

CONVERSATION KIT

LET'S TALK GENDER DIVERSITY



Why play this game?

- The goal of the Conversation Kit is to start engaging in conversations about gender diversity.
- We encourage participants to treat the group's conversation confidentially, with curiosity, and free from judgment. Inclusion is a learning journey that all of us need to engage in at our own pace.
- There are no right or wrong answers. Each person's experience is their own. Listen actively and seek to learn from each other. Sometimes uncomfortable conversations can push us to stretch in good ways!

How to play

- Divide into groups of 2 – 6 people
- Shuffle the cards and place them face down in the middle of the group.
- The first player draws the top card, reads it out loud and answers or discusses it.
- Other players can comment, ask questions or pass.
- The next player draws the next card and the game continues.

What are the key principles?

- Challenge the idea – not the person.
- Listen – sometimes people just want to be heard without rebuttal or advice.
- Think of people as experts of their own experience.
- Call in rather than call out – try asking a question during a disagreement rather than dismissing it. Clarifying perspectives can assist you to hear the speaker better.
- Do not steer the conversation to your viewpoint.
- Pause to process. Occasionally, you have to interrupt a discussion to process what's going on. Place a topic in the "parking lot" to keep the conversation going

REFLECTION CARD

This card asks a question about your attitude and experiences, which may require a few seconds of reflection time before you answer.

KNOWLEDGE CARD

You must share your personal opinion regarding the concrete information

*Sources: Dansk Industri (2023), Stort potentiale for øget arbejde med diversitet i dansk erhvervs-
liv • Analyse & Tal (2023), 44 procent af virksomheder underlagt lov om måltal har ingen kvinder i
bestyrelser • Dansk Industri (2022), Få kvinder i topledelse • Smith, Erikson, Smith (2020), Gender
stereotyping and self-stereotyping among Danish managers • Tænk tanken EQUALIS (2023), Diver-
sitetetsbarometeret • World Economic Forum (2022), Global Gender Gap Report • HK Privat (2018),
Mænd vil gerne holde mere barse*

CHALLENGE CARD

You must share your personal opinion regarding the concrete information.

REFLECTION CARD

What's an aspect of gender diversity that makes you nervous or uncomfortable to talk about? Share a story...



REFLECTION CARD

Do you think people are generally treated equally across gender?



REFLECTION CARD

Are women better leaders than men? Or vice versa? What do you think are different ways men and women lead?



REFLECTION CARD

Have gender roles and perceptions of gender changed from the time of your parents' generation to your generation?



REFLECTION CARD

Are women with children treated the same as men with children in business life? If yes, how?



REFLECTION CARD

Do you think your gender will make it harder or easier to advance in your career, or will it not make much difference? Why?



REFLECTION CARD

How much of a priority is gender diversity to you on a scale from 1 to 10 (10 being highest priority)? And why is that?



REFLECTION CARD

What are examples of situations in which the organisation you work for has succeeded with gender equality?



REFLECTION CARD

Have you ever felt that your gender has played a role in you missing out on a raise, promotion, key assignment or getting ahead?



REFLECTION CARD

What would it mean to you if there were more female leaders in your organisation? Why and what do you think it would take to get more female leaders?



KNOWLEDGE CARD

Three out of four Danish companies state that they work with promoting diversity at their company. Yet only half of them state that they have a written policy or goals. Do you think companies are caught in the limbo between intention and action?



KNOWLEDGE CARD

Our Nordic neighbors Finland, Norway and Sweden dominate the top five on the World Economic Forum's Global Gender Gap Report 2022, while Denmark is number 32 on the list. Why do you think that is?



KNOWLEDGE CARD

The 5th Sustainable Development Goal is to close the gender gap. The World Economic Forum's Gender Gap report says it will take 95 years. What do you think about that forecast?



KNOWLEDGE CARD

"Similarity bias" or "mini-mes" are terms used to describe the type of unconscious bias whereby human beings are naturally drawn to, and ultimately prefer, people, who are similar to themselves with similar interests, experiences and backgrounds. Do you see this behavior in your organisation?



KNOWLEDGE CARD

The proportion of female CEOs in Danish companies was 12per cent in 2020 and 10per cent in 2010. What are your thoughts on that development?



KNOWLEDGE CARD

There are zero women on 44 per cent of the boards of large Danish companies. The figure applies to the 2,387 companies that are subject to a legal requirement to set targets for the gender composition of their boards. What do you think about that number?



KNOWLEDGE CARD

The proportion of women in full-time employment in the construction industry is 9per cent, whereas the proportion of women in the health and social services industry is 81per cent. Is that a problem?



KNOWLEDGE CARD

Research shows that Danish male managers have significantly more masculine stereotypes of successful managers and rate themselves higher on masculine traits than female managers. This is known as ‘think leader – think man’. Can you recognize this unconscious bias?



KNOWLEDGE CARD

Women make up half of Denmark’s workforce – but only a third of full-time employees in the private sector. Is it a problem?



KNOWLEDGE CARD

6 out of 10 men would like parental leave to be distributed more equally. Only 4 out of 10 women think the same. Is that a problem?



KNOWLEDGE CARD

Women account for 64 percent of the total number of registrations made in connection with with child's sick day as the reason. What do you think of that distribution?



CHALLENGE CARD

Everyone has equal opportunity when it comes to advancing in their careers. Do you agree?



CHALLENGE CARD

Men and women can do all the same jobs in society. Do you agree?



CHALLENGE CARD

It's important to me that my organisation becomes more diverse and inclusive. Do you agree?



CHALLENGE CARD

As an individual contributor, I do have a responsibility for ensuring equal opportunities for all genders. Do you agree?



CHALLENGE CARD

Gender diverse teams stimulate innovation and growth. Do you agree?



CHALLENGE CARD

We should never have gender quotas in our company as it favors women over men! Do you agree?



CHALLENGE CARD

We should stop talking about gender diversity and equality now – it's getting too much. Do you agree?



CHALLENGE CARD

Women's International Day is on March 8th. Should your company do anything to celebrate it?



CHALLENGE CARD

To attract and retain the best people, organisations need to focus on gender diversity, equality and inclusion. Do you agree?



CHALLENGE CARD

We have achieved gender equality in Denmark! Do you agree?

