



# Outdoor Education for Gender Equality





# FOREWORD

The mobility of youth workers “Outdoor Education for Gender Equality” was funded with the support of the European Commission, organised in the frame of the Erasmus+ programme.

It gathered 32 youth workers from Armenia, Azerbaijan, Finland, Georgia, Latvia, Poland, Spain and Ukraine for a week, in Bakuriani, Georgia between 06th-13th March 2024. Together, they explored the different ways to either implement or improve gender-sensitive workshops and outdoor activities for young people. Ultimately, they developed a set of skills and attitudes, which helped them to adopt more inclusive approach towards their target group(s) and direct beneficiaries.

This handbook presents what they have learned during this mobility and how they contributed to the project. Please feel free to print these activities and to use them to run your own activities.

It reflects the views only of the author; the European Commission cannot be held responsible for any use which may be made of the information contained therein.





# SIX

## Summary

Activities to promote Gender Equality in and through Outdoor education

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#### Walkie Talkie

Discussing different statements while taking a nice walk. p.3



### 2

#### Orienteering race

Compete in teams to complete stations and tasks on gender equality. p.6



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#### Privilege WALK

Put yourself in somebody else's shoes for an hour. p.10



### 4

#### Hike Planning

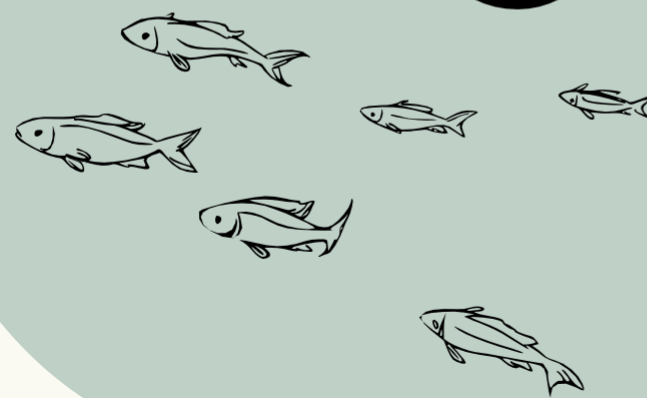
Organising a hike, that is well prepared and inclusive. p.15



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#### FISHBOWL

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#### Participants' Input

Outdoor activities planned by the participants of the project. p.18





# 1 Walkie Talkie

**Description:**

The activity is designed for a group of people to get to know each other. While walking in pairs, the participants discuss a set of given questions. After 5 minutes, the partners exchange questions and pair with another participant. They now talk about the new questions. Being outdoors and encouraging non-formal and personal dialogue enables the participants to create a bond with each other.

**Material:**

- Printed questions (see below)
- Timer (alternatively, a smartphone)
- Appropriate clothing depending on the weather

**Preparation:**

Designing a number of questions that are either related to the topic and/or give a personal view.

Approximately number of participants: +5.

Choosing an outdoors path that is long enough for the activity.

Check the weather for the respective timeslot.

**Implementation:**

We advise to implement this activity at the beginning of a project when the participants are not yet (too) familiar with each other.





**Suggested questions for the Walkie Talkie on the topic of Outdoor Education and Gender Equality:**

Talk about your best summer adventure.

What are your hobbies?

What is your biggest fear when it comes to being outdoors?

Talk about your best winter adventure.

What was your worst outdoor experience and what was your best outdoor experience?

When it comes to outdoor activities, which of your skills do you feel confident about? Which skills do you **not** feel confident about at all?

Seaside or mountains?

Have you ever felt discriminated based on your gender in sport or outdoor activity?

Who were your role models growing up?

Did you ever skip Physical Education at school? If so, why?

Do you follow any female athletes?

Have you ever played any sports in a mixed team (neither men- or women-only)?

What kind of sports do you enjoy more: collaborative or competitive activities?

Can you name any LGBT+ athletes?

Are you part of any local sports teams or outdoor groups? If not, why?

Have you ever implemented any outdoor activities? If so, what made you do it?

What is a country you want to visit because of its nature?

Do you prefer to play mixed-gender or same-gender team sports?

What was the first sport you tried and why?

If you were to live 2 million years ago, would you have been a hunter or a gatherer?

Would you rather fight 1 duck that is the size of a horse or 10 horses that are the size of a duck? Why?

If you could have another gender for a day, what would you do differently?

What is something you did **not** like in your life before, but do now?

What is the most surprising thing you have ever eaten?

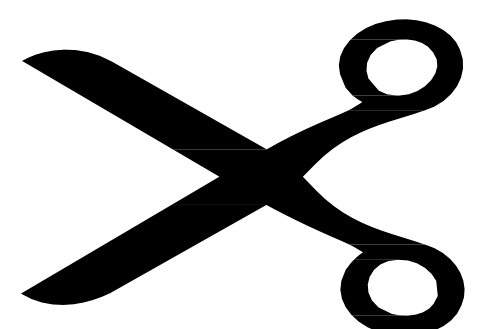
Are there any foods that you absolutely would **not** eat?

What's the most unbelievable thing that has ever happened to you?

If you were in charge of picking the eighth wonder of the world, what would you choose?

If you could teach a college course on any subject, what would it be?

What would be your superpower?



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## 2 Orienteering race

1. **Concept** - Race in teams; each group visits a certain number of spots/stations, where they find a number of challenges or tasks. Completing the tasks or answering questions correctly grants a certain amount of points to the team. The team with the most points wins.

