

Marshall's Follow-On Diversity Learning

Creating a Gender-Equal Organisation

What would an organisation look like where gender equality is the norm? How could this be designed, or what would need to change to achieve this? This activity allows you to imagine and to use blue-sky thinking to create a vision of a gender-equal organisation.

It is designed as a **group exercise**, suitable for a medium sized group, working in small sub-groups of 3 or 4, and it requires a facilitator to lead the discussion and reflection.

What you will learn:

1. Reflect on how gender inequality and sexism are embedded in policies, processes, values and behaviours.
2. Consider own experiences of gender inequality and sexism.
3. Envision that organisations can change and how they might do so.

How to do the activity:

1. In your group, imagine that you have (collectively) a new role as Chief Executive, and you want to ensure that your organisation is gender-equal and anti-sexist.
2. List the practices, procedures, policies and structures that you would shape to achieve this. How would you design them? What would they look like?
3. What values would you propose and what behaviours and attitudes would you want to see?
4. Depict your organisation on flip-chart paper. You can write or draw.
5. After working in your group for about 20 minutes, share your vision for your organisation with other groups and discuss:
 - What do you notice about the different organisations that were designed? How are they similar?
 - How did you come up with the ideas for your organisation? Were they based on information or experience that you already had about gender inequality or sexism?
 - How are these designs similar to what actually exists in real organisations?
 - What is the priority for your organisation in terms of ensuring gender equality or anti-sexism? How can you support change in this regard?
 - What questions or issues does this activity raise for you?