



IN-VISIBLE

WORKSHOP GENDER EQUITY  
**THROUGH THE GLASS CEILING**





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## WORKSHOP TO ENHANCE AWARENESS OF DISCIMINATION AND STEREOTYPES BASED ON GENDER

### GOAL

Recognising sexism and counteracting it in the next step

### CONTENT

Interactive training with close supervision by experienced experts from science and practice

### DURATION

The workshops are available in three formats: Mini (1x3h); Standard (2x2,5h); Extended (2x4h)

### LOCATION

Online - via Zoom, Webex etc. or in-person at your organisation´s office

### OPEN FOR

Everyone - no previous knowledge necessary, "naive" questions are welcome

### SIZE

Max. 20 participants

### LANGUAGE

We deliver the workshop in German or English

You can book the workshop *Gender Equity* via email by contacting [hi@in-visible.berlin](mailto:hi@in-visible.berlin). If you have any further questions, please contact the address above.





## GENDER EQUITY – HOW FAR HAVE WE COME?

Until 1977, women in Germany were only allowed to work with the permission of their husbands, according to the law. Today, things look very different. But the structures that discriminate against women and other marginalized genders have grown over centuries, persist stubbornly in our minds and shape our working environment. Even if such a formalised form of discrimination seems absurd today, Germany is still far from achieving equality. For example, women are interrupted more often than men, have a harder time getting into top management, and earn less on average. Despite this, it is often taboo to talk about sexism in companies. After all, it is kind of hard. Together, we want to break this taboo and help you foster gender equity.

## WHAT CAN YOU EXPECT FROM THE WORKSHOP?

We train you and your colleagues to recognise sexism and develop counter-strategies. We talk about power, privilege and forms of discrimination based on gender. You will gain practical knowledge about how sexism creeps into structures and what this means for equality in organisations – and what you can do about it. By the end of the workshop, you will have the skills to recognise sexism and take what you have learned back to your organisation to encourage an inclusive work environment.

## HOW DOES THE WORKSHOP TAKE PLACE?

The workshop takes place in-person or online. In both our in-person and and virtual sessions, we encourage active participation and look forward to lively discussions. With our trainers, there are no „naive“ questions; we open up a space that takes account of the needs of all participants. We have been working with remote workshop structures since our foundation and have deep digital expertise.



## SESSION 1 REFLECTION

What is actually sexism?

Gender and work

How far are we?  
- Status Quo

What am I even allowed to say anymore?  
- Grey areas

Microaggressions

## SESSION 2 ACTION

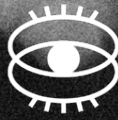
Review

Unconscious  
(Gender) Bias

And what now?  
- Solutions

Your roadmap  
to Equity

Conclusion &  
possible next steps



## 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 recognising discrimination in 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

