



IBU Gender Equality Seminar - Unconscious Bias, 15-29 April 2021

After successfully organizing the first-ever IBU Gender Equality Seminar in Warsaw in 2019, the IBU organized another Seminar with the ESCP Europe Business School Berlin. The Seminar was lead by Dr Marion Festing, Professor of Human Resource Management and Intercultural Leadership at ESCP Europe's Berlin campus. She shared her knowledge about the effects of unconscious prejudices and how important it is to consider this topic on the way towards gender equality.

The Seminar was organized in a workshop format, limited to 50 participants and split into two equal groups to ensure active participation. The total duration per group was 10 hours, split into 3 days. Group 1 had morning sessions on the 15./16./29. April and Group 2 had the afternoon sessions on 15./16./28. April.

All lectures were presented in English, whereby Group 2 also had simultaneous Russian translation.

In total, 49 people from 40 NFs registered for the Seminar:

ARG, AUS, AUT, BIH, BLR, BRA, CAN, CZE, DEN, ESP, EST, FIN, FRA, GBR, GEO, GER, GRE, GRL, HUN, IND, IRL, KAZ, KGZ, LAT, MDA, MEX, MKD, NED, NOR, POL, ROU, RUS, SLO, SUI, SVK, SWE, TPE, TUR, UKR, USA

In the end, 33 participants from 29 NFs as well as 5 participants from IBU/BIU/EB successfully completed the Seminar. 24% of the participants were male, 76% were female.

AGENDA

FIRST MODULE (2 days á 3 hours)

15./16. April 2021

- Why diversity brings us forward
- What is unconscious bias, imparting knowledge about the dimensions, then focus on gender
- How do these stereotypes influence decisions
- Develop an understanding of cognitive processes
- Understanding the effects of such unconscious prejudices/ bias
- Building motivation to counteract your own prejudices
- Between the dates: Self-awareness, keeping a small diary

SECOND MODULE (1 day á 4 hours)

28./29. April 2021

- Exchange of experiences: Which situations were experienced, what can be done / how to deal with it
- Tips for dealing with unconscious thought patterns
- Develop commitments and recommendations for action

All participants who took part in at least 2 of 3 sessions received participation certificates and access to the presentations.

All participants have been invited to join the "Empowering Women in biathlon" LinkedIn Group for knowledge and experience exchange via <https://www.linkedin.com/groups/9049153/>

Summary of lessons learned for actions creating an inclusive organization:

- Treat everyone with respect
- Value everyone's input on the team, the strength of the team is its diversity and knowing what everyone has to offer.
- Strong role models from different backgrounds

- Look at hiring best practices to ensure the job description was as inclusive as possible
- Reinforcing that there is strength in diverse opinions.
- Pay the equal salary for men and women of the same position
- Exclude sexual harassment and microaggressions, unconscious biases and implicit associations by establishing 'office rules'
- Involve women to lead and participate in organization planning and decision-making
- Involve men in Gender Equality activities
- Create an atmosphere in which everyone is welcome
- Let others speak
- Diversity planning and outreach

FEEDBACK SURVEY (CONCLUSIONS)

The respondents ranked their satisfaction with the Seminar with 9 out of 10 points, where 10 means "absolutely satisfied".

100% of the respondents said that they are now more aware of unconscious bias and gained new insights into biases and themselves. In addition, 89% said that this training would improve their interactions with others, and they are ready to advocate for change in their organization.

100% of the respondents liked the active workshop format, and 84% felt that the workshop duration was about the right length. In addition, 68% think that their male colleagues/leaders within their organization would be interested in taking part in (a short version of) such a Seminar.

Many respondents think that Mentoring programmes could help Women to take a leadership position in biathlon. For future Gender Equality Seminars, the respondents wish the IBU to include advocacy, building self-confidence to take leadership positions, societal mindset, examples of well working GE Action plans, best practice examples from other organizations and many more.