

# ACTIVITY BANK

## SPECTRUM ACTIVITY

### PURPOSE

To explore perceptions of gender roles (as it relates to employment), connecting them to values and goals.

### INSTRUCTIONS

1. Explain to participants that during this session they will consider the importance of all adults finding employment, including women, and how this may look and influence individuals and families differently.
2. Ask participants to stand. Explain that in front of them there is an imaginary line. One end of the line represents “Agree” and the other end represents “Disagree”.
3. Explain to the participants that you will read a statement and they have to place themselves along the line. It is a spectrum, so they don’t have to stand only on disagree or agree, but can be anywhere in between.
4. Read the statements provided in the [Appendix, Statements for Spectrum Activity](#). You may elect to add or edit statements based on the group you are working with and time considerations.
5. After each statement, you may want to ask follow-up questions to understand choices.
6. Complete activity with debrief questions provided below. The questions are designed to have participants reflect on goals generally speaking, and the need to become self-sufficient.
7. If time allows, play the **Employment for Refugee Women** podcast, or provide it as a material for learners after the session.

### DEBRIEF QUESTIONS

1. Based on the exercise, what have you realized is most important to you? What are your perceptions of men and women related to work, employment, and the family?
2. How might your perceptions and needs change now that you are in the United States? How might they influence your ability to become self-sufficient?
3. How do the items you identified as being important influence your goals? Your ability to be self-sufficient?

### MODIFICATIONS & TIPS

- Create a safe and comfortable environment.
- Ensure that participants know that it is okay to answer honestly.
- Remind participants to respect each other’s answers.
- You do NOT need to read all statements provided in the Appendix.
- Do not pass judgment on responses provided, and avoid “why” questions.
- Utilize the **Employment for Refugee Women** fact sheet for reference.
- If the group is smaller or more reserved, you may elect to have them to mark their answers on a piece of paper independently
- CO providers may make connections between challenges of maintaining culture and becoming self-sufficient.

# APPENDIX

## STATEMENTS FOR SPECTRUM ACTIVITY

Select statements most relevant for the group of participants; not all statements or follow-up questions need to be used.

Statement	Potential Follow-Up Question(s)
It is important for all adults in a family to work.	<ul style="list-style-type: none"><li>• What is the value of having all adults work?</li><li>• What are the potential challenges of having all adults work?</li></ul>
Men and women should share the responsibility of taking care of children.	<ul style="list-style-type: none"><li>• How could it be difficult for men and women to share the responsibility?</li><li>• What are the advantages of shared responsibility?</li></ul>
It is important to make enough money to pay rent and bills.	<ul style="list-style-type: none"><li>• What will make it difficult to pay rent and bills?</li><li>• How can the entire family contribute?</li></ul>
It will be very difficult for me to find a job ( <i>because of my schedule, my experience, my English</i> ).	<ul style="list-style-type: none"><li>• What steps could you take to reduce these difficulties?</li><li>• How could you receive help in overcoming these challenges?</li><li>• Is it possible to find a job without English? How does English impact your job prospects?</li></ul>
It is important for women to be at home and take care of the children.	<ul style="list-style-type: none"><li>• Is there a time when it is okay for women to not be at home and take care of the children?</li><li>• What are the advantages of women taking care of children? Are there disadvantages?</li></ul>
It is important for men to be at home and take care of children.	<ul style="list-style-type: none"><li>• Is there a time when it is okay for men to not be at home and take care of the children?</li><li>• What are the advantages of men taking care of children? What are the disadvantages?</li></ul>
If a man has children, he does not need to work.	<ul style="list-style-type: none"><li>• What about a woman who has children?</li><li>• What influences your answer to this statement?</li></ul>
It is important to learn to drive.	<ul style="list-style-type: none"><li>• Is this a short-term or long-term goal? Explain.</li></ul>
I am okay (good) if a woman is supervising me.	<ul style="list-style-type: none"><li>• What could be challenging about this?</li></ul>
I am okay (good) if a man is supervising me.	<ul style="list-style-type: none"><li>• What could be challenging about this?</li></ul>