

M 5 – Respectful Workplace: Gender and Diversity Competence

Why - Objectives

In our current society engaging in any form of disrespect or discrimination is, thankfully, officially no longer tolerated. In certain situations you could damage your career with inappropriate behaviour. In this training we will create awareness of the many, often subtle, ways in which persons unfortunately still discriminate against women, certain cultures, sexual preferences, and religions. For both men and women it is crucial to understand where your own prejudices could lie and to be aware of them so that you can 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 to develop your own strategies for personal empowerment in your career.

Anyone intending to work in a leadership position will be expected to know the rules and social norms in this area, and will need to have the competence to manage any conflicts that come up around disrespect between colleagues. Being able to demonstrate your knowledge in this area with a training certificate should offer you an advantage on the job market.

What – Topics

Module 5 Gender and Diversity Competence – Respectful Workplace	
<p>Gender and Diversity ...what are we talking about?</p> <ul style="list-style-type: none"> • <i>Descriptions and Definitions</i> • <i>Implications for our Workplaces</i> <p>Stereotypes and Prejudices ...how Discrimination occurs</p> <ul style="list-style-type: none"> • <i>Individual Socialisation and Background</i> • <i>Group Dynamics</i> <p>Gender in Science and Business ...to know the Difference</p> <ul style="list-style-type: none"> • <i>Special Circumstances of Women</i> • <i>Communication and Negotiation</i> • <i>Conflict Handling Styles</i> 	<p>Forms of Discrimination ...become aware!</p> <ul style="list-style-type: none"> • <i>Subtle Biases – severe Effects</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>Benefits of Diversity ...how to bring them along</p> <ul style="list-style-type: none"> • <i>Factors of Team Work and Creativity</i> • <i>Individual Success Strategies</i>

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.

When - Course schedule (example)

Tuesday 9:30 – 12:45 and 13.45 – 17:30
 Wednesday 9:00 – 12:30 and 13:30 – 17:30

Where – Location

A Seminar room at your institute.