

From Awareness of Gender-Based Violence to Action, Alignment and Accountability



Corporate Campaign: Webinars and GBV Micro-Learning Calendar

16 Days of Activism against Gender-Based Violence

- Orientation
- Awareness
- Sensitise
- Educate
- Empower
- Align
- Action
- Accountability



Image from UN campaign against GBV

25 November – 10 December 2021



16 Days Campaign of Activism against Gender Based Violence: From Awareness to Action, Alignment and Accountability



Training, Development, Consulting International (TDCI) and the **South African Board for People Practices (SABPP)** will, from 25 November to 10 December 2021, be hosting a *16 Days of Activism Campaign against Gender-Based Violence*. Thematically the campaign advocates the shift from Awareness to Action, Alignment and Accountability. The campaign focusses on the elimination of Gender-based workplace violence and hostility, and the enabling of a culture that embraces diversity and fosters equity, inclusive and belonging.

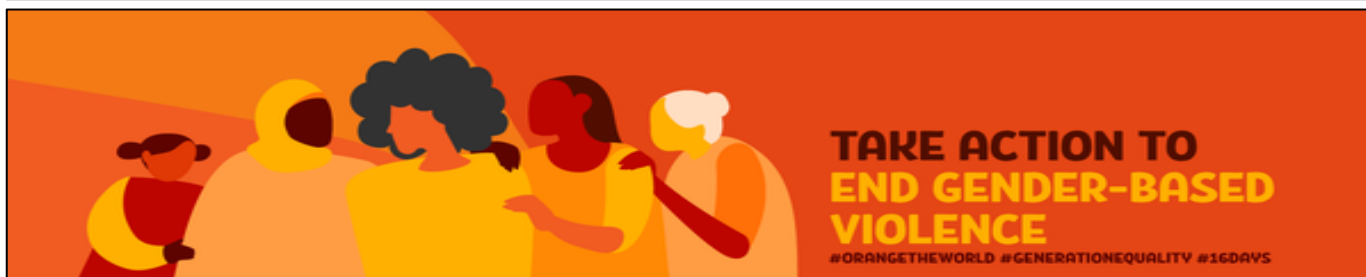
The structured advocacy programme endeavours to make visible and address abusive gender relations, patriarchal patterns and destructive power relations, and empower employers to establish prevention mechanisms that inculcate gender equity and equality. The campaign aligns to the government's Emergency Response Action Plan on Gender-Based Violence and Femicide that was initiated by President Cyril Ramaphosa to mitigate the scourge of Gender-Based violence in the country.



Gender-based violence and harassment disproportionately affects women. An inclusive, integrated and gender-responsive approach is essential to ending violence and harassment in the world of work. This approach should tackle underlying causes and risk factors such as gender stereotypes, multiple and intersecting forms of discrimination, and unequal gender-based power relations.



From Awareness to Action, Alignment and Accountability



Below find more details about the 16 Days of GBV Activism Corporate Campaign:

Workshop: Orientation to 16 Days of Activism against Gender-Based Violence

<p>25 Nov 2021 09h00-13h00</p>	<p>Launch, Orientation, Deconstruction and International Best Practice</p> <p>The campaign is launched with the GBV workshop that deconstructs Gender-Based Violence, Harassment and Bullying in the workplace, explores current trends and dynamics and presents an overview of national and international best practice in the field. The workshop will be hosted by Prof Susan Steinman, internationally renowned guru on Gender-Based Violence, Harassment and Bullying. The session will operationally define core GBV concepts, unpack critical dimensions and related dynamics in the field, and present plausible solutions to this scourge.</p>
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16 Days Corporate GBV Micro-Learning Calendar:

The **Micro-Learning Calendar** will elaborate and unpack 16 core areas or elements in moving from GBV **awareness to action, alignment and accountability**. The GBV Micro-Learning Moments will offer organisations **daily** (from 25 November – 10 December), **short, interactive flipbooks** that will serve to **orientate, sensitise, educate and empower** managers and employees to understand the phenomenon and to take action in creating equitable and inclusive work environments. Below is a thematic outline of the GBV Micro-Learning Calendar/Moments.

