

Module 1 - main takeaways

- Your bias may be very difficult to detect, and address, because biases typically are both subconscious and pervasive
- Because of your gender bias, you may disqualify people, approaches or ideas that could be as good as others, because they differ from your mental construct
- Being gender conscious means acknowledging that every person has different needs, aspirations and ways of thinking and behaving; and that you should not box anyone into 'pre-set' ideas of their identity when thinking about improving this person's opportunities and well-being
- Gender and sex are different things: sex is given, and gender is culturally formed
- One can change and evolve the perceptions stemming from bias
- Challenging bias does not imply to go against customs but to recognize barriers that limit women's and men's capacity.