

GENDER EQUITY LEADERSHIP LAB

The GEL Lab is a comprehensive and participatory workshop for corporate and non-profit leaders to support organizational transformation at three levels: individual mindset, workplace culture, and institutional policies.

WHY CONDUCT THIS LAB?

The wave of public accusations of sexual harassment and assault fostered by the #MeToo movement has rolled across workplaces in the U.S. and globally. By exposing the magnitude of workplace sexual harassment, the movement has helped further a global conversation on gender inequities at work more broadly, such as unequal pay and discrimination in hiring and promotion. These gender-related issues in the workplace are all symptoms of deeper, unequal power dynamics. As awareness has grown, businesses and nonprofit organizations alike have expressed interest in proactively tackling the roots of gender inequality and promoting a culture of equity in their workplaces. Mounting evidence shows that integrating gender-sensitive policies and practices in conjunction with promoting an equitable workplace culture improves productivity and innovation; protects the organization against reputational, financial and legal risk; and boosts employee retention and satisfaction.

WHAT IS THE GENDER EQUITY LEADERSHIP LAB?

Drawn from leading research and findings on gender equity in the workplace, the **Gender Equity Leadership (GEL) Lab** is a 1- or 2-day comprehensive workshop that leads organizations through participatory exercises to explore opportunities to develop a more gender equitable and transformational workplace. Prior to conducting the Lab, ICRW Advisors will perform exploratory interviews and surveys with the client to determine client needs and desired focus areas for the Lab. Based on the exploratory stage, ICRW Advisors will tailor the Lab and its exercises for the individual client. The Lab is also **accompanied by a Gender Equity Checklist of Policies & Practices** for the client to update institutional policies, structures and practices, in order to continue enhancing gender equity and experience positive business impacts after the Lab ends.

The goals of the GEL Lab are to:

- Build leadership buy-in and understanding around the benefits of gender equitable workplaces
- Introduce techniques to foster a growth mindset in leadership and management
- Provide guidelines and resources for creating more gender equitable workplace policies and practice

The GEL Lab explores topics such as:

- Identifying and disrupting gender stereotypes
- Understanding power dynamics, including those at the intersection of gender, race and ethnicity
- Tackling the manifestations of sexism in the workplace while garnering broad support and preventing potential backlash
- Establishing gender equitable policies in recruitment, promotion, pay equity, parental leave, flexible working arrangements, and sexual harassment

Following the Lab, the ICRW Advisors team can work with the client to develop further activities to reach their goals. Sample activities can include:

- Technical assistance to develop and implement workplace policies and programs on gender equity
- An action plan for implementing further training to solidify core concepts
- Diagnosing areas of strength and weakness in order to target workplace initiatives appropriately
- Monitoring/evaluating initiatives to track progress on key performance indicators

The Lab was developed by the advisory practice of the International Center for Research on Women (ICRW Advisors) with the Center for Equity, Gender and Leadership (EGAL) at the University of California - Berkeley Haas School of Business.

To learn more about the Lab and how it could support your workplace contact:

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