2. **Definition** - Participants are divided into various teams. In this activity, each team has a little map. This map is used in order to find and identify the stations where they have challenges.

3. **Objectives** -

- A) Encourage solution-based thinking and problem-solving
- B) To create an awareness on the topic of gender equality and intersectionality
- C) Ability to read a map
- D) Communication skills
- E) Time management



4. **Activities** - The first station is “Match a Person”, second one is the quiz, third one is team-building (“Tallest Snow Person”) and the last one is “Gender Bread Person”.

5. **Target group** - Young people and school students, youth workers, trainers, educators, teachers, as well as companies or any groups, whose work revolves around teams.

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Quiz :

Stations

1. **How many women are among the top 10 best paid athletes in the world?**

0

1

2

Answer : 0

2. **How many women are among the top 50 best paid athletes in the world (2023)?**

0

1

2

Answer : 1. (1 EXTRA POINT FOR GIVING HER NAME : Naomi Osaka)

3. **What is approximately the year salary of Samantha Kerr, the best paid woman football player?**

200 000 dollars

500 000 dollars

700 000 dollars

Answer : 500 000 dollars. For 2022-2023, the best paid male football player is Cristiano Ronaldo with 136 million dollars per year.

4. **Was cheerleading originally for men or women?**

Answer : Cheerleading began as an all-male activity in the 18th century as a rebellion against harsh treatment from teachers. George Bush, for instance, was a cheerleader while studying at university. On the contrary, women were only allowed to participate in 1923.

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5. How many women's football world cups have taken place so far?

- 9
- 12
- 15



Answer : 9. For men, it is 22.

6. Which of the following is a true mixed gender sport where men and women compete against each other (not as partners)?

- Equestrian (riding horses)
- Gymnastics
- Ice skating

Answer : Equestrian. It is one of the very few sports where men and women compete against each other. The reason given for this is that the attributes required to be successful are to be a confident and able rider of horses.

7. Are trans athletes allowed to compete in Olympic games?

Answer : Technically, yes. Since 2004, the International Olympic Committee allows trans athletes to compete, but each sports governing body sets its own rules, which very often forbids the participation of trans athletes.

8. Which of the following Olympic sports does not allow men to compete?

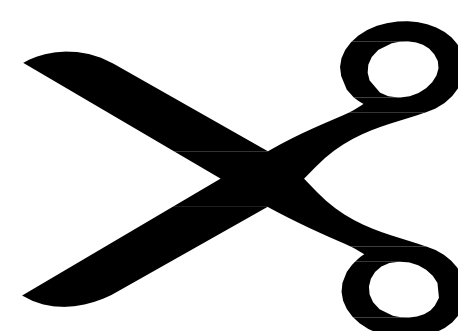
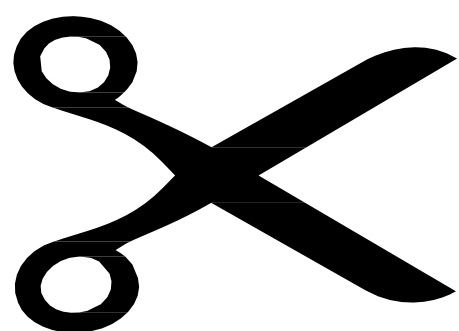
- Artistic gymnastics
- Synchronised swimming
- Trampoline

Answer : Synchronised swimming is only for women at the Olympics, as well as rhythmic gymnastics, despite a growing number of men practicing these sports.

9. Who is Simone Biles?

- A dancer
- A judoka
- A gymnast

Answer : Simone Biles is an American artistic gymnast. Having won 25 World Championship medals, she is the most decorated gymnast in the history of the Gymnastic World Championships and is considered by many to be the greatest gymnast of all time.



