Russo Luca
Turco Marianna

Emanuelli Patrizia
Vanzini Loredana

United Kingdom

Anderson Daniel
Banks Katie
Bining Symran
Britton Oliver
Bell Naomi
Croombs Oliver
Hoptrough Albert
Hughes Bradley
Jarosz Tymon
McSwiney Oliver
Noble Cameron
Spiropoulos Lotanna
Thomas Oluwadamilola
Toohey Isabella
Wood Oliver

Clarke Luca
Bacon Ethan
Jahani Aiden
Bourner Katie
Hofford Jodie
Clifford Matthew
Ribbens Thomas
Hoxhaj Davide
Day Ryan
Giocometti Luca
Olayinka Angel

Alderman Charles
Bowes-Read Di
Parker Angus



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