



Mimi – mind changer

Competencies have no gender

This mind changer activity shall help interest in and reflect upon the different aspects of diversity and see also how HR managers / company owners may understand the situation in their life and work. It shall be an initiator to rethink any discrimination.

Mind changer implementation and follow-up – For VET providers

Step 01

Prepare

A brief lecture on gender, sex and orientation. Introduction to the definitions of anatomical sex, gender identity, gender expression, and attraction.

Step 02

Implement

A guided discussion among the participants who share their opinions on the topic. Then, the trainer draws a genderless person on the whiteboard or a flipchart paper.

Step 03

Develop

The trainer asks the participants to match anatomical sex, gender identity, gender expression, and attraction to the different parts of the body.

Step 04

Follow-up

Further discussion is encouraged by the trainer.

Recommendations, Tips & Hints

What part of the body is attraction mostly associated with?

What is gender expression all about?

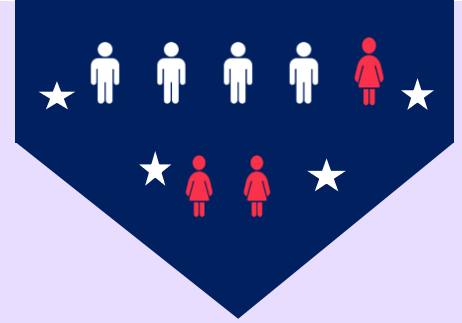
Classroom resources

Whiteboard or flipchart and markers

Pens/pencils

Duration

30' (It may vary depending on the participants' engagement level)

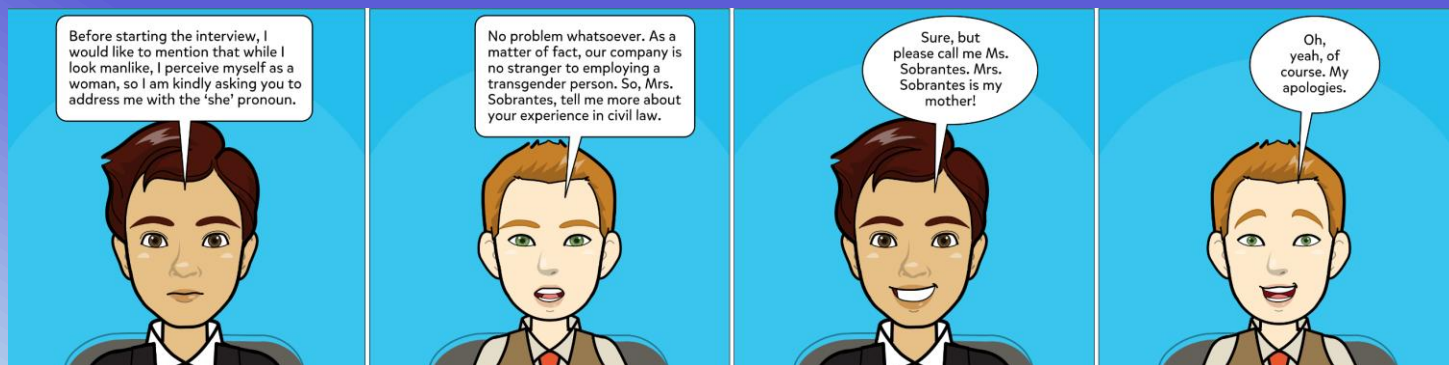


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Picture this:

the next interviewee for the customer support specialist position in the law firm you work for is a Brazilian man. It's pretty safe to say so, right? Look into the story below.



About the tool

What you can get from it is that you should never assume someone's gender just by looking at them. As society evolves, companies should evolve as well.

Food for thoughts

Let's reflect – what would you do to make a transgender employee feel comfortable and safe in your company?

Take notes & discuss with peers

Key words

gender identity, assumptions, tolerance, acceptance, gender-inclusion

Further material

- [How to Approach Gender Identity in the Workplace](#)
- [Redefining Gender at Work: How Companies Are Evolving](#)
- [5 Ways to Create a Gender-Inclusive Workplace \(Infographic\)](#)