

**#atourworkplace**

**gender equality**

**diversity**

**inclusion**

## Instructions

- Open the pdf file in Adobe Acrobat.
- To show one card at a time and go back and forth between cards, select “View” and then “Full Screen Mode” in the main menu of Adobe Acrobat.
- This is a sample of 5 of the 24 discussion cards. Read more about our card games (available in several languages) at [www.atourworkplace.com](http://www.atourworkplace.com)

## Instructions

- Work in groups of 3-5 people.
- Choose a group leader. Keep one leader the whole time or rotate leaders in the group.
- The group leader selects a card and reads aloud the statement (in bold).
- Each group member has the option to comment or pass.
- Discuss the statement. Keep it engaged yet brief.
- Next, read the rest of the text.
- Discuss the questions at the end.
- Keep it relevant to working life and your workplace. Try to avoid your own or other people's examples from private life.
- Create opportunities for everyone to speak – this is a group responsibility.
- The group leader is responsible for moving on to the next card.

# 1

## **When the younger generation starts working, gender equality and diversity will automatically be achieved.**

Compared with when earlier generations were young, young people today are more knowledgeable about gender equality and diversity, for example, when it comes to ethnic background and sexual orientation. But this doesn't guarantee gender equality and diversity in the workplace in the future. Young people are influenced by the culture of the workplace they start working in. Unless there is already a culture of gender equality and diversity, there's a risk they will embrace the current culture instead of driving change. Or that they'll quit if the culture doesn't match their values and expectations.

- Do we put our operations at risk by *not* addressing gender equality and diversity? Consider the question from both an operational and internal viewpoint.

## 2

### **Mixed gender groups function better.**

Research shows that in groups where the gender mix is more balanced, there is a positive effect in terms of group processes and interaction, resulting in higher performance. Many workplaces have also reported that their work environments, efficiency and quality are positively impacted. These effects have been documented both when women enter male-dominated groups and when men enter female-dominated groups.

- How is the gender mix in our workplace? Do we have many mixed groups, or are they more female or male dominated?
- What are the effects of this?
- Is there anything we should change?

In many organizations, this isn't necessarily the case. Research shows that recruiting often follows old patterns. We tend to recruit through personal networks and often hire people who are copies of people we already employ subconsciously. By choosing the known over the unknown, we think we minimize risks. But what does this mean to our organization in terms of long-term risks?

Knowledge, education and experience can be the right skills for a particular job. But so are qualities like being a driving force, communicative, creative and able to network and having leadership qualities. It's also often an advantage if new employees can contribute knowledge and perspective that the organization lacks.

- How do we recruit? Do we recruit the way we always have?
- What are the "right skills" to have in our group?
- Do we strive to gain new or complementary experiences and perspectives when we recruit?

## At our workplace, everyone's voice is heard.

A prerequisite for capitalizing on people's skills and ideas is that we listen to them. This is also important in order to get people committed and involved. We all have a responsibility to get involved and participate at work. And we also need to ensure that others can and want to participate. We need to listen actively to each other and ensure that we have a secure work climate where everyone dares to share their thoughts and perspectives.

- How is it in our workplace? Are some people more heard and respected? Is there a relationship between how long they've been employed or their position, gender or age and how much people listen to them?
- Do some topics get more attention than others? Which topics get the most attention? The least? What are the consequences?
- How secure is our work climate? Can we share new ideas and thoughts, for example, without the risk of being ridiculed?

## There are male and female leadership styles.

Research shows that gender doesn't impact a manager's style, characteristics or suitability. Except in one area: men are more willing to take risks. However, what does have an effect is where you work. Comparisons between male- and female-dominated workplaces in the public sector show that in female-dominated workplaces, managers tend to have more staff, fewer financial resources and less access to administrative support. Also, employees have fewer opportunities to advance in their careers. This is a more difficult management assignment with worse conditions, regardless of the gender of the manager.

Research also shows that women and men who are leaders in the same organization tend to behave the same way in similar situations. Yet they are perceived differently by their subordinates.

- Do we have different expectations of women and men who are managers? If yes, then in what situations? What are the consequences?