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TRAINING TEACHERS TO ELIMINATE GENDER BIAS IN EDUCATION

НАВЧАННЯ ВЧИТЕЛІВ УСУНЕННЮ ҐЕНДЕРНИХ УПЕРЕДЖЕНЬ В ОСВІТІ

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On November 29, 2023, a practical conference “Implementation of the Strategy for Gender Equality in Education until 2030: moving forward” was held in Kyiv. The event was aimed at assessing and strengthening the implementation of the Strategy for Gender Equality in Education in Ukraine.

The practical conference was aimed primarily at reviewing and strengthening progress in the implementation of the Strategy through the presentation of national promising gender-sensitive educational practices and foreign relevant experience, as well as through direct dialogue with the authorities and educational influencers, because Our society still does not have a very good understanding of what gender is and why gender equality is important for everyone.

The main focus of the event was the importance of specific practical steps to implement the Strategy on the part of educational institutions as part of everyday educational initiatives. In addition, a palette of potential tools that educational institutions can use in implementing the Strategy was discussed [1].

Currently, courses and topics on gender issues are poorly integrated into the process of training specialists in any field, in particular teachers. There are no bachelor’s programs in gender studies. There are practically no

master's degrees. And, as a result, there is a shortage of specialists in this field in the country. Therefore, the prospect is to introduce such programs at the faculties of pedagogy, social work, law, and psychology.

Special teacher training will help educators understand the importance of promoting gender equity in education. It equips them with the knowledge and skills to create inclusive learning environments where all students have equal opportunities. Teachers often play a significant role in shaping students' perceptions. Training enables educators to recognize and challenge gender stereotypes, fostering a classroom environment that breaks away from traditional roles and expectations. For example, gender stereotypes in STEM (science, technology, engineering, mathematics) education represent preconceived ideas and expectations associated with gender that can influence students' perceptions and participation in these fields. For example, boys are thought to be more inclined toward Maths and Engineering, while girls are more inclined toward humanities, and therefore girls may avoid subjects that are considered "masculine". The stereotype that girls are less capable in math can suppress their interest and confidence in their math abilities [2].

There are a number of reasons that highlight the importance of teacher training to address gender bias. First of all, it gives educators the knowledge and tools to actively promote gender equality in the classroom. Educators learn to challenge and break down stereotypes by creating an environment where all students, regardless of gender, feel valued and supported. An important aspect is to recognize and address your own unconscious biases that may affect interactions with students. Awareness of bias allows educators to make conscious efforts to treat all students fairly and provide equal opportunities for academic success. Properly trained teachers will be able to create inclusive classrooms that accommodate different learning styles, needs and preferences, moving away from traditional gender expectations. An inclusive environment promotes a more positive and supportive environment for all students, promoting a sense of belonging.

Teacher training provides strategies for developing gender-sensitive teaching methods that will engage and benefit all students. Educators will learn to select educational materials that are free from gender stereotypes and promote balanced gender representation [3]. Gender equality assumes that all people, regardless of their gender and identity, have equal social value and equal access to resources, and have equal rights, responsibilities and opportunities in all areas of life. Students receive an education that encourages them to pursue their interests and talents, regardless of traditional gender roles.

Teachers are trained to encourage critical thinking on gender issues, which allows students to analyze and question social norms. This approach

helps students develop a more nuanced understanding of gender and its impact on different aspects of life, ensuring that students are supported to pursue a wide range of career paths, regardless of gender stereotypes. This support is critical to encouraging students to explore areas traditionally associated with the opposite sex, eliminating potential instances of gender discrimination in the classroom. They learn to create a safe space where students feel comfortable expressing their gender identity without fear of judgment or discrimination. Eliminating bias and promoting inclusion can positively impact student motivation, engagement, and overall achievement.

Society, along with school teachers, is beginning to do its part in educating children about gender equality issues. For example, at the beginning of April 2023, in Ukraine, a chatbot NoMoreGringe.Powerbank was developed for teenagers, introducing them to gender stereotypes, issues of gender equality, signs of discrimination, etc. The impetus for its creation was the results of a survey of Ukrainian teenagers within the framework of the “EU for Gender Equality: Together Against Gender Stereotypes and Gender-Based Violence” program, according to which 85% of respondents want to develop inclusive thinking and behavior through comprehensive explanations, games, quizzes and videos at school and at home, and 40% feel motivated to become local activists to eliminate gender bias [4].

Thus, teacher training in the program of addressing gender biases is a foundational step toward creating an equitable and inclusive educational experience. It equips educators with the tools and awareness needed to cultivate an environment where all students can thrive, regardless of their gender. Teacher training is aligned with educational standards and policies that emphasize the importance of creating gender-inclusive learning environments. This ensures that teachers are well prepared to effectively implement these standards into their teaching practice.

In conclusion, as before, gender training still remains in the hands of school teachers. So, teacher training is a fundamental component of achieving gender equality in education. This empowers educators to be agents of change by creating an environment where every student has the opportunity to succeed, regardless of gender.

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POPULARIZATION OF TEACHING IN ENGLISH IN UKRAINIAN UNIVERSITIES: ADVANTAGES AND DISADVANTAGES

ПОПУЛЯРИЗАЦІЯ ВИКЛАДАННЯ АНГЛІЙСЬКОЮ МОВОЮ В УКРАЇНСЬКИХ УНІВЕРСИТЕТАХ: ПЕРЕВАГИ ТА НЕДОЛІКИ

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In modern variable world, universities are facing the challenge of globalization of education and science. Globalization is the environment in which education is internationalizing, and universities are the main participants in this process around the world.

One of the factors of the globalizing environment is the dominance of English as a common language of modern science and education. Leading universities around the world, with few exceptions, offer education in English. Even those nations for which English is not the language of communication are trying to attract more students or at least prevent their decline by expanding the range of educational services in English.

On Ukraine's path to globalization, English has been recognized as a key competence in the context of economic integration and globalization, a tool for international communication and a means of joining the European