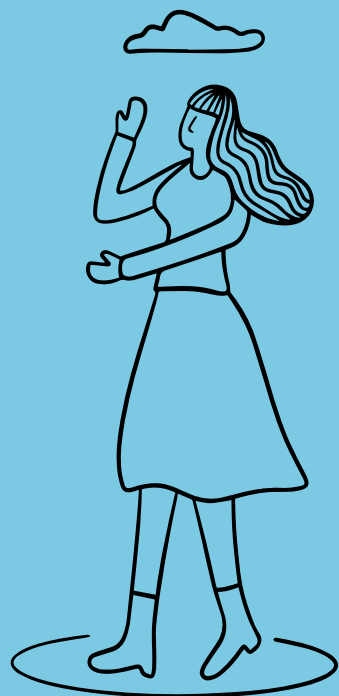


# HOW NOT TO BE A JERK



A Practical Guide for Men Who Are Tired  
of Being Sexist at Work and in Life

1st edition

An initiative



**Sindilegis**

Marcela Studart and Natália Carneiro (illustrations)

# **How Not to Be a Jerk**

A Practical Guide for Men Who Are Tired  
of Being Sexist at Work and in Life

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Gibran Brumano, layout designer  
Mateus Caeiro, layout designer and finalizer  
Daniel Macedo, cover designer  
Carol Guidotti, organizer  
Cleide de Oliveira Lemos, consultant  
AzMina, collaboration  
Viviana Santiago (AzMina), consultant  
Pablo Vilela (.REV), proofreader  
Bruno Barra, editor and coordinator  
Creative Team: Ana Laura Cartaxo,  
Ericson Barbosa, Gabriel Loureiro, Gustavo  
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Dantas, Luiz Felipe Barcelos, Raissa Póvoa, and  
Thiago Marques



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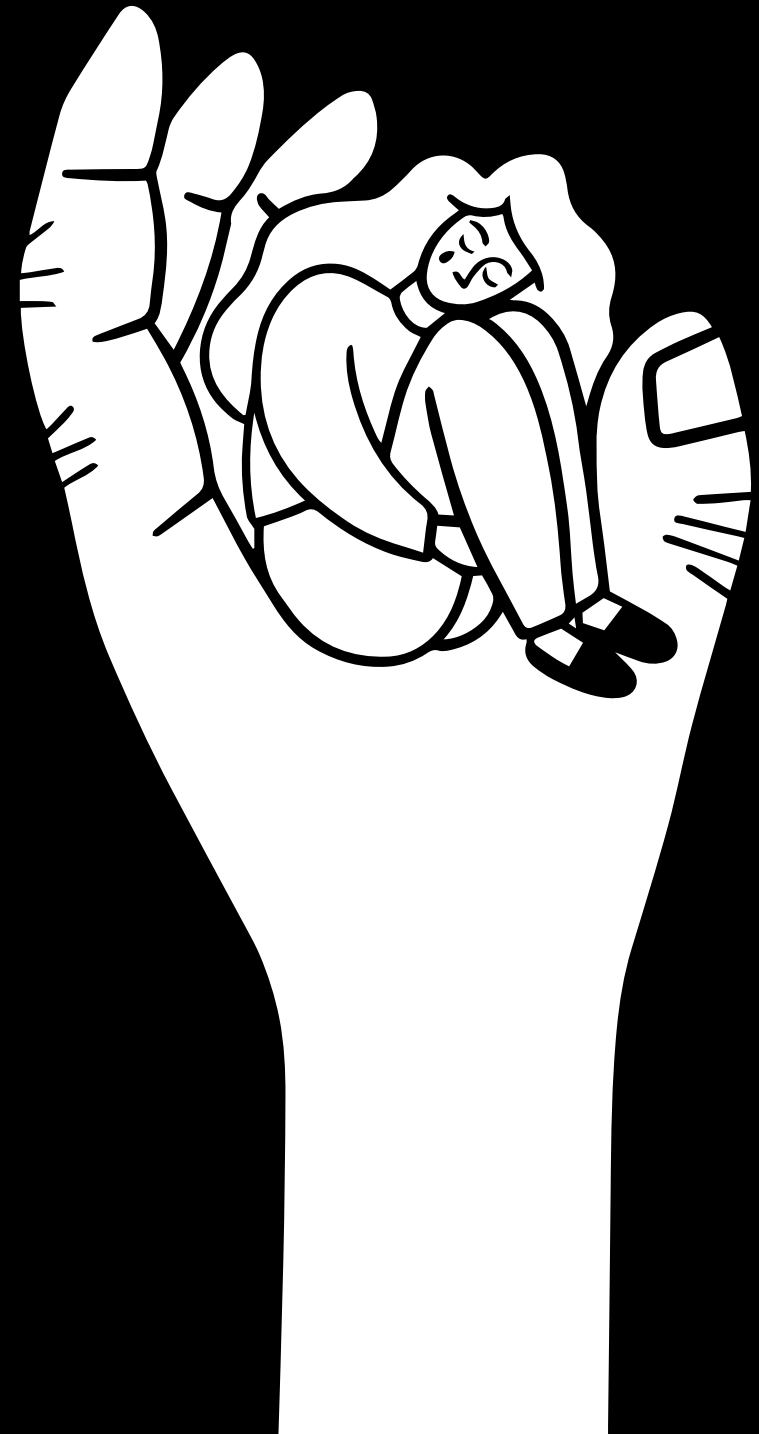
# FOREWORD

What if we could count how often men are jerks? The jerk-o-meter would be off the charts. It's already the 21st century, mind you, and we've been discussing this for ages! In a world where we're flooded with so much quality information, in a time when dialogue has never been more prevalent, you must be a real jerk in order to keep being a jerk.

It's about that man who's either too busy or too idle, too old or too young, too rude or too traumatized, always ready with an excuse to cover up what - deep down - is just indifference. It takes a lot of patience to keep explaining - but, here we are, giving him one more chance to listen, reflect, and act differently - necessarily in that order. There is a light at the end of the tunnel. And that light is this manual.

## ASTRID FONTENELLE

A journalist with over 35 years of experience in major media outlets such as Rede Globo, MTV Brasil, and TV Bandeirantes. Currently, she hosts Saia Justa, one of the most popular programs on GNT, where she addresses relevant topics from a feminist perspective.



## INTRODUCTION

# “THERE IS NOTHING WORSE THAN FEELING PARALYZED BY FEAR...”

There is nothing worse than feeling paralyzed by fear. Or by shame. Or by that feeling of not knowing how to react when a colleague makes a tasteless joke over your dress. How to reply in those situations? How to confront blatant jerkiness, which often haunts women since their childhood? We know quite well how it feels. It's something shared by all of us, women - sometimes overtly, sometimes silenced. Men may not recognize it, but we all KNOW what it is.

First and foremost, it must be said that this is not a book about men, but for men. Pivotal in today's world, the practical guide “How Not to Be a Jerk,” produced by Sindilegis in partnership with the AzMina Institute, has just released its first edition. A friendly, yet indispensable guide that's here to give you a nudge to finally put an end to those unfunny jokes you love to crack with your female coworker. Yes, you, man.

Dealing with harassment, hearing tasteless jokes, not being able to finish a thought in a meeting, constantly being burdened with the woes of motherhood and household chores, being silenced, having your body violated. They're always trying to discredit us. For women over 45, it's even worse. We're questioned at every stage of our lives, but we reach a level of social invisibility around the age of 50 that is appalling.

The excuse that “men are like this due to their nature” doesn't cut it anymore. We can't accept it anymore, got it? Fighting for women shouldn't be this difficult. It's a basic question of society, respect, empathy, and compassion. That's why participating in this book is another step in the fight against gender violence, patriarchy, and misogyny. And while I rejoice in being part of this project, which seeks to end structural sexism, I also feel profoundly sad because, in the 21st century, we still have to educate men over jokes that are not well-intentioned and, no, they're not funny. They're hurtful, disparaging, and offensive.

The silencing of women is still a harsh reality. We use expressions in English nowadays, like “maninterrupting” or “gaslighting,” but it's all abuse, plain and simple. It's curtailing women's rights, depriving them of having a voice. It's thinking that there is a right to punish them simply because, believe it or not, they are women.

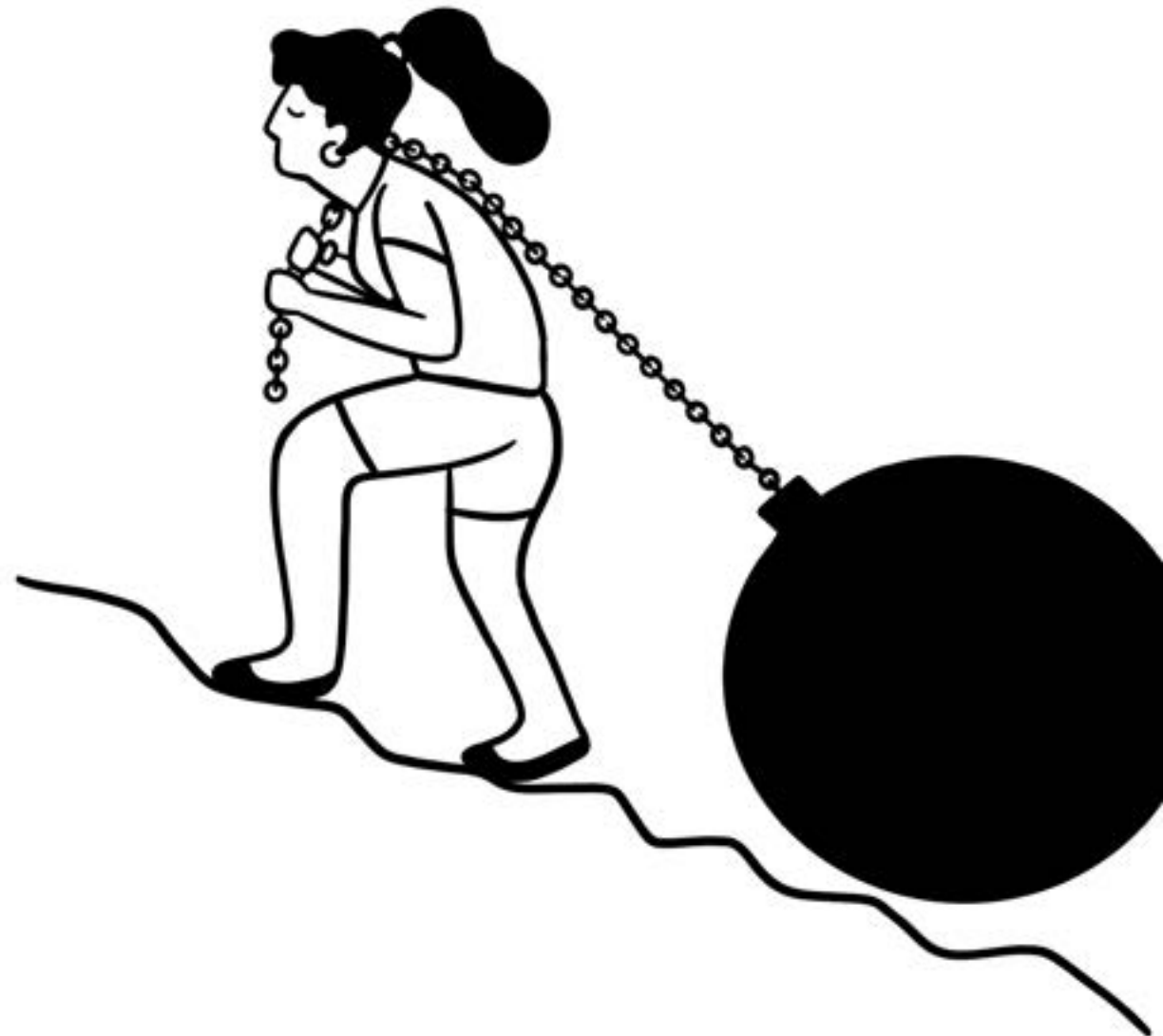
There's plenty to be done in order to change the reality for us, women. We have a brilliant team in this country that demands and will be heard, without interruptions, with all the necessary space. Now more than ever, the time has come for us to have the courage

to release a book with such content, that deconstructs taboos and sheds light on the issues that so many of us face every day - and often don't even realize it's abuse.

