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Customised Training for PK “Dancing with Resistances”

Customised Training for PK “Dancing with Resistances” (WP8 workshop) took place on 10th June 2019 at PK (Krakow). The training has been conducted by Bente Knoll, the facilitator from B-NK GmbH.

The aim of this Customised Training within WP 8 at PK was to get more awareness on how does resistances affect the implementation of gender mainstreaming, gender equality and what are the types and forms of resistance. The important new institutional point of view on institutions (among others in academia) are cultural norms, rules, established practice; formal and informal.

In the workshop 10 woman and 1 man participated in them 7 academics and administrative staff and 3 members of GEECCO Core Group at PK. The workshop help better understand areas of interventions at PK, forms and typologies of resistances, reasons and causes of resistances as well as strategies to overcome.



Pic. 1,2 – Workshop participants: “Dancing with Resistances” – 10/06/2019

The most promising strategies at PK to overcome resistances pointed out were:

- *Institutionalization, diversity and inclusivity: keeping gender equality on organizational agenda and make gender initiatives more visible,*
- *Networking and collaboration – building networks in and outside the organization among those who are interested or engaged in gender equality,*
- *Communication and dissemination – finding external influential sponsors that can create positive impact inside and outside of the institution and contribute the prestige of the project,*
- *Creating the capacity for change – utilizing current national developments, events, policies regarding gender equality for the project initiatives,*
- *Teamwork and methodology – giving priority to reach PhD students and research assistants in different projects/programs as the younger generations are better motivated to and fewer risks involved in change. They will also constitute the future position holders in academia.*