

Gender Diversity

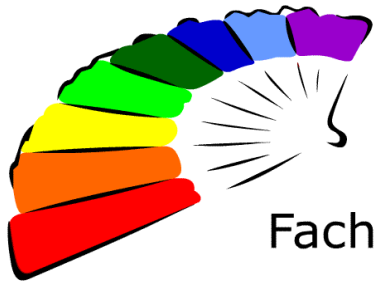
Fachverband für gender-kompetente Bildung und Beratung e.V.

Building Quality Standards for Gender Trainings

German Professional Association for Gender Training and Consultancy

Advancing Gender + Training in Theory and Practise

Madrid, 3rd February 2011

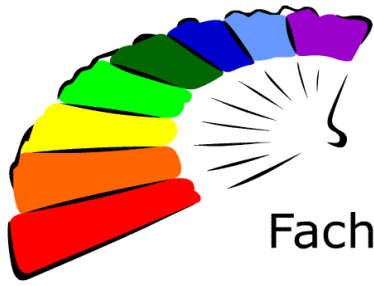


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Structure of the short presentation

- 1) Historical developement
- 2) Gender and/or Diversity?
- 3) Objectives and mission
- 4) Internal objectives
- 5) Certification procedure
- 6) 5 theses up to debate
- 7) 7 Quality standards



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Historical Development

- 2003: Start of the initiative
- 2004: Working groups discuss the issues:
 - mission/objectives – structure – name
- 2005: Formation meeting with 30 members
- 2005/6: Discussion about the name
- From 2006 Summer Academy: Gender Diversity
- 2011: 5 regional groups – about 50 members

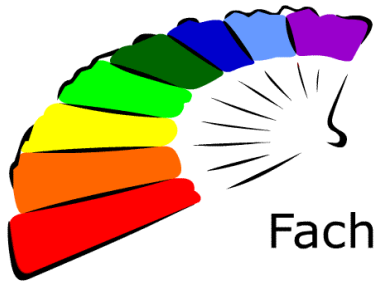


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Gender and/or Diversity?

- Isn't diversity included in the concept of gender?
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- Is Gender Mainstreaming threatened by Diversity Management (DM)?
- Or does DM go far beyond GM targeting all forms of discriminations?
- Does the term Gender Diversity make any sense?

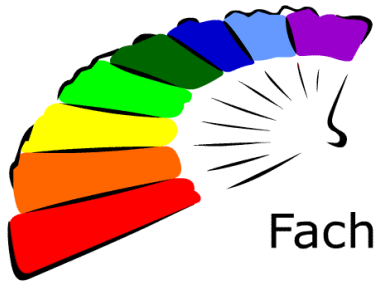


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Objectives and mission

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

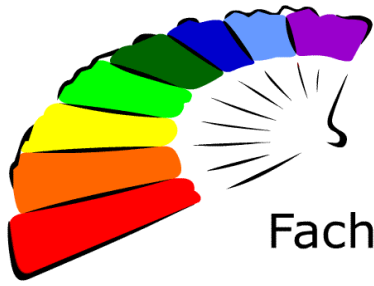


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Internal objectives

- To further qualify gender trainers and consultants for gender diversity.
- To support networking and cooperative counselling.
- To inform members about relevant conferences, changes in law, job advertisements and news regarding gender diversity at all.
- To support certified members in presenting themselves as „certified gender diversity experts“.

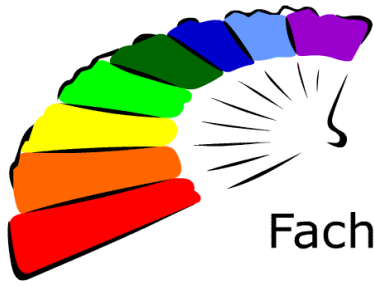


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Certification Procedure

- Skilled trainers or consultants with a professional education prove their references in similar jobs. Alternatively they have passed a special course for gender trainers.
- Evaluation of two consulting or training processes.
- Possible to write down a report or to prepare a certification workshop on the summer academy.
- Certification commission consisting of two men and two women.

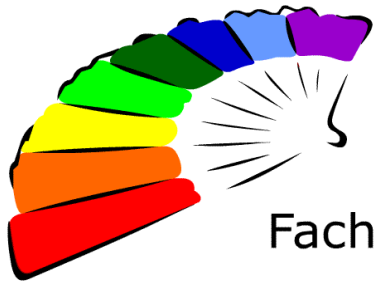


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5 theses up to debate (1)

1. Gender Trainings must have a male/female team of trainers.
2. Every training is better than none.
Even if it lasts only two hours.
3. During a Gender Training you are obliged to work temporary in unisexual groups of men and women



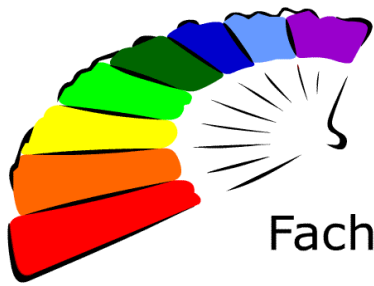
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5 theses up to debate (2)

4. A Gender Training should give an overview over all basic gender theories and findings.

5. A Gender Training tends to change both the behaviour of the participants and their mental attitudes.

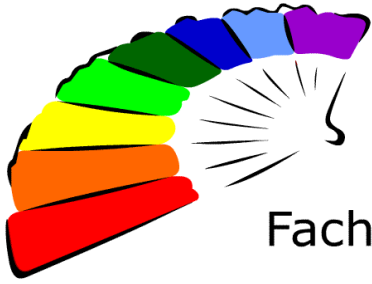


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Seven Quality Standards for Gender Trainings (1+2)

1. A qualified Gender Training should last at least 6 hours. The **recommended duration** is one and a half day up to two days.
2. To make Gender Trainings sustainable ...
 - a) ... the contracting organization has a **gender strategy** with gender just goals.
 - b) ... the **top management** is at least involved in contracting the goals of the training.
 - c) ... all members of the organization will be informed about the **results** of the training.



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Seven Quality Standards for Gender Trainings (3+4)

3. A professional training with lots of practical exercises should be conducted by **two trainers** if there are more than 15 participants.

When the training is the kick-off for a strategic Gender Mainstreaming Process it is good to work with a male and female trainer team to show the equality of sexes right from the beginning.

4. **Personal reflection** to achieve self-awareness and **theoretical inputs** are necessary contents of Gender Trainings. On this basic the **transfer to the participants' jobs** and their day-to-day behaviour is the third step of the training.



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Seven Quality Standards for Gender Trainings (5+6)

5. In Gender Trainings the **gender relations in the organization of the participants** are examined and strategies are worked out to improve the relations. Work and life realities of men and women are explored in their big variety.
6. **Working in separate unisex groups with men and women** is useful to discuss gender stereotypes which we want to "de-construct".



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Seven Quality Standards for Gender Trainings (7)

7. The **gender trainers** are skilled trainers or consultants with a professional education which can be proved by their references in similar jobs. Alternatively they have passed a special course for gender trainers or the the certification procedures of Gender Diversity e.V. - Professional association for gender competent training and consulting.