I'm sure many men reproduce these sexist behaviors out of sheer ignorance or lack of knowledge. If that's your case, know that "How Not to Be a Jerk" might help you. The first step in eradicating this problem is to discuss it. Read, do your part, talk to a woman, respect her. Take the first step in your circle of friends. Just don't keep being a jerk and don't condone those who insist on being.

## SILVIA RUIZ

Journalist, public relations specialist, and influencer, with more than 100k followers on Instagram. For over 20 years, she has been giving voice to women through her work as a former reporter for Folha de S. Paulo, in the creation of the Ageless platform on the UOL portal, and the hashtag #Issoé50. Furthermore, she currently leads the SUPERidade program, an initiative aimed at helping women navigate life after 45.



## HOW TO USE THIS BOOK

**“I PROMISE I’LL  
DO BETTER...”**

This book is a practical guide for a reason. A promise is a debt, and yours already has high interest rates, my friend! So, let’s set aside the small talk and grab a pencil (you can also open the notes app on your phone).

The first step is to admit that you’re still sexist.

“But...”

No “buts”!

Trust me!

Write it down: I’m still sexist.

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Yay! Take a breath. We're ready to move forward. You've already surpassed the stages of alienation and denial. We're in the "acceptance" phase now. At this stage, the keyword is: listen!

It's going to work out. It has to! It's already the 21st century. If you lend a hand, soon, everything written here will become as surreal as not being able to vote, drive, or open a bank account just because you're a woman (we managed to overcome all that not too long ago, you know? Just to give you an idea of the absurdity).

Indeed, the future doesn't simply arrive. It's something we have to build. This book is our little push - with love, but not so much - towards a more sensitive, attentive society and, of course, less of a jerk towards women.

So, let's begin!



Some progress may make it seem like the struggle against sexism outdated. It sure smells musty! Can you feel it impregnate your suit? It's also in your patterned button-up shirt and even on your beautiful yoga mat, honey. From the boomer conservative uncle to the "woke" guy, everyone still has a lot to grow. And we're here to help you with that, in a very didactic manner.

We talked to several women to find out which comments they're tired of hearing from men. Most of them were repeated so frequently that, honestly! And I'll tell you more: I'm sure you've said at least one of them.

In fact, I have one more suggestion: start scoring yourself on the sexist scale. Whenever you identify with something you read here, you score a point. Such self-criticism is worth the effort.



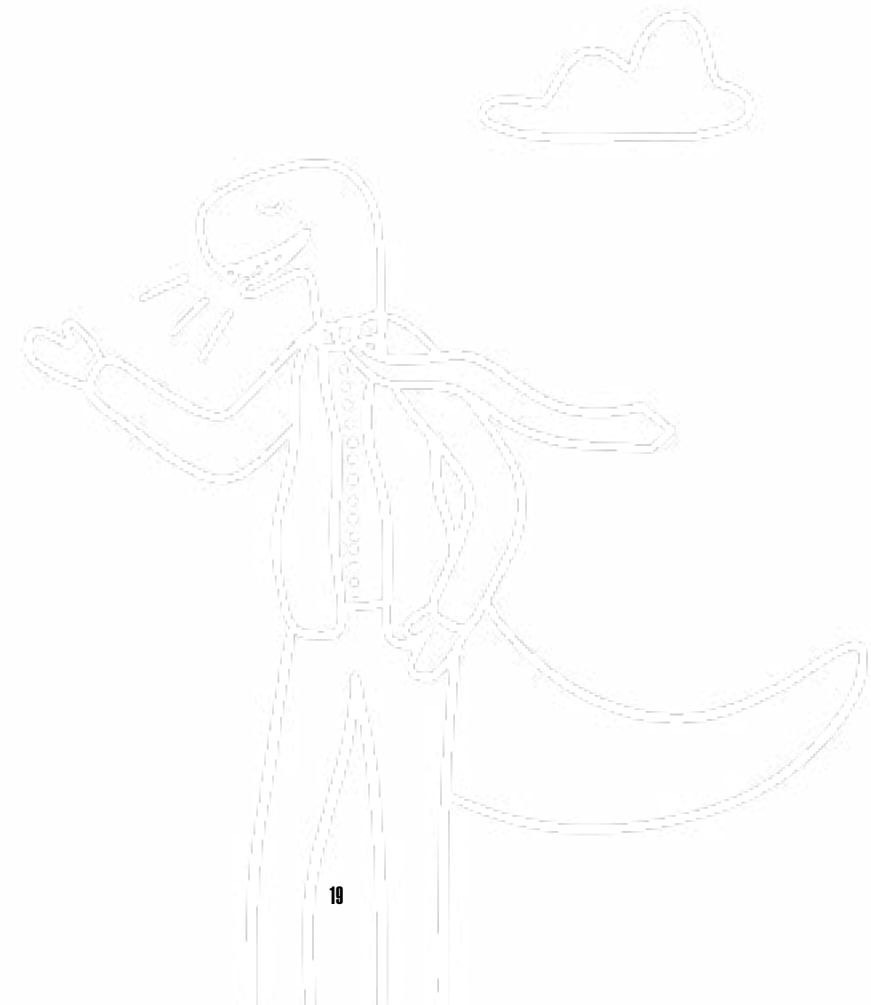
So, with the aid of the feminist collective AzMina, the phrases have been categorized into six tiers:

- 1** On blatant jerkiness: those phrases that everyone - or almost everyone - already regards as jerky.
- 2** On funny jerkiness: when sexism comes disguised as a joke.
- 3** On well-intentioned jerkiness: when the guy has no clue he's being a jerk.
- 4** On misinformed jerkiness: when the nonsense you're saying might be due to a lack of information rather than malicious intent.
- 5** On unbelievable jerkiness: surreal remarks, made in unimaginable contexts, only to realize how frightening sexism still is.
- 6** On what's not jerkiness, it's a crime: what goes beyond the limits of cluelessness and must be investigated.

## **BONUS**

On the jerkiness of omission: phrases that contribute to impunity.

We'll explain to you, one by one, why this sort of speech is jerky. Additionally, the chapters offer exercises to boost your reflections. With each activity, the sexist part that still hides inside of you will feel threatened. So, grab a berry fruit drink and send that scoundrel away for good. We need to create new male references who, besides drinking whatever they want, actively participate in the deconstruction of sexism.



**PART 1:  
ON BLATANT  
JERKINESS**



# “THIS IS WHAT AN UNSATISFIED WOMAN WOULD SAY.”

“If you’re concerned about reading this book, you are probably already aware that it’s no longer acceptable to say things like that. As a woman, though, I can assure you: it’s exactly the kind of crap we still hear.

Unfortunately, guys who utter that sort of stuff only listen to other men. After all, he thinks ‘women talk too much’ or that ‘it’s all whining’: the classic jerk! So, lend a hand, will you?”

## ANTI-JERK ATTITUDE

Practice possible replies to counter each of these jerky remarks and never again listen to such nonsense in silence. Join the chorus of your colleagues ;)

### **\*Note:**

It’s important to state that a woman doesn’t need a man to be cheerful and friendly. In fact, when having sex with a jerk this is quite the hindrance. By the way... It’s good to remember that a woman doesn’t need to be cheerful or friendly, either. Deal with it!

“THINGS WERE  
IN THE GOOD  
MUCH BETTER  
OLD DAYS...”

Such a statement can only be uttered by someone who has always been privileged. Climb to the top of your mountain of privileges and look at the bigger picture. Did you know that married women were considered relatively incapable in the past? Do some research on the Civil Code of 1916 and see for yourself the nonsense there. Among them, “a woman only has the right to child support if she is innocent and poor.” Can you guess who attested to her innocence?

**How can I counter this jerkiness:**

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**“OH, YOU MUST BE  
ON YOUR PERIOD...”**

**“DON’T CRY, OKAY!”**

**“ARE YOU GETTING  
ANGRY ALREADY?”**

Yes, it's true that a most women menstruate. Premenstrual syndrome is also a real and does indeed cause some mood changes (nothing compared to the sudden mood swings of a typical male who got cut off in traffic). In reality, this is just an excuse to diminish and devalue women's emotions and reactions, particularly in the workplace. Phrases like these still lead us to doubt our own senses: "Am I going crazy?"

Meanwhile, being enraged behind the wheel... Totally normal, right?!

**How can I counter this jerkiness:**

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**“CAN YOU GET US  
SOME COFFEE?”**

**“COULD YOU  
TAKE NOTES FOR  
THE MEETING,  
PLEASE?”**

Have you ever seen a man treating a woman as an assistant when she's not? Unfortunately, it's even more common with black women. Racism and sexism side by side, amplifying the jerkiness. It's a typical macho attitude: feeling superior. As if the "handsome guy" needs to be served or as if a dude's contribution in the meeting is more important. After all, whoever takes notes or leaves the room to get coffee has fewer opportunities to speak.

**How can I counter this jerkiness:**

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“SHE MUST  
HAVE SLEPT  
WITH  
SOMEONE...”

What a classic! This jerky remark is quite ubiquitous, suggesting that we've gotten to where we are by using our vagina instead of our brains... Seriously, do you really need to stoop to this level just because you can't grasp the fact that, YES, women are competent and, when given opportunities, they excel? Go chase after your own success and step aside because we're making strides.

**How can I counter this jerkiness:**

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# “IT’S MUCH EASIER TO WORK WITH MEN...”

Women are increasingly occupying spaces that once were exclusively dominated by men.

(A pause to give a shoutout to the feminists!)

Coexisting with those who are different may be, indeed, a challenge. In fact, **it should be challenging!** It’s crucial to rethink behaviors, in order to create a healthy environment with opportunities for all individuals. Living together is about respecting - and valuing - differences.

“Oh, but I’ve heard plenty of women saying that as well.” It’s true! Society has taught us to be rivals, as if we had to

compete among ourselves for others’ - especially men’s - attention. But you know what? We’re also unlearning how to be enemies!

