



GENDER SENSITIVITY TRAINING
For facilitators, moderators & Trainers

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by the German Bundestag

GENDER SENSITIVITY TRAINING

For facilitators, moderators & trainers

IMPRINT

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About PtX Hub: The International Power-to-X (PtX) Hub consists of different projects including PtX Pathways and supports the development of sustainable hydrogen/PtX markets as a building block for the energy transition in South Africa, Morocco and Argentina, among others. While 100% renewable energy is key for the energy transition, industries that cannot yet be directly electrified to become climate neutral require Power-to-X as the missing link. Lessons learnt will be used to inform the debate in other markets.

About Green Hydrogen South Africa (GHSA): GHSA is a multi-stakeholder initiative that promotes South Africa as a leading green hydrogen producer and investment destination of choice. It is led by The Presidency of South Africa and is home of the South African Green Hydrogen Summit (SAGHS).

About H2.SA: H2.SA is a project of the German Development Cooperation with South Africa. It is commissioned by the German Federal Ministry for Economic Cooperation and Development (BMZ) and implemented by the *Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH* in close cooperation with The Presidency of South Africa. H2.SA's main objective is to promote a South African green and sustainable hydrogen economy. Working closely with its partners from Government, private sector, and civil society, H2.SA provides expertise, resources, and builds capacity for a secure and sustainable energy future that holds opportunities for all South Africans.

About GIZ South Africa, Lesotho and Eswatini: *The Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH* is a German development agency which provides services in the field of international development cooperation and international education. Its work in South Africa is carried out primarily on behalf of the German Federal Ministry for Economic Cooperation and Development (BMZ). Some of the core areas of cooperation are Climate, Energy and Just Transition. GIZ supports South Africa in developing an environmentally



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Section 1

Introduction to the manual





1. INTRODUCTION TO THE MANUAL

Why we need gender-sensitive event facilitation

Imagine a scenario where a community workshop is held to discuss the integration of renewable energy solutions in a neighbourhood. The room is filled with local leaders, energy experts and community members, but as the discussion progresses, it becomes clear that the voices of women are not being heard. Despite their significant role in managing household energy needs and their potential contributions to renewable energy adoption, their unique challenges and insights are overshadowed by the more dominant male participants. This situation highlights the urgent need for a gender-sensitive approach in the design, implementation and evaluation of events.

Gender-sensitive facilitation ensures that the perspectives and needs of all participants, regardless of gender, are recognised and addressed. This approach is not just about fairness; it is about effectiveness and inclusivity. Women and men often have different experiences and knowledge that can significantly enrich the outcomes of any event. Ignoring these perspectives can lead to incomplete solutions and missed opportunities for innovation.





Research shows that having enough women in a room to be heard effectively means reaching a critical mass, usually around 30% of the group. When women make up less than this proportion, their influence tends to be diminished due to persistent gender biases. For example, when women are in the minority, they are likely to be interrupted, perceived as less authoritative and may struggle to have their ideas recognised. However, when they reach a critical threshold, they are more likely to contribute meaningfully and influence group decisions.

In male-dominated spaces, research suggests that the solution isn't just to increase the number of women, but to also change the environment to be more inclusive. This means addressing systemic issues and cultural norms that prevent women's voices from being heard.

By actively encouraging and facilitating women's participation, facilitators play a key role in creating spaces where everyone feels safe and comfortable to express their views. This can be achieved through a variety of strategies, such as using inclusive language, ensuring equal opportunities to speak, and adapting the location and timing of events to women's needs and preferences.

Considering gender in the design, implementation and evaluation of events is not just a matter of equity, it is a strategic imperative. By adopting a gender-sensitive approach, facilitators can create more inclusive, effective and impactful events. This not only benefits the participants, but also increases the overall success of the event. As we move towards a more inclusive society, it is essential that our exchanges and events reflect this commitment to gender equality.

Purpose of this Manual

To enable moderators and facilitators of events such as workshops to take a gender-sensitive approach to the planning, implementation and evaluation of their events, this manual provides practical tips, ideas and checklists for inclusive and effective participation and representation at these events.



