



FEMINIST LEADERSHIP PROGRAMME

DATES: 5-6 December 2018

VENUE: Delhi, India

FEES: INR 15,000¹

FACILITATED BY: Dr Aruna Rao, Gender at Work Co-
Founder and Board Chair

Apply to media@genderatwork.org by November 12, 2018

¹ Additional taxes may apply. Limited number of scholarships are available, based on the needs of the applicants

The Feminist Leadership course

Today, the #MeToo movement has blown sexual harassment out into the open. Allegations of sexual harassment have come out of the dark crevices of organizations to news headlines and from there to the centre of our public consciousness. While the #MeToo movement must continue, it's time to move the conversation forward and start reflecting on what will it take to make real progress to end sexual harassment in the workplace. Critical to an effective response is the adoption of a feminist leadership approach that changes the power relations, policies and practices that contribute to pervasive sexual harassment in the workplace.

The Feminist Leadership course is a 2-day course designed for those in management and leadership roles, to understand how they could drive change in their own organizations to advance gender equality and inclusion and discern the underlying reasons that lead to the incidents of sexual harassment at the workplace.

Who is this course meant for?

The course is open to senior leaders and practitioners who are supporting leadership development and advancement of diversity and equality, especially within social justice organizations. This training programme offers an opportunity for participants to understand the underlying factors that enable sexual harassment to occur and persist within the organizations.

What will you get?

- Explore conceptual frameworks on gender equality, feminism, power, feminist leadership and their linkage to sexual harassment, diversity and inclusion at the workplace
- Examine your own leadership styles and behaviours in relation to gender equality and inclusion.
- Compare lessons learned with leaders from other social justice organizations, on strategies to advance equality and inclusion.

The Facilitator

The course will be facilitated by Dr Aruna Rao, Co-Founder of Gender at Work. Dr Rao is a gender and development expert with over 30 years of

experience in pioneering new approaches to gender and institutional change. Beginning with her work with BRAC in Bangladesh, she has gone on to lead the boards of directors of the Association for Women's Rights in Development (AWID) and CIVICUS, as well as serving on the board of the UN Democracy Fund. She has consulted widely with UN organizations, academic institutions, and development NGOs on gender, development and organizational change issues. She has also written extensively on gender and institutional change, including *Gender at Work: Theory and Practice for 21st Century Organizations* (2016), co-authored with Joanne Sandler, David Kelleher and Carol Miller, and *Gender at Work: Organizational Change for Equality* (1999), co-authored with David Kelleher and Rieky Stuart. Most recently she has co-developed and taught a course for UN Women on transformative leadership for gender equality and an intensive Masters course, 'Doing Gender – Approaches and Tools for the Work' at the University of Sussex.



About Gender At Work

Gender at Work is an international feminist network of gender equality experts committed to building cultures of equity and inclusion with a focus on women's empowerment and gender equality. Since its establishment in 2003, Gender at Work has supported more than 100 organizations to develop and assess plans, strategies and programmes that are intended to improve results and learning for gender equality and women's rights. Clients and partners have included multilateral and bilateral organizations, international NGOs, private foundations, labour unions, community-based groups and women's funds, organizations and networks. We have successfully designed organizational interventions for gender equality, that touch the head-heart and body, challenged mindsets to help build sustainable holistic organizations; and catalysed new partnerships to support 'transformative' collaboration.