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## INNOVATIVE METHOD OF INTERACTIVE LEARNING, FORMING GENDER COMPETENCIES AND GENDER CULTURE OF STUDENTS

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**Kiz O. B.**

Candidate of Psychology Sciences,  
Associate Professor of the Psychology Department,  
Ternopil Volodymyr Hnatiuk National Pedagogical University,  
Ternopil, Ukraine

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**Key words:** gender culture, gender competence, gender training, interactive learning, gender stereotypes, sexism.

The activities of the School of Gender Equality (SGE), established of the Scientific Research Centre of the Problems of Gender Education and Upbringing Pupils and Students of NAPS of Ukraine – TNPU by V. Hnatiuk, became the basis for development of comprehensive educational program for youth, namely: to apply gender and education-oriented technologies based on the concordance of the principles of progressive ethno-cultural traditions of the person-centred and egalitarian approaches; to develop and improve gender standards in education; to study the methodological bases of youth gender competencies formation as a peculiar system of gender knowledge and practices adequate to sex parity principles. The content, methods and techniques of developing subject-oriented gender and educational technologies contribute to the formation of egalitarian views on the relationship of sexes, the advocacy of civil rights through gaining gender knowledge, including them in the analysis of common search of arguments, personal judgments in favour of egalitarian orientations. Based on the extensive experience

of organizing educational work at the SGE, we focus on the content of individual training units:

*"I am a young man, I am a girl, I am a person"* for expanding the sphere of self-awareness through actualization of self-observation, self-knowledge, self-understanding, development of self-regulation skills, for acquiring an adequate gender identity. The exercises of this unit ("Self-Declaration", "My Strengths", "Meetings of Sub-personalities", "Fight with Dragon", "My Coat of Arms") help to realize own personal self-worth regardless of gender, as well as awareness of the possibilities and abilities that together compose one unique personality.

*"Fundamentals of gender culture"*. The purpose of the unit is to get acquainted with the definitions 'sex' and 'gender', social and psychological mechanisms of formation of the personality of women and men as different biologically, but equal in social terms of individuals. The exercises of this unit ("The suitcase with the qualities of the woman and the man", "It's Good to be a woman / man", "Me and my gender roles: yesterday, today, tomor-

row", "Take a position: sex or gender", "From the world of women / men to the world of androgynes") develop the skills of isolation and analysis of positive qualities that are necessary for a self-sufficient person, regardless of their sex; promote awareness of their own gender position in professional and personal development; create conditions for a critical analysis of manhood / femininity standards.

*"Gender stereotypes: from realizing to overcoming"*. The purpose of the unit is to understand the nature of gender stereotypes, the isolation of their types and understanding how deep they have penetrated into various spheres of human activity. The interactive activities are dedicated to the analysis of gender stereotypes and ways to mitigate / overcome them are devoted to the "Twins", "Truth and myths in the evaluation of men and women", "Is this child a boy or a girl?", "A Price of a stereotype", "Struggle against Stereotypes", "Loan from a woman / man", "Projective technique The Planet", "Gender expertise in action".

*"No - the manifestations of individual, social or institutional sexism!"*. The unit is aimed at the recognition of sexual prejudices as the preconditions for sex discrimination, recognition of manifestations of sexism at different levels: individual, social (at the school level, university, work, mass media), institutional (on the level of society) and three varieties: hostile, ambivalent, patronizing. Interactive activities "Associations", "Sexism is a child of stereotype and father of discrimination", "Be alert: SEXISM!!!", "The Face of Sexism", "Sexism in Action", "Sexual

Guides in Jokes", "Advertising and Sexism", "Overcome language sexism", "Find and recognize".

*"Gender and professional career"*. The purpose of the unit is to form ideas about the gender-specific characteristics of professional and career development of the individual, the link between female and male roles and the labour market, the promotion of an unbiased attitude to the development of women's professional careers and understanding of the unproductive principle of sex segregation of jobs. To help to solve these issues we have developed interactive activities "The world of professions: a look through gender glasses", "Gender and labour market", "Why are the male/female wages different for one job?", "Just a mom", "Woman engineer: for or against", "Woman in military form", "Gender asymmetry in the names of professions", "Causes-consequences-solutions".

*"Assertiveness as the optimal strategy of gender behavior"* to develop skills of being a confident and independent personality, making a conscious choice, defending one's rights without violating the rights of others. Assertiveness as internal self-confidence, a special strategy of acceptable behaviour within the framework of interpersonal communication is formed during the interactive activities Me and the others', "A Journey through Passivity-Assertiveness-Aggressiveness Stations", "Behaviour Strategies in Conflict Interaction", "Say No", "I develop Self-assertiveness (based on Rosenzweig's drawing test)".

*"The Basics of Family Happiness: Gender Approach"* is made to understand the

essence of egalitarian relationships in building marriages and families, and developing new values for successful gender self-determination in the field of family life. The activities "Family Sculpture", "Blocked Family Functions", "Pros & Cons of Unregistered Marriage", "Marriage Contract: Winning or Losing?", "Marriage Based on Love, Wisdom, or Convenience", "One day of family life", "Let's take a role: husband and wife in the family", "Partner-family and Dominant-family" aim at grounding the equal rights of both a husband and a wife to personal and professional development and life-realization in the sphere of family and social life.

*"Gender aspects of conscious parenthood"*. This unit is developed to show the parental family as an example of equal and interchangeable roles, orientation towards mutually responsible fatherhood/motherhood. They develop the awareness of the importance of the role of both parents in raising the child and functioning of the family, building a belief in the feasibility of non-violent methods of raising children.

*"Leadership through the prism of gender"* aims at the analysis of the real opportunities of women and men to become leaders in various spheres of life. Interactive activities "Portrait of the leader", "Women and men as heads and leaders", "Political leader – what is he?", "Political Ukraine through the prism of gender", "Take a position", "Women / men who changed the world" contribute to the destruction of the stereotype about the

greater male ability and smaller female one to succeed in the management and leadership.

*"Gender parity is to be!"* is developed to search for internal and external resources aimed at establishing gender equality, updating one's own life experience, developing a large-scale approach to solving the problem of gender equality in society. Interactive activities "Rainbow of gender equality", "Assistants and barriers to gender equality", "Gender glasses", "Becoming a gender expert", "Tree of Gender equality", "Gender parity is to be: development of a large-scale social project with the following units "Gender and Power", "Gender and Legislation", "Gender and Economy", "Gender and Media", "Gender and Civic Organizations", "Gender and Religion", "Gender and Family" [1].

In the course of gender trainings, which are conceptually, logically, thematically and structurally related classes, participants have the opportunity to acquire new knowledge, to evaluate their attitudes, ideas and behaviour critically in order to correct and update them, modify or enhance the scale of assessments and values, show their abilities, demonstrate strengths of the personality, receive recognition and support from other participants and the coach.

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