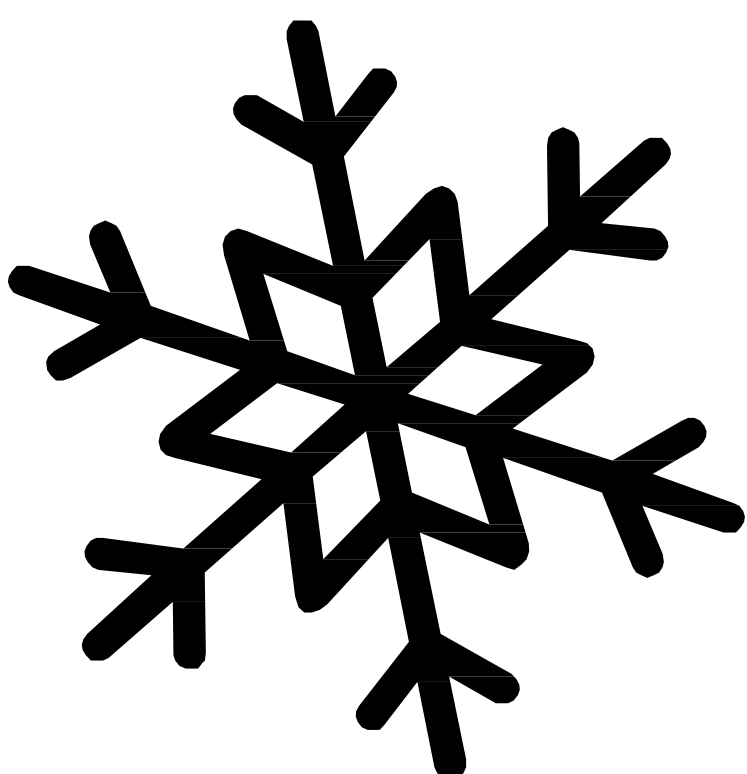


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## Tallest Snow person

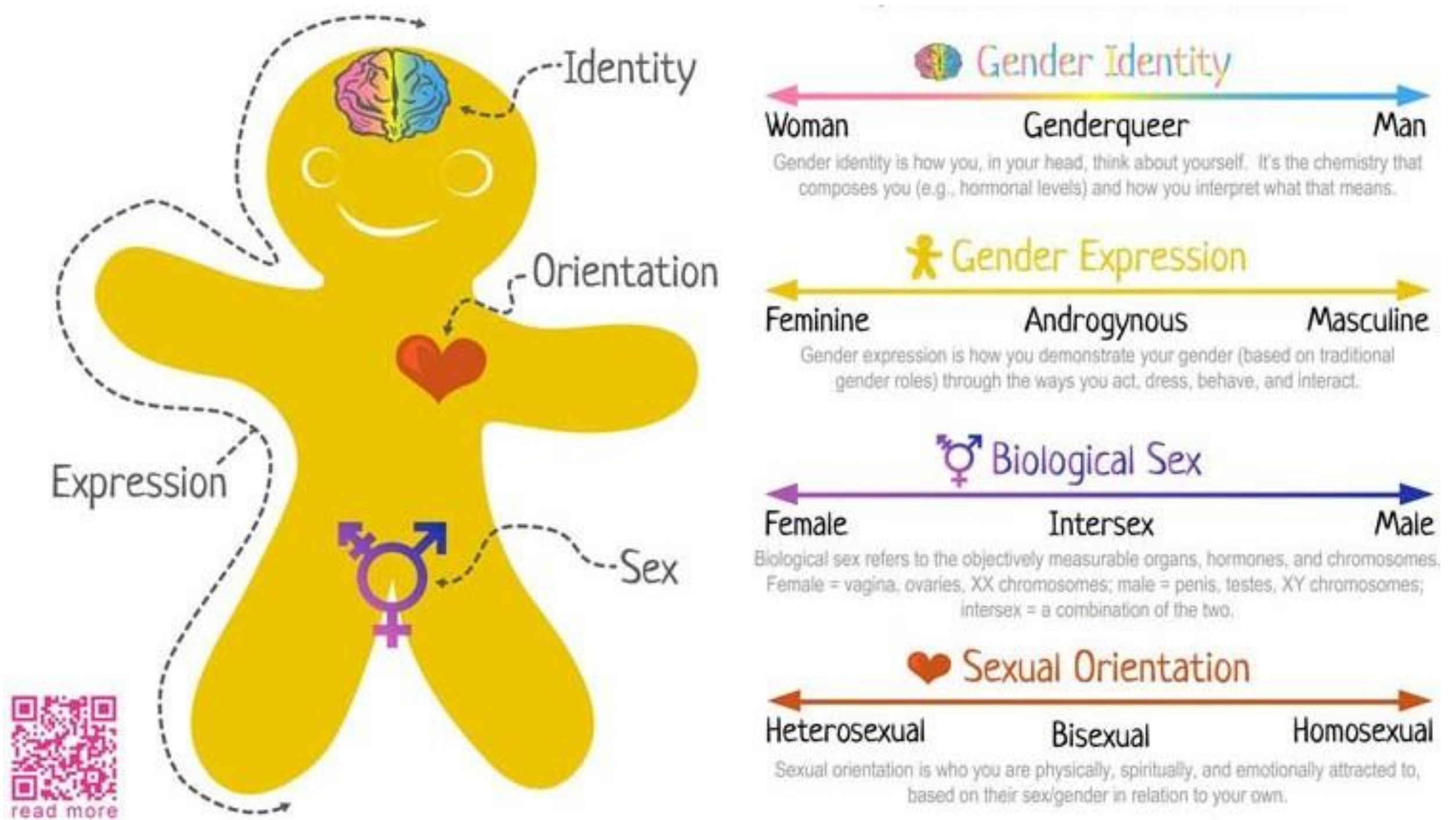


The task here is to build a snow person (e.g., bridge, tower or whatever else that comes to mind) together as a team – only with items found in the environment (e.g., snow, rocks, branches). Team members experience different limitations: for instance one is blind-folded, one is mute and can only watch, one can speak but cannot build. Together, they should collaborate to make the tallest snow person. You can also add criteria to give points: beauty, creativity, stability...





## Gender Bread Person



The aim of this station is to get familiarised with important terms connected to the topic of gender - with the help of the Gender Bread Person. First, the participants have to find the definition of the terms: “Gender Identity”, “Gender Expression”, “Biological Sex” and “Sexual Orientation”. Then, the team have to jointly assign given words to different categories.

Here are some examples:

### Gender Identity:

- Man
- Woman
- Genderfluid
- Genderless

### Sexual Attraction:

- Heterosexual
- Lesbian
- Gay
- Bisexual
- Asexual

### Biological Sex:

- Male
- Female
- Intersex

The Gender Bread Person can also be used to overcome binary perspectives. The arrows show a wide spectrum between two poles (e.g, man and women), pointing to the diversity of queer Identities.





## 3 PRIVILEGE WALK

### Description:

All participants get a role card. Make sure the roles do not directly match the personal identities of the participants to avoid triggers. If someone is uncomfortable with the role (either feels that they are too close or too different), they are welcome to switch. The roles stay secret until the end.

