



IN-VISIBLE

GUIDANCE FOR MORE AWARENESS

**(UN-)LEARNING JOURNEY**



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## **GUIDANCE FOR A GENDER-EQUITABLE WORK CULTURE CAN BE COMBINED MODULARLY**

### **GOAL**

An (un)learning journey for employees towards a work culture in which diversity is lived as a value. On the path there, we dismantle misconceptions and biases and raise awareness of our own power to create change.

### **BENEFITS**

- Customized measures, based on an individual analysis of your company
- Sustainable sensitization of employees through recurring impulses
- Consistent understanding of diversity through alignment of knowledge levels

### **CONTENT**

Data collection about the status quo of diversity in your company; developing targeted and individually tailored formats to raise awareness among employees, e.g. through workshops & inputs.

### **DURATION**

6 to 12 months, as required.

### **LOCATION**

Online, offline, or a combination of both.

### **OPEN FOR**

Companies with 50 - 150 employees.

### **LANGUAGE**

German, English, or both.

You can book the „(Un-)Learning Journey“ by email via [hi@in-visible.berlin](mailto:hi@in-visible.berlin).  
If you have any further questions, feel free to contact us.





## STEPS OF THE JOURNEY

This is an example of what your journey could look like. In the dark green boxes we suggest suitable topics, but you can replace them with other topics, which you can find on the next page.

1

### DEI SURVEY / BENCHMARKING

With the help of our **DEI survey**, we figure out where you currently stand as a company and where your journey should take you. We analyze your work culture based on industry standards, and building on this, we define a goal for the journey with you and recommend suitable measures.



2

### CONSULTATION

Once we are able to get a picture of your structures and pain points based on the analysis, our **consultation** takes place. We will advise you from an expert's perspective which topics we should focus on and raise awareness on and create a plan for further collaboration.



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### WORKSHOP WITH KEY ACTORS

Your journey will then take you to a **workshop**, which will take place with different **key actors** (e.g. HR or management), depending on what is required the most. Based on the survey, the consultation and our impression of the input, we work with a group of your choice to initiate new strategies.

Various workshops provide different approaches. For example, we can work with underrepresented groups on **empowerment** or train managers in **inclusive leadership**.

3

### KICK-OFF: INPUT NO. 1 & Q&A

When it's time to get started, we'll first offer a **basic input session** to bring all the employees you want to involve up to speed and to **clarify initial questions**.

We recommend starting with an **Intro to DEI** input, which gives an introduction into basic terminology and attempts an answer to the question: Why all the fun?



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### INPUT NO. 2

This is followed by a second input.

You can choose the topic of the input from several options on the next page. For example, our input on **Unconscious Bias** is very suitable for raising awareness about prejudices.

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### Q&A SESSION & OUTLOOK

At the end of our journey, we will tend to any open questions in a **Q&A session** and consider other measures, which would be useful for your ongoing awareness journey.



6

### INPUT NO. 3

And a third input.

And afterwards, our interactive input on **Gender Equity** is a suitable option for sensitizing employees to discriminatory structures.

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### MAP

You will also receive our **IN-VISIBLE Map** for further reading and working. The map is a comprehensive bilingual document for self-learning, which contains many further sources and explains key terms and concepts.



### GOAL

You have now arrived at the goal, which you have set with us at the start of the journey. In a **follow-up**, we take another look at the initial analysis and make a recommendation for your further journey.





## You want another topic or to dive in even further?

You are also welcome to choose other topics for inputs or workshops or to add further steps to your trip, which are listed here.

### UNCONSCIOUS BIAS

In this workshop, we sensitize participants to unconscious thought patterns and stereotypes, so they can afterwards recognize these in themselves, others and within their organization and counteract them.

Read more about the workshop [here](#).

### GENDER EQUITY

In this workshop, we focus on the topic of gender in the workplace. We will talk about power games, communication culture, double standards and develop initial ideas on how you can tackle them.

Read more about this workshop [here](#).

### INCLUSIVE LEADERSHIP

This workshop includes an introduction to the topic of diversity and addresses the responsibility that managers have to promote an inclusive work culture.

Read more about this workshop [here](#).

### Additional Workshops (3h/5h/8h)

#### INTRO TO DEI

What does DEI actually mean? Why is DEI an opportunity for the team? We will address these questions and more in this interactive input.

#### POWER & PRIVILEGES

We look at power and privilege from an intersectional perspective and develop ideas on how we can make them visible and deal with them in the workplace.

#### GENDER EQUITY

We provide a basic theoretical introduction to the topic of sexism and how it can be tackled both individually and structurally.

### Interactive Inputs (1h)

#### UNCONSCIOUS BIAS

We provide a basic theoretical introduction to the topic of unconscious bias and its effects in the workplace.

#### SEXUAL HARASSMENT

We look at different forms of sexual harassment, what effects they have in the workplace and what this has to do with power inequalities.

#### INCLUSIVE LANGUAGE

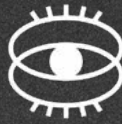
We explain what inclusive language means and use specific examples to illustrate its potential for work culture.

### Customized Workshops

On request, we can also create **customized workshops** about other topics and at other lengths, that are specifically tailored to your needs.

You want to go on this journey, but would like a completely different combination? Contact us via [hi@in-visible.berlin](mailto:hi@in-visible.berlin) to create your own personal travel plan together.





## IN-VISIBLE

IN-VISIBLE has many years of experience in the fields of gender research, equality, diversity and anti-discrimination in the context of startups, public actors and companies. Our expertise includes well over 500 workshop days and the close support of over 50 teams and organizations. Our team is made up of experienced and specialised young experts who are at home in a diverse and global society. Developing strategies and solutions to understand and discuss the (often sensitive) issues of gender and diversity is what we do best. Monitoring is important to us - our before-and-after surveys of the IN-VISIBLE workshops show that after the workshop:

participants feel more confident about recognizing discrimination at the workplace

participants feel more confident to intervene in the event of discrimination at work

## OUR TRAINERS

The workshop is led by two of our trainers. All of us working at IN-VISIBLE combine academic, professional and community-based references to the topic of gender equity. As a team, we are united by a shared mission to counteract the disadvantage of women and minorities in the world of work. In this mission we are supported by a large network of qualified trainers and consultants whose competencies we use on a project basis.

## OUR CLIENTS