Sending a little shoulder kiss to my sisters!

**How can I counter this jerkiness:**

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# PART 2: ON “FUNNY” JERKINESS



# “THE WORLD IS BECOMING SO BORING.”

Laughing is incredible, isn't it?! You've probably noticed that I also love trying to be funny. I truly believe that you can address serious topics by using humor to lower the guard. Though, here's the catch: are you going to use humor to change something or to keep everything the same? Since, let me tell you, those are the only two options, my friend.

Jokes are cultural. If we keep laughing at the same jerkiness in a bar and on WhatsApp, it becomes harder for the world to develop, both

at home and in the workplace. Sexist jokes aren't just tasteless, they normalize violence and reinforce prejudices.

The classic jerk loves to be the center of attention, the comedian of the group. Laughing with him is like feeding a Gremlin\*: it seems harmless, but issues futher grow and multiply.

We know whoever laughs last, laughs best. But we can't wait for our turn anymore, nor can we continue to be the joke at the table.

## ANTI-JERK ATTITUDE

Don't laugh at sexist jokes, and preferably, don't stay silent either. You can always say a simple "that's not funny." You can also say "I don't get it, can you explain?" It will be funny to watch the guy trying to backpedal from the crap he said, stumbling over himself to explain his idea of a joke is just insanely sexist. The embarrassment can be quite educational.

Bonus! If you're the type who likes to crack jokes, improve your repertoire: more and more comedians (both men and women) are making jokes to remind us of what needs to be changed in society.

### **\*Note:**

If you don't know what a Gremlin is, you're probably a very young man. In that case, you have two missions. Firstly, search "water on Gremlin" on YouTube get the reference, and the second task is to help your generation to be already a few steps ahead in the process of de-jerkification. Deal?



**“WHY ARE YOU  
SO MAD? I WAS  
JUST TEASING  
YOU...”**

Dude, you have no idea how exhausting it is to deal with this kind of jerkiness. Such “jokes” are usually directed at women who speak out against sexism in their daily lives. And seriously, it sucks! It’s not like it’s our hobby, you know?! It’s hard to expose ourselves and it takes a ton of energy to engage in discussions with a sexist. We only do it because our lives depend on these conversations. We need to deconstruct sexism to have more opportunities at work, to take fewer risks when walking down the street, and, most importantly, to be safer in one of the most dangerous places for us: our own homes! Crazy, right?!

So please, don’t make it even harder by doing something “just to tease.” We definitely don’t need that. What you’re saying, we’ve heard a million times before! So don’t be surprised by the reaction.

**“GO OUT AND  
CONQUER THE WORLD,  
BUT LEAVE THE GRUB  
IN THE MICROWAVE.”**

**“YOU WANT EQUAL  
RIGHTS, BUT YOU DON’T  
WANT TO CHANGE A FLAT  
TIRE NOW, DO YOU?”**

**“WHEN YOU NEED  
TO OPEN A JAR OF  
HEARTS OF PALM,  
YOU ASK US.”**

Hold on, I have to wait for my eyes to stop rolling before I answer to you. There we go!

A threatened male thinks he ought to make jokes about women's struggles in order to try to maintain his little bubble of privilege. But in the end, it just makes him look like a real jerk.

Oh! And I'm not sure if anyone has informed you, but it's perfectly fine to offer help to change a man's flat tire too, you know? Kindness and interdependence have nothing to do with gender; it's more about understanding, so that we can be more efficient together.

**“BUT THE WOMAN’S  
ALWAYS IN CHARGE.  
THAT’S HOW IT IS  
AT HOME.”**

I have two things to say concerning this nonsense. First of all, “she’s the boss at home” already indicates that responsibilities are not being shared. Managing a household is a lot of work and shouldn’t be the job of just one person. The second thing I want to say is: you better get used to women also calling the shots outside the home.

As they say: “Better days for women are coming!”



**“A GOURGEOUS PROFESSIONAL,  
A NICE PERSON, REALLY NICE.”**

Do you know that discussion over objectifying women? Well, it's not just gibberish. Lots of jokes go down that path, and that trail, my friend, goes much further than you can think. Treating women this way contributes to maintaining a culture that's very dangerous to us. Our bodies are treated as public property, as if it's normal for any dude to comment however he wants. Women are hypersexualized,

and this puts our physical integrity and lives at risk!

Ohhh... I could spend hours talking about this, but in short: do you really want to condone this?

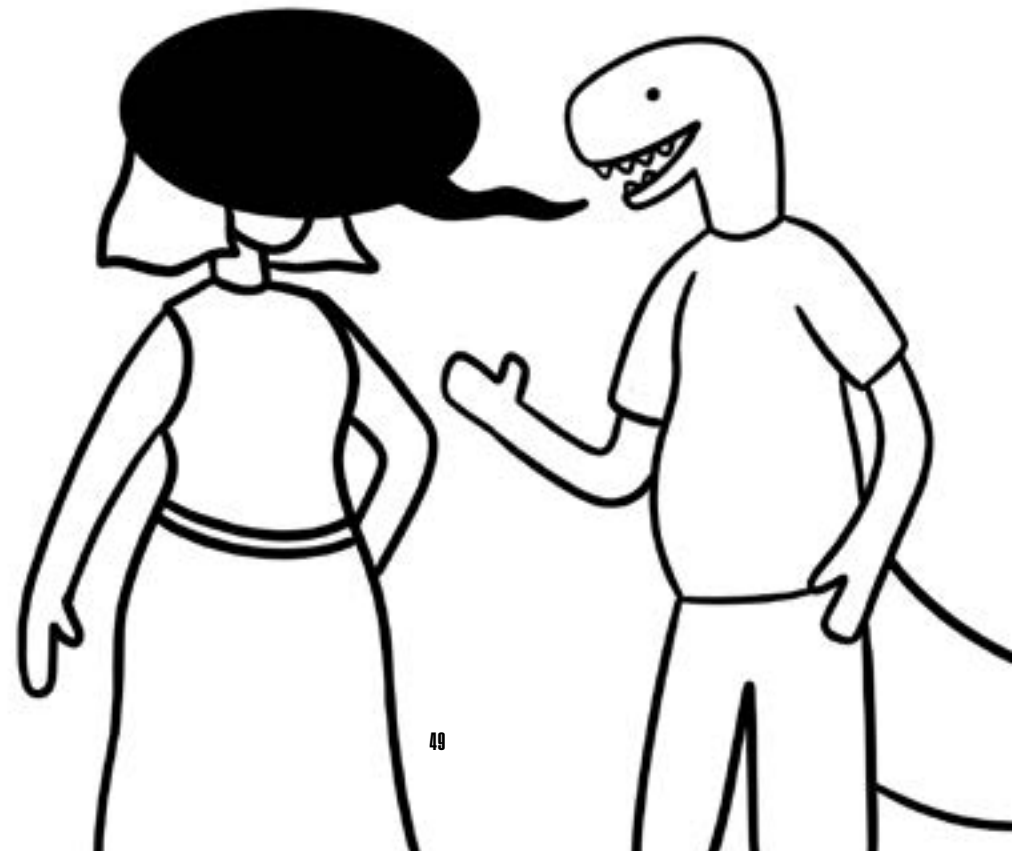


**“WEAR SOME  
PERFUME FOR  
THE MEETING,  
WILL YOU?”**

No, it's not just a joke. Women are actually more pressured to look more attractive in meetings. As if your power of argumentation is worth less than the power of seduction, or as if one thing has anything to do with the other.

Women are often seen as decorative pieces, and getting the outfit right is a daily challenge: not too provocative, not too feminine. And they still have to hear that they take too long to get ready.

How long would it take you to choose an outfit that doesn't make you feel guilty in case of harassment, nor make you seem too sloppy to your colleagues at work? Go ahead! Your move!



# PART 3: ON WELL- INTENTIONED JERKINESS

“BUT I JUST WANTED  
TO COMPLIMENT YOU...”



You know what really makes me happy? A man who knows that belligerency might appear even in the form of a flower bouquet. For those who aren't part of any minority, it's quite tough to grasp that violence might come disguised as a compliment, advice, support, or even a declaration of love.

Sexism can often be brazenly obvious, whereas it's in the subtleties where it keeps breeding like rabbits - in a burrow. Putting women on pedestal is still objectifying them. Overprotecting them is still diminishing them. Emphasizing stereotypes, even positively, reinforces ideas that can harm them.

I know, it may seem scary! It's like walking through a minefield of stupidity, where you can, at any moment, fall into the traps of sexism. The thing is that you and your buddies placed these bombs, but don't worry, I'll help you defuse them anyway.

Get a move on, for the countdown has already begun!

## **ANTI-JERK ATTITUDE**

Try to guess why these phrases are nonsense before time runs out! The future of the planet is in your hands. The alarm is sounding, and this is not a drill.



**“ I LET THE  
MY TEAM**

**WOMEN ON  
SHINE.”**

**Where's the jerkiness?**

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**Here's the jerkiness:**

Allowing is a matter of power, while continuing to place women in position of male-subjugation, as if they needed permission in order to stand out on the team, it is not!

You can replace this jerkiness with: “The women on the team shone”; or “I’m very proud to belong to a team of brilliant women.

**“WOMEN ARE  
MULTITASKERS, THEY  
PERFORM BETTER IN  
THIS ROLE.”**

**“HOW DO  
YOU MANAGE  
EVERYTHING?”**

**Where's the jerkiness?**

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**Here's the jerkiness:**

When was the last time you heard a man being questioned over who would take care of his children or how he manages to juggle everything in his life?

It's normalized that mothers have triple and exhausting shifts, single-handedly managing a career, the household, and the children. As if the challenge of balancing work and personal life should solely fall on them. Women miss out on many opportunities because others assume they will have to choose between work and motherhood. You don't need to contribute to that. It's not about pretending that the woman doesn't have children, it's about knowing that she's the one who decides what she can or cannot do.

You can replace this nonsense with: "Would you like to participate in the meeting?"; "Would you be interested in traveling to present this project?"; "You are perfect for the job!"

**“SHE’S MORE  
MACHO THAN  
MANY MEN.”**

**Where’s the jerkiness?**

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**Here’s the jerkiness:**

Woman doesn’t need to cease being a woman to be successful. In case you still don’t know, traits like courage, determination, and strength are not exclusively masculine. Being manly is not a compliment, baby. If you want to be nice, try something else.

You can replace this nonsense with: “She is one of the bravest people I’ve ever met”; “You have to go without fear, be assertive”.

**“AMAZING!  
DID YOU  
MAKE IT  
YOURSELF?”**

**Where's the jerkiness?**

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**Here's the jerkiness:**

When a compliment is followed by a slap in the face. Despite praising a woman's work, this phrase reveals a huge disbelief in her potential. Are you listening to what your inner misogynist is saying? "This is too good to have come from a woman. How's it possible?"

I hope that by this stage of your unlearning process, that voice - which insists on being very loud - is already very quiet, a whisper, about to be silenced for good.

You can replace this nonsense with: "It's amazing! Congratulations!" If you're interested in knowing more about the process, ask: "Incredible! How did you achieve this result?"

