

## Checklist for a gender sensitive educator



- Who is allowed to interrupt others? Do I talk about what a good listener is like with all children? How equal is the sound space of our nursery school in different situations?
- Do I laugh good-naturedly at friendships between a girl and a boy?
- Do I choose children of different genders equally to assist in chores? Even in hectic situations, when help is needed fast?
- How do I interpret different feelings of boys and girls: sadness, anger, joy, and fear? Do I equally recognize the feelings of all children?
- What is my body language like when I am talking to children of different genders? Do I use the same volume with all children? Do I allow each child to take the same amount of space? Do I make eye contact with each child of the group equally?
- What activities do I suggest to a girl or a boy who comes to me saying she/he is bored?
- Who do I assign the main role or supporting roles to in group situations?
- What are the features that every child needs in order to develop?
- Do I often praise some children for their appearance or belongings? Do I praise children for their personality or do I focus on evaluating their performances? Do I give each child positive feedback every day?
- How do I recognize, make visible and show appreciation for the experience of a gender non-conforming child?
- Do certain children always play in certain spaces with certain playmates?
- Can all children play with any toys? How do I know this?
- What kind of books do I read to the children? If I notice gender normative set-ups in the books, do I discuss them with the children? For example, are boys often the protagonists, rescuing girls in the books? Are girls nurturing animals or children and interested in issues relating to appearance?
- Is every child's "no" equally important in the group?
- What kind of role models do I present to the children?
- What kind of gender-role do I represent in the nursery school? Do I talk about "women's" and "men's" things in a restricting way? How do I talk about individuals whose gender cannot unambiguously determined?
- When I discuss home-related matters with a child, do I primarily refer to one or the other parent? Do I use open-ended questions?
- Which one of the parents do I primarily call when the child is ill?
- Do I give positive feedback to my colleagues every day?