



## GENDER DIVERSITY EXERCISE – Trainer’s guidelines

### Purpose

This activity helps delegates to recognise and understand the equality between sexes better and overcome some possible misconceptions about opposite sex. This exercise works best with larger groups of delegates with an equal number of men and women participants.

### Objective

Delegates to choose the best answer without knowing the group responsible for them.

### What You Need

- A flipchart for each group
- A marker pen for each group
- The “*Questionnaire*” given below

### Setup

- Divide the delegates into men and women.
- Ask half of the men and half of the women group to leave the training room.
- Give one flipchart to the ladies and one to men.
- Show the “*Questionnaire*” on the projector. You can also give it as a hand-out, though it is ideal you show it as a slide.
- Explain each group (one of men and one of ladies) to answer the questions shown below collectively and record their answers on their flipcharts.
- After 5 minutes, place the two flipcharts in front of the room, facing the delegates.
- Ask the other delegates to come back to the training room. They are not allowed to talk to people already present in the room.
- Ask those from outside to sit in the front row facing the flipcharts. Explain that they should decide which of the two answers are better and vote on it. Ask them to record their choice. Repeat this for each of the three questions.
- At the end of the voting, reveal which flipchart belongs to which group.
- Follow with a discussion





## GENDER DIVERSITY EXERCISE – Trainer’s guidelines continued

### Timing

**Explaining the activity:** 5 minutes.

**Activity:** 5 min + 5 min = 10 minutes

**Group Feedback:** 10 minutes.

### Discussion

Have you ever experienced or witnessed gender inequality in work place? How does it make you feel? Was this exercise helpful in showing the lack of basis for gender inequality?