

Training programme on gender equality at the workplace

Objective

To empower young professionals to counter discrimination and unconscious bias of women and feminine persons in their professional environment.

Target group (participants)

20-25 young professionals and other youth (aged 18-30) from 5/6 countries and mixed gender identities who want to contribute to a gender-equal society; feel that there's too much inequality in the workplace environment they're part of¹; and are committed to spend time & energy to change this, but don't feel sufficiently capable, equipped and/or confident to do so.

Main activities

1. A 5-7 day training course in the NL during which participants develop and train – in a safe space – their competences to (better) advocate for a stronger position of women & feminine persons in the workplace. Important elements would be e.g.:
 - Exploring participants' personal objectives and reflecting on their own past experiences with regard to gender equality in the workplace.
 - Increasing consciousness and knowledge about the discrimination and unconscious bias that women and feminine persons face in the workplace, and on the other hand the privileges of (cis-)male persons in this setting, and gaining a better understanding of underlying mechanisms and causes
 - Building confidence in speaking up for the cause and dealing with backlash
 - Nonviolent communication, influential communication and negotiation tactics
 - Learning to build alliances and draw in ambassadors
 - Learning to set up a well-supported ally programme/initiative step by step
 - Creating a plan that describes how they'll work on gender equality in their own professional environment, and presenting that plan to a panel of experts
2. A set of talks before the training course, through which participants make themselves familiar with the status of gender equality in their national and personal context, by:
 - learning from a policy maker about the current policy & regulatory framework regarding gender equality in their country.
 - having senior managers at frontrunner employers explain to them how they got to this point, incl. best practices, lessons learned, and recommendations.
 - checking in with decision-makers in their own organisation to learn about their stance and their thoughts are about moving forward.
3. After the training course: participants finetune and implement their plan for improving gender equality in the organisation they're part of. Whilst doing so, they:
 - on a monthly basis get in touch national groups + sponsors from sending organisations to check on progress etc
 - take part in a call with one of the frontrunners who can give them hands-on advice on how to move on/deal with some of the barriers that they face.
 - Join a closing session with all participants where everyone presents results.

Funding

- Base funding (80%) via the Erasmus+ Key Action 1 Youth Participation subsidy line
- Co-funding via participation fees (10-20% of budget, around 200-400 EUR p.p.)
- Possible co-funding via crowdfunding (0-10% of budget)

¹ Workplaces in the context of this project can be various, such as a bar where the participant has a part-time job, a big firm where they are advancing their career, an NGO where they are an intern, etc.