Section 2

Definitions of key concepts





2. DEFINITIONS OF KEY CONCEPTS

Gender

Gender refers to the socially constructed roles, actions, expressions and identities of individuals. It affects how individuals behave and interact, how they see themselves and one another, and how power and resources are distributed in society. Gender identity is a dynamic construct that exists on a continuum and is not limited to a binary (boy/man, girl/woman). It can also evolve over time. The roles that people play, the expectations that are placed on them, how they interact with others, and the various ways that gender is institutionalised in society all reflect the wide range of ways that individuals and groups perceive, understand, and express gender. Due to its hierarchical nature, gender creates disparities that converge with other social and economic issues. Gender-based discrimination intersects with other aspects of discrimination, such as race, socioeconomic position, disability, age, geographic location, gender identity and sexual orientation, among others. This is called intersectionality.

Gender roles and norms

The established beliefs about what men and women should be like and how they should behave within a certain society or community are known as gender norms. These norms aid in defining what is considered “feminine” and “masculine” inside a given “reference group.” Gender norms frequently mirror and perpetuate unequal gender relations, typically to the detriment of women and girls as well as men and boys who don’t fit the mould of what it means to be a man.

Gender roles collectively dictate the customary duties and obligations attributed to men, women, girls, and boys. The makeup of households, the availability of resources, the effects of the global economy on certain groups, the frequency of conflict or natural disasters, and other locally significant elements like environmental circumstances all influence gender-specific roles. Gender roles can change throughout time, much like gender itself, especially as women gain more power and as masculinity changes.

Some examples of gender roles and norms include:

- **Preoccupied with Power vs. Looks:** Stereotypes suggest that men are more concerned with wealth and power than women are with appearances.
- **Dependent vs. Independent:** Women are typically viewed as dependent on the men in their lives, but men are often viewed as powerful and independent.



- **Follower vs. Leader:** According to conventional normative norms, women should be followers and men should be leaders. The idea of the “glass ceiling,” which prevents women from achieving leadership positions due to subtly held stereotypes, still exists today.
- **Kindness vs. Strength:** Women are meant to be soft and kind, while men are expected to be firm and strong.
- **Hero vs. Supporter:** In many movies and cultural narratives, men are portrayed as the lone heroes, while women are frequently seen as the supporting cast members.

Intersectionality

Intersectionality is the idea that all forms of oppression are connected. “The interconnected nature of social categorisations such as race, class, and gender, regarded as creating overlapping and interdependent systems of discrimination or disadvantage” as defined by the Oxford Dictionary. The concept of intersectionality recognizes that every individual experience oppression and discrimination differently, and that all factors that can marginalise people should be taken into account. Examples of these include gender, race, class, sexual orientation, physical ability, and others. First coined by Professor Kimberlé Crenshaw back in 1989, intersectionality was added to the Oxford Dictionary in 2015 with its importance gradually being appreciated in the area of women’s rights. Intersectionality acknowledges the ways in which several facets of an individual’s identity, including race, class, and sexual orientation, interact and intersect. It recognises that people encounter many types of privilege and oppression at the same time, and that these overlapping identities influence people’s chances and experiences.

Gender mainstreaming

Gender mainstreaming is an approach to policy-making that takes into account the interests and concerns of all genders. Integrating a gender equality viewpoint at all stages and levels of policies, programs, and projects is known as gender mainstreaming. In addition to unequal access to and influence over money, authority, human rights, and institutions like the legal system, people of different gender have different demands and living situations. In addition, the circumstances people are facing vary depending on the nation, area, age, socioeconomic or ethnic background, and other elements. To create policies, programmes, and initiatives that advance gender equality rather than exacerbate inequality, gender mainstreaming aims to take these disparities into consideration during the design, implementation, and evaluation phases of these processes. Solving gender disparities, sometimes concealed, is the goal of gender mainstreaming. As a result, it can be used as a tool to achieve gender equality.



Gender bias refers to the unequal treatment and perceptions of individuals based on their gender. Historically, it has most frequently manifested as bias against women, such as workplace bias.