Date	Theme of the Micro-Learning Calendar
25 November (Thursday)	GBV Micro-Learning Moment: 1 - Orientation to GBV
26 November (Friday)	GBV Micro-Learning Moment: 2 - Workplace Bullying
27 November (Saturday)	GBV Micro-Learning Moment: 3 - Sexual Harassment
28 November (Sunday)	GBV Micro-Learning Moment: 4 - Intersectionality and GBV
29 November (Monday)	GBV Micro-Learning Moment: 5 - Waking up to a Gendered Socially Constructed World
30 November (Tuesday)	GBV Micro-Learning Moment: 6 - Managing Gender-Based Bias and Discrimination
1 December (Wednesday)	GBV Micro-Learning Moment: 7 - GBV and HIV/AIDS
2 December (Thursday)	GBV Micro-Learning Moment: 8 - The role of Stress, Alcohol & Substance Abuse in GBV
3 December (Friday)	GBV Micro-Learning Moment: 9 - GBV and Persons with Disabilities
4 December (Saturday)	GBV Micro-Learning Moment: 10 - GBV Workplace Audit
5 December (Sunday)	GBV Micro-Learning Moment: 11 - Inculcating psychological safety in the workplace
6 December (Monday)	GBV Micro-Learning Moment: 12 - Shifting to an anti-discrimination / anti-sexist culture
7 December (Tuesday)	GBV Micro-Learning Moment: 13 - Empowering through Coaching
8 December (Wednesday)	GBV Micro-Learning Moment: 14 - Allyship: The role of men in fostering inclusive environments
9 December (Thursday)	GBV Micro-Learning Moment: 15 - Creating a culture of Active Bystander/Helper Behaviour
10 December (Friday)	GBV Micro-Learning Moment: 16 - Building an inclusive human rights culture

Integrating Workshop: Building an inclusive human rights culture (THE WORLD WE WANT TO LIVE IN)

<p>10 Dec 2021 09h00-13h00</p>	<p>The campaign is concluded on the 10th of December 2021 (International Human Rights day) with an workshop integrating the learnings and insights from the various events (Orientation Workshop and Micro-Learning Moments). The focus of the session will be on actionable strategies to heal workplaces and rebuild the world we want to live in. The session will explore how organisational strategies, policies, systems and actions can be aligned to enable equitable and inclusive cultures wherein the belonging of all employees are enshrined. This interactive session will be facilitated by a panel of GBV experts.</p>
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16 Days Campaign of Activism against Gender Based Violence:
From Awareness to Action, Alignment and Accountability

The campaign endeavours to move organisational efforts from Awareness of Gender-Based Violence towards Action, Alignment, and Accountability. It aims to create equitable and inclusive workplaces where everyone can experience a sense of belonging. The campaign unpacks how organisations can fashion workplaces that are free from harassment and violence through crafting mitigating strategies, policies and procedures; mobilise organisational structures and systems that eliminate violence and hostility; and hone a workplace culture that embraces diversity and fosters equity, inclusion and belonging. The campaign focuses organisations on the *world we all want to live in*.

Fee Structure for the 16 Days of GBV Activism Campaign:

Size of Company	Fee:	What is included
Individual registrations (Workshops only)	R 1 500-00 per person	Attendance to the workshops on 25 November & 10 December 2021 (1 x online attendance).
Small size organisational package (1-1000 employees)	R 15 000-00 For the organisation	Attendance to the workshops on 25 Nov & 10 Dec 2021 (5 x online attendance). The GBV Micro-Learning Calendar made available to all company employees.
Medium size organisational package (1000 – 10 000 workshops on 25 Nov & 10 Dec 2021 employees)	R 25 000-00 For the organisation	Attendance to the workshops on 25 Nov & 10 Dec 2021 (10 x online attendance). The GBV Micro-Learning Calendar made available to all company employees.
Large size companies (10 000 + employees)	R 35 000-00 For the organisation	Attendance to the workshops on 25 Nov & 10 Dec 2021 (15 x online attendance). The GBV Micro-Learning Calendar made available to all company employees.

For more information about the 16 Days of GBV Activism Campaign please visit our website (www.tdci.co.za or www.diversity.co.za) or contact one of the campaign coordinators.

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