

GERI Gender Equality
and Race Inclusion

Launch Screensaver





MODULE 3:

Challenging Inequality

Sample





At the end of the session participants will be able to:

- identify barriers to entering non-traditional courses or occupations
- challenge views to help people reconsider their own views
- challenge inequality
- develop effective action plans to promote diversity



GERI Role Model

IT Support Assistant/ Online
Services Administrator

Celie Brookes

"I think there are lots of
opportunities for girls in the
IT industry."



GERI Role Model

Childcare

Peter Best

*“If you want to do something bad enough,
you’ll do it.*

*You need to be interested in the course and
enjoy it.*

*You don’t just drift into a health and social
care course if you are a boy”*

“Men shouldn’t change nappies.”

“Can you mend the washing
machine?”



Job Choice Learning Guides

- Foundation Module
- Careers in Information Technology
- Subject Choice
- Gender Stereotyping in Apprenticeships



GERI Role Model

IT Manager Chelsea Football
Club

Elaine Clark

"I anticipated barriers because football is such a male dominated industry, but I didn't find them. I think the idea of barriers is more perceived than it actually is these days."



Meet Jay - Foundation Module

Meet Elaine - Careers in Information Technology

Meet Charlotte - Subject Choice



GERI Role Model

Joiner

Lynn Cullen

"You can walk away from something when there is an end product and say, 'I did that!'"



Fact

Christianity is a religion

A hamburger is a food

Belief

Christians go to church every Sunday

American people love hamburgers



GERI Role Model

Sales Manager

Rachel Schofield

"I'd known for a long time that farming was in my blood."



Fact

More women than men are nurses

Young black men are more likely to be unemployed than young white men

Jo failed the exam

Belief

Women make better nurses than men

Young black men don't want to work

Jo's too stupid to get into business management



GERI Role Model

Trainee Theatre Director

Natalia Blogg

"A dream coming true..."



The ABC of Emotion

Example 1

- **Action:** Jo fails an exam
- **Her Belief:** everyone who fails exams is stupid
- **Consequence:** Jo feels stupid



GERI Role Model

Senior Director of Customer
Relations

Lena Wilson

"I'm glad I'm in an
organisation where it is
definitely about ability and not
about whether you're a
woman or a man."



The ABC of Emotion

Example 2

- **Action:** a manager treats Ash unfairly
- ***Ash's* Belief:** managers should always treat me fairly
- **Consequence:** Ash feels angry and upset



GERI Role Model

Construction

Design and Build Co-ordinator

Dr. Jo Hall

"For the first few times I visit, I do get some strange looks."



- How I should be or behave
- How other people should be or behave
- How society should be or behave



GERI Role Model

Painter & Decorator

Lisa Bird

“What’s the world coming to -
there’s a woman here!”

Sample



Action + self talk + Belief = Consequence

Action:

Marco didn't get onto the placement he wanted

+ self talk:

I'm useless, making such a mess of the interview. I'm not going through that again!

+ Belief:

I'm rubbish at interviews. No-one will want to have me on a placement I want to do.

= Consequence:

Marco is so anxious not to feel bad again, that he decides to abandon all ideas of getting a placement



GERI Role Model

Manufacturer

Kate Allcock

"I was worried in case they didn't like the idea of taking a girl on."



I'm really disappointed that I didn't get on that placement, especially as I thought I'd prepared well for the interview.

Still, it's not the end of the world – there are plenty of other placements and just because I didn't get on this one, it doesn't mean I won't be successful in the next interview.

The first thing I'll do is to arrange to sit down with an adviser and see what I can learn from this experience...



GERI Role Model

Civil Engineer

Beth Sadler

"The more you struggle along, the more you get your nails dirty, the more you crawl about on the floor and do crappy jobs, the more you are accepted as part of the site community which is good."



How would you change these statements from negative to positive?

- I won't make any friends
- I haven't got the right qualifications
- They don't like boys in that kind of job



GERI Role Model

Radio Optimising Engineer

Fiona Stewart

"I say I'm a Radio Planning Engineer and people say, 'What's that?'"



Confidence comes from:

- a desire to be fair
- relevant knowledge and understanding
- skills development
- the opportunity to consider
- potential situations and practise assertive responses



GERI Role Model

Project Manager of Web
Design Team

Lisa Maynard

"I was never put off by my
gender from doing what I
wanted to do."



An Irish employee is called '*paddy*' and sometimes '*a thick paddy*' by other workers.

They see it as a harmless joke.

Using empathy, explore how the employee will feel and the likely consequences of this action.



GERI Role Model

Rugby Development Officer

Jane Banks

"I think I'm a bit of a role model for girls getting involved in sport."



Assertive Behaviour

- Expressing true feelings, thoughts and beliefs
- Feeling in control of what you say and do
- Standing up for what you believe, in a way that doesn't threaten others or violate their rights
- Assessing a situation and making clear choices about the appropriate way to behave



GERI Role Model

Student in Biological
Sciences

Rachael Brown

Microscopic Ambitions!



- How can I bring the principles of equality and diversity into my daily work?
- What could get in the way?
- What can I do to make sure there are no barriers to my success?



GERI Role Model

Telecoms Engineer

Karen Ritchie

"Hopefully in the next ten years' time, maybe the office I'm working in won't be full of men!"



Aggressive

- Aiming to win regardless of the other person
- Standing up for your rights in a way that violates the rights of others
- Putting others down to appear better yourself
- Manipulating others including tricking others, seducing them, or getting revenge in subtle ways
- Deriding, humiliating, belittling or overpowering others in order to win



GERI Role Model

Royal Navy Careers Advisor

Catherine Arnold

"When I first joined the Royal Navy, I wouldn't say boo to a goose!"



Passive

- Having difficulties standing up for yourself
- Avoiding conflict or confrontation
- Giving up responsibility for yourself
- not making decisions for yourself
- Playing the victim or martyr
- Not expressing honest and true feelings or thoughts



GERI Role Model

Systems Analyst

Rita Arafa

"I don't consider myself to be a very technical person. I do feel that I have more people and communication skills."