**“IT WILL LOOK BAD IF WE  
DON'T HAVE A WOMAN ON  
THE TEAM.”**

**Where's the jerkiness?**

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**Here's the jerkiness:**

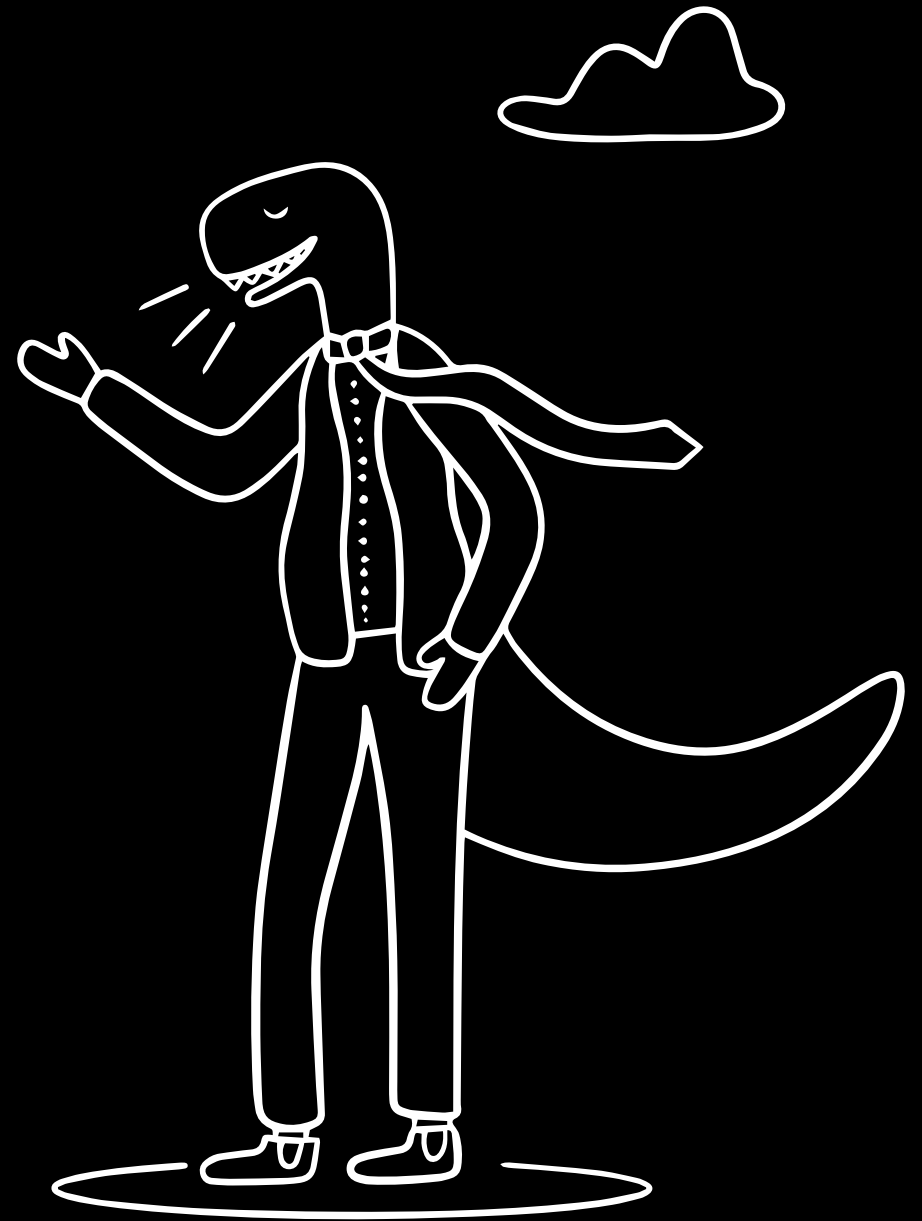
This shouldn't be the reason to include women on your team, should it? It's fine that society is questioning the absence of women in various spaces, but you need to understand why this is important. We're not just a quota to be filled so you can appear politically correct. We'll improve the team's output and the impact of the work by adding more perspectives.

You can replace this nonsense with: "We need more diversity on our team"; or "We need more viewpoints for our business."



# PART 4: ON MISINFORMED JERKINESS

**“BUT I’M JUST GIVING  
MY OPINION...”**



There is a difference between opinion, fact, and intolerance. Hold on, let me reiterate, with emphasis: **there is a difference between opinion, fact, and intolerance** (did you highlight it?).

Imagine you're in one of those restaurants where you customize your own pasta at the counter.

**Opinion** is being able to assemble your pasta however you want. You can mix garlic with raisins, mushrooms with mango. We can disagree, but it's all good: you can make it to your liking. You might even find it preposterous that there are no walnuts and demand them. Okay!

**Fact** is that a tomato is a tomato. You might want to put tomatoes in your pasta or not. You might even find it strange that a tomato is a fruit. But you can't say that a tomato is an apple. You just can't. Even if the doctor, your cousin's friend, shared a link on social media swearing that a tomato is not a tomato and that it's all a conspiracy theory by "feminazis" (by the way, just don't use that term, it's way too idiotic!).

**Intolerance** is saying that this kind of restaurant should close because it's ridiculous for everyone to show up there and invent something different, that the real crime should be mixing gorgonzola with pear. Well, my friend, what should really close is your mouth.

Let's practice?

## ANTI-JERK ATTITUDE

How about researching a little more about each of the facts we're going to present here? It's about pursuing your own process of unlearning, remember?

“I’M NOT  
SEXIST, NOR  
FEMINIST.”

## **UNJERKFYING FACTS:**

### **What is sexism:**

In the dictionary: behavior or line of thought according to which men socially dominate women and deny them the same rights and prerogatives.

### **What is feminism:**

In the dictionary: it is a movement that advocates for the defense of women’s rights, based on the principle of equality of rights and opportunities between men and women.

### **What feminism is not:**

It is not the direct opposite of sexism. It is not being anti-men. It is not wanting women to subjugate men. It is not a rule book determining how women ought to be.

“I DON’T GIVE PRIVILEGES TO MEN, NOR TO WOMEN. COMPETENCE IS MY ONLY CRITERION.”

**UNJERKFYING FACTS:**

“You might even think you’re not favoring anyone. And maybe that’s not your intention at all. But when you choose not to go in the opposite direction, creating policies to combat inequality, you end up corroborating with numbers like these:”



Women are the majority at all levels of education: among individuals with a completed university degree, we represent 59%. However, we only occupy 31% of management positions, 14% of executive board positions, and 11% in the board of directors. The higher the hierarchy level, the fewer women we find.

**“THAT’S  
SOMETHING  
A FEMINIST  
WOULD SAY.”**

## **UNJERKFYING FACTS:**

Did you know that in September 2015, the 193 member states of the United Nations adopted a new global policy, the 2030 Agenda for Sustainable Development? Through a collective effort involving countries, businesses, institutions, and civil society, the goal is to enhance global development and improve the quality of life for all people. Seventeen Sustainable Development Goals (SDGs) were established, which are deemed essential for the future of the planet. Among social, environmental, and economic targets, gender equality is the 5th SDG.

So, gender equality isn't just something feminists discuss; it's a key point for the development of the entire world.

**“WOMEN SHOULD  
RECEIVE LESS PAY  
BECAUSE THEY COST  
THE COMPANY MORE  
DUE TO MATERNITY  
LEAVE.”**

## **UNJERKFYING FACTS:**

### **How maternity leave works in Brazil:**

Women can fully dedicate themselves to baby care for 120 days. During this period, the employee's salary is reimbursed to the company by the National Social Security Institute (INSS). Companies that choose to extend the leave for an additional 60 days can deduct the amount from their income tax.

### **How paternity leave works in Brazil:**

Men can take five days off work. Companies that choose to extend paternity leave to a total of 20 days can enjoy tax benefits.

### **What is parental leave:**

The proposal is under consideration in the Chamber of Deputies and suggests replacing both paternity and maternity leave. The idea is that both father and mother can share a period of 180 days of paid leave provided by the INSS as they prefer. Parental leave is already a reality in countries like Portugal, Sweden, and France. The goal is to ensure more security and protection for the child, allowing both parents to actively participate in caregiving and contribute to reducing gender inequality in the job market.







(Big pause to wait for the man who interrupted me to finish speaking)



As I was saying...

We have to talk about some of the terms that will help you call out the usual nonsense by their proper names.

AzMina helps you understand:

**maninterrupting:** (man + interrupting)

When a woman is speaking and, before finishing, is interrupted by a man. He then, shamelessly and self-confidently, proceeds to explain to her and to the others present what she was saying.

**mansplaining:** (man + explaining)

When the guy explains obvious things to the woman in a condescending and belittling manner, as if she were not intellectually capable of comprehending.

**bropropriating:** (brother + appropriating)

When a man appropriates a woman's ideas and takes credit for them.

**gaslighting:**

Emotional violence through psychological manipulation, through which the dude makes the woman doubt her speech, feelings, perceptions of reality, and reasoning.

**PART 5: ON  
UNBELIEVABLE  
JERKINESS “I  
DIDN’T IDENTIFY  
WITH ANY TYPE  
OF NONSENSE.”**



Yes, that was one of the phrases I heard the most after the first edition of the book. Men who believe they have already completed their process of unlearning or that the content of this book is no longer novel to anyone. I'm going to agree with you on that because that's rare: the content of this book is indeed not original at all. And that's sad.

It's harrowing to see how attitudes that seem so archaic to us are still reoccurring - and it's not just on every street corner, no - it's within parliaments, on national television networks, within medical offices, in meetings of major companies, or reproduced by people we are quite fond of.

Come see these surreal remarks, made in unimaginable contexts, by whom you won't believe, only to realize how current sexism still is and persists to grab you by the arm, just like a random dude still does to us at carnival.

## ANTI-JERK ATTITUDE

Try to guess by whom or when these remarks were made and be amazed by the conclusion that male nonsense has been around for centuries and STILL hasn't gone away. And it's not for the lack of people trying against it.

**“YOU’RE GOING TO  
GET AN ELBOW TO THE  
MOUTH VERY SOON...”**

- In a medieval town square.
- The other day, on a TV show watched by over 150 million Brazilians.

**“SHE DOESN’T DESERVE TO BE RAPED  
BECAUSE SHE’S VERY UGLY. I’M NOT A  
RAPIST, BUT IF I WERE, I WOULDN’T  
RAPE HER BECAUSE SHE DOESN’T  
DESERVE IT.”**

- During the European colonizing invasions.
- In the midst of the National Congress.

“ANYONE WHO  
WANTS TO COME  
HERE AND HAVE SEX  
WITH A BRAZILIAN,  
**FEEL FREE.**”

- 1980, in a bar in Rio de Janeiro.
- In the last decade, said by a president at an official event.

“MEN WORK MORE THAN  
WOMEN, **SO THEY HAVE  
LESS TIME TO SEEK  
HEALTH SERVICES.**”

- 1960, by an anonymous businessman.
- Statement by a recent Health Minister.

