



Mimi – mind changer

Men of quality respect women's equality

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 gender discrimination either in social or professional life.

Mind changer implementation and follow-up – For VET providers

Step 01

Prepare

Introduction to the notion of gender, stereotypes and discrimination.

Step 02

Implement

The participants brainstorm on the conditions they think would symbolise an equitable society. They should begin their sentence with 'if' and end it with 'then it would be an equitable society'. They write them down in concentric circles.

Step 03

Develop

The participants are divided into groups of five. Each group chooses at least two statements, begins with these conditions in the centre and then moves on to draw up a wheel that captures the benefits of the statement of equity.

Step 04

Follow-up

Theoretical input is provided by the trainer and further discussion is encouraged. On the topic of gender equality with a special focus on women with migrant background.

Recommendations, Tips & Hints

The key learning from this activity (The Wheel of Equality), can be summarised as follows:

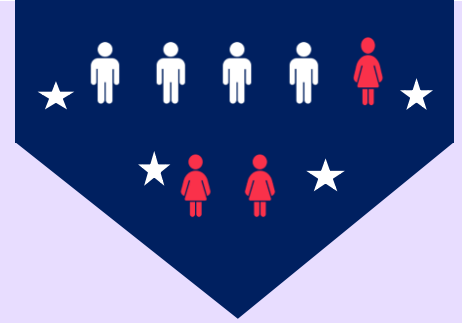
- Are you surprised by the positive effects of equity for both men and women?
- Could there be negative/undesirable effects? What are these?
- How can the undesirable effects be minimised and by whom?

Classroom resources

A3 size paper & markers

Duration

Around 1h



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Picture this:

An HR manager is interviewing a female candidate from Uzbekistan for the engineer position. He is convinced that she will not fit and integrate in a 100% male crew, because of the inner stereotype that a woman is less competitive and ambitious than a man. He decides to tell her directly about that. Look into the story below.



About the tool

A tool is aimed to show how prejudice-based thinking of male could restrict opportunities and development of women in our society.

Food for thoughts

Let's reflect – have you ever experienced or been a witness of indirect women discrimination based on stereotypes and prejudices?

Take notes & discuss with peers

Key words

gender equality, discrimination, prejudice-based thinking

Further material

- [Gender equality in the workplace](#)
- [How subtle workplace sexism impacts women](#)
- [SDG 5: Achieve gender equality and empower all women and girls](#)
- [SDG 5 - Gender Equality Dilemma](#)
- [SDG 5 - Different Wages](#)