



Gender Diversity

Gender Diversity
Professional Association for
Gender-Competent
Education and Consulting

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(Member of the Board of Gender Diversity)

www.gender-diversity.de



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Historical Development I

- 2003/2004: Initiative to organize an “Association for Gender-Training and Gender-Consulting”
(initiators: Angelika Blickhäuser and Henning von Bargen)
- 2004 Several work groups discuss issues like:
 - mission/objectives
 - structure
 - quality standards for membership / certification



Historical Development II

- February 2005: Formation meeting with 30 members
- Discussion about the name of the Association:
 - Gender or
 - Gender Diversity or
 - Gender and Diversity



Objectives and Mission

- To be a network of gender trainers and consultants for gender diversity
- To further develop and to lobby the professional and political interests of its members
- To promote gender democracy, meaning equal opportunities and access to resources for all genders



Internal Objectives

- To further qualify gender trainers and consultants for gender diversity
- To support networking and cooperative counselling
- To inform our members about current conferences, change in law, job advertisement and (other) gender diversity news
- To support our members in presenting themselves as certified gender-diversity experts



Definition of Gender Diversity 1

- Sex (Gender) is grown historically and is socially constructed, and can therefore be changed.
- Gender refers to socially and culturally dominated gender roles. Gender Diversity includes the further differentiation including age, ethnicity, physical ability, sexual orientation, class, etc. which are also social constructs and therefore changeable.



Definition of Gender Diversity 2

- Gender Diversity means to consider and to promote different skills, different resources and potentials of women and men in their diversity as equivalent.
- The Association is committed to a non-discriminatory and participatory organization of all living and working areas.



Activities: Conference 2006

Gender meets Diversity

Fachtagung des Bundesverband Gender Diversity -
Fachverband für gender-kompetente Bildung und Beratung





Convention 2007





Gender Diversity

Professional Association for
Gender-Competent Education and Consulting

Conference
2007

Gender Diversity Changes Organizations

Fachkonferenz

Universität Dortmund
22. – 23. Juni 2007

UNIVERSITÄT DORTMUND



 **DGSv**

Deutsche Gesellschaft für Supervision e.V.



Gender Diversity

Fachverband für gender-kompetente Bildung und Beratung e.V.





Topics for the convention 2008

- Diversity in our association
(focus on inter- and transculturality)
- Diversity of genders
- Diversity of discriminations
([When] Does a hierarchy of discriminations make sense?)
- Diversity of legal frameworks
(Anti-Discrimination-Laws)



Current Example for Lobbying 1



- The most influential and dominant German institution in trying to regulate Gender Mainstreaming in Germany and in the EU invited selected “key-experts” from all over Europe and North-America in order to discuss, how the outcome and success of Gender Training can be measured (May 2008)



Current Example for Lobbying 2

- Two members of our board were present. They tried to qualify the mainly academic discussion and to question ideas like:
- An 2 hour input of a professor in front of an only listening audience can be called “Gender Training”
- The main outcome of gender training should be that the “trained” are capable of learning and reproducing the important phrases and terms



Gender (and/or) Diversity ?

- Does the term Gender Diversity make any sense?
- Isn't diversity included in the concept of gender?
- Isn't gender included in the concept of diversity



Gender Mainstreaming (GM) or Managing Diversity (MD)?

Thesis 1: GM is a policy and strategy that goes far beyond MD. Diversity is part of GM. MD is a threat to GM.

Thesis 2: MD goes far beyond GM, because it targets all forms of discriminations. MD is an umbrella for all strategies that fight discrimination.



Gender Mainstreaming (GM) or Managing Diversity (MD)?

Question:

Who is in favor of GM and who in favor of MD?

Are there differences in respect to race, gender, class, sexual preference, mental and physical abilities, age or organizational background?



More information:

www.gender-diversity.de