The group is standing in a line. While reading out statements, the participants have to move forward according to their role:

- 2 steps: totally agree
- 1 step: rather agree
- 0 steps: don't agree

### Aims:

- Show prevalent inequalities in society
- Raise awareness and encourage empathy
- Reflect on personal privileges
- Initiate exchange on possible empowerment

### Material:

- Role cards
- Statements

### Preparation:

Help participants to get familiar with their role cards by asking questions: What is your name? How do you look? How was/is your childhood like? What does your everyday life look like? What do you do in your free time? What is your life situation?

### Reflection:

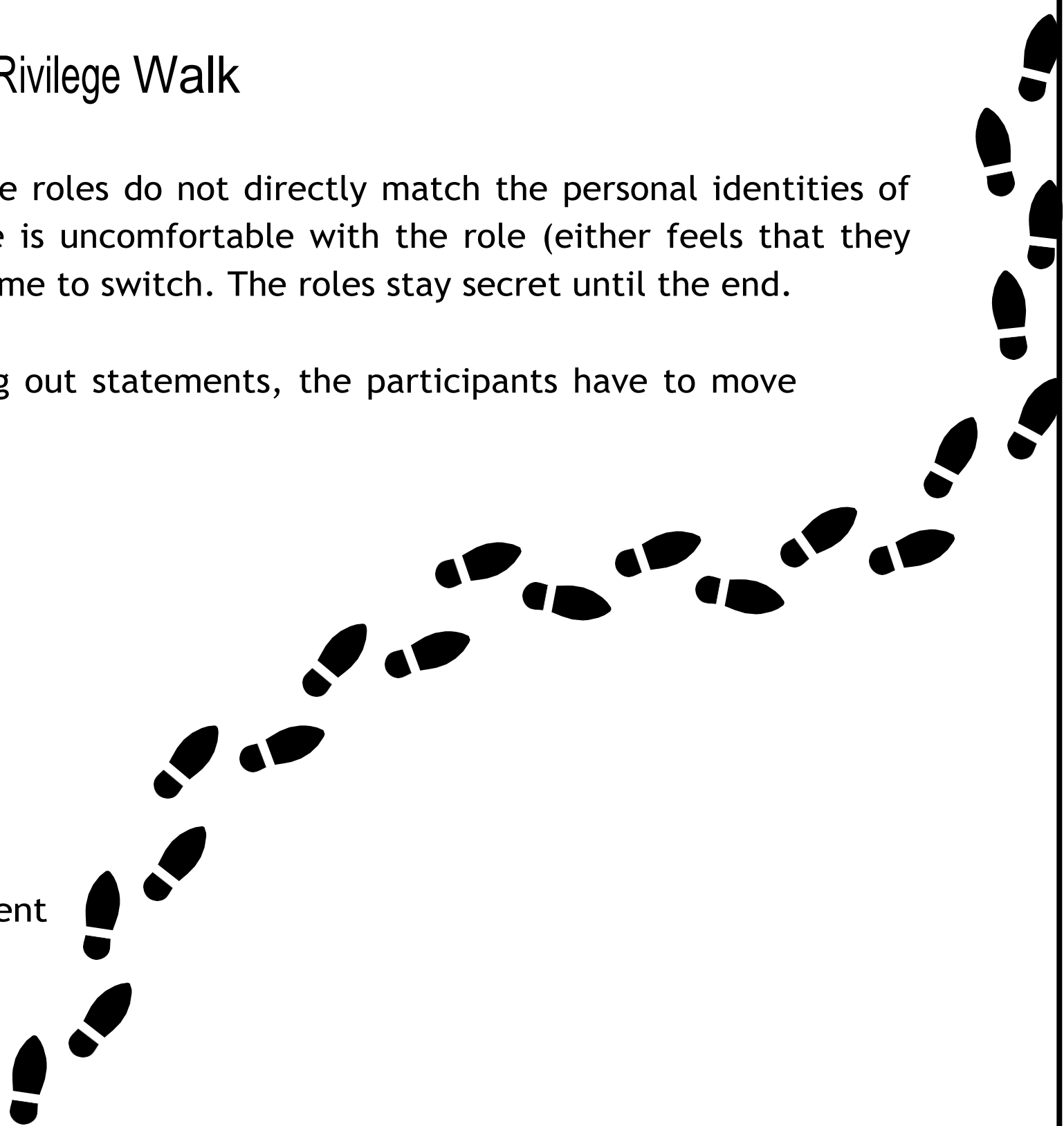
- Could you relate to your role?
- How did it feel to (not) step forward in response to the statements?
- How did it feel to be in your position - especially when looking at others in front/back?
- Did any moment(s) stand out - is there anything you would like to share? Was there any statement that surprised you, something that you have not considered before?
- Were there any statements that made you think differently about someone else's experience(s) - especially in connection to gender inequality?
- Based on your experience of this activity, what are some challenges that individuals face in our society in overcoming gender stereotypes?
- What are some steps we can take, individually or collectively, to address gender inequality in outdoor education?

### Variations:

Take 0 steps (disagree) or 1 big step (strongly agree).

Give the same roles to many participants - show the difference of perception or individual point of views. You can also add cultural background or nationality to the role description to give more context.

Reveal the role or main characteristics of the role in the end, in order to show inequalities (i.e., focus discussion on age, ability, gender...).





