



Including Men in Achieving Gender Equality

Men are often left out of the conversation about gender equity in the workplace. At best, they are enlisted to offer to step up and at worst, they are blamed for the situation. Many men feel there is either no upside to including women or are confused by it when they can't see the inequity. When companies prioritize gender equity, it impacts both men and women. Learning how to address unconscious biases and assumptions held by men, and manage through them without fueling gender conflict is a critical skill for the workplace.

Workshop Description

In this workshop, men learn why gender equity is important and how to help. They identify the flawed assumptions that underlie bias in both their male and female colleagues. They learn to recognize biased language and behaviors and reframe assumptions to facilitate gender equity.

Workshop Impact

Participants achieve the following learning objectives:

- Identify the major contributors to gender conflict in the modern workplace
- 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
- Practice having the uncomfortable direct conversations with women that will ultimately reduce gender conflict
- Learn why gender equity can have positive benefits for men's careers

WORKSHOP FORMAT

Attendee:	Men at any career stage
Duration:	90 minutes
Format:	In-person (or virtual); 40-50 attendees
Materials:	Assessment & Strategy Worksheets
Optional Follow up:	Accountability Meetings, Webinars, Coaching

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 or to book a workshop, please contact Celina Guerrero, Director of Business Development at celina@orangegroveconsulting.com or visit www.orangegroveconsulting.com.