



## Including Men and Women in the Gender Equity Conversation

Identifying and understanding gender equity and unconscious gender bias isn't easy, especially in the workplace. In this workshop designed for leaders, we have an open and honest conversation with participants about gender bias and gender equity – and what they mean for men, women and the organization. In our approach of this subject, we outline the environment required to address gender bias and discuss how it needs to be one of mutual advantage – the needs of men, women, and the organization must be considered so all parties can emerge as beneficiaries.

### Workshop Description

Employees, managers and senior leaders avoid the discussion of unconscious gender bias as a result of their lack of awareness, fear of blame or lack of understanding of its repercussions. This workshop focuses on building an understanding of what it is, how to recognize it, and how to counter its impact. Specifically, the training helps participants identify signs of gender bias within the career pipeline for women and identify ways to remove unnecessary barriers blocking women's advancement. We help all parties learn the skills to increase the support for women without compromising quality or high performance expectations. This workshop provides a forum to have a discussion, giving participants a language with which to have subsequent discussions.

### Workshop Impact

Participants achieve the following learning objectives:

- Identify the tangible impact gender bias has on the organization's performance
- Acknowledge the different perspectives men and women have about gender equity
- Identify underlying assumptions in both male and female colleagues to re-think automatic responses, language, and behaviors

- Prepare a go-forward plan to meet shared and individual development objectives

#### WORKSHOP FORMAT

<b>Attendee:</b>	Men and women
<b>Duration:</b>	75-90 minutes
<b>Format:</b>	In-person 50-100 attendees
<b>Materials:</b>	Assessment & Strategy Worksheets
<b>Optional Follow up:</b>	Post-event Meeting with Leadership Team, Webinars, Advanced Training

### Training Approach

Orange Grove Consulting's approach to training is to deliver interactive discussions and actionable insights using a combination of sharing of the latest research, group engagement and individual work. Orange Grove prides itself in facilitating conversation and action-oriented workshops where participants leave with specific ways they can implement learned concepts that day.

### About Orange Grove Consulting

Orange Grove Consulting specializes in research-based gender leadership training and organizational change that improves recruitment, retention and promotion of women across an organization. We address limiting aspects of the current talent pipeline with a focus on addressing the unconscious biases. Our end goal is to create more innovative and productive workplaces.

### For More Information

For more information, please email [info@orangegroveconsulting.com](mailto:info@orangegroveconsulting.com) or visit [www.orangegroveconsulting.com](http://www.orangegroveconsulting.com).