“BRAZILIAN MALE  
POLITICIANS, ARE IN DANGER.  
**I FOUND OUT THAT HERE  
IN MEXICO HALF OF THE  
SENATORS ARE WOMEN.”**

- 1933, when the first woman was elected in Brazil.
- The other day, when a Minister of Foreign Affairs discovered gender equity in the Mexican Senate. Today, in Brazil, women still occupy only 17.28% of the seats in the Senate.

“PERHAPS WE MEN  
PERCEIVE THAT THE WORLD  
IS CHANGING AND, DUE  
TO THIS INTIMIDATION,  
**UNFORTUNATELY, AT TIMES, WE  
RESORT TO VIOLENCE.”**

- 1970, by the defense lawyer in a femicide case.
- Recently, by a Minister of Justice celebrating the Maria da Penha Law.

**“I’M NOT SAYING EVERY  
WOMAN LIKES TO BE HIT;  
JUST THE NORMAL ONES.  
THE NEUROTIC ONES  
REACT.”**

- A convicted domestic violence offender.
- Nelson Rodrigues.

**“A WOMAN IS NEVER AS  
BEAUTIFUL AS SHE ONCE  
WAS.”**

**“THE BEST FEMINIST  
MOVEMENT IS THE ONE  
OF THE HIPS.”**

- A boomer conservative uncle.
- Millôr Fernandes.

“NO SITUATION IS SO COMPLICATED  
**THAT A WOMAN CAN’T MAKE IT  
WORSE.”**

- The WhatsApp group expert.
- Tom Jobim.

“THERE ARE SOME UGLY ONES YOU CAN  
TOLERATE. **BUT MOST OF THEM ARE  
ONLY GOOD FOR MAKING SOAP.**”

- Brad Pitt.
- Vinícius de Moraes.

“MEN DISTINGUISH THEMSELVES BY  
WHAT THEY DO; **WOMEN, BY WHAT  
THEY GET MEN TO DO.**”

- Truck bumper sticker.
- Carlos Drummond de Andrade.

“A 50-YEAR-OLD WOMAN,  
**THAT’S HOW PITANGUY  
LIKES THEM.**”

(PITANGUY IS A FAMOUS PLASTIC SURGEON).

- The prom king.
- Chico Anysio.

“IF A MAN SAID ONE THING  
AND A WOMAN ANOTHER,  
LIFE WOULD BE A  
DISASTER. ONLY THE MAN  
SHOULD SAY SOMETHING,  
**AND THE WOMAN SHOULD  
BE WILLING TO DO SO.”**

- Adolf Hitler.
- Mahatma Gandhi.



Well, my friend, if not even Gandhi escaped being a jerk, who are you to claim that you didn't identify with any kind of nonsense? Put your hand on your conscience, for you surely still have some evolving to do out there.



**PART 6: ON WHAT'S  
NOT JERKINESS,  
IT'S A CRIME.**

**“EVERYTHING IS  
HARASSMENT NOWADAYS.”**



Harassment has been naturalized for so long that oftentimes the realization takes a while to sink in, even for the victim. Remember that, until recently, a dude could laughingly recount in the office kitchen that he had sex with the intern who got really drunk at the company party?

Even today, many interns (and educated women) may think that the bad feeling on the next day is just a moral hangover and promise themselves never to drink like that again. And life goes on for the guy, while she still has to face significant repercussions.

So, the reality is that harassment has always been present. What has changed is exactly what needed to change: nowadays, harassment is called harassment. It's not bad taste joke, a bad pick-up line, a misunderstanding. It's a crime.

Perhaps it's difficult to deal with that because, being so common, it's possible that someone very close - or even yourself - has already done something like that. If it's already hard to admit that you and your friends are jerks, imagine admitting that you might be harassers. It's easier to say we exaggerate, isn't it? Changing the world isn't easy, but it can't be that difficult not to harass women.

## ANTI-JERK ATTITUDE

Try to guess: is it  
just a jerk move or  
is it harassment?

**“YOU’RE GOING TO  
DISTRACT PEOPLE  
THIS WAY...”**

- Just a jerk move.
- Crime.

**“HELP THE INTERN THERE,  
PUT HER ON YOUR LAP...”**

- Just a jerk move.
- Crime.

“WE CAN DISCUSS  
THIS **OPPORTUNITY**  
OVER A GLASS OF  
**WINE AT MY PLACE.**”

- Just a jerk move.
- Crime.

“HELP ME, **HELP YOU.**”

- Just a jerk move.
- Crime.

“EVERYONE HERE KNOWS  
THAT YOU CAN GET  
WHATEVER YOU WANT  
FROM ME **WITH THAT**  
**CHARM OF YOURS.**”

- Just a jerk move.
- Crime.

“SHE’S EASY TO GET  
**BECAUSE SHE’S POOR.**”

- Just a jerk move.
- Crime.

**“HAPPY ABOUT THE  
VACATION YOU’LL TAKE  
WHEN THE BABY IS BORN?”**

- Just a jerk move.
- Crime.

**“DOES YOUR HUSBAND  
KNOW YOU WENT OUT IN  
THAT DRESS TODAY?”**

- Just a jerk move.
- Crime.

**“WE DON’T NEED TO  
SWAP PLACES WITH ME.  
I CAN SEE YOUR LEGS  
BETTER FROM HERE.”**

- Just a jerk move.
- Crime.

**“WITH A BODY LIKE THAT,  
YOU HAVE THE WORLD AT  
YOUR FEET!”**

- Just a jerk move.
- Crime.

Unfortunately, this grading scheme is a bit more complex. Harassment is usually characterized by repeated conduct. Any of these phrases, if said frequently and, thus, causing embarrassment or distress at the woman, can be considered harassment. Moreover, negative comments regarding pregnancy and maternity can also fall into this category (remembering that pregnancy is not an illness, folks!).

When in doubt, there's a very easy way: just don't say any of these phrases.

You won't be a harasser, nor a jerk. Never risk embarrassing or intimidating a woman. Remember that her body is not public; you're not free to make comments about it.

Bonus!

**“I ONLY RECEIVED THE VIDEO  
AND **FORWARDED IT.**”**

This is actually a crime, okay? Don't say I didn't warn you. Don't pretend to be clueless, thinking it's okay to share nude content of a woman without her consent.



**BONUS:  
THE JERKINESS  
OF OMISSION.  
“DID IT REALLY  
HAPPEN LIKE  
THAT?”**

Men tend to get offended so easily, don't they? (Yeah, even those who practice meditation and are pet parents). A stronger shoulder bump, a dirty look... For some, if a guy looks at “your woman” for more than two seconds, he's already considered presumptuous.

But, generally, when it's the woman who's offended, then “well...,” “I only know that I know nothing,” “really?,” “are you sure?”

One of the main missions in your unlearning process is to stop making excuses for harassment and sexism. Reporting violence is really tough. Don't be the guy who makes it even harder.

**ANTI-JERK  
ATTITUDE**

Get to know the reporting channels and share them.

Have you witnessed any recent cases of harassment? Report it!

Oh, and please! Just don't be the jerk who says, “Let's settle this with violence then!” Ugh! GROW UP!

**“WHY  
DIDN'T YOU  
REACT AT THE  
TIME?”**

There is this sense that a crime occurs only if the woman, clearly or violently, tries to react. The thing is that reacting is not easy. Besides fear, often the bewilderment from the harassment suffered is so substantial that it takes us a while to properly grasp what happened. Never, ever, pose that question to a woman in an attempt to discredit her.

**“BE CAREFUL  
NOT TO EXPOSE  
YOURSELF.”**

“Such a message couldn't be more wrong. It seems to be protective of women, when in reality, it only strengthens impunity. It's as if the crime spoke more about the victim than the criminal.”

**“AREN’T YOU  
EXAGGERATING  
A BIT?”**

You see, trying to put yourself in the shoes of a woman who had been harassed, when you’re a man, can be quite complicated. Chances are you’ll just end up identifying with the man, thinking that maybe you could do something similar and wouldn’t like to be considered a harasser. Women are increasingly learning to identify the violence they suffer, and you and your friends need to learn alongside with them.

**“CALM DOWN,  
WE’LL TALK  
LATER.”**

Reporting and talking about abuse is an extremely difficult decision. In the society we live in, silence is tempting. There’s fear of exposure, fear of revictimization (which is tantamount to relive the anguish while recounting the incident), fear of not being believed, fear of facing retaliation from the aggressor. Fear, fear, fear. If a woman confides something like this to you, listen. Without support, she may lose the courage to speak up, and another case may end up being silenced.



**“I DON’T KNOW  
THE WHOLE  
STORY, SO I’M  
NOT GETTING  
INVOLVED.”**

**“I DON’T  
WANT ANY  
TROUBLE  
ON ME.”**

Your role is not to judge, but to listen to the story and report it. The competent authorities will conduct the investigation. If you are in a leadership position at your workplace, omission can become an even larger issue.



**AWESOME  
WOMEN**

Before you put your pencil down, we have one more tip for an anti-jerk attitude:

Research awesome women.

They're everywhere: in politics, in law, in the corporate world, in public service, in social activism. They're also in technology, science, academia, literature, sports, cinema, economics. Do you get the picture? They're truly everywhere. To give you a head start, at the end of the book, we've compiled a large - albeit still quite small - list of countless amazing women you need to know.

Do you know where else there are plenty of awesome women? Right there with you, on your team. How about sharing some recognition? (In case of doubt, flip back to page 46 to avoid slipping into well-intentioned jerkiness).

Since we've seen so many sexist remarks, let's now focus on 10 feminist statements to inspire you in this process of de-jerkification:"

**"Any society based on domination supports and condones violence."** – Bell Hooks

**"True charity is not sheltering the unprotected, but promoting their capacity to break free."** – Anália Franco

**"Having the inner strength to say: no, I won't let you treat me this way! - That is the essence of success."** – Oprah Winfrey

**"Some people think little girls should only be seen, and not heard."** – Poly Styrene

**"Young girls need to see role models in whatever careers they may choose, just so they can picture themselves doing those jobs someday. You can't be what you can't see"** – Sally Ride

**"Let's stop 'tolerating' or 'accepting' difference, as if we're so much better for not being different in the first place. Instead, let's celebrate difference."** – Kate Bornstein

**"Why do we have to roll out the red carpet and jump through hoops and do cartwheels to get men on board with feminism? I want men to grow up and learn they need to get over themselves."** – Roxane Gay

**"To deny women equal rights on the grounds of sex is to deny**

**justice to half the population.”** – Bertha Lutz

**“I see the struggle against injustice simply as honesty.”** –

Rose Marie Muraro

**“See, I’m just trying to put something good into the world. This won’t solve the patriarchy problem forever.”**

– Tavi Gevinson

## **WHAT CAN YOU STILL DO**

We’ve already gone through alienation, denial, and acceptance. Now, we’ve reached the final stop: taking a stance. Few dare to come this far. But this is how cultural change accelerates.

Today, many men are already sufficiently aware to be ashamed of their jerkiness, still they haven’t grown enough to change what’s needed within themselves. Now it’s the time to act!

### **At work:**

- Listen to women: give us credit and don’t interrupt us.
- If you’re a father, also value the time with your children: leave on time when picking them up from school; have some time off if you need to take them to the doctor.

