



## **Take home messages - Lesson One**

Here is a reminder of some of the key points from Lesson one:

### **How are gender stereotypes produced?**

- They are created, perpetuated and legitimised by institutions;
- They interact with and reinforce other stereotypes including class, age, religion, ethnicity, disability and sexuality;
- They are internalised and reproduced by individuals through everyday interactions;
- They express gender norms as 'truths';
- They gain their strength by being communicated repeatedly through words, images and behaviour.

### **What are the impacts of gender stereotypes?**

- They uphold the status quo, keeping gender hierarchies in place and casting women and men as rigidly and 'naturally' different;
- They influence personal beliefs, attitudes and behaviours in ways that can limit personal aspirations and justify discriminatory acts;
- They can remain long after the reality of women's and men's roles have shifted - there is often a gap that exists between stereotypes and people's realities.

## **How can gender stereotypes be changed?**

- They must be named and exposed as a first step;
- Gender stereotypes are socially constituted and thus subject to change - they are open to resistance, contestation and negotiation by individuals and institutions;
- They must be challenged by not simply inverting them but, rather, generating and circulating more realistic and more diverse representations of women and men in formal and informal spheres.