

Example 6: Awareness Training

WHAT IS THIS EXAMPLE?

This example suggests potential agenda items you could cover when running internal gender training with your team.

HOW IS GENDER INCLUDED IN THIS EXAMPLE?

Gender training highlights the organisation's commitment to achieving gender equality, diversity and inclusion. It can ensure everyone within the organisation understands the organisation's policies and code of conduct as well as has the tools to apply a gender lens to their own work and environment.

WHY IT MATTERS

Concepts around gender and applying a gender lens can be complex to understand. Training is critical to ensure that everyone has a clear understanding of the concepts and how the organisation intends to apply a gender lens to their work.

EXAMPLES

Being deliberate about applying a gender lens to what we do requires us to question and become aware of our own power, privilege and biases, and to uncover how these impact our work. This often requires a mindset shift.

Training can support this process to ensure that your team and facilitators are not only considering gender because they have been told to, but that they truly understand how considering the needs of different genders in their work can help them and the organisation achieve desired outcomes.

EXAMPLE (S)

Below is an example of what a training agenda could include. Note: depending on time capacity, this could be divided into several smaller sessions.

Training agenda for recruitment

Session

Understanding of gender and how gender relates to power, privilege and bias.

Desired outputs/outcomes

Understanding of key concepts and how they relate to them.

Desired outputs/outcomes

Concepts you can cover:

- Gender
- Power
- Privilege
- Unconscious bias
- Gender equality
- Gender equity
- Gender diversity
- Gender inclusion

Use examples that apply to your local context, and do not hesitate to translate key concepts into local languages.

Use helpful videos to illustrate the concepts. Examples include:

- Run like a girl
- The privilege walk

If time permits (or ahead of time) get them to do implicit bias tests <https://implicit.harvard.edu/implicit/selectatest.html> or watch these videos
FB Managing Unconscious Bias training <https://managingbias.fb.com/> (downloadable slides)
Grovo Unconscious bias training <https://www.grovo.com/addressing-unconscious-bias>

Have everyone break into small groups and discuss examples of these concepts, or what they mean to them. At this point, it is interesting to see if definitions vary based on factors like age.

Share back with group.

EXAMPLE (S)

Session

Applying a gender lens to our work - whole organisation

Desired outputs/outcomes

Understanding of how the organisation is being deliberate about considering gender in everything they do.

Desired outputs/outcomes

Leverage organisation section of the toolkit.

If you already have a policy, code of conduct or value statement relating to gender diversity, equality and inclusion, share these as well as the process of how you came up with them as an organisation.

If you haven't established anything, you can build on the last session and get the group to come up with common definitions of gender diversity, equality and inclusion. This can inform your value statement and start to build an inclusive culture.

Session

Applying a gender lens to our work - program

Desired outputs/outcomes

Understanding of how they can apply a gender lens to the design and delivery of their programs.

Desired outputs/outcomes

Leverage different sections of the toolkit, depending on who is in the room.

Have people sit in teams and identify gender-related issues within their line of work. On the back of this, have them set a gender objective. Have them brainstorm some strategies. Share with them relevant parts of the toolkit as it may provide helpful strategies, examples and case studies.

Have each person commit to 1 - 2 action items they can take forward (e.g. problems to investigate, research, strategies to try, etc.)