- Avoid meetings outside your scheduled work hours.
- Commit to combating sexism in the office: police yourself and call out your colleagues. A simple “she hasn’t finished yet” sends a clear message.

### **If you’re the boss:**

- Adopt an official and public stance against gender inequality: create diversity programs; provide specialized support for victims of harassment.
- Review your hiring processes: interviewing the same number of men and women for a position can be a good start. Oh! And don’t ask about children!
- Find out if there are women earning less than men in the same role and adjust accordingly.
- Implement preventive actions: establish conduct norms to combat sexism.

### **In life:**

- Evenly distribute household chores, including the mental load of planning and organizing.
- Take vacations and leaves, be a present father.
- Encourage and support the projects of the women in your household.
- Don’t confuse care with overprotection or guardianship.
- Be the dissenting voice in a group of men and on social media.

# FINAL REMARKS

## “WHAT IF IT WERE SOMEONE ELSE IN MY PLACE...”

It's really great that you're evolving and already are a better-than-average sexist. But seriously, don't expect a pat on the back. Many men are now feeling very special because they've understood a few things. But look at you again, wanting privileges.

Yes! It's fantastic that we're evolving and that many of those phrases we brought here won't come out of your mouth anymore. Rest assured that we see the progress and value this deconstruction. How dedicated you are! But there's no prize, no medal. Don't expect to score more women, be elected the de-jerk'd of the year, or anything like that. What we gain - and not just you - is a safer and more powerful society, where everyone has the opportunity to contribute to building this big world full of possibilities.

Our journey is not a competition. Let's keep going side by side, in a big movement of collective de-jerking, as well as vigilant so that we don't retreat a single step. The past may be quite tempting for you men, but it's important to remember that gender equality will be a good thing for all of humanity. It's going to work out! Trust me!

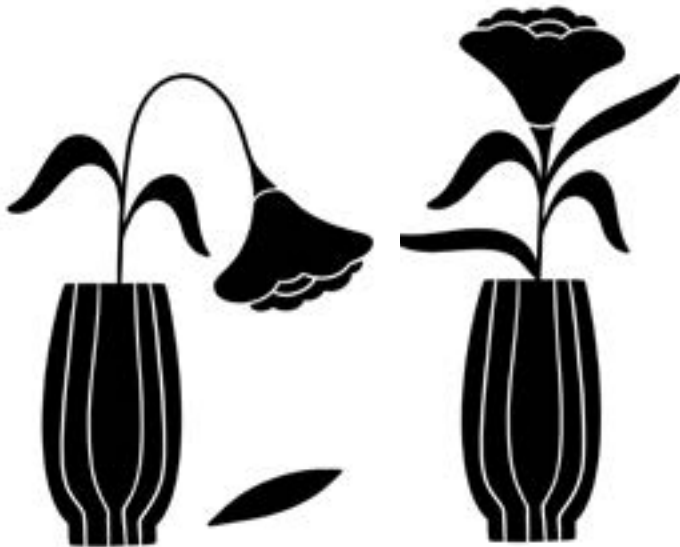
**This book doesn't end here.**

**It's time to take these ideas out into the world. Pass the book along and help more and more men reflect on their attitudes and their role in creating a fairer society for each and everyone.**

**There's also one more way to accelerate change:**

## **#dontbeajerk**

Use the hashtag to call out the jerkiness you've heard around or to share more de-jerking tips.



# GREAT LITTLE LIST OF AWESOME WOMEN AROUND THE WORLD:

## **AFGHANISTAN**

Malalai Joya (1978-)

Writer, politician, and activist

Tahmina Kohistani (1989-)

Olympic athlete

## **ALBANIA**

Urani Rumbo (1895-1936)

Teacher, playwright, and feminist

## **ALGERIA**

Assia Djebar (1936-2015)

Writer, film screenwriter, and filmmaker

Dahia al-Kahina (7th Century)

Military and religious leader of the resistance

## **ANGOLA**

Nzingha (16th Century)

Queen

## **ANTIGUA AND BARBUDA**

Jamaica Kincaid (1949-)

Award-winning writer and professor

## **ARGENTINA**

Eva Perón (1919-1952)

Actress and political leader

María Lugones (1944-2020)

Sociologist, philosopher, professor, feminist, and activist

Mercedes Sosa (1935-2009)

Singer

## **ARMENIA**

Hayganush Mark (1884-1966)

Feminist writer, poet, and journalist

Zabel Yesayan (1878-1943)

Novelist, translator, and teacher

## **AUSTRALIA**

Doris Pilkington Garimara (1937-2014)

Award-winning Aboriginal writer

Faith Bandler (1918-2015)

Aboriginal activist

Layne Beachley (1972-)

Surfer, holder of seven world championships

Oodgeroo Noonuccal (1920-1993)

Political activist, poet, and Aboriginal educator

## **AUSTRIA**

Hedy Lamarr (1914-2000)

Actress and inventor, known as “the mother of Wi-Fi”

Anna Freud (1895-1982)

Psychiatrist and psychoanalyst

Rosa Welt-Strauss (1856-1938)  
Suffragist, feminist, and Europe's first female ophthalmologist

### **BAHRAIN**

Ruqaya Al-Ghasra (1982-)  
Olympic athlete

### **BANGLADESH**

Begum Rokeya (1932-)  
Feminist social worker and writer

Pritilata Waddedar (1911-1932)  
Revolutionary nationalist

### **BELGIUM**

Agnès Varda (1928-2019)  
Filmmaker and photographer

Alexandra David-Néel (1869-1969)  
Spiritual writer, religious reformer, and adventurer

Diane von Fürstenberg (1946-)  
Fashion designer and economist  
Luce Irigaray (1930-)  
Philosopher and feminist

### **BERMUDA**

Dame Lois Browne-Evans (1927-2007)  
Lawyer and politician

### **BELARUS**

Svetlana Alexievich (1948-)  
Investigative journalist and Nobel Prize-winning writer

### **BOLIVIA**

Bartolina Sisa (1753-1782)  
Resistance fighter and Aymara indigenous heroine

Julieta Paredes (1967-)  
Indigenous poet, composer, writer, graffiti artist, and decolonial feminist activist

Silvia Lazarte (1964-2020)  
Quechua indigenous leader and former president of the Constituent Assembly

### **BOSNIA**

Jasmila Žbanić (1974-)  
Filmmaker and screenwriter

### **BOTSWANA**

Unity Dow (1959-)  
Judge, human rights activist, parliamentarian, and writer

### **BRAZIL**

Ana Néri (1814-1880)  
Nurse (nursing pioneer - in the country)

Antonieta de Barros (1901-1952)  
Journalist, teacher, politician, and writer (also the first black woman elected to office in the country)

Aqualtune (17th Century)  
Enslaved african princess and leader of a quilombo

Benedita da Silva (1942-)  
Social worker, teacher, parliamentarian, and former governor

Bertha Lutz (1894-1976)  
Feminist activist, zoologist, educator, diplomat, and politician

Carlota Pereira de Queirós (1892-1982)  
Doctor, pedagogue, writer, and politician

Carolina Maria de Jesus (1914-1977)  
Writer, composer, and poet

Clarice Lispector (1920-1977)  
Writer and journalist

Chiquinha Gonzaga (1847-1935)  
Composer, instrumentalist, and conductor

Conceição Evaristo (1946-)  
Linguist, award-winning writer (novelist, poet, short story writer), and researcher

Daiane dos Santos (1983-)  
Gymnast and gold medalist in world championships

Débora Diniz (1970-)  
Anthropologist, professor, researcher, and documentarian

Dilma Vana Rousseff (1947-)  
Economist, politician, and first female President of the country

Djamila Ribeiro (1980-)  
Philosopher, black feminist, writer, and scholar

Elis Regina (1945-1982)  
Singer

Elza Soares (1937-2022)  
Singer, feminist, and black movement activist

Esperança Garcia (1751-?)  
Enslaved black woman, now recognized as the first lawyer in the country



Eunice Michiles (1929-)  
Teacher and first elected female senator in the country

Fernanda Montenegro (1929-)  
Actress, writer, and member of the Brazilian Academy of Letters

Gina Vieira Ponte (1972-)  
Teacher and creator of the Inspiring Women project

Gisele Bündchen (1980-)  
Supermodel, philanthropist, environmental activist, and entrepreneur

Isabel Cristina Leopoldina Augusta Micaela Gabriela... (1846-1921)  
Princess

Júlia Lopes de Almeida (1862-1934)  
Writer, playwright, abolitionist, and feminist

Letícia Bufoni (1993-)  
Skateboarder

Lina Bo Bardi (1914-1992)  
Internationally renowned architect

Lélia Gonzalez (1935-1994)  
Intellectual, writer, anthropologist, professor, philosopher, and politician

Luiza Mahin  
Enslaved black woman, political organizer, strategist, and rebel

Márcia Tiburi (1970-)  
Philosopher, visual artist, writer, professor, feminist, and politician

Maria da Penha (1945-)  
Pharmacist and activist for non-violence against women

Maria Firmina dos Reis (1822-1917)  
Writer and teacher (first black novelist in the country)

Marielle Franco (1979-2018)  
Sociologist, politician, feminist, and human rights activist

Marta (1986-)  
Soccer player (six-time FIFA World Player of the Year) and UN Goodwill Ambassador

Nísia Floresta (1810-1885)  
Journalist, writer, poet, educator, and feminist

Nise da Silveira (1905-1999)  
Internationally renowned psychiatrist

Pagu (1910-1962)  
Writer, poet, translator, illustrator, cartoonist, journalist, and communist militant

Sonia Bone Guajajara (1974-)  
Teacher, nurse, and indigenous politician

Tereza de Benguela (18th Century)  
Leader of a quilombo and black queen of the Pantanal

Zuzu Angel (1921-1976)  
Fashion designer and political activist

## **BULGARIA**

Dimitrana Ivanova (1881-1960)  
Human rights activist

## **BURUNDI**

Ketty Nivyabandi (1978-)  
Poet and activist

## **CAMBODIA**

Indra Devi (18th Century)  
Empress and poet

Ros Sereysothea (1948-1977)  
Singer

## **CANADA**

Anna Mae Aquash (1945-1975)  
Indigenous activist and teacher

Biruté Mary Galdikas (1946-)  
Primatologist, conservationist, ethnologist, and writer

Buffy Sainte-Marie (1941-)  
Singer, songwriter, political activist, and visual artist

Kenojuak Ashevak (1927-2013)  
Inuit visual artist

Manon Rhéaume (1972-)  
Hockey player

Roberta Bondar (1945-)  
Astronaut

## **CAPE VERDE**

Cesária Évora (1941-2011)  
Singer

## **CHILE**

Ana Tijoux (1977-)  
Rapper

Gabriela Mistral (1889-1957)  
Poet, educator, and diplomat

Isabel Allende (1942-)  
Writer and journalist

María Teresa Ruiz (1946-)  
Astronomer

Nicolasa and Berta Quintreman  
(20th Century)  
Mapuche Indigenous activists,  
environmentalists, and leaders of  
the anti-dam movement