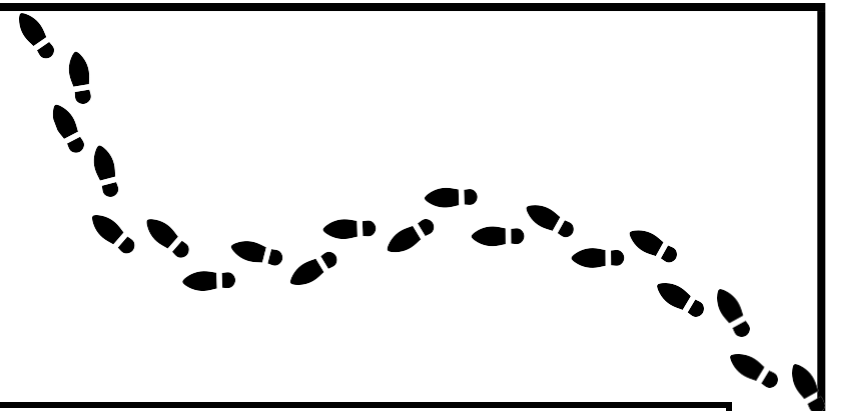
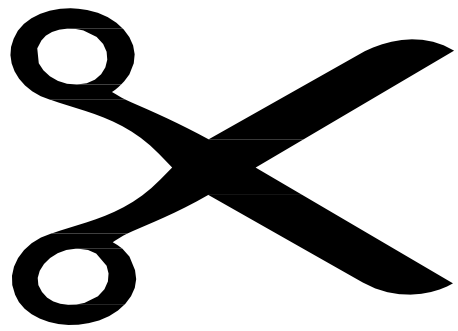
## Statements

Move one-two steps forward if...:

- You have never been paid less for the same work as someone of a different gender.
- You have easily found role models of your gender in your chosen career field.
- You have never been discouraged from pursuing a hobby or an academic studies because of your gender.
- You have the same career chances as everyone else with the same qualifications.
- You have never felt unsafe walking alone at night.
- You have never been told certain sports or activities that you wanted to pursue are not “appropriate” for you.
- You have always felt comfortable using all sports facilities (e.g., changing room or equipment).
- You have never doubted that your participation or presence in specific outdoor activities, was appreciated and fully accepted.
- You always felt that your parents support you in your life choices.
- You feel like your personal interests and needs were always heard and considered at your school, university or workplace.
- You can identify with people portrayed in social media or advertisements about outdoor activities..
- You never had problems meeting the expectations of your family and friends.
- You never felt that your family situation is preventing you from pursuing your dream.
- You have never stopped participating in outdoor activities because of your gender.
- You have never been bullied because of your looks.
- You can show affection for your romantic partner in public, without fear of ridicule or violence.
- You never felt the need to change your behaviour, looks or body image in order to fit in more.
- You have never been spoken over because others did not value your talents or underestimated your qualifications.
- No one has ever spoken in your place when you did not want them to do so.





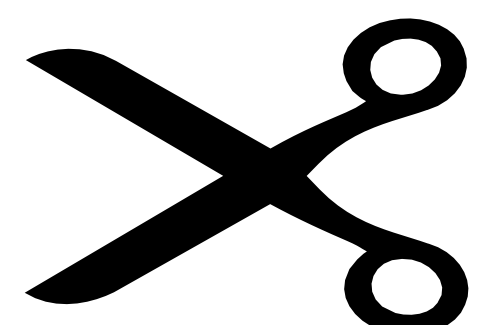


<p style="text-align: right;"><u>Daniela</u></p> <p><b>Age:</b> 42 <b>Gender:</b> female <b>Profession:</b> house-wife (studied history) <b>Hobbies:</b> enjoys hiking, being outside, sometimes does drawing or poetry <b>Family/Background:</b> grew up with traditional parents, married right after graduating from university, never worked in her field, her husband is a full time construction worker, they have 3 kids</p>	<p style="text-align: right;"><u>Jamie</u></p> <p><b>Age:</b> 18 <b>Gender:</b> male <b>Profession:</b> just finished high school, wants to become a travel tour guide in his region <b>Hobbies:</b> see his friends, be social, go out drinking every now and then <b>Family/Background:</b> working class upbringing, caring parents, father has connections to the industry that Jamie wants to work in</p>
<p style="text-align: right;"><u>Yuri</u></p> <p><b>Age:</b> 22 <b>Gender:</b> male <b>Profession:</b> student, at 17 dropped out of school and has decided to finish his high school diploma last year, so that he can learn to become a mechanic later <b>Hobbies:</b> arts and crafts, cooking <b>Family/Background:</b> Yuri grew up as the only child in an extremely poor household, with a father that was gone for most of his growing up. Also, he recently discovered his homosexuality and is unsure about how to proceed in his ever changing, and maybe not-so-progressive environment</p>	<p style="text-align: right;"><u>Aliyah</u></p> <p><b>Age:</b> 21 <b>Gender:</b> female <b>Profession:</b> has always been working many jobs to provide for herself and her family since she left high school almost 4 years ago. Dreams of becoming a translator, journalist or writer, but does not think she can afford to do something with an uncertain pay like that <b>Hobbies:</b> writing, speaks 4 languages, open-minded but shy, so often stays within the same friend group, afraid to try new things <b>Family:</b> Poor household, the oldest of 5 siblings. As she always has to work, she never has time for dating</p>
<p style="text-align: right;"><u>Maddie</u></p> <p><b>Age:</b> 24 <b>Gender:</b> female <b>Profession:</b> paralegal, wants to become a lawyer, proving herself in this male dominated field. <b>Hobbies:</b> very little free time, enjoys reading, cooking for herself <b>Family/Background:</b> father was a judge, mother an art restorer before pregnancy, then housewife. She is currently in an on-and-off relationship with a man</p>	<p style="text-align: right;"><u>Luana</u></p> <p><b>Age:</b> 24 <b>Gender:</b> female <b>Profession:</b> studying to become a massage therapist in the winter, surf coach in the summer <b>Hobbies:</b> surfing, physical fitness <b>Family/Background:</b> grew up with her parents in a small village, she is in a long term relationship with a woman, but did not come out to her parents yet, who expect her to marry a man and have kids soon</p>

