



Gender Equality Workshop for Managers

Overall aim of the workshop

Organisations need managers to be fully aware and understanding of the ideas, assumptions, attitudes and behaviours which create an environment in which they will enable all staff to feel valued as individuals, to flourish and add value to their organisations. Many organisations run training sessions for managers on the law as it relates to sex discrimination. Important though this is, it is unlikely to be enough to enable managers to create a working environment in which women and men will not be discriminated against.

This workshop will increase managers' capacity to fully engage with gender equality in the workplace and meet their responsibilities to their staff and clients alike.

Learning and Development Outcomes

By the end of the workshop, managers should be able to:

- state how gender legislation and policy affects their managerial role, demonstrating an understanding of institutional sexism
- implement practical ideas about how to address gender equality challenges faced in their workplace
- examine further their own and others' experience, values and attitudes towards issues of gender equality
- develop action plans to take their learning into their workplace for their staff and service users

We create a safe and enjoyable space in which to explore and explode stereotypical dynamics to create a more productive workplace.

This workshop can be tailored to meet the specific needs of your managers.

Workshop duration: 1 day – 9.30-4.30

No. of participants: minimum 4, maximum 12

Workshop leaders: Jonathan Heath and Valerie Fawcett, Syntagm Ltd.

Workshop Programme on next page



Gender Equality Workshop Programme

<p>Setting the scene</p> <ul style="list-style-type: none"> ▶ Overview, aims, objectives and ground rules for working ▶ Introductions including: personal objectives, reflections on gender and what is diversity. 	<p>This will include some ‘quick-fire’ equality questions – getting to know each other in more depth from a diversity perspective.</p>
<p>Understanding the impact of our gender:</p> <ul style="list-style-type: none"> ▶ The experience of being a woman/man ▶ A conceptual model of socialisation 	<p>An exercise to explore how it is to be our gender, grounded by application of a generic conceptual model of socialisation leading to discrimination and cross gender communication in the workplace.</p>
<p>Legislation</p> <ul style="list-style-type: none"> ▶ Current and forthcoming impact of legislation ▶ Institutional sexism 	<p>Exploring issues of legislation, liability and institutional sexism/ discrimination. Using mini ET case studies examining the most up to date and forthcoming gender related legislation.</p>
<p>Practical policy and procedures</p> <ul style="list-style-type: none"> ▶ strategic problem solving ▶ decision making ▶ levels of responsibility ▶ contemporary theoretical models 	<p>Examination of gender issues as they are now within the organisation, applying contemporary gender-specific theoretical models to gain a deeper understanding.</p>
<p>Taking leadership</p> <ul style="list-style-type: none"> ▶ how does leadership look in practice? ▶ action planning 	<p>Having identified current gender equality issues identify what to (a) start, (b) stop (c) continue doing in the short, medium and long term, personally, the team and organisation.</p>
<p>Supporting materials</p>	<p>You will be provided with an extensive handbook with training material, legislation summaries, latest gender research and other background information in relation to equality issues, a resource and contact list.</p>