Module 9: Analysis of social inequalities in Organisations and their environment

Priority Level: **Essential**
Length: **1 to 1 ½ days**
Content:

Analyses of social inequalities in organisations and their environment. The module focuses on the analysis of dominance cultures in organisations, based on a matrix for diversity analysis on the qualitative level (Döge 2008). The matrix differentiates dominance culture dimensions along dichotomous categories: communication, gender relations, time, work and others.

Within the IGIV-project, the matrix was revised to serve the intersectional approach. In doing so, certain new dimensions were included: heterogeneity (mixed _ homogeneous groups/ multiculturality_interculturality), interaction (separation _ integration), education (valued_devalued), age (recarity_security), personel competencies, care (considered_not considered), body.

In this training participants will be asked to either work on their own organisation ot to "create" a fictional organisation for the purpose of training.

Participants will apply the analytical model in order to then define dominance cultures in organisations and their environment:

- Formulate general questions : weak/ good points ? Who is included/ excluded ? ingroup-outgroup-relations ?
- Dominance relations, based on subordinations, will be transparent as soon, as the participants start to talk about inclusion/ exclusion. It pops up in relation to dominance/ subordination, in/ out group so it's easy to understand intersectionality and what's its "added value" it's an indirect approach to intersectionality, you reach unexpected results.
- Identify social inequality problems and discuss "hidden eggs" in order to change the dominance culture

Learning outcomes:

Knowledge
- To work with the analytical tool about dominance relations in the organization
- The cultural patterns in organizations
- The basic approaches, norms and values of an organisation
Skills
- Analysing of organizations from an intersectional perspective
- Transfer theory into practice
- Apply the methodological model to specific organizations and their environments
Competence
- Identify social inequality problems in organizations
- To be able to implement an analysis model