

## Overview

Policies supporting equality, diversity and inclusion, as well as integrated equality plans are increasingly adopted by universities and research institutions in Europe, and they have been supported by the European Commission (and by some national legislations and schemes) since more than a decade now. Consensus around these initiatives is uneven, while antagonistic attitudes widely vary for their motivations and manifestations, and involve people from different groups of stakeholders.

The workshop aims at supporting participants in identifying, analysing and addressing different types of resistances, while also strengthening their capacity to explore their own reactions and improve in emotionally and strategically manage them. Mutual learning between workshop participants and expert guidance from the workshop facilitator will provide attendees with a practical space to explore, learn and share, as well as a unique opportunity to cultivate approaches for overcoming the challenges related to facing different kind of resistances.

The workshop will be guided by one of the leading specialists in gender training worldwide, Dr Lucy Ferguson. Lucy's research on this topic includes "Gender Training: a Transformative Tool for Gender Equality" (Palgrave, 2018); "The Politics of Feminist Knowledge Transfer" (co-edited, Palgrave 2016) and "Exploring privilege through feminist gender training" (European Journal of Politics and Gender, 2019). As a gender training practitioner, she has collaborated with a wide range of organisations, including UN Women Training Centre, ITC-ILO, Universidad Complutense de Madrid, Commonwealth Secretariat and the European Commission. Lucy is motivated by exploring how gender training can contribute to structural change for gender equality. Please find Lucy's interview to the International Training Center of ILO on gender training here: <https://www.youtube.com/watch?v=jdhm3HyHLUQ>

The workshop will be of interest to anyone involved in actions or plans concerned with equality and diversity issues, in particular staff in equality and diversity roles, HR staff and all those involved with gender equality measures in academia. Registration is essential.

The workshop is organised in cooperation with the Horizon 2020 project [ACT](#).

## Learning objectives

After this workshop participants will be more informed, enabled and equipped to strategically deal with the resistances they meet in their specific academic setting, but also strengthened in coping with the emotional stress that facing resistances entails. This will occur via a range of approaches to ensure a dynamic and attendee-centred beneficial morning, including peer learning. In particular, the workshop aims to:

- enable participants to explore and reflect on the different forms and categories of resistances
- make participants more confident with experiencing resistances
- equip participants with the analytical tools required to deal with resistances
- support participants to develop practical tools and strategies to address resistances in their own institutions.

## Registration and contact

Please reserve your place now by using this link: <https://forms.gle/UK6vbL5YvEq1ZMVPA>

For queries on this workshop, or on the work of the Gender Equality Academy please contact: [info@ge-academy.eu](mailto:info@ge-academy.eu)