

Equally Safe in Practice eLearning Together for Gender Equality

Portfolio

Name: _____

Organisation: _____

Date: _____

Welcome

Write down what the video made you think and consider the following questions:

- What has struck/surprised you in the video?
- What are your thoughts about the range and types of violence seen in this video?
- What about the impact for our communities and our society?
- Is this something you see in the world around you?
- What further questions do you have after watching the video?

Learning Outcomes

Please select the appropriate box next to each statement to record how you feel about the following statements. We will come back to this at the end of the course.

	I am confident in my understanding of this topic.	I have some understanding of this topic.	I am not confident in my understanding of this topic.
• Understanding concepts of gender, definitions and terminology.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
• Recognising gender inequality in the workplace as well as wider society, and understanding the impacts of this.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
• Recognising there are a range of different forms of Violence Against Women and Girls (VAWG) and that these stem from gender inequality.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
• Understanding that my attitudes and actions contribute to achieving gender equality and preventing VAWG, and that the atmosphere and attitudes within our work can contribute to, or work to end, gender inequality.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
• Understanding that gender inequality cannot be separated from other forms of inequality, and must be tackled alongside discrimination that individuals experience based on all aspects of their identities.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

What is gender?

How might gender stereotypes be limiting for men and women? What might they mean for who and what you can be?

What is gender?

Think about how well your workplace considers trans people. Are there procedures in place to prevent a similar scenario that Charlie faced? Write down any activity your workplace does to create a safe environment for LGBTQ+ employees. Also think about how you support LGBTQ+ people with your actions. Do you actively challenge any transphobia or homophobia? Do you check you use the correct pronouns for your colleagues?

Layers of inequality

If you feel comfortable, and able to, consider how you think your gender has affected your life experiences and work in particular? How about your race, sexuality and/or age? Do you feel like these parts of your identity have given you advantages or disadvantages in life and work?

Achieving equality in Scotland

Note down your thoughts on this video above and any further evidence you can think of for gender inequality in Scotland. Where do you think there is evidence for gender inequality in Scotland; how gender equal is Scottish society? Think about the following to help you build your notes:

- What examples do you witness in your everyday life?
- What examples are there in your workplace? (who are the decision makers, is there segregation within the workforce (roles for men and for women) etc.)

VAWG and gender inequality – making the links

Given all we have covered in this section, **VAWG and gender inequality**, do you see any examples of this in your own work?

Best practice in the workplace

What impact do you think experiences like these and similar have on the individual, on women in the organisation and on wider organisational culture?

How can I make a positive difference?

Consider how you are already doing these things to be an ally and what else you could do differently in the future:

- How do you model good behaviour by demonstrating good values and respect for everyone around you?
- Do you try to be aware and avoid making assumptions or reinforcing stereotypes (for example, roles for women in the workplace or linking specific skills/attributes to men)? Reflect on whether you may do this.
- How do you show compassion for all colleagues?
- Are you aware of community resources so you can signpost people to where they can get the help they need if they are affected by violence or abuse?

Reflection

Please select the appropriate box next to each statement to record how you feel about the following statements.

	I am confident in my understanding of this topic.	I have some understanding of this topic.	I am not confident in my understanding of this topic.
• Understanding concepts of gender, definitions and terminology.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
• Recognising gender inequality in the workplace as well as wider society, and understanding the impacts of this.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
• Recognising there are a range of different forms of Violence against Women and Girls (VAWG) and that these stem from gender inequality.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
• Understanding that my attitudes and actions contribute to achieving gender equality and preventing VAWG, and that the atmosphere and attitudes within our work can contribute to, or work to end, gender inequality.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
• Understanding that gender inequality cannot be separated from other forms of inequality, and must be tackled alongside discrimination that individuals experience based on all aspects of their identities.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Thank you for completing your portfolio!