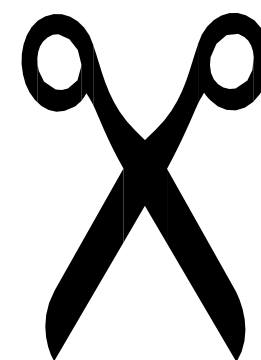


Role cARDS

<p style="text-align: right;"><u>Gregory</u></p> <p><b>Age:</b> 36 <b>Gender:</b> male <b>Profession:</b> marine biologist <b>Hobbies:</b> swimming, diving, outdoor exploring, cliff diving <b>Family/Background:</b> Gregory's family is very proud to all have worked in and around the sea/coast. 3 brothers (coast guard, diving instructor, fisherman and marine geologist). There is a lot of competition in the family. He is in a long term relationship with slight social pressure to get married</p>	<p style="text-align: right;"><u>Anna</u></p> <p><b>Age:</b> 28 <b>Gender:</b> female <b>Profession:</b> politician for the Green party <b>Hobbies:</b> a lot of political engagement, very little free time <b>Family/Background:</b> Anna grew up in a non-political, middle class household, and wants to fight to make a difference in preserving the planet. However, she is constantly hindered by the systems and hierarchies in her field that slows progress down</p>
<p style="text-align: right;"><u>Nico</u></p> <p><b>Age:</b> 19 <b>Gender:</b> male <b>Profession:</b> received scholarship for a tennis academy <b>Hobbies:</b> parties, lives a lavish lifestyle <b>Family/Background:</b> upper class family, very wealthy parents providing for the careers of their two children. He is a good looking ladies man, mainly in short casual relationships with women</p>	<p style="text-align: right;"><u>Ahmed</u></p> <p><b>Age:</b> 17 <b>Gender:</b> male <b>Profession:</b> high school student <b>Hobbies:</b> basketball, chess <b>Family/Background:</b> His parents left their country to give their children better life chances. He is planning to become an engineer. Just started a relationship with a girl, afraid that his religious parents would not approve</p>
<p style="text-align: right;"><u>Elly</u></p> <p><b>Age:</b> 19 <b>Gender:</b> female <b>Profession:</b> finished high school a year ago, since then has been struggling to get her foot in the door for PR or marketing for a eco-friendly ("green") company <b>Hobbies:</b> loves learning new things, very socially active <b>Family/Background:</b> working class upbringing, parents want to care for her career aspirations, but can only support her financial necessities.</p>	<p style="text-align: right;"><u>Jeannette</u></p> <p><b>Age:</b> 49 <b>Gender:</b> female <b>Profession:</b> Financial Advisor for a large outdoor theme park, but a lot of side projects <b>Hobbies:</b> confident, strategic, powerful woman who enjoys chess and a good wine in company <b>Family/Background:</b> divorced, shares custody over her 10-year-old son, that she is conflicted about whether she sees him as a blessing for her life or an obstacle for her career</p>







<p style="text-align: right;"><u>Marta</u></p> <p><b>Age:</b> 17  <b>Gender:</b> female  <b>Profession:</b> high school student  <b>Hobbies:</b> football, piano  <b>Family/Background:</b> single child of wealthy parents, who wish for her to become a professional pianist. She secretly wants to quit piano lessons and dreams of becoming a professional football player</p>	<p style="text-align: right;"><u>Esteban</u></p> <p><b>Age:</b> 16  <b>Gender:</b> male  <b>Profession:</b> high school student  <b>Hobbies:</b> arts, gardening, camping  <b>Family/Background:</b> grew up with his dad who is a manager of a big company and never understood the interests of his son. Unsure about his sexuality, still trying things out</p>
<p style="text-align: right;"><u>Florence</u></p> <p><b>Age:</b> 20  <b>Gender:</b> female  <b>Profession:</b> nurse  <b>Hobbies:</b> cooking, dancing  <b>Family/Background:</b> grew up with her mum and grandma, very much supported. Always wanted to become a nurse, very caring character. Waiting to meet her true love, wishing to marry young and have a family</p>	<p style="text-align: right;"><u>Sandro</u></p> <p><b>Age:</b> 28  <b>Gender:</b> male  <b>Profession:</b> freelance journalist and filmmaker  <b>Hobbies:</b> extreme sports, skydiving, travelling  <b>Family/Background:</b> wealthy, divorced parents, difficult relationship with his dad who is a drug addict. He enjoys his single life, avoiding commitment</p>
<p style="text-align: right;"><u>Leigh</u></p> <p><b>Age:</b> 16  <b>Gender:</b> non-binary (male assigned at birth)  <b>Profession:</b> high school  <b>Hobbies:</b> enjoys art, political and philosophical debates, well spoken  <b>Family/Background:</b> conservative and religious parents. Worried about coming out and disrupt the peace in the family</p>	<p style="text-align: right;"><u>Paoli</u></p> <p><b>Age:</b> 21  <b>Gender:</b> female assigned at birth, started hormonal therapy to become male  <b>Profession:</b> political science student  <b>Hobbies:</b> football, mountain biking  <b>Family/Background:</b> has come out to their parents as a teenager, parents are supportive, is currently exploring the queer dating life</p>
<p style="text-align: right;"><u>Louis</u></p> <p><b>Age:</b> 29  <b>Gender:</b> male  <b>Profession:</b> outdoor educator  <b>Hobbies:</b> rock climbing, botany, wildlife photography  <b>Family/Background:</b> grew up with two loving mums in a big city, currently in an open relationship with a women</p>	<p style="text-align: right;"><u>Robbie</u></p> <p><b>Age:</b> 15  <b>Gender:</b> male  <b>Profession:</b> high school student  <b>Hobbies:</b> handball, mountain biking  <b>Family/Background:</b> his parents are divorced, he is living with mum and sister in a small apartment in a big city. His dad is really proud, coming to every handball match</p>



