IV International Gender Workshop
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Is non-sexist education possible?
Regional experiment in Ukrainian schools and kindergartens

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“Gender Center for Information and Analysis “KRONA” was founded in 1996.

• The main directions of the organization's activity are analytical work and enlightenment.
GCIA “KRONA” is known for a number of successful projects, including:

- publishing and distribution of the first Ukrainian gender magazine – “Ya” (“I”) (since 2003).
• carrying out gender remote online-courses for journalism (since 2011) and full-time gender schools for educators (since 2010);

• development of the gender web-portal

www.krona.org.ua
• publication of manuals for educators and journalism (“In Search of Gender Education”, “Gender School Stories”, “Gender View” and others);
The three-year regional gender experiment (2015-2017):

• **With the support** of Heinrich Böll Foundation‘s Office in Ukraine.

• **In partnership with** Kharkiv municipal academy of continuing education.

• The experiment **is officially registered** by public authorities and local self-government as the regional gender experiment.
• 8 schools and kindergartens with the free consent are involved in the experiment (including 2 from villages and 4 from towns).

• About 300 teachers are the participators of the experimental events.
Our purpose:

- is the formation of a gender-sensitive educational environment, the transformation of schools and kindergartens into non-sexist institutions.
The methodological approach:

The pupils are not the target group.
We realized the **simultaneous transformation of major institutional foundations of education:**

- traditional style of teaching and management;
- stereotypical visual space of schools and kindergartens;
- sexist content of textbooks;
- formal rituals and extracurricular activities, etc.
Educational events:

1. Each teacher received as a gift the book “In Search of Gender Education”, which actually describes the philosophy of the experiment.

2. **26 workshops** with 8 teaching staffs (including 2 workshops in kindergartens) and **1 special workshop for administrators** were conducted (January-November).
Educational events:

3. Practice of **online-consultations** for teachers and administrators has been introduced (September-November).

4. The expert team has developed a **diary of the teacher-experimenter**, where everyone can write down own observations, thoughts, ideas and suggestions to solve different problematic situations.
Scientific strategy:

1. **Input sociological research** of educators' gender stereotypes (January-March).

   221 teachers have become the respondents.
Pic. 1. School teachers about personal characteristics that are more suitable for boys / for girls (%)
Pic. 2. School teachers about the subjects for boys / for girls (%)

- Math: 15.8% for male, 0.5% for female
- Biology: 17.2% for male, 0.9% for female
- Art: 24.4% for male, 0.5% for female
- Physical training: 29% for male, 0.9% for female
- Ukrainian language: 19.5% for male, 0.5% for female
- History: 15.4% for male, 0% for female
- Foreign language: 4.1% for male, 0.9% for female
- Computer science: 32.1% for male, 1.4% for female

- Rather male subject
- Rather female subject
2. Analytical research of visual space of schools and kindergartens (January-March) – analysis of pictures and posters on the walls, works of art, inform boards, etc.
Scientific strategy:

3. **Gender audit** of each educational institution, including analysis of:

- vertical and horizontal gender professional stratification and trajectories of mobility;
- the distribution of working time and duties among male and female teachers;
- school and after-school sections, clubs, other activities which are frequented by boys and girls.
Scientific strategy:

4. **Current monitoring** of the progress of the experiment, **the analysis of the evaluation forms** filled out by educators after each event.

The experiment is **documented** in detail, including the videotaping and photographing.
Progress:

• About 65% of all teachers have a positive attitude to the experiment. 30% show a neutral position, 5% - negative.
• At the beginning of the experiment the same percentage was 35-40-25.
Progress:

- Teachers and administrators are increasingly asking: “How can I actually use all that in practice?”

- About 80 teachers (for the first time for themselves) carried out a gender analysis of the textbook they work with.

- 2 institutions have already started the process of changing the visual space.
Problems:

• The so-called traditional values are still significant, even for the group of young teachers.

• Fears and stereotypes often lead to questions::

  “Do you want to turn boys into girls?”
  “Do you want to destroy the traditional family?”
  “Do you want all the people become homosexual?”
Among our plans for 2016:

• a contest for the advanced gender sensitive pedagogical ideas and technologies;
• edition of the almanac with the description of new non-sexist teaching practices;
• development of a new non-sexist visual space of schools and kindergartens;
• educational trip for the most active teachers;
• workshops and creative labs, etc.
THANK YOU FOR THE ATTENTION!