**Peulat Shabbat 7/22: Gender Stereotypes/Norms**

**Note:** Please keep your write up hidden from chanichim!

**Goal:** Discuss gender stereotypes/norms. Make campers think about the gender normativity in our lives, in camp, and in the edah.

**Important:** We are going to tell them that this is a peulah about being a leader at camp. The point is to reveal the subconscious biases they hold about people of different genders who are in the same leadership position.

**Story assignments and discussion pairings:**

* Group 1 (Eli): Story A (Michael)
* Group 2 (Jillian): Story B (Michelle)
* Group 3 (Rachel): Story A (Michael)
* Group 4 (Ben): Story B (Michelle)

* Group 5 (John): Story A (Michael)
* Group 6 (Eve): Story B (Michelle)
* Group 7 (Saul): Story A (Michael)
* Group 8 (Ruthie): Story B (Michelle)

**Plan:**

1) Split into 6 groups: 7-10 mins

* Read the group a story and have them discuss Michael/Michelle
* All groups will have the same story, but half the groups will hear the story using male pronouns and the other half will hear the story using female pronouns.

Story A:

Michael is in your edah. Everyone is in a town hall to discuss Yom Sport break-out ideas, and the madrichim and Aryeh have to step out of the room. Everyone starts arguing, raising their voices, and generally getting very frustrated with each other. Michael stands up, scans the room, and tells everyone to be quiet. To organize the discussion, he tells everyone to sit by team and nominate one person to be a spokesperson for the entire team. When people speak out of turn, Michael calls out their name in front of the whole group to get them to stop talking. As soon as someone speaks for longer than 30 seconds, Michael tells them that they have five seconds left to speak. To keep things running smoothly, he decides which spokesperson gets to speak at what time, and he responds to ideas he hears as he sees fit. Once an idea is chosen, he assigns each team to a vaad to put the breakout into practice and makes sure they’re on task and working productively. In the end, the break-out was a big success; everybody was surprised about Yom Sport for the first time in the history of Machaneh Ramah. The tzevet was very impressed as well, and Aryeh gave Michael an individual shout out in front of the edah for his excellent work.

Story B:

Michelle is in your edah. Everyone is in a town hall to discuss Yom Sport break-out ideas, and the madrichim and Aryeh step out of the room. As soon as they do, everybody starts arguing, raising their voices, and generally getting very frustrated with each other. Michelle stands up, scans the room, and tells everyone to be quiet. To organize the discussion, she tells everyone to sit by team and nominate one person to be a spokesperson for the entire team. When people speak out of turn, Michelle calls out their name in front of the whole group to get them to stop talking. When a spokesperson speaks for longer than 30 seconds, Michelle tells them that they have five seconds left to speak. To keep things running smoothly, she decides which spokesperson gets to speak at what time, and she responds to ideas she hears as she sees fit. Once an idea is chosen, she assigns each team to a vaad and makes sure they’re on task and working productively. In the end, the break-out was a big success; everybody was surprised about Yom Sport breakout for the first time in the history of Machaneh Ramah. The staff were very impressed as well, and Aryeh gave Michelle an individual shout out in front of the edah for her excellent work.

2) Discuss in groups: 5-7 mins

* How would you describe Michael/Michelle? How do you imagine they look in your head, as well as how they present themselves?
* Would you want to be on a Yom Sport team with Michael/Michelle? Why/ why not?
* Do you think Michael/Michelle is a good teammate? A good leader? Why/why not? What’s the difference between being a good teammate and a good leader?

3) Regroup into 3 groups: 5-7 mins

* Each group pairs up with another group that heard the story with the opposite pronouns
* Compare Michael and Michelle:
	+ How did you describe them?
	+ Did you want to work with them?
	+ What did you think of them as a leader?

4) THE BIG REVEAL: approx 7-10 mins

* THE BIG REVEAL: they all heard the same story! Those characters were the same, the ONLY difference was the names.
* \*\*\*\*IF THE DESCRIPTIONS SHOW NO GENDER DIVIDE\*\*\*\*\* explain that in the past there have been focus groups in which similar stories have been shared about a driven boss in the business world. Both men and women tend to want to work for the male bosses, describing them as focused and strong leaders, but tend not to want to work for the female bosses, describing them as uptight and mean.
* Discuss with the edah:
	+ Are you surprised? Did you see this coming?
	+ Why do you think that we used X adjectives to describe Michael? Why do you think that we used X adjectives to describe Michelle?
	+ Why did we want (or not want) to work with Michael/Michelle?
	+ Was there a difference in how we rated their leadership/ teammate abilities?

5) Get back in smaller groups: discussion (20 mins)

1. Do you feel that others make judgments about you based on the gender you present as? How, and how often?
2. Do you feel that masculine-presenting and feminine-presenting chanichim are treated differently at camp? How so?
3. When have you specifically experienced being treated differently due to your gender, specifically at camp or at any point in your life?
4. Do you feel that certain behaviors associated with masculinity/femininity are expected of you at camp?
5. What pressure do you feel to maintain these gender roles that are “expected” of you?
6. Are any of the gender norms that are expected of you hurtful? Are any beneficial?
7. Is there a gender divide in our edah? Why or why not?
8. What can we be doing as an edah to work to break down these gender barriers?