## 4 HiKe Planning

### Practical Needs:

- Appropriate Clothing / Shoes
- Food and Drinks
- First Aid Kit
- Emergency numbers
- Rope / Blindfolds
- Small backpacks
- Torch
- Hygiene products
- Swim suit / towel

### Emotional Needs:

- Information about the meeting point, duration and difficulty level of the hike
- Emotional support
- Good mood
- Buddy
- ...Any other needs identified in the debrief?

### Buddies

**Description:** Everyone gets one person of the group to take care of – making sure that your assigned “buddy” feels mentally and physically comfortable. They check in with each other before, during and after the hike, using the questions of the buddy sheet (see below).

**Aim:** Enhancing communication skills: attention, awareness, compassion, empathy and overall responsibility over the individual and group.

### Blindfold walk

**Description:** Participants will be divided into pairs, one of them has to put on a blindfold. The other one is responsible to lead the person.

**Aim:** Learning how to take care of each other; increasing trust as well as raising awareness about the challenges of people with disabilities in sports and outdoor activities.





# Me and My Buddy



1) Do you have any preferences or special needs, which relate to outdoor activities?

2) What are your fears – what are you afraid of in this hike?

3) What are you mostly looking forward to in this hike?

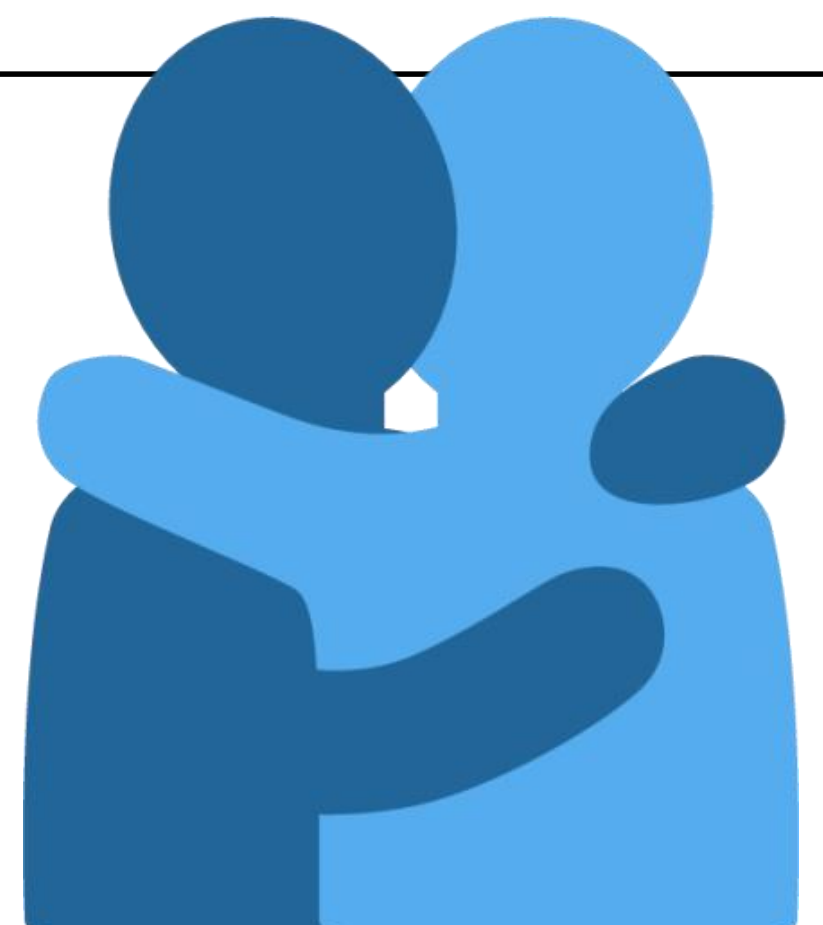
4) Debriefing – after the hike:  
How do you feel and did you enjoy the experience?

Write down their **name** and **emergency contact details**:

.....