## **CHINA**

Ching Shih (1775-1844)  
Feared and powerful prostitute  
turned pirate

Flossie Wong-Staal (1946-2020)  
Molecular biologist

Jin Xing (1957-)  
Dancer

Qiu Jin (1875-1907)  
Teacher, poet, feminist, and  
revolutionary

Widow Cixi (1861-1908)  
Empress

## **COLOMBIA**

Bastardilla (21st Century)  
Renowned muralist, graffiti artist,  
and urban artist

Gaitana (16th Century)  
Rebel leader

Policarpa “La Pola” Salavarrieta  
(1795-1817)  
Seamstress, spy, and revolutionary

## **COSTA RICA**

Emma Gamboa (1901-1976)  
Educator

Pancha Carrasco (1816-1890)  
First female in the country’s armed  
forces

## **CUBA**

Alicia Alonso (1920-2019)  
Ballerina

Ana Mendieta (1948-1985)  
Sculptor, painter, and video artist

Ana Betancourt (1832-1901)  
Nationalist political activist and  
revolutionary

Lydia Cabrera (1899-1991)  
Anthropologist

## **CZECH REPUBLIC**

Bertha von Suttner (1843-1914)  
Writer, composer, and Nobel Peace  
Prize laureate

Božena Němcová (1820-1862)  
Writer and poet

Martina Navratilova (1956-)  
Tennis player

## **DEMOCRATIC REPUBLIC OF CONGO**

Neema Namadamu (1965-)  
Peace advocate and activist for  
women’s and disability rights

## **DENMARK**

Lili Elbe (1882-1931)  
Transgender artist

## **DOMINICAN REPUBLIC**

Mirabal Sisters: Patria (1924-1960),  
Minerva (1926-1960), and Maria  
Teresa (1936-1960)  
Political activists and symbols of  
popular resistance and feminism

## **EGYPT**

Cleopatra (51-30 BC)  
Memorable queen and polyglot

Doria Shafik (1908-1975)  
Feminist leader

Hatshepsut (1508-1458 BC)  
Ruler of Ancient Egypt, self-styled  
Pharaoh

Hypatia (c. 350-370–415)  
Mathematician, astronomer,  
philosopher, teacher, and inventor

Nawal El Saadawi (1931-2021)  
Writer, psychiatrist, and feminist  
activist

Umm Kulthum (1898-1975)  
Singer, songwriter, and actress

## **ECUADOR**

Matilde Hidalgo de Procel (1889-  
1974)  
Doctor, poet, politician, and  
women’s rights activist

## **ENGLAND**

Aphra Behn (1640-1689)  
Playwright, poet, translator, and  
fiction writer

Boadicea (30-61 AD)  
Celtic queen and leader of the Iceni

Cecilia Payne (1900-1979)  
Astronomer

Elizabeth I (1533-1603)  
Queen of England and Ireland for  
over six decades

Emmeline Pankhurst (1858-1928)  
Founder of the suffragette  
movement in her country

Brontë Sisters: Charlotte (1816-  
1855), Emily (1818-1848), and Anne  
(1820-1849)

Writers and poets

Jane Marcet (1769-1858)  
Chemist

Lady Diana (1961-1997)  
Princess of Wales, philanthropist,  
advocate for humanitarian causes,  
and influential global figure

Virginia Woolf (1882-1941)  
Writer, essayist, and editor

## **ETHIOPIA**

Taytu Betul (1851-1918)  
Empress and diplomat

## **FIJI**

Virisila Buadromo (1972-)  
Political activist, women's rights  
advocate, and former journalist

## **FINLAND**

Rosina Heikel (1842-1929)  
Physician (gynecologist) and  
feminist

Tove Jansson (1914-2001)  
Writer, painter, and illustrator

## **FRANCE**

Claude Cahun (1894-1954)  
Photographer, sculptor, and writer

Joan of Arc (1412-1431)  
Peasant, military leader, saint, and  
national heroine

Josephine Baker (1906-1975)  
Dancer, actress, model, resistance  
spy, and racial equality activist

Marie Curie (1867-1934)  
Physicist and chemist, the first and  
only woman to win the Nobel Prize  
in both fields

Simone de Beauvoir (1908-1986)  
Intellectual, philosopher, writer,  
social theorist, professor, political  
activist, memoirist, and feminist

Olympe de Gouges (1748-1793)  
Playwright, political activist,  
feminist, abolitionist, and  
revolutionary

## **GAMBIA**

Fatou Bensouda (1961-)  
Lawyer

## **GERMANY**

Angela Merkel (1954-)  
Politician and former chancellor  
(2005-2021)

Emmy Noether (1882-1935)  
Mathematician, creator of modern  
algebra

Fanny Mendelssohn (1805-1847)  
Composer and pianist

Hannah Arendt (1906-1975)  
Philosopher (one of the most  
influential of the 20th century)

Ruth Pfau (1929-2017)  
Physician, nun, and human rights  
activist

Sophie Scholl (1921-1943)  
Leader of the anti-Nazi resistance  
movement

## **GHANA**

Yaa Asantewaa (1840-1921)  
Warrior queen

## **GREECE**

Aspasia (5th century)  
Writer and teacher

Cinisca (5th century)  
First Olympic athlete

Kallirhoe Parren (1861-1940)  
Women's rights activist

Maria Callas (1923-1977)  
Internationally renowned opera  
singer

Sappho of Lesbos (6th century)  
Poet

## **GUAM**

Cecilia Cruz Bamba (1934-1986)  
Senator and unionist

Clotilde "Ding" Castro Gould (1930-  
2002)  
Storyteller

## **GUATEMALA**

María Josefa García Granados  
(1796-1848)  
Intellectual, writer, journalist, and  
poet

Rigoberta Menchú (1959-)  
Indigenous rights activist and  
human rights defender, Nobel  
Peace Prize laureate

## **HAITI**

Anacaona or Golden Flower (1474-  
1504)  
Taino cacique, religious leader, poet,  
and composer

Edwidge Danticat (1969-)  
Novelist and short story writer

Yvonne Sylvain (1907-1989)  
First female doctor in the country,  
gynecologist, and obstetrician

## **HAWAII**

Lili uokalani (1838-1917)  
Queen, poet, and musician

## **HONDURAS**

Elvia Alvarado (1938-)  
Human rights activist

## **HUNGARY**

Margit Slachta (1884-1974)  
Social activist

Ilona Zrínyi (1643-1703)  
Freedom fighter and countess

## **INDIA**

Arundhati Roy (1961-)  
Writer, human rights activist,  
environmentalist, and anti-  
globalization activist

Kalpana Chawla (1962-2003)  
Mathematics teacher, aerospace  
engineer, and astronaut

Mary Kom (1982-)  
Boxer

Sampat Pal Devi (1960-)  
Women's rights advocate

Vandana Shiva (1952-)  
Philosopher, physicist, ecofeminist,  
and environmental activist

## **INDONESIA**

Ayu Utami (1968-)  
Writer and journalist

Cut Nyak Dhien (1848-1908)  
Guerrilla leader  
Kartini (1879-1904)  
Educator and feminist

Megawati Sukarnoputri (1947-)  
Former President

## **IRAN**

Maryam Mirzakhani (1977-2017)  
Mathematician and professor

Shirin Ebadi (1947-2003)  
Lawyer and human rights activist,  
Nobel Peace Prize laureate

Shirin Neshat (1957-)  
Filmmaker, photographer, and visual  
artist

Tahirih (1814/1817-1852)  
Poet and mystic

## **IRAQ**

Nazik Al-Malaika (1922-2007)  
Writer and poet

Zaha Hadid (1950-2016)  
World-renowned architect

## **IRELAND**

Anna Haslam (1829-1922)  
Suffragist and women's movement  
leader in her country

Bernadette Devlin (1947-)  
Politician

Grace "Granuaile" O'Malley (1530-  
1603)  
Pirate, captain, political strategist,  
and clan chief

Mairead Maguire (1944-)  
Peace activist

## **ICELAND**

Björk Guðmundsdóttir (1965-)  
Musician

Briet Bjarnhéðinsdóttir (1856-1940)  
Human rights activist

Jóhanna Sigurðardóttir (1942-)  
Prime minister

## **ISRAEL**

Amal Elsana Alh'jooj (1972-)  
Bedouin activist

Ada Yonath (1939-)  
Scientist, Nobel Prize in Chemistry  
laureate

## **ITALY**

Catherine of Siena (1347-1380)  
Saint and scholar

Christine de Pizan (1363-1430)  
Poet and philosopher

Francesca Caccini (1587-1641)  
Composer, singer, poet, and music  
teacher

Maria Montessori (1870-1952)  
Physician (first in her country),  
educator, and pedagogue

Rita Levi-Montalcini (1909-2012)  
Neurologist and FAO Goodwill  
Ambassador, Nobel Prize in Medicine  
laureate

Sofonisba Anguissola (1532-1625)  
Renaissance painter

## **JAMAICA**

Grace Jones (1948-)  
Singer

Mary Seacole (1805-1881)  
Nurse

Nanny of the Maroons (approx.  
1685-1755)  
Political strategist, national heroine,  
and symbol of resistance against  
slavery and colonialism

Stafanie Taylor (1991-)  
Cricket player

### **JAPAN**

Junko Tabei (1939-2016)  
Mountaineer (led the first all-women  
expedition to Tibet)

Murasaki Shikibu (978-1014)  
First novelist of the country

Tazuko Sakane (1904-1975)  
Filmmaker

Tomoe Gozen (1157-1184)  
Samurai warrior

Yayoi Kusama (1929-)  
Visual artist and writer

### **JORDAN**

Fadia Faqir (1956-)  
Novelist, academic, and human  
rights activist

### **KENYA**

Tegla Loroupe (1973-)  
Olympic runner and humanitarian

Wangari Maathai (1940-2011)  
Teacher, feminist, and  
environmental activist, Nobel Peace  
Prize laureate

### **KIRIBATI**

Teresia Teaiwa (1968-2017)  
Poet and scholar

### **KOREA**

Na Hye-sok (1896-1948)  
Feminist poet and artist

Queen Seondeok (606-647)  
Politician and the first female ruler  
of the country

Yoo Kwan-soon (1902-1920)  
Leader for independence

### **KUWAIT**

Fatima Al Qadiri (1981-)  
Internationally acclaimed musician  
and writer

### **LATVIA**

Indra Devi (1899-2002)  
Pioneering yoga teacher

### **LEBANON**

Nazira Zain al-Din (1908-1976)  
Feminist writer

Fairouz (1934-)  
Singer, musician, and actress

### **LIBERIA**

Angie Elizabeth Brooks (1928-  
2007)  
Diplomat and judge

Ellen Johnson Sirleaf (1938-)  
President

### **MADAGASCAR**

Gisele Rabesahala (1929-2011)  
Politician

### **MALAYSIA**

Che Siti Wan Kembang (1585-?)  
Queen

Nicol David (1983-)  
Squash player

### **MALAWI**

Memory Banda (1996-)  
Teenage activist

Joyce Banda (1950-)  
Former president

### **MALI**

Aoua Kéita (1912-1980)  
Independence activist

### **MOROCCO**

Fatema Mernissi (1940-2015)  
Sociologist and feminist

### **MESOPOTAMIA**

Enheduanna (2285-2250 BC)  
Priestess, princess, poet, and  
teacher

### **MEXICO**

Comandanta Ramona (1959-2006)  
Indigenous Zapatista leader

Concha Michel (1889-1990)  
Musician and folklorist

Frida Kahlo (1907-1954)  
Painter and feminist

Graciela Iturbide (1942-)  
Photographer

Lydia Cacho (1963-)  
Journalist, feminist, and human  
rights activist

Sister Juana Inés de la Cruz (1651-  
1695)  
Playwright, poet, philosopher, and  
nun

