



Invitation to the workshop
Gender Diversity Management in Europe 2010
3 – 7 May 2010 in Berlin

Start of the training series
"How to Become a Change Agent for Gender Diversity" 2010 - 2012

Dear gender diversity expert!

As mentioned in the invitation letter you may have received a few weeks ago, the **Gender Diversity Management in Europe 2010** workshop taking place in Berlin from 3 – 7 May marks the start of a European training series for gender diversity experts.

The aim of the workshop in May is to exchange views and experiences and to learn about the participants' best practice examples in implementing gender diversity in the systems and structures of society and organisations. With regard to the participants' different personal and professional backgrounds as well as to their national and cultural origins, we will analyse what particular competences are needed for Gender Diversity Management as an integrated approach of Gender Mainstreaming and Diversity Management.

The participants will learn about Gender Diversity Management approaches, experience practical methods and increase their competences for G & D Management. They will work together in groups, creating projects for the introduction of G & D Management in their home countries and defining the necessary steps for their implementation. Whether, and if so how, western Gender Mainstreaming and Diversity Management concepts have a high degree of transferability to other cultures, especially those of Central and South Eastern European countries, remains an open question.



A similar workshop took place in November 2008 with about 30 participants from 12 countries. Some of them will join our workshop in May. Of course you are welcome to attend the workshop in May without joining the entire training series.

The series starting with the workshop in May will be a Train-the-trainer programme called **"How to Become a Change Agent for Gender Diversity"**. In the annex you will find a short presentation of a similar programme. The series includes five workshop and training modules which will qualify the participants in professional consultancy and training work. A

more detailed programme will be developed on the basis of the discussions in Berlin in May.



The programme will be held until 2012 with two meetings taking place each year: one training module in Berlin and one in another country.

The workshop will last five days and is also open to other experts who will not attend the whole programme. The training modules will last three days. The programme will be conducted as a "Flying Academy" in Berlin, Germany and in two other countries in Eastern Europe (Poland / Slovakia).

The fee for a workshop day or a training day is 150,00 € (with the possibility of reduced rates of 90,00 € per day).

Additional information for all who are waiting for Grundtvig funding: If you are not successful in acquiring funding from the EU's Lifelong Learning Programme (Grundtvig) or another source, we may be able to help you to attend the workshop by providing financial assistance. We do have some limited financial possibilities to cover a part of the participation fee, travel and accommodation costs of the training series. Just keep us informed!

There are some opportunities for participants to be granted financial support. As far as we currently know, support is possible for fees, accommodation and/or travel costs for participants from Albania, Azerbaijan, Bosnia-Herzegovina, Bulgaria, Croatia, Kosovo, Kyrgyzstan, Macedonia, Moldavia, Montenegro, Poland, Romania, Serbia, Slovakia, Turkey, Ukraine, some other countries and Germany when the training does take place in another country.

If you are able to meet some of the costs yourself, or if they are paid by your employer or if you find other funding for parts of the costs, this will improve your chances of being accepted.
Please describe your financial possibilities!

Application for the training series

Please send your application for either the whole series or just the course in May.

If you wish to take part:

1. Please describe your experiences as a Gender Diversity trainer and/or expert.
2. Point out your main field of action.

If you have already sent the pre-registration form for the workshop in May, you only need to add your answers to the following questions:

Motivation

We are interested in your motivation for taking part in the training series described above.
Please describe your interests and goals!

We also need a short description of your planned contributions to the series. Please remember that especially the workshops are based on dialogue and active learning processes. The aim is to exchange views and experiences and to learn about the participants' best practice examples in implementing gender diversity in the systems and structures of our societies and organisations. Your contribution could be the description of a best practice example of how gender equality was achieved in an organisation where you work(ed) or that

you know well. It could be a report on major obstacles and ideas to overcome them. Or it could be an example of failure that could serve as a useful tool for learning. It may be on a political level: What made the success a success? The following questions might help you to figure out what we have in mind:

1. What kind of experience would you like to share with the other participants?
2. What can be learned from your experience? What would you like to learn more about?
3. How can you present your experience?

Please describe your possible contributions!

The deadline for registration and for claiming financial support to take part in the workshop in May is

05 March 2010.

If you are also interested in taking part in the entire training series, please let us know at the same time.

For any further questions, don't hesitate to contact us.

Concept and Moderation:

Dr. Claudia Neusuess - Project developer and trainer/Visiting Professor at the Technical University of Berlin "Gender Diversity in Economics"

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