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# Diversity, inclusiveness and non discrimination in the world of work

Turin, Italy

23 – 27 February 2015

**ITC**   
International **Training** Centre

[www.itcilo.org](http://www.itcilo.org)

# Diversity, inclusiveness and non discrimination

## Background

Managing diversity in the workplace brings many benefits but is not without efforts. Acknowledgment of other forms of discrimination are being added to long-recognized patterns such as those based on sex, race and religion. We also know that the intersections of various grounds of discriminations (like race and gender) creates an even more disadvantageous context (Afro-american women). In the past few decades there has been an increasing awareness of discrimination of people with disabilities, and LGBTI, sexual and life style choices. In this workshop we will analyze these specific grounds of discrimination with a gender perspective and analyze barriers to inclusiveness and the negative impact in organizations and society at large.

We will, as well, look at ways and processes to build an inclusive organization through relevant policymaking and new approaches such as the Deep Democracy and organizational assessment methods helpful for anyone working in diverse cultural environment.

This workshop is organized by the International Labour Standards, Rights at Work and Gender Equality Programme (ILSGEN) and by the Workers' Activities Programme (ACTRAV) of the International Training Centre of the ILO (ITCILO)

## Workshop Objective

The workshop aims at providing a tool for participants to address exclusion and indirect discrimination. It will aim at understanding the multiple and intersectional grounds for discrimination, using the Human Rights Base approach as the common baseline. The workshop will focus mainly on three grounds of discriminations:

- people with disabilities
- LGBTI
- gender

At the end of the workshop participants will:

- Recognize the various forms of discrimination, including multiple discrimination and intersectional discrimination
- Understand the structural and systemic discrimination and exclusion
- Have a deeper understanding of group dynamics in relation to diversity and how to work towards empowering marginalized groups.

## Contents

In the workshop participants will examine concepts related to culture, diversity and gender as well as discuss the different types of discrimination that are still present in today's organizations. They will understand how to actively work towards critically assessing situations that may lead to discrimination and draw solutions to ensure that workplaces are safe spaces. It provides an opportunity for the participants to identify and explore steps they can personally take in their day-to-day work as well as collective action required within their respective institutions.

The workshop will help participants to pay attention to silent and silenced individuals and groups and bring about a process in which everyone's voice can be heard. The workshop introduces participants to the fundamental tools of Deep Democracy, enabling them to radically improve collaborative processes, resolve differences and manage organizational change in an effective way.

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## Methodology

Training methods is participative and draws from participants 'experience and knowledge. Expert guests will present leading edge research and facilitate reflections in group discussions to identify key actions. Topics will be presented plenary sessions and parallel tracks will be organized for in-depth discussions.

## Participants' profile

Leaders and managers at all levels in the public sector, in aid organizations, UN institutions and European institutions, in the private or nonprofit sectors.

This workshop may be particularly relevant for Human resources and trade unions staff and advocacy organizations.

## Dates

23 – 27 February, 2015

## Language

English and Spanish (with simultaneous interpretation).

## Price

**2450 euros.** (includes tuition costs and subsistence costs, for more details contact [gend@itcilo.org](mailto:gend@itcilo.org)) The tuition and subsistence costs need to be paid in advance. Details on payment modalities will be provided to selected participants.

## Applications

The deadline for candidatures is **16 January, 2015.**

To submit your application or for more information please visit our website: <http://gender.itcilo.org>

If you have a sponsor please include the supporting letter from the sponsoring/funding institution.

Candidates may be asked to present themselves to the nearest ILO office for authentication or be asked for a phone interview to verify information and language skills. Incomplete files will not be considered.

As an organization dedicated to fundamental human rights and social justice, the ILO is taking a leading role in international efforts to promote gender equality. In line with this ILO focus, **men are particularly welcome in this specific process.**



## The ILO Turin Centre's facilities

Located in an attractive park on the banks of the River Po, the Centre's campus provides a congenial environment in which to live and study.

- It contains 21 pavilions with fully equipped modern classrooms, conference halls and meeting rooms fitted out for multilingual simultaneous interpretation, a computer laboratory, and a computerized documentation centre linked to various data banks.

The campus has 287 study/bedrooms, all with private bathrooms, telephones and cable television. It also has:

- a reception desk open 24 hours a day;

- a restaurant, a self-service canteen and a coffee lounge, all catering for international dietary needs;
- a bank;
- a travel agency;
- a laundry service;
- a post office;
- an internet point;
- a recreation room;
- facilities for outdoor and indoor sports;
- an infirmary.

Social events are regularly held both on and off campus, so that participants from different cultural backgrounds can make the most of the stimulating international climate.

## For further information, please contact

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 Programme on International Labour Standards, Rights at Work and Gender Equality  
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