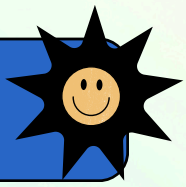


HOW TO: IDENTIFYING SEXISM



_WHAT IS THAT?

Sexism is a form of discrimination. It refers to disadvantaging, devaluing, hurting, or oppressing a person on the bases of their gender/sex. Sexism can occur on an individual, structural or institutional level within education, work, the healthcare system, the media, personal interactions and so on. Sexism is aimed at all genders; historically FLINTA* (the german abbreviation for: women, lesbians, inter(sexual), non-binary, trans(gender), agender) are the most frequently negatively affected persons.

_WHAT CAN I DO ABOUT IT?

If you see such a comment on social media, you can do the following:

Think for yourself whether you can do anything at all about the comment. Is it your duty as an admin to deal with it immediately? Do you need support to do so?

Next: Protect human dignity.

Sexist comments shouldn't remain without consequences. If they're left "just like that" gives the impression that everyone agrees with the comment. That's hurtful and dangerous because sexist comments can then spread even further.

You need to do something if you're able to. Take a look at the examples!

_HOW DO I IDENTIFY IT?

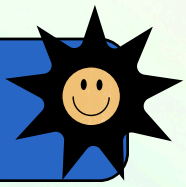
There's a problem with sexist comments on social media. People sometimes have difficulties recognizing such discriminatory comments and act on them because sexism can seem very common.

Sexism in a post usually expresses itself in language or attitude that are discriminatory towards a certain gender/sex.

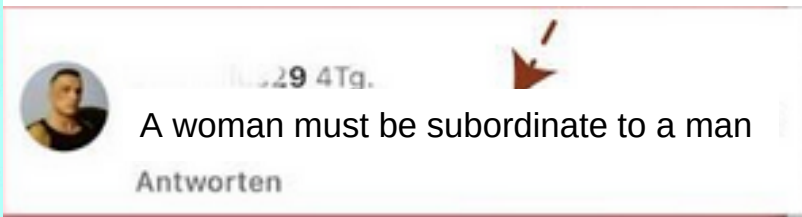
This may include:

- Stereotypes based on sex and/or gender: e. g. what women* or men* should or can do – or shouldn't or can't do
- Gender Bias: (often unconscious) favoritism or disadvantaging of a person based on their gender. Stereotypes and unequal treatment are thereby reinforced.
- Sexual harassment
- Microaggressions: often unintentional discriminatory remarks or behaviours that devalue and discriminate against people based on their gender / sex (or identity characteristics related to a perceived gender/sex).
- Demeaning/ hurtful language pertaining to gender / sex (including using "being a girl / woman / man / boy etc." as an insult)
- Misogyny (hatred of / prejudice against women / girls)
- Gaslighting: A strategy in which a person intentionally casts doubt on another person's experiences, perceptions, or memories in order to deny or distort their reality.
- "Jokes" or the use of alleged "black humour" containing sexist notions, statements or language: these, too, reinforce prejudice and are used as a strategy to make demeaning, hurtful and harmful statements more acceptable

HOW TO: IDENTIFYING SEXISM



EXAMPLES:



Source: Instagram @louisadellert, translated version

What is the problem?

The person who wrote this comment opposes equality of all genders. The comment is sexist because it is specifically targeting women. In Germany, equality is a fundamental right and is therefore anchored in the constitution.

What can you do about it?

- You can point out that equality is enshrined in German law and that the comment about it is anti-democratic.
- You can report the comment because it contains discriminatory language.

For more information
have a look at our kit
on dealing with hate
comments!



If you go out. Meet a guy. Take his drinks all night. Go to his apartment drunk. Start to kiss him. Then he grabs your tits. Not harassment. If I left a million dollars outside my front door – when it got stolen people would say “Why was it there? Irresponsible.” Take some personal responsibility. This zero-blame game is damaging to the female cause as a whole. Protect yourselves.

What is the problem?

The reversal of perpetrator and victim is a frequently used sexist tactic. It suggests that women are responsible for being sexually assaulted if they dress or behave in a certain way – or if they don't dress or don't behave in a certain way. However, this is fundamentally wrong: the perpetrator of an assault is the one responsible for the assault.

What can you do about it?

- Compose a comment that states clearly that women or FLINTA* never are responsible for being sexually assaulted.
- Point out the sexist part of the comment!
- Write a comment that shows solidarity with affected persons.