

# Diversity, Equity & Inclusion Program for Tech Companies

Attract and retain the right talent



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## Increasing Gender Equality in your Team

### What will you get from this program?

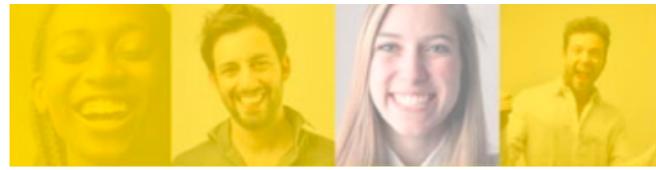
This program is designed for corporate teams that want to include gender equality in their daily activities, maximizing satisfaction and potential.

Through this program, we provide participants with new insights, attitudes and tools to become agents of change in favor of the full inclusion of women in the professional spaces they occupy.

### How will we work?

- STEP 1. Before the start of the program we will conduct an **initial assessment** of your culture through an online questionnaire and 30-minute interviews with (part of) the team.
- STEP 2. We will organize a 2-hour online and interactive workshop in which we **create awareness** and new insights on unconscious biases regarding gender diversity.
- STEP 3. We **build upon the skills** to create an inclusive team culture and agree on “ways to work” within the teams to ensure gender equality on a daily basis.





# PROGRAM DETAILS

## OUR METHOD

True inclusion requires greater self-knowledge about our unconscious biases and the way we stereotype, as well as the development of skills that allow us to communicate and behave in such a way that all people, regardless of their gender, feel welcome and respected in our organization.

This is an interactive program with dynamics that provoke reflection and group discussion in a very constructive way. We facilitate meaningful conversations, exchange of ideas within smaller groups and plenary conclusions. We make use of polls, videos, and create “aha” insights.

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## STEP 1

### Initial Assessment

Online questionnaire and interviews

For the assessment of your company culture and to gather information about day to day situations, we conduct two analysis:

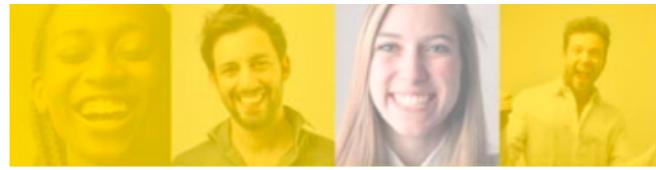
- An online questionnaire with questions about the inclusiveness of the company culture on an individual level.
- In addition, we will conduct 30-minute interviews with part of the team to gather examples of real situations.

We will use the information from the questionnaire and interviews to fine-tune the content of the workshops, address the situations and concerns of the employees regarding the company culture, and use real examples (anonymously) of exclusive behaviors.

We will ensure a culture-fit program for your company.

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## STEP 2

### Increasing Awareness and Knowledge

2-Hour Online Workshop for a maximum of 25 people

The aim of this workshop is to make participants aware of existing personal biases regarding gender diversity, and provide first guidelines on how to handle these biases and tackle micro-aggressions or micro-exclusions at the workplace to develop a fully inclusive team culture.

#### Global Outline of the first workshop:

- Introduction of the workshop and connection with the topic.
- Creating a safe and relaxed learning environment.
- The importance of gender equality for organizations (research-backed information about the state of the art).
- How unconscious bias influences the way we perceive the world and the decisions we make.
- The most common biases women encounter at the workplace.
- Micro-exclusions at work: how to recognize these and what to do about it.
- How to tackle your biases?
- Exchange of personal commitments and action plans.

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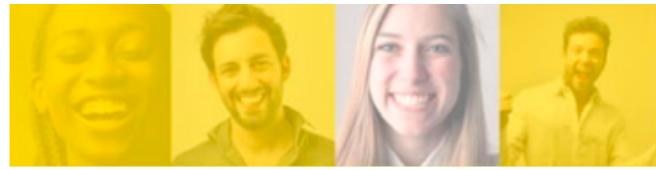
## STEP 3

### Building the Skills for an Inclusive Team

2-Hour Online Workshop for a maximum of 12 people

The aim of this workshop is to encourage and motivate people **to take the next step and contribute** to building this inclusive workplace together. We will discuss real situations and address the attitudes and **practice the skills** that are necessary to contribute to the creation of an inclusive work environment, regarding gender diversity.





We advise to work with groups not bigger than 12 people to make **practicing** in a safe environment possible and **give personal guidance and feedback**.

### Global Outline of the second workshop:

- **Brief summary** of the first training session and connection with the first workshop.
- Exchange of **observations and actions** regarding inclusive and/or exclusive behaviors during the time in between sessions.
- How to bring **attention to micro-exclusions and gender bias?** Guidelines.
- **What to do if you see it happening?** Exchange of situations. Guidelines for constructive responses and avoidance of the bystander effect.
- **What to do if it happens to you?** Exchange of ideas and ways to respond.
- Discussing **practical guidelines** for the team on how to avoid micro-exclusions on a day to day basis.
- **Practicing real situations.** Guidelines, practicing, feedback.
- Exchange of **personal commitments** and action plans.

## FACILITATORS



Marianne Slotboom



Jose Powell

[Read more about us here](#)

