

BEFORE WE START



Please fill in these 8 questions for us

Resources for each session:

- Need pens and pre and post surveys if you are using them
- 2 Baby dolls if you are doing this intro exercise
- SLIPS for the “What’s harmful?” exercise
- Stats and facts cards (take sticky tape and blu tac to stick under chairs)
- Bystander scenarios for participants
- 2 Handouts – one on Bystander responses and one on Respectful Behaviours
- Leaders goal cards
- The stickers on DECIDE model if you are using these
- Laptop and data pro and USB back up to show slides
- Fill in trainer names on first slide

NEED SPEAKERS- There’s a video clip in here, you don’t need the internet. Just check it works before you start.

EQUAL FOOTING

*The workplace program that
boosts gender equality*

FAIRNESS

This is what gender equality is all about.

It does not imply that women and men are the same, only that **they have equal value and should be treated equally.**

Gender equality is achieved when people are able to access and enjoy the same rewards, resources and opportunities, regardless of whether they are a woman or a man.

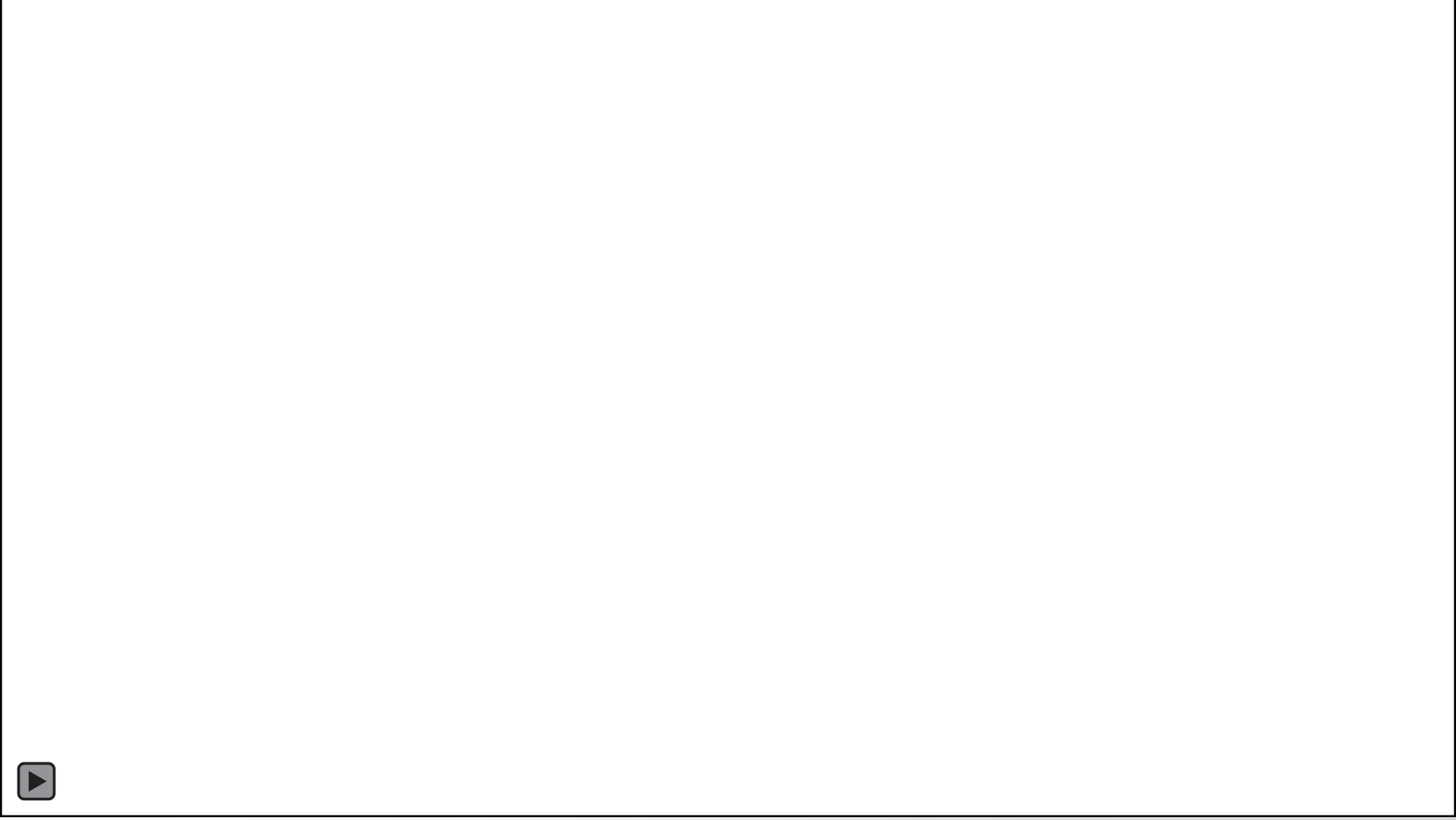
WHAT WE'LL COVER

- 1 Understanding the term “gender”
- 2 Recognising the assumptions we make
- 3 Aren't men and women considered equal now?
- 4 What if we are bystanders?
- 5 Contributing to culture change at your workplace
- 6 Your own simple action plan

MEET OUR BABIES



Gender: the state of being male or female
(typically used with reference to social and cultural differences, rather than biological ones)



THINKING THE WAY WE'VE ALWAYS THOUGHT



You this read wrong

SOMETIMES OUR MIND TAKES
SHORTCUTS

STEREOTYPING



Our mind taking shortcuts



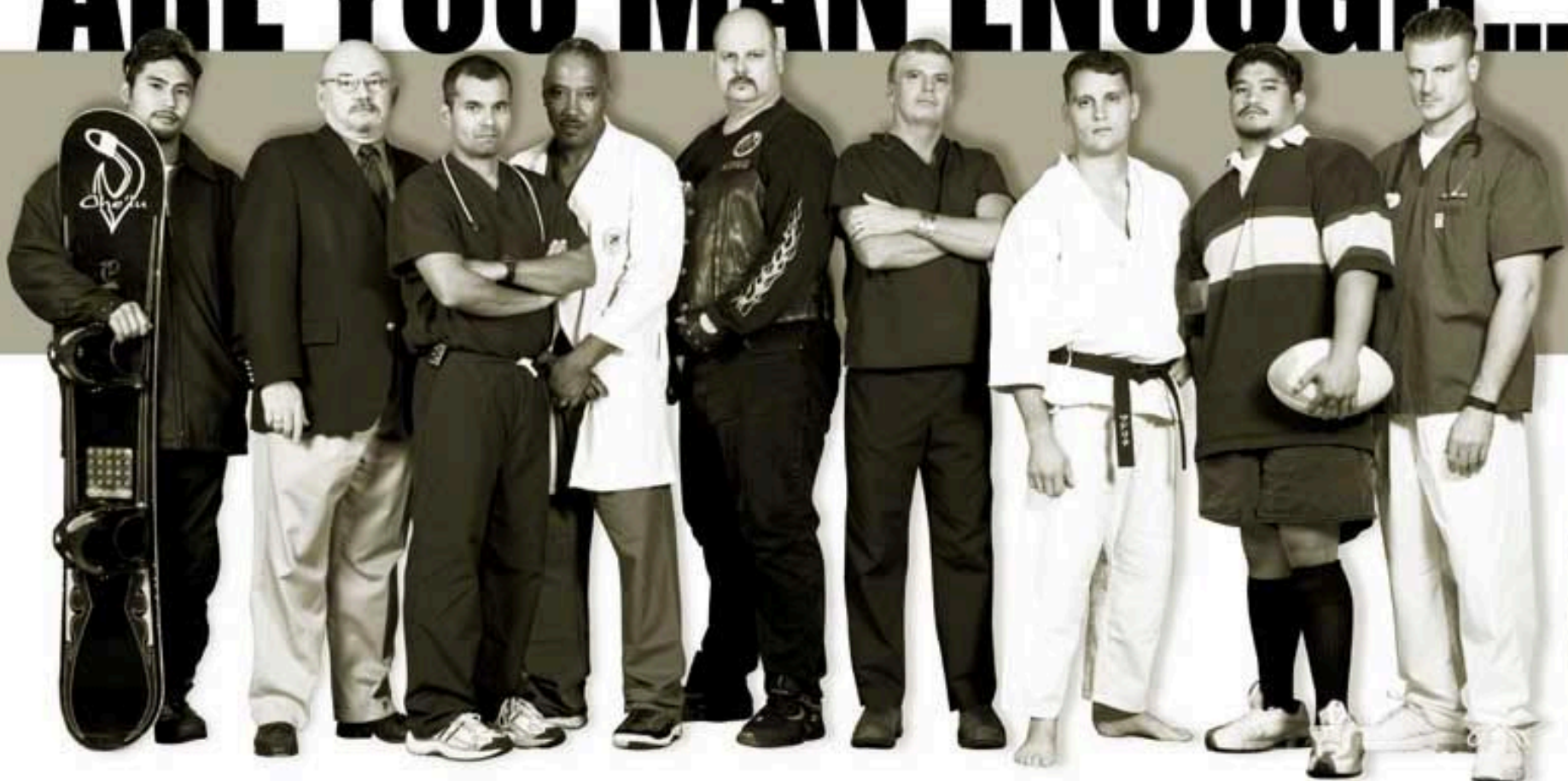
- Stereotypes are a kind of mental shortcut
- We process familiar information more quickly, as our minds are used to making certain connections (patterns in the snow)
- Our brain has a filtering mechanism, as it's impossible to process all the information that constantly bombards us
- Our brain relies on taking cognitive shortcuts
- When this thinking is about people, our shortcuts often result in stereotyping.