- **Wages:** It's usual for women and other oppressed groups to be paid less than their male peers for the same profession, even though they may have comparable qualifications and experience.
- **Glass ceiling:** The “glass ceiling” refers to a symbolic obstruction that hinders the ascent of women and minorities to high corporate positions, hence impeding their professional advancement.
- **Positional bias:** Are all of your maintenance staff – men, and all of your receptionists - women? This is an illustration of positional bias, in which individuals are assigned roles based, at least in part, on gender preconceptions.
- **Outdated views:** Some companies adhere to outdated views of what is proper behaviour, attire, etc, all of which differ for men and women.
- **Interview questions:** There is often bias against women who are viewed as “too family-oriented” to fully commit to a company, and some interviewers try to get an idea of a woman’s family situation or plans, for example.

Allyship

Allyship is a term that can be described as the active advocacy for a marginalized group’s rights without really belonging to it. This can be practiced in workspaces as well as society as a whole. In the context of the workplace, allyship refers to the various acts, behaviours, and practices that leaders engage in on behalf of, amplify, and support of others, particularly those who do not share the same social identity as them. (Note that we say “advocate with” instead of “advocate for” because we believe that advocacy is best carried out in collaboration with the people we hope to help.





Section 3

Guidelines on how to prepare events and workshops

3. GUIDELINES ON HOW TO PREPARE EVENTS AND WORKSHOPS

Designing a workshop or an event for training in the renewable energy industry incorporating considerations for gender mainstreaming requires careful planning and consideration of the participants' needs. Here is a comprehensive guide to help you prepare an effective workshop: – We will use three scenarios to explain all considerations:

Scenario A: General workshop about an industry topic:	Scenario B: Awareness workshop:	Scenario C: Intensive workshop focusing on gender:
A workshop that covers any industry topic and does not focus specifically of gender.	A workshop that is targeted at individuals with no prior exposure or existing prejudices to raise awareness around the topic of gender mainstreaming with the objective to reduce and overcome any existing prejudices.	A workshop that targets individuals who already have an intensive understanding on the topic and aims to challenge their perceptions to a further extent.





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3.1 Before the workshop or event

3.1.1 Logistics and administration by workshop organisation (e.g. GIZ)

Know your audience:

Create a list of attendees for the workshop.

- Identify women and non-binary individuals who are particularly relevant for this workshop. This can be achieved by paying attention to the pronouns they choose to identify themselves, seeing if they have any affiliation to any relevant organisations or activist groups as names can't be used to distinguish gender as they are not gender specific.
- Brainstorm how to increase the number of attendees who are women and non-binary individuals.

Understand your target audience to tailor the content accordingly.

- Understand the background, experience, knowledge level, and interests of your participants, e.g. LinkedIn profiles or biographies on company websites.
- Understand and explore to the extent possible the intersectionality of individual participants (e.g. gender and religious background, class, race, sexual orientation, etc), e.g. include specific questions in the registration and ask people to share the information they are comfortable with.
- Find out which opinions or perception the audience has in relation to gender mainstreaming to address any concerns in the workshop, e.g. include a question about previous exposure to relevant theories or topics related to gender mainstreaming.

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Use content and multimedia:

- Prepare content materials and a handout that includes the main content and relevant visualisations.
- Incorporate multimedia elements like videos, slideshows, and interactive presentations to make the content more engaging and dynamic.
- Ensure that all material and visuals include women and non-binary individuals and represent a gender diverse perspective.
- Use an inclusive language in the content. Because there are many different gender identities, avoid using binary language that indicates there are only two. (e.g. they/ them instead of he/she, partner instead of wife/husband,)
- Offer supplementary materials such as articles, reports, and research papers to encourage further exploration.
- Ensure that women and non-binary individuals are represented among the authors and contributors of the material.
- Collect and analyse gender-disaggregated data during and after the event, if relevant. This can help identify any gender-specific patterns or disparities and inform future initiatives.