**MONGOLIA**

Khutulun (1260-1306)

Athlete and warrior

Mandukhai Khatun (1449-1510)

Empress

**MYANMAR (formerly Burma)**

Aung San Suu Kyi (1945-)

Activist and politician, Nobel Peace Prize laureate

Wai Wai Nu Rohingya (1987-)

Activist and political prisoner

**NEPAL**

Pushpa Basnet (1984-)

Social worker and children's rights activist

Pasang Lhamu Sherpa (1961-1993)

Mountaineer

**NETHERLANDS**

Aletta Henriëtte Jacobs (1854-1929)

Inventor and physician

Corrie ten Boom (1892-1983)

Holocaust savior

Frieda Belinfante (1904-1995)

Conductor and member of the Dutch resistance

Judith Leyster (1609-1660)

Painter

Hannie Schaft (1920-1945)

Resistance fighter

**NICARAGUA**

Nora Astorga (1949-1988)

Lawyer, revolutionary, and diplomat

**NIGERIA**

Amina Sukhera or Aminatu (1533-1610)

Warrior and queen of Zazzau

Chimamanda Ngozi Adichie (1977-)

Feminist and successful writer

Funmilayo Ransome Kuti (1900-1978)

Women's rights activist and national independence advocate

Margaret Ekpo (1914-2006)

Women's rights activist and politician

Nana Asma'u (1793-1864)

Princess, teacher, and poet

**NORWAY**

Katti Anker Moller (1868-1945)

Feminist, children's rights advocate, and reproductive rights pioneer

Liv Arnesen (1953-)

Skier, educator, and adventurer

Liv Ullmann (1938-)

Actress, filmmaker, and writer

**NEW ZEALAND**

Dame Kāterina Te Heikōkō Mataira (1932-2011)

Intellectual, educator, writer, and Maori language advocate

Dame Whina Cooper (1895-1994)

Maori community leader and teacher

Jacinda Ardern (1980-)

Prime minister

Jane Campion (1954-)

Filmmaker

Kiri Te Kanawa (1977-)

Acclaimed lyric soprano

Parris Goebel (1991-)

Hip-hop choreographer

**PAKISTAN**

Begum Ra'ana Liaquat Ali Khan (1905-1990)

Politician and economist

Benazir Bhutto (1953-2007)

Former prime minister

Fatima Jinnah (1893-1967)

Stateswoman and dentist

Malala Yousafzai (1997-)

Activist for women's education rights and youngest Nobel Peace Prize laureate

**PALESTINE**

Fadwa Tuqan (1917-2003)

Poet and memoirist

Tarab Abdul Hadi (1910-1976)

Feminist activist

Wafaa Khater (1976-)

Physicist

**PERU**

Flora Tristan (1803-1844)

Feminist writer

Micaela Bastidas Puyucahua (1744-1781)

Indigenous leader and independence heroine

Sofia Mulánovich (1983-)

Surfer

**PHILIPPINES**

Corazon Aquino (1933-2009)  
Political leader and president

Encarnación A. Alzona (1895-2001)  
Historian, educator, and suffragist

Fe Del Mundo (1911-2011)  
Physician (first female student of  
Harvard Medical School)

Gabriela Silang (1731-1763)  
Military leader and independence  
activist

**POLAND**

Krystyna Kraheńska (1914-1944)  
Poet, ethnographer, and military  
personnel

Rosa Luxemburg (1871-1919)  
Philosopher, economist, and  
revolutionary militant

Tamara Lempicka (1898-1980)  
Painter

Wanda Rutkiewicz (1943-1992)  
Mountaineer

**PORTUGAL**

Carlota Joaquina (1775-1830)  
Queen disliked for her time in power  
and much maligned

Florbela Espanca (1894-1930)  
Poet

Maria da Conceição Tavares (1930-)  
Economist, mathematician, writer,  
and professor

Maria Isabel Barreno (1939-2016)  
Feminist writer, visual artist, and  
journalist

**PUERTO RICO**

Carlota Matienzo Román (1881-1926)  
Teacher and feminist

Lolita Lebrón (1919-2010)  
Poet and activist for national  
independence

María Luisa Arcelay (1898-1981)  
Educator, businesswoman, and  
politician

**ROMANIA**

Nadia Comăneci (1961-)  
Historic Olympic gymnast

Herta Müller (1953-)  
Writer, poet, essayist, and translator

**RUSSIA**

Anna Akhmatova (1889-1966)  
Poet and memoirist

Emma Goldman (1869-1940)  
Labor activist, anarchist, and  
advocate

Sofia Kovalevskaya (1850-1891)  
Mathematician

Valentina Tereshkova (1937-)  
Cosmonaut and the first woman in  
space

**SAUDI ARABIA**

Haifaa al-Mansour (1974-)  
Filmmaker (first among Saudis)

Wajeha Al-Huwaider (1962-)  
Journalist, writer, and women's  
rights activist

**SCOTLAND**

Anna Munro (1881-1962)  
Suffragist and social movement  
leader

Elsie Inglis (1864-1917)  
Teacher, surgeon, and suffragist

Victoria Drummond (1894-1978)  
Naval engineer

**SERBIA**

Marina Abramovic (1946-)  
Performance artist

**SIERRA LEONE**

Adelaide Casely-Hayford (1868-1960)  
Educator and writer

**SOMALIA**

Asha Haji Elmi (1962-)  
Politician, women's rights activist, and  
peace advocate

Hawa Aden Mohamed (1949-)  
Social activist and peace advocate

**SOUTH AFRICA**

Ellen Kuzwayo (1914-2006)  
Politician and women's rights activist

Lillian Masediba Ngoyi (1911-1980)  
Politician and anti-apartheid activist

Miriam Makeba (1932-2008)  
Singer

Winnie Madikizela-Mandela (1936-  
2018)  
Parliamentarian and activist

**SOUTH SUDAN**

Margret Rumat Rumar Hassan (1997-)  
Sprinter and Olympic athlete

**SPAIN**

Lucia Sánchez Saornil (1895-1970)  
Anarchist poet

Margarita Salas (1938-2019)  
Biochemical scientist

Remedios Varo Uranga (1908-1963)  
Surrealist painter

Teresa Perales Fernández (1975-)  
Olympic athlete

### **SUDAN**

Emtithal “Emi” Mahmoud (1993-)  
Poet and activist

### **SRI LANKA**

Mathangi “Maya” Arulpragasam  
(M.I.A.) (1975-)  
Singer, rapper, songwriter,  
filmmaker, producer, director, and  
activist

Sirimavo Ratwatte Dias  
Bandaranaike (1916-2000)  
Former prime minister

### **SWAZILAND**

Patricia McFadden (1952-)  
Sociologist and feminist

### **SWEDEN**

Ellen Key (1849-1926)  
Feminist writer

Greta Thunberg (2003-)  
Climate and environmental activist

Selma Lagerlöf (1858-1940)  
Writer and Nobel Prize in Literature  
laureate

### **SWITZERLAND**

Marie Goegg-Pouchoulin (1826-1899)  
Feminist activist

### **SYRIA**

Zenobia (3rd century)  
Warrior queen of Palmyra

### **THAILAND**

Suriyothai Mahathewi (1511-1548)  
Queen of Siam

### **TIBET**

Ani Pachen (1933-2002)  
Nun, activist, and fighter for Tibetan  
independence

### **TONGA**

Salote Tupou III (1900-1965)  
Queen

### **TRINIDAD AND TOBAGO**

Claudia Jones (1915-1964)  
Journalist, political activist, and  
nationalist

### **TURKEY**

Theodora Augusta (495-548)  
Empress, actress, dancer, comedian,  
and prostitute

Fatma Aliye Topuz (1862-1936)  
Novelist, columnist, essayist,  
humanitarian activist, and women’s  
rights advocate

### **UNITED STATES**

Amelia Earhart (1897-1939)  
Aviation pioneer, writer, and  
women’s rights advocate

Angela Davis (1944-)  
Philosopher, professor, feminist,  
and anti-racist activist

Ann Bancroft (1955-)  
Writer, teacher, skier, and  
adventurer

Audre Lorde (1934-1992)  
Poet

bell hooks (1952-2022)  
Renowned Black intellectual,  
feminist theorist, cultural critic,  
writer, and anti-racist activist

Ida B. Wells-Barnett (1862-1931)  
Journalist, sociologist, suffragist,  
and activist

Katherine Johnson (1918-2020)  
Mathematician, physicist, and  
NASA space scientist

Mary Jackson (1921-2005)  
Black mathematician and the first  
female aerospace engineer at NASA

Nina Simone (1933-2003)  
Pianist, singer, songwriter, and civil  
rights activist

Queen Weetamoo (1635-1676)  
Pocasset Indigenous chief

Sylvia Rivera (1951-2002)  
Activist for trans/gay rights

Susan Glaspell (1876-1948)  
Writer, journalist, playwright, and  
actress

Venus and Serena Williams (1980- and  
1981-)  
Tennis players, multiple-time world  
champions

### **URUGUAY**

Delmira Agustini (1886-1914)  
Poet

### **UZBEKISTAN**

Elena Urlaeva (1957-)  
Human rights activist

### **WALES**

Sylvia Sleight (1916-2010)  
Painter



## VENEZUELA

Luisa Cáceres de Arismendi (1799-1866)

Heroine of the independence war

Teresa Carreño (1853-1917)

Pianist, singer, composer, and conductor

## VIETNAM

Trung Sisters: Trac and Nhi (1st century)

Military leaders and national heroines

Sister Chân Không (1938-)

Peace activist and spiritual advisor

## ZIMBABWE

Agnes Nyanhongo (1960-)

Internationally renowned sculptor

Nehanda Charwe Nyakasikana (1840-1898)

Spiritual leader

## YEMEN

Tawakkol Abdel-Salam Karman (1979-)

Human rights activist and journalist



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This book is a little push - with affection, but not so much - for us to move towards a more sensitive, attentive, and of course, less foolish society with women.

We've gathered phrases that women can't stand hearing anymore - and that men insist on saying - and, one by one, we explain why it's no longer acceptable for you to keep saying this nonsense. We bring a brand-new chapter to show that every man can still evolve - not even Mahatma Gandhi escaped!

It's a small contribution to try to end the sexism that doesn't show up in statistics: daily male foolishness. So grab a pencil, a highlighter, and a berry fruit drink, because we're going to finally scare away that idiotic sexist who still lives inside.

a **FLAP** *faz*

