



Gender and Race



The FutureWork Institute

Does Gender Matter?

Style, Sponsorship and Success

- ❑ Participants engage in a series of exercises in response to the question, “Does Gender Matter?” They start with the impact of early messages, then move on to the research on the impact of male/female brain differences, the portrayal of men and women in popular media and the differences in leadership styles.
- ❑ Exercises include a Gallery Walk, the Brain Game and responses to videos.
- ❑ Both men and women will leave the session with the opportunity to decide how to use these insights for the greatest effectiveness and influence in the workplace.

April, 2003

The Male Factor: Navigating the Unwritten Rules

Male Factor and Unwritten Rules

- ❑ This session was developed in partnership with Shaunti Feldhahn, author of *The Male Factor*. Based on seven years of intensive research, a national survey, and interviews with more than 3000 men, the book reveals the hidden perceptions of men in the workplace and their potential impact on women.
- ❑ Videos and interactive theatre with live actors bring the research to life, as participants discuss how men process and view emotions, the work-life separation, sharing the weight of the world and the “confidence game.”
- ❑ Both men and women leave the session with the opportunity to decide how to use these insights for the greatest effectiveness and influence in the workplace.

April, 2003

GenderFlex: Male/Female Communication Styles

GenderFlex: Male Female Communication

- ❑ Male and female participants learn to understand each others' preferred communication styles and to be better communicators in the business environment by *selectively adapting (genderflex)* their communication styles to reflect the content, style and structure of the other gender.
- ❑ Using a series of video clips and partner exercises, participants learn about:
- ❑ Gender Communication Differences: Content, Style, Structure; Comparison of Report and Rapport Talk; Making the Invisible Rules Visible; Enhancing Male/Female Communication: What Women Can Do and What Men Can Do.
- ❑ They also are given three options for dealing with gender communication differences.

Race Matters: Breaking the Silence

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- ❑ Participants engage in exercises and discussions to lessen the silence and fear around issues of race and ethnicity.
- ❑ Through interactive exercises in Cultural Introductions, Racial Hot Buttons and short video excerpts, they explore racial identities and the messages they give and receive about their and others' races.
- ❑ Recent media messages help participants examine assumptions and biases and move toward becoming a Diversity Ally.
- ❑ Participants deepen their understanding of perceptions and feelings about race and racially offensive language, and become more comfortable with racial discussions to move from fear and silence to forming alliances with colleagues who are not mirrors of them.
- ❑ After discussing tips for managing race in the workplace and marketplace, participants reflect on actions they can take at the client/customer, team and personal levels

Race Talk: Deepening the Black and White Dialogue

- ❑ The session aims to engender a spirited discussion on race in the workplace. Declared by some as the "post-racial" era with the re-election of the first Black President, it asks what has happened to the race discussion. Is it more open or has honest race talk gone underground?
- ❑ The session puts some of the more difficult issues on the table. Are the issues at work different for black and white women? For black men and white men? Is the younger generation redefining race? What do we need to be honest and real with one another and be able to talk about the micro- and macro-shifting, double consciousness and "two-ness" that often comes out at work?
- ❑ As America evolves into a majority minority country and fear takes on a new posture, Blacks and Whites need to deepen this conversation. In this "post racial" society, what is the value of one's skin color? Has the language of racism changed?
- ❑ Participants will explore the barriers and benefits of an open dialogue. They will bring their own experiences and leave with some tools for having courageous conversations as we move the "Black and White" conversation to a new level.

White Males and Diversity: The Trifocal View

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- ❑ Participants are invited to join in an interactive theatre discussion around the white male experience and diversity and engage in a discussion of new research findings on white men in the workplace.
- ❑ Upon entering this learning experience, participants are assigned to a facilitated group which is led by a trainer/actor who plays the role of one of three potential white male perspectives: active resistor, neutral observer and change advocate.
- ❑ Through the use of advocacy and inquiry, participants are encouraged to gain an understanding of issues and opportunities facing these men. Afterward, the journey of all three groups is shared through a facilitated discussion.
- ❑ Participants deepen their understanding of the impact of diversity on white males as well as the diversity inherent among white males.