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Invite attendees:

- Follow up with women, non-binary individuals or attendees from other groups that are underrepresented in the industry to communicate that you would appreciate their participation.
- Prepare invitations and ensure that they include gender sensitive and inclusive language and visuals. Make use of gender-neutral nouns instead of using gendered nouns:

gendered noun	gender-neutral noun
man	person, individual
freshman	first year student
mankind	human beings, people
to man	to operate, to cover, to staff
chairman	chairperson, chair, coordinator
mailman	postal worker, mail carrier, letter carrier
policeman	police officer
steward/stewardess	flight attendant
congressman	congressperson, legislator
Dear Sir,	To whom this may concern, Dear Editor, Dear representative

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Invite expert speakers:

- Invite industry experts (such as civil society, NGOs and women networks) to share their knowledge and experiences. Their insights can provide real-world perspectives and enrich the learning experience.
- Ensure gender diversity for the experts and speakers - if you don't know any women or non-binary experts, you can reach out to industry associations or interest groups representing women in the sector.
- Strive for diversity in the selection of speakers, panellists, and trainers. Include individuals from various genders, backgrounds, and experiences to provide a well-rounded perspective.

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Create networking opportunities:

- Facilitate networking among participants, fostering collaboration and the exchange of ideas. This can enhance the overall learning experience.

- Create an environment where people who are from groups who are underrepresented in the industry, are introverted, or take time to open up can connect and network, e.g. use small activities, prepare specific questions people can ask one another or encourage people to move around regularly.

- Facilitate different networking opportunities that are inclusive and considerate of different communication styles. Some participants may benefit from structured networking activities to ensure everyone has the chance to connect.

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Incorporate gender mainstreaming considerations in virtual events:

- Send out the access link in time, confirm all attendees have received it and send reminders.
- Provide internet access to all participants, consider that some participants might require support with data to be able to join.
- Encourage participants to switch on their camera but give them a choice what they are comfortable with.
- Communicate clearly how participants are required to prepare and what they have to bring to the workshop.
- Ensure that all necessary technology and equipment are available and functional. This may include projectors, audio-visual equipment, and any tools needed for interactive activities.

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Incorporate gender mainstreaming considerations in-person events:

- Plan the dates and times for the event to consider family responsibilities, e.g. don't start too early in the morning and finish for people to fetch their children and finish on time to consider transportation options and safety concerns, e.g. some areas of a city or streets also are more dangerous to women and non-binary individuals, especially in the darkness.
- Consider dietary requirements and diverse catering preferences, e.g. include vegan and vegetarian meals.
- Define and communicate the dress code to avoid any open questions or confusions, which usually affect women more negatively.
- Ensure that the set-up of the room, including the stage and cameras is focused on everyone's upper body to make them feel comfortable, e.g. avoid people wearing skirts having to remain in one sitting position or being unsure what is visible to the audience.
- Communicate clearly how participants are required to prepare and what they have to bring to the workshop.
- Ensure that all necessary technology and equipment are available and functional. This may include projectors, audio-visual equipment, and any tools needed for hands-on activities.
- Ensure that the venue and materials are accessible to all participants, taking into account any specific needs related to gender, such as nursing rooms or gender-neutral restrooms.

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Example scenario on how to set up logistics and administration from a gender mainstreaming perspective		
Scenario A: General workshop about an industry topic:	Scenario B: Awareness workshop:	Scenario C: Intensive workshop focusing on gender:
Market the workshop with a focus on the industry topic without any specific reference on the topic of gender mainstreaming. Invite a diverse group of people with different backgrounds in relation to gender mainstreaming.	Identify and reach out to a target audience without prior knowledge or experience in the field. Prepare marketing and communication material that will trigger excitement in the topic, even by people who are not usually interested in the topic.	Customise and communicate about the workshop to specifically attract individuals who have a clear interest and prior knowledge about the topic of gender equality. Send out preparation material to brief the attendees about relevant theories – this will also indicate the expected level of prior experience with the topic. Choose guest speakers that are experienced and well-known among people who have a deeper interest in the topic.





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Preparation to be done by moderator

Define objectives:

Clearly outline the goals and objectives of the workshop.