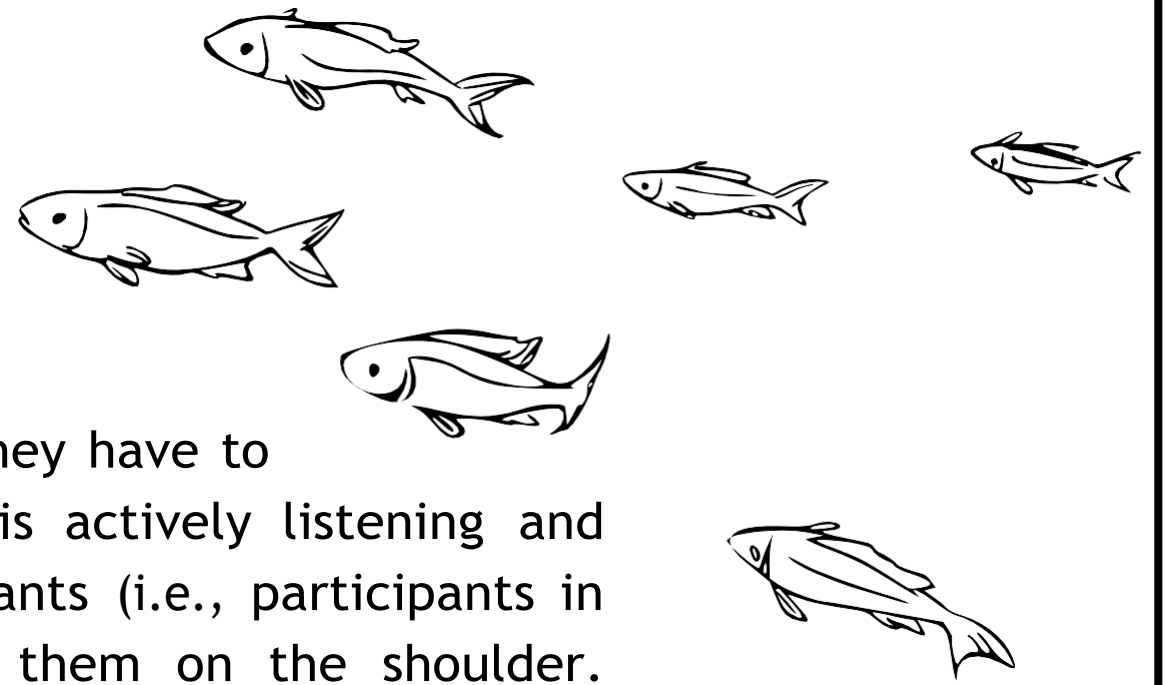
**Phone number** (including country code):

.....





## 5 Fishbowl



### Description:

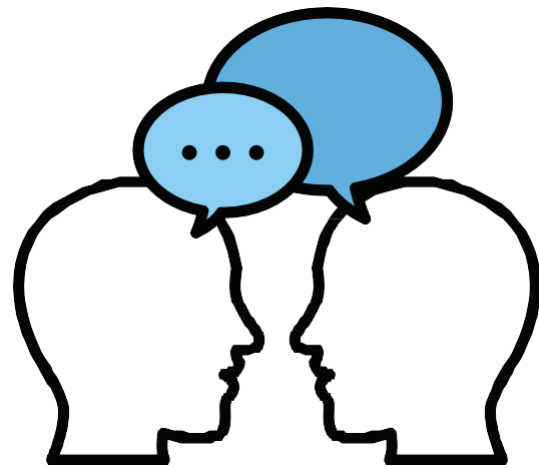
In this activity, all participants sit in a circle. Three participants will share the discussion “stage” and get a statement that they have to jointly discuss in the inner circle. The rest of the group is actively listening and observing the discussion and can replace one of the discussants (i.e., participants in the discussion) at any point by standing up and tapping them on the shoulder. There can be a time limit for each statement.

### Aim:

- Increase empathy
- Being tolerant and respectful
- Being concrete, succinct and to the point - proving your statements
- Time management
- Listening carefully and formulating balanced arguments

### This activity demands:

- Communication
- Active listening
- Openmindedness
- Self-development
- Mutual respect

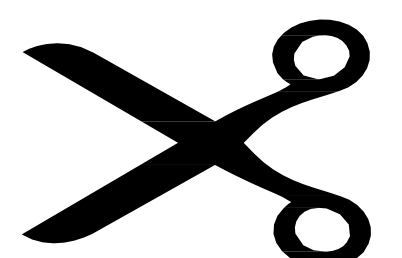


### Material that you need:

- Statements on paper
- Timer (alternatively, a smartphone)
- Good mood
- Safe place
- Clear ground rules

### Statements:

- Sport has no gender.
- Sport has no age.
- The main reason why we do not see as many women in sport is because society is not ready
- Physical education should be mandatory, even at university
- Some people are naturally more competitive than others
- Boys and girls should not train together because of their biology
- Outdoor activities are all about proving the strength of character
- Outdoor activities are just an expensive hobby, especially for those who have time and money
- There are definitely more burning or urgent issues than visibility or representation of women in sport





## 6 Participants' input

### Ain't no wall high enough

This is a collaborative activity in which all participants take part. The room is divided in two parts by a symbolic wall (a rope for instance). It should be high enough so that participants cannot step over. They are not also not allowed to go under the rope. They should find a way so that everyone goes to the other side of the wall, no one can stay behind. The debriefing can include questions on leadership or gender roles.



### Change the game

This is a role play activity. Groups of 3-4 people get a situation card which they should play in front of the group. The situation describes a social challenge or conflict. Then, the audience is invited to jump in and change the outcome of the situation.

### Guess the situation

A group of 4-5 people is formed, which chooses a number written on a piece of paper, with an assigned situation (unknown to the rest of the groups). For example: a boy who came to a family dinner is taken out by his boyfriend or a married woman psychologically manipulates her husband. After choosing a similar situation, the group has 10 minutes to think how they will show this scenario to the rest of the groups, who then have to guess what is happening in front of them. The main purpose of this activity is to introduce the situation to all participants in different ways. Participants can also intervene in the situation at will, although they do not have to actually know the details.



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For more information regarding this project, do not hesitate to contact us:

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<https://yhdesa.fi> & <https://droni.org>