

INSTRUCTIONS

UNDERSTANDING GBA PLUS INTERACTIVE ACTIVITY

AUDIENCE:

This activity is designed for adults (ages 16-17+, at the discretion of the facilitator) wishing to expand their understanding of GBA Plus, equity, gender equality, intersectionality, anti-oppression, and feminism.

Up to 20 participants can join in this activity at once. It is recommended that a minimum of 12 participants participate in the activity so that all the relevant concepts related to intersectionality are fully explored.

TIMING:

60 minutes should be allotted for this activity when 20 people are participating. The activity can be completed in under an hour when fewer than 20 people take part.

GOALS:

By taking part in this activity, participants will:

- Expand their historical and contemporary understanding of gender equality in Canada, including progress made as well as work still to be done.
- Understand the ongoing need for initiatives and policies that advance GBA Plus, equity, and anti-racism, anti-oppression (ARAO) in Canada.
- Discover and define the difference between “equality” and “equity”.
- Explore the concept of intersectionality, including how diverse identity factors impact people’s lives in different ways.

OBJECTIVES:

The objective of the activity is to demonstrate

that bias against women leads to gender discrimination in the workplace, both overt and covert, which remains a pervasive problem. Gender discrimination continues to impact women in Canada every day. This activity challenges the perspective, dominant in certain circles, that Canadian women have already achieved complete gender parity with men and that feminism is no longer needed in the 21st century as a tool for advancing positive social change.

The game seeks to achieve these objectives by asking participants to step into the lived realities of diverse women in the Canadian workforce in the early 2020s. The activity will explore some of the specific, ongoing limitations, as well as the ripple effect impacts of those limitations, that diverse groups of women still face in Canadian workplaces today.

CONTENT WARNING!

This activity shares statistics and true-to-life scenarios on gender-based sexual assault, harassment and general violence that may be triggering for some. If you need to leave the activity or the room at any point, please do so, and do not feel pressured to rejoin the group. A facilitator will come to notify you when the activity is over. Due to the potentially triggering nature of the activity content, it is recommended that a trained, trauma-informed mental health professional is either present or easily reachable during the activity.

ACTIVITY PREPARATION AND INSTRUCTIONS:

The materials for this activity include:

- The Activity Script for facilitators.
- 20 envelopes, each labeled with one of the job titles.
- 20 printed Character Descriptions.
- 81 multi-coloured cards (14 marked with an ✖, 2 marked with a ●, and 1 with a ■).

● 20 light green cards	○ 3 white cards
● 20 orange cards	● 3 grey cards
● 6 pink cards	● 3 red cards
● 6 yellow cards	● 3 light blue cards
● 5 black cards	● 2 dark blue cards
● 4 purple cards	● 2 beige cards
● 3 dark green cards	● 1 brown card

- 20 slips of paper with diverse Historical Facts on gender equality in Canada (one fact on each slip).
- The Discussion Questions.
- The Debrief and Sharing Circle instructions.

Before getting started, ensure that each participant has received an envelope containing 1 Character Description, their associated multi-coloured cards (see table), and Historical Fact(s) on gender equality in Canada.

The colour and amount of cards that each participant receives corresponds with their job description in the **Card Distribution Chart**.

One card in each colour category is marked with an “✖”. An additional two red cards are marked, one with a “●” and another with a “■”, as well as an additional black card that is marked with a “●”.

- If you have fewer than 20 participants, prioritize distributing the cards marked with an “✖”.
- If you have fewer than 20 participants, you’ll need to remove one or more colours of card from the activity entirely. This is because

each colour is linked to a specific Character Description in the Activity Script **through a card marked with an “✖”**, and if you remove a Character, you also need to remove the corresponding colour of card. The only exception is the red and black cards, **which have cards marked with an “✖” and other symbols that are assigned to more than one Character**.

- When putting the coloured cards in the envelopes, ensure that at least one card from each colour category is represented among the participants where possible.
- Historical Facts on the history of women’s rights and gender equality in Canada are printed on small pieces of paper. The pieces of paper need to be placed in the envelopes and distributed amongst the participants.
- If you have 20 participants, one Historical Fact can be put in each envelope. If you have fewer than 20 participants, some participants will need to receive more than one Historical Fact in their envelopes.

It is up to the facilitator to decide whether questions and comments will be accepted from participants part-way through the activity or only at the end. When permitting questions part-way through, facilitators will want to ensure they’re paying close attention to the time

See Card Distribution Chart on 3rd page.

CONTENT WARNING!

Cards marked with “*” represent gender-based violence and MMIWG2S. Due to the sensitive nature of this content, participants who receive one or more of these cards may want to exchange them or opt out of the activity entirely. They are still invited to watch the activity, if they choose, and participate in the Debrief Discussion and Sharing Circle at the end.

CARD DISTRIBUTION CHART

JOB DESCRIPTION	WHAT GOES INSIDE THEIR ENVELOPE
Coffee Shop Barista	1 Historical Fact and 1 of each: ● Dk. blue, ● Lt. green, ○ white, ● orange, ● black, ● Lt. blue (✖)
Financial Analyst	1 Historical Fact and 1 of each: ● yellow, ● Lt. green (✖), ● orange
Sales Associate at a Giftware Shop	1 Historical Fact and 1 of each: ● Lt. green, ○ white (✖), ● orange, ● black
Heart Surgeon	1 Historical Fact and 1 of each: ● yellow, ● Lt. green, ● purple, ● pink, ● orange (✖)
Owner/Operator of a Bed and Breakfast	1 Historical Fact and 1 of each: ● Lt. green, ● pink, ● orange, ● Dk. green
Pharmacist	1 Historical Fact and 1 of each: ● Dk. blue (✖), ● Lt. green, ● orange
Associate Professor of Physics	1 Historical Fact and 1 of each: ● yellow, ● Lt. green, ● purple, ● pink (✖), ● orange
Executive Assistant	1 Historical Fact and 1 of each: ● Lt. green, ● Dk. green, ● *red (✖), ● orange, ● beige
Nurse at a Rehabilitation Center	1 Historical Fact and 1 of each: ● Lt. green, ● red (■), ● orange, ● grey
Office Administrator	1 Historical Fact and 1 of each: ● Lt. green, ● Dk. green (✖), ● orange, ● Lt. blue
Grain Farmer	1 Historical Fact and 1 of each: ● yellow (✖), ● Lt. green, ● pink, ● orange
Education Programs Coordinator	1 Historical Fact and 1 of each: ● Lt. green, ○ white, ● red (●), ● orange, ● Lt. blue, ● grey
Software Engineer	1 Historical Fact and 1 of each: ● yellow, ● purple (✖), ● Lt. green, ● orange
Cashier at a Grocery Store	1 Historical Fact and 1 of each: ● Lt. green, ● orange, ● black (●)
Formerly employed at a Call Center	1 Historical Fact and 1 of each: ● Lt. green, ● orange, ● black (✖)
Rural MLA	1 Historical Fact and 1 of each: ● *brown (✖), ● Lt. green, ● pink, ● orange
Server at a Sports Bar	1 Historical Fact and 1 of each: ● Lt. green, ● orange, ● black
Mechanical Engineering Student	1 Historical Fact and 1 of each: ● yellow, ● orange, ● Lt. green, ● purple, ● *beige (✖)
Daycare Worker	1 Historical Fact and 1 of each: ● Lt. green, ● orange, ● grey (✖)
Owner/operator of an Adventure Tourism Company	1 Historical Fact and 1 of each: ● Lt. green, ● pink, ● orange