The stereotype of
the Australian
male is... what?





ARE YOU MAN ENOUGH...



Sang Kim RN
Cardiac Telemetry
Nurse
Snowboarder

Terry Misener RN, PhD
Dean, School
of Nursing
Retired LTC
U.S. Army

Yuri Chavez RN, CRNA
Nurse Anesthetist
2:54 LA Marathon

Roland Jermerson RN
Post Anesthesia
Recovery Nurse
Decorated Vietnam
Combat Medic &
Retired Major,
U.S. Army

Don Muccigrosso RN
Poison Specialist
Nurse
Harley Rider

Walter Moore, Jr RN
Intensive Care
Unit Nurse
U.S. Navy Seal
Team One

Bill Madalena SN
Student Nurse
3rd Degree Black
Belt Kenpo

E. Rey Ariola RN
Cardiology Nurse
Rugby Right Prop

Jason Scott Carrick SN
Student Nurse
Basketball Power
Forward

...TO BE A NURSE?

If you want a **career** that demands **intelligence, courage, and skill**, and offers **unlimited opportunity**, consider **nursing**.

For information about careers in nursing, and educational and financial resources in Oregon, go to www.oregoncenterfornursing.org

125 Years Of Evolution

1886



2011





“ Don't worry
darling, you
didn't burn
the beer!”

Schlitz



The Mini Automatic. For simple driving.





