

Men in Gender

Erasmus+

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Let’s build an action plan for gender equality

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CEIPES CENTRO INTERNAZIONALE PER LA PROMOZIONE DELL'EDUCAZIONE E LO SVILUPPO

dante USTANOVA ZA OBRAZOVANJE ODRASLIH | ADULT EDUCATION INSTITUTION

Let’s enter the topic

What’s gender discrimination at workplace?

Definition

Workplace gender discrimination comes in many different forms, but generally it means that an employee or a job applicant is treated differently or less favourably because of their sex or gender, or because the person is affiliated with an organization or group that is associated with a particular sex or gender.

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Can you give some examples?

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How to build an action plan

What are S.M.A.R.T. goals

SMART goals are a relatively new idea. In 1981, George T. Doran, a consultant and former director of corporate planning for Washington Water Power Company, published a paper called, “There’s a SMART Way to Write Management’s Goals and Objectives.”

The acronym stands for



S – Specific

When setting a goal, **be specific** about what you want to accomplish. Think about this as the mission statement for your goal. This isn't a detailed list of how you're going to meet a goal, but it should include an answer to the popular 'W' questions:

Who – Consider who needs to be involved to achieve the goal (this is especially important when you're working on a group project).

What – Think about exactly what you are trying to accomplish and don't be afraid to get very detailed.

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The acronym stands for



S – Specific

When – You'll get more specific about this question under the "time-bound" section of defining SMART goals, but you should at least set a time frame.

Where – This question may not always apply, especially if you're setting personal goals, but if there's a location or relevant event, identify it here.

Which – Determine any related obstacles or requirements. This question can be beneficial in deciding if your goal is realistic. For example, if the goal is to open a baking business, but you've never baked anything before, that might be an issue. As a result, you may refine the specifics of the goal to be "Learn how to bake in order to open a baking business."

Why – What is the reason for the goal? When it comes to using this method for employees, the answer will likely be along the lines of company advancement or career development.

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The acronym stands for



M – Measurable

What measure are you going to use to determine if you meet the goal? This makes a goal more tangible because it provides a way to measure progress. If it's a project that's going to take a few months to complete, then set some milestones by considering specific tasks to accomplish.

A – Achievable

This focuses on how important a goal is to you and what you can do to make it attainable and may require developing new skills and changing attitudes. The goal is meant to inspire motivation, not discouragement. Think about how to accomplish the goal and if you have the tools/skills needed. If you don't currently possess those tools/skills, consider what it would take to attain them.

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The acronym stands for



R – Relevant

Relevance refers focusing on something that makes sense with the broader business goals. For example, if the goal is to launch a new product, it should be something that's in alignment with the overall business objectives. Your team may be able to launch a new consumer product, but if your company is a B2B that is not expanding into the consumer market, then the goal wouldn't be relevant.

T – Time-Bound

Anyone can set goals, but if it lacks realistic timing, chances are you're not going to succeed. Providing a target date for deliverables is important. Ask specific questions about the goal deadline and what can be accomplished within that time period. If the goal will take three months to complete, it's useful to define what should be achieved half-way through the process. Providing time constraints also creates a sense of urgency.

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The easiest way to write a SMART plan

When it comes to writing SMART goals, be prepared to ask yourself and other team members a lot of questions. The answers will help fine-tune your strategy, ensuring the goals are something that's actually attainable. While you should be as realistic as possible, it's important to approach writing SMART goals with a positive attitude. After all, this is something that you want to achieve

SMART plan worksheet

Initial: write the GOAL you have in mind

Specific: What do you want to accomplish? Who needs to be included? When do you want to do this? Why is this a goal?

Measurable: How can you measure progress and know if you've successfully met your goal?

Achievable: Do you have the skills required to achieve the goal? If not, can you obtain them? What is the motivation for this goal? Is the amount of effort required on par with what the goal will achieve?

Relevant: Why am I setting this goal now? Is it aligned with overall objectives?

Timebound: What's the deadline and is it realistic?

Choose the situation you would like to work about

Situation 1 - The faculty of Social Services - a branch of Pedagogy and Education - registered 90% of female students. The job placement area does not succeed to meet all the job requests of male students. The board of professors need to develop an Action Plan to involve more male students to the faculty who are often victims of the prejudice “social sciences are female affairs”.

Choose the situation you would like to work about

Situation 2 - You manage a real estate company and different male customers have difficulty in renting rooms or houses because the owners often prefer to rent their properties to women, victim of the prejudice that women take care of the houses more than men that ruin the houses and the rooms. You need to meet your customers needs.

Choose the situation you would like to work about

Situation 3 - The board of directors of an IT company need to face some complaints coming from the employees concerning harassment. It is believed that this is just a problem of women but both women and men complained. They need to build an action plan to prevent these problems inside the company.

Final brainstorming and sharing experiences

Evaluation of the session

Did you find it interesting to learn more on how to use the SMART plan tool? Do you consider it useful and applicable to other possible contexts?

Put the emoticon that better represents your satisfaction on:

Methodology used

Contents of the session

Possibility to discuss and to be listened to



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THANK YOU!

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