- What specific skills or knowledge do you want participants to gain?
- How is the topic of the workshop linked to gender mainstreaming?
- What do you want the audience to understand about the role of gender in relation to the workshop topic?

Create a detailed agenda:

- Outline a schedule with specific time slots for each topic, activity, and break. Ensure a good balance between theory and practical exercises.
- Ensure that the content of the training is inclusive and relevant to participants of all genders. Address topics that are of concern to both men and women in the context of renewable energy.
- Incorporate considerations for gender mainstreaming into the agenda, e.g. discuss any challenges women and non-binary individuals might experience working on-site or in environments with a majority of male colleagues, such as less support from informal mentors or role models or working hours that are challenging to balance with family responsibilities. Brainstorm how to attract more women in the renewable energy industry or how to make the industry more family friendly.
- Allocate time for questions and answers for each topic. Encourage participants to share their thoughts and seek clarification on any doubts they may have.
- Create an environment where people who are from groups who are underrepresented in the industry, are introverted, or take time to speak up feel comfortable to share their questions and thoughts, e.g. by using a software that allows them to ask questions anonymously or splitting them into small groups.
- Be mindful of language use to avoid reinforcing gender stereotypes. Use inclusive language that is respectful to all genders.
- Incorporate discussions or sessions that specifically address gender specific issues within the renewable energy industry. (e.g.: explore how women and men may experience different challenges or opportunities in the field.)
- Provide information on resources related to gender equality in the renewable energy sector, such as organisations, networks and initiatives that focus on promoting diversity and inclusion.
- Recognise and address the intersectionality of gender with other aspects of identity, such as race, ethnicity, and socioeconomic status, to ensure a comprehensive and inclusive approach.



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Include interactive learning activities:

- Include hands-on activities, case studies, group discussions, and simulations to engage participants actively. This enhances understanding and retention.
- Find discussion and learning material that includes gender diverse examples and visuals.
- Plan icebreakers and team dynamic activities that help attendees open up and form relationships, especially participants of different backgrounds and genders, e.g.:
 - My first Job- Ask everyone in the group to write down their name, their first job, and which prejudices were present in the company culture. Then go round the group and have everybody read theirs out.
 - One word- Divide the group into smaller groups or pairs, depending on how many participants you have. If you're holding a remote meeting, you might want to set up breakout rooms for each group. Ask each group to come up with one word that describes their perception of women and non-binary individuals in the renewable energy industry.
 - Pointless questions- Ask participants to write down questions they have received when trying to enter a male dominated industry or standing up for inclusion. Discuss these questions as a group and unpack whether these questions can be used to discourage women and non-binary individuals looking to enter the specific industry.
- If possible, include practical demonstrations or visits to renewable energy facilities. Hands-on experience is invaluable for participants.

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3.2 During the workshop or event

Encourage a culture of inclusion:

- Encourage active participation from all participants regardless of gender. Create an inclusive environment where everyone feels comfortable expressing their opinions and asking questions. This can be achieved in the following ways:
 - Present information in diverse formats.
 - Ask for and use input from diverse populations.
 - Encourage new ideas and fresh perspectives.
 - Create a culture of inclusion by allowing as many people as possible to speak.
- Ensure equal participation and monitor group dynamics develop to ensure women and non-binary individuals are speaking up, are not interrupted, or sidelined. The moderator can allow for discussions to be held in smaller groups to ensure that everyone's opinion is heard and come back to a bigger group to discuss ideas discussed in smaller groups.
- Use gender neutral language and avoid language that reinforces gender stereotypes.
- Moderators can start talking to women or non-binary individuals and include them during network sessions to make it easier, especially if they are withdrawn and not initiating conversations.