WINDSOR **SMITH**.com



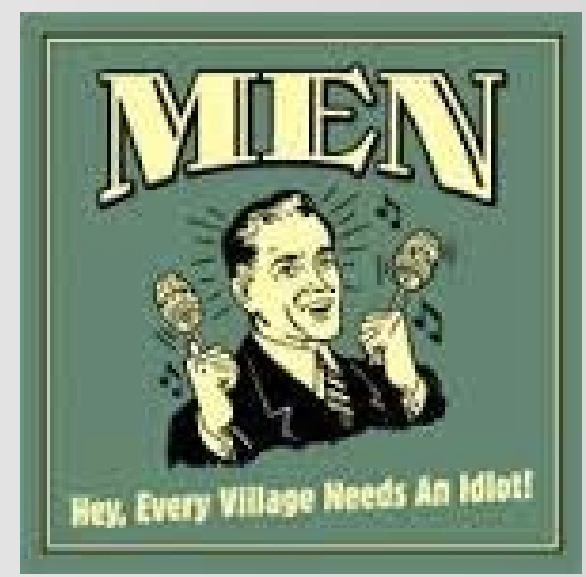
CURIOUS?



A woman with blonde, curly hair is wearing a black Wonderbra. She is looking directly at the camera with a slight smile. The background is dark. The text "I can't cook. Who cares?" is overlaid on the image in a white, bold, sans-serif font.

I can't cook. Who cares?

THE ONE AND ONLY
wonderbra[®]







So which assumptions are actually harmful... and why?



Problems/
Illness

No
symptoms

Thriving

REMEMBER: WE ARE ALL BIASED, EVEN SCIENTISTS

127 professors of biology, chemistry and physics at six US universities were asked to evaluate the CVs of two fictitious graduates for a job as a laboratory manager.

The professors said they would offer the student named Jennifer \$4,000 less per year than the student named John, even though their CVs were identical. The scientists also reported a greater willingness to mentor John than Jennifer.



In a large study, first done in 1968 and then replicated in 1983, senior university students were asked to rate identical articles to specific criteria. Articles supposedly written by women were consistently ranked lower than when the very same articles were thought to have been written by a male.

GENDER INEQUALITY: STILL AN ISSUE?

Wasn't this whole "gender problem" solved years ago?

Gender pay gap worst in 20 years

LAUREN WILSON

AUSTRALIAN women are falling further behind their

The pay gap is most pronounced in finance, health-care, science and real estate, according to The Workplace



One of the keys to
treating people
respectfully is
practicing EQUITY.

This is a bit different
to EQUALITY.





EQUALITY



EQUITY

MY FRIEND CAROL



WHAT WOULD YOU DO?

Have you ever been in a situation where something didn't feel right and you wanted to say something... but you didn't know **what** to say?

Let's look at some scenarios.

- **What's your reaction – and why?**
- **Would you want to say or do something?
If so, what?**
- **What are the barriers to saying something?**

RESPECTFUL BEHAVIOURS (HANDOUT)



RESPECTFUL BEHAVIOURS

DECIDE to speak up about inequity in your workplace and community

EDUCATE yourself by doing a course or reading more about gender inequality

COMMUNICATE with colleagues, friends, family about it

INFORM someone if you see inequity or discrimination

DEMAND that sexism and sexual harassment is addressed in your workplace

EMPOWER others to decide to do something about it, too

These conversations can also be the start of addressing major problems in our society...

Well done!



Post-training Questionnaire



Please complete the other side of the sheet

LEADERS



As leaders, what kinds of priorities are you thinking about in relation to this session?

Managing with a gender lens



- It's not just about identifying who is experiencing inequities, it's about including **everyone** and raising expectations around behaviour....
- **How can you help the culture shift?**

Setting some goals

Your Leaders postcard...

Post-training Questionnaire



Post training questionnaire (write LEADERS)



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Managing with a gender lens

Don't accept inequities.... in the workplace, at home or in the community. Say something!

Educate... yourself by doing a course or reading more about gender inequities and inequality

Communicate... with colleagues, friends, family about gender equality. Start conversations

Inform... someone if you see examples of inequities or discrimination. Raise awareness in a respectful way

Demand... that sexism and sexual harassment is addressed in your workplace

Empower... others to do something about gender equality. Work as a team.

See notes section for Trainers guide to the scenarios

This information is useful if people ask questions about the scenario they are discussing in their group.