

Module 5 – Gender, Diversity and Equality Competence

Why - Objectives

In our society, any form of disrespect or discrimination is no longer officially tolerated (General Equal Treatment Act). In certain situations, inappropriate behaviour can damage your career. In this workshop we will raise awareness of the many, often subtle, ways in which people unfortunately still are discriminated against be it on the basis of their age, gender, chronic illness or disability, their religion, their sexual identity or because of racist and anti-Semitic grounds.

It is important for everyone to understand where their own prejudices may lie and to be aware of them in order to avoid potentially serious consequences. If you belong to a group that is sometimes discriminated against, this training will give you advice on how to deal with discrimination and develop your own strategies for personal empowerment in your career. Anyone who wants to work in a management position is expected to be aware of the rules and social norms in this area, and to have the competence to deal with any conflicts that arise from disrespect between colleagues. The overall aim should be to contribute to a respectful and successful workplace for all. Being able to demonstrate your knowledge in this area with a training certificate should give you an advantage in the job market.

What – Topics

<p>Models for Culture, Gender and Diversity ... Cultures don't meet – people do!</p> <ul style="list-style-type: none"> • <i>Cultural dimensions: a map</i> • <i>Gender in science and business</i> • <i>Diversity and individuality</i> <p>Barriers to Respect and Success ... a very human problem</p> <ul style="list-style-type: none"> • <i>Limited perception and unconscious bias</i> • <i>Prejudices and stereotypes</i> <p>Forms of Discrimination ... subtle actions – severe effects</p> <ul style="list-style-type: none"> • <i>Micro-aggressions</i> • <i>Exclusion and unequal opportunities</i> • <i>Harassment and mobbing</i> 	<p>Handling Discrimination ... everybody's responsibility!</p> <ul style="list-style-type: none"> • <i>Interventions for the affected person</i> • <i>Possible steps for bystanders</i> • <i>Help from official side</i> <p>Diversity Competence ... to know the difference makes the difference</p> <ul style="list-style-type: none"> • <i>Self-awareness</i> • <i>Equality defined</i> • <i>An analytical approach (TOPOI)</i> • <i>Communication and conflict handling</i> <p>Benefits of Diversity ... a win-win situation for everybody?</p> <ul style="list-style-type: none"> • <i>For the individual</i> • <i>Our workplaces</i> • <i>For society</i>
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How - Methods

The training is conducted over 2 full days of short theory lessons, discussions, individual and small-group exercises, plus role-playing exercises with feedback. The case studies are provided by the participants to ensure that the scenarios are as realistic as possible. For that a questionnaire is sent to the participants in advance.

Selected topics can also be covered in shorter workshops (e.g. 4 hours).

When - Course schedule (example)

Day 1 9:30 – 12:45 and 13.45 – 17:30

Day 2 9:00 – 12:30 and 13:30 – 17:00

Where – Location

A Seminar room at your institute or online via ZOOM.