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Example scenario on how to set up logistics and administration from a gender mainstreaming perspective

Scenario A: General workshop about an industry topic:	Scenario B: Awareness workshop:	Scenario C: Intensive workshop focusing on gender:
<p>As you are introducing gender mainstreaming, explain why/how it is linked to the industry topic and highlight the relevance and importance of gender mainstreaming throughout the workshop. Motivate people in a positive and encouraging manner to learn about gender mainstreaming.</p>	<p>Highlight the relevance and importance of gender mainstreaming throughout the workshop. Monitor the reactions in the team and the group dynamic to notice if attendees have any reservations or concerns so you can address them. Give attendees a platform to ask all their questions and raise all of their concerns, especially as they might be new to the topic.</p>	<p>Give room for attendees to share their perspectives and discuss their understanding of the topics to develop a deeper level of consciousness. Be open for any questions, answer as good as you can and promise to follow up if they want to understand the content in more detail. Guide people how they can spread the idea of gender mainstreaming in their environment.</p>





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3.3 After the workshop or event

Gather feedback and identify points of improvement:

- Collect feedback from participants to evaluate the effectiveness of the workshop. Use this feedback to make improvements for future sessions.
- Include questions that specifically speak to any concerns in relation to gender mainstreaming, e.g. to which extent women, non-binary individuals and other participants of underrepresented groups felt welcome and included in the event.
- Include a question that asks participants about their perception of being in a safe space, including any experience of discrimination, exclusion, or harassment at the workshop.
- Ask to which extent participants felt that their experience and concerns were adequately represented in the workshop.
- Establish feedback mechanisms that allow participants to provide input on how the training or event can better address gender-related consideration in the future.
- Regularly assess and improve the gender sensitivity of your training or event based on the participants' feedback and evolving best practices.

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Take time for self-reflection for moderator:

Reflect on one's own internal thoughts and emotions as well as one's behaviour to identify points of improvements for upcoming workshops or events.

- Internally
 - Which biases or stereotypes did I experience internally during the training?
 - What was uncomfortable for me during the training?
 - Which situations challenged, confused or pushed me out of my comfort zone?
- Externally
 - How inclusive was I throughout the duration of the training?
 - Which biases or stereotypes did I express externally?
 - Which statements did I make that could have been uncomfortable or offensive?
 - How well did I connect with the different participants from different backgrounds?
- Points of improvements
 - What would I like to stop, start, and continue next time?

By integrating these considerations into your planning process, you can contribute to creating a more inclusive and equitable training or event experience for all participants.

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Section 4

Guidelines on how to respond to challenging situations in events and workshops





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4. GUIDELINES ON HOW TO RESPOND TO CHALLENGING SITUATIONS IN EVENTS AND WORKSHOPS

Concerns, questions, and resistance from some participants or stakeholders to acknowledge and address gender equality issues can hinder progress in creating an inclusive workshop environment.



1] Follow the general guidelines on how to respond to challenging situations in the events and workshops:

The following steps are helpful to respond to attendees showing signs of disregard or disagreement with the topic of gender mainstreaming.

- Let them share their concerns, find out what they are worried about and clarify what gender mainstreaming is about - it is about inclusion and won't make things more difficult for anyone.
- Find out which topics are important to them and what they care about to connect it to gender instead of fighting it.
- Ask attendees what would have to be different at the event or the industry for them to open up to the topics.
- Limit focus on gender-specific issues if participants are ignoring or downplaying gender-specific challenges within the industry.
- Explain why the topic of gender mainstreaming is important to all of us, not only women and non-binary individuals as it speaks to equality and justice for all.
- In some workshops or events, it might be helpful to have a space for women and non-binary individuals only to share experiences affecting individuals with a shared lived experience, discuss specific concerns or address questions. In such instances, it is important to highlight to male attendees that they are asked to give a safe space to women and non-binary individuals and are not excluded based on their gender as they will be included in other conversations about gender and gender mainstreaming.



2] Respond to participants expressing disregard, discriminatory behaviour, or harassment:

The following steps are helpful to respond to attendees questioning the existence of gender inequality, reiterating the idea of a gender binary, expressing stereotypes and prejudices against women and non-binary individuals or challenging the moderator in similar ways.

