

EQUAL AT WORK

TRAINING COURSE
MARCH 19TH-22TH, 2025
APRIL 2ND-5TH, 2025
ADVOCATES WHO THRIVE



Co-funded by
the European Union

WELCOME TO AWT

Advocates Who Thrive is a training and development organisation that helps people reach their full potential in advocating for inclusion, environmental sustainability, or animal rights.

Our activities aim to support (future) advocates like you in getting more confident and ready to advocate for change; and in being more effective in influencing the people & organisations in your communities to change their attitudes, behaviour and practices in line with the societal change you're pursuing.

The activities that we offer are multi-day in-residence training courses, workshops, group coaching and individual coaching. They usually rely on experiential learning. And they bring together people from very different backgrounds, but with a common drive for change.





OBJECTIVES

The project aims to empowers you as a young professional to counter discrimination and unconscious bias against women in the workplace.

We plan to achieve this through the following objectives:

- Deepening your understanding of the structural workplace discrimination faced by women.
- Empowering you to recognize your potential and feel confident in influencing change around gender equality.
- Supporting you in making actionable changes that foster a more inclusive work culture and practices in your organisation.

YOUR PROFILE

Eligibility requirements:

- Aged 18 to 30 and living in the Netherlands.
- Employed in the Netherlands, with a vested interest in contributing to a gender-equal society.
- Having the space and freedom to start an initiative within your organisation to advance gender equity.

Your affinity with the topic:

- Experiencing discrimination against women in your workplace environment, as a target or as a witness.
- Motivated to address workplace gender inequality but not feeling fully ready to advocate for it.
- Struggling with the best approach to address workplace discrimination, seeking confidence and competence.



LEARNING OUTCOMES

Understanding Workplace Discrimination:

- Understand the root causes of workplace inequality.
- Recognize everyday bias and microaggressions.
- Identify structural barriers to women's advancement in your organisation.

Confidence in Influencing Change:

- Feel ready to speak up about gender equality.
- Develop your unique strengths & capacities to foster gender equality in your role.
- Feel supported by a community of peers.

Practical Skills for Promoting Equality

- Learn to navigate bias in your everyday work life.
- Familiarise with frameworks, policies and practices that contribute to inclusive workplaces.
- Be able to build initiatives with internal support.





METHODOLOGY

Experiential learning is central to this course. We create an environment for you to learn and thrive through methods like discussions, group work, role plays, and World Cafes. From there, you shape your learning journey.

Throughout and after the training, **we offer various support systems** to help you and your peers succeed. These include daily reflection groups, emotional support, small group collaborations, opportunities for constructive feedback, and regular check-ins after the training.

We believe that inspiring others to change their attitudes and behaviors starts with aligning your actions with your own values. That's why **we focus on what you can do personally to promote gender equality in your workplace environment.**

TRAINERS



STELLA THEY/ SHE

Stella is a queer, activist, youth worker, event designer and most recently, creative technology student. They have years of experience as a youth worker and activist on a broad spectrum of topics. They believe that everyone should have the right to live in peace, in a world with equal opportunities. They can't wait to inspire & empower you to explore your rights and raise your voice for fair, proper treatment in the workplace!



EEFKE SHE/ HER

As a passionate advocate for gender equality with 20 years consulting, management and entrepreneurial experience in four different countries, Eefke supports leaders at all levels in creating the work life they aspire to. She has an energetic, warm and challenging approach that helps you unlock and bring forth your brilliance. Besides being an internationally certified coach, Eefke is a proud mum and in her free time she loves being active in nature.

TRAINERS



SARAH SHE/ HER

Sarah is Gender and Human Rights Specialist with more than 7 years of work on gender equality, human rights, and social inclusion.

Significant exposure in gender at a national and international level focusing on Women Economic Empowerment, Employment practices and Gender responsive management systems. Major strengths include policy analysis, reporting and documentation, capacity building and training, and carrying out research resulting in improved knowledge sharing and inclusion.

ROB HE/ HIM

Rob has 10+ years experience contributing to societal change as a consultant and campaigner at the crossroads of the public & private sector. In the past 5 years, he has shifted towards training and coaching young changemakers from all over Europe in their personal development. During this time, he gained wide experience in working with marginalized youth from all sorts of backgrounds, and has become skilled in experiential learning methods.

PROJECT TIMELINE

Online Kickoff Meeting
With all the participants

6 February,
11:00-12:30

20 February,
09:00-13:00,
Amsterdam

Stakeholder Meeting
With **Accenture's** gender
equality leads

Online Policy Meeting
With policy makers who are active
in the field of gender equity

Week of
3 March

12 March
(deadline)

Preparation Assignment
About the current gender equality
situation within your workplace

The Training Course
Part 1
Arrival 19 March, 18:00.
Departure 22 March, 21:00

19 to 22
March,
Ommen

2 to 5 April,
Ommen

The Training Course
Part 2
Arrival 2 April, 18:00.
Departure 5 April, 21:00

Final Event
Reflecting on your initiatives,
together with relevant
stakeholders

20 June,
14:00-17:30,
the Hague

April to
June

Realising Your Initiatives
For promoting gender-equal
policies, practices, attitudes &
behaviours at your workplace



ADMISSIONS

Applications are open until December 22nd, and you will hear back from us by January 12th at the latest. If selected, you will be asked to confirm your participation by signing a participant agreement and paying the participation fee. We ensure a fair selection process, evaluating candidates based on their motivation and overall profile.

Key details:

- The participation fee is €50 if you register independently, or €200 if covered by your employer. This fee includes participation, accommodation and vegan meals.
- You may receive up to €60 in travel reimbursements.
- Before the training course, you'll need to dedicate approximately 15 hours to preparation. Afterwards, you'll spend additional time further developing and implementing your initiative in your workplace.



THE VENUE

Equal At Work **takes place in Ommen, Netherlands**, at the Olde Vechte, a country house on the edge of town surrounded by nature. **The accommodation is available** for the first part of training **from the evening of March 19 to the evening of March 22**, and for the second part **from the evening of April 2 to the evening of April 5**.

You'll share a room with up to two people, and bathrooms will also be shared. On-site, you'll have access to a training room, common areas, and outdoor spaces.

We follow a community living philosophy, which means everyone plays a role in looking after the space, including shared housekeeping responsibilities.

Meals will be **fully vegan**, with efforts made to accommodate allergies. While we aim to assist with special needs, please **contact us in advance to discuss any specific requirements**.

READY TO DRIVE GENDER EQUALITY?

Verify Your Eligibility:

- You're between 18 and 30.
- You're employed in the Netherlands.
- You could lead gender equity initiatives in your workplace.

Take this opportunity to gain the skills and knowledge to transform your workplace. **Our training equips you to develop and implement powerful action plans for lasting change.**

REGISTER NOW!

Start Your Journey to a Gender-Equal Workplace

DEADLINE: DECEMBER 22ND

CONTACT US



Instagram



LinkedIn



Website

Should you have any questions, reach out to Rob!
e-mail: rob.cloosen@advocateswhothrive.com
phone: +31611923941

Share your photos, videos, and stories about your travels, preparations, or key takeaways from our training.
Tag us on social media and use the hashtags **#ErasmusPlus**, **#EqualAtWork**, and **#AdvocatesWhoThrive**
to inspire and engage with the community!