- Address inappropriate comments, gestures, or behaviour based on gender that can create a hostile environment, making it difficult for some participants to fully engage in the workshop. Implement safety measures to address potential gender-based concerns. This includes having a clear policy on harassment and ensuring a safe reporting mechanism if any issues arise.
- Respond immediately to any attendees showing discriminatory behaviour towards women or non-binary individuals, e.g. questioning their perspectives and mansplaining. In such an event it is important that the moderator takes a firm stand and addresses the discriminatory behaviour and makes it a point to enforce that such behaviour is not welcomed.
- Be aware of any unconscious bias or prejudices expressed by the moderator, avoid stereotypical assumptions about gender roles and capabilities surfacing or affecting how certain tasks or responsibilities are assigned, e.g. women are asked to take minutes or assist with the on-site logistics, by dividing up tasks responsibly.

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3] Respond to people questioning the ability of woman and non-binary individuals to live up to the expectations of the industry:

The following steps are helpful if people question the relevance or importance of gender equality in the industry or state that there are bigger and more pressing issues in the economy.

- Explain that no concern can be applicable to the entire industry. There are multiple types of roles in the renewable energy sector, such as blue collar, off site and on site, white collar and other leadership and managerial positions, all of which have different requirements. So, it does not need to be a male dominated industry. Only blue-collar jobs require physical strength.
- Steer away from generalisations as a lot of women have the physical capacity to keep up with the physical requirements within the renewable energy sector.
- Highlight that technological advancements have lessened the need for physical labour and strength in renewable energy making it a more inclusive space.
- Emphasise that it is important that women have the freedom to make their own choice regarding their capabilities.

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4] Respond to comments that women are more family orientated which can be challenging for the industry:

- Explain that industries should always strive to have a family friendly working environment, not only to the benefit of female employees but also male employees as family responsibility affects both parties.
- Highlight that the industry needs a new skills and talent pool so its beneficial to create a work environment that is accommodating to people's personal and family responsibilities. It is presumptuous to assume that women cannot fulfil their duties due to family responsibilities.
- Advocate that the economy and the renewable energy industry in an inclusive manner – the skill set of women is essential to each business and the industry as a whole. It is also important to highlight this point if attendees question the relevance of gender equality, e.g. stating that there are bigger and more pressing issues in the economy.

Notes:

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5] Respond to prejudices that women are not interested in working in the renewable energy industry

- Explain why there are fewer women or non-binary individuals in the renewable energy industry and highlight that this is not due to the lack of interest but the structures in the industry:
 - Discrimination by men in the workplace.
 - Lack of recruitment by energy companies.
 - Limited access to decision making spaces in renewable energy.
 - Work environments are unsupportive of work, life, family balance.
 - Limited access to support systems such as daycare and flexible hours.
 - No encouragement from society to overcome cultural barriers.

Notes:

Glossary

Allyship is a term that can be described as the active advocacy for a marginalized group's rights without really belonging to it.

Discrimination describes the unjust or prejudicial treatment of individuals or groups based on certain characteristics, such as race, gender, age, sexual orientation, physical ability, or other factors.

Gender refers to the socially constructed roles, actions, expressions and identities of individuals.

Gender mainstreaming is an approach to policy-making that takes into account the interests and concerns of all genders.

Gender neutral nouns are terms that do not refer to neither specify or favour a particular gender but can be used for any gender and thus aim at being inclusive and applicable to individuals of any gender identity.

Intersectionality is the idea that all forms of oppression are connected. The concept of intersectionality recognizes that every individual experience oppression and discrimination differently, and that all factors that can marginalise people should be taken into account.

Misgendering describes the use of a language or pronouns that do not align with an individual's gender identity.

Non-binary individuals are people who identify on the continuum of gender and do not exclusively identify as male or female.

Stereotypes are oversimplified and generalised beliefs or ideas about a particular group of people, which can lead to unfair assumptions and discrimination.

Prejudices are preconceived opinions or attitudes about an individual or a specific group, often based on stereotypes, which can influence behaviour and contribute to discriminatory actions.

Unconscious bias describes an implicit, unintentional, and often automatic preferences or prejudices towards an individual or a specific group. While unconscious to the person experiencing this bias, it can affect decision-making and perpetuate stereotypes without conscious awareness.

Sources and references

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on the basis of a decision
by the German Bundestag