

Where does the shoe pinch?

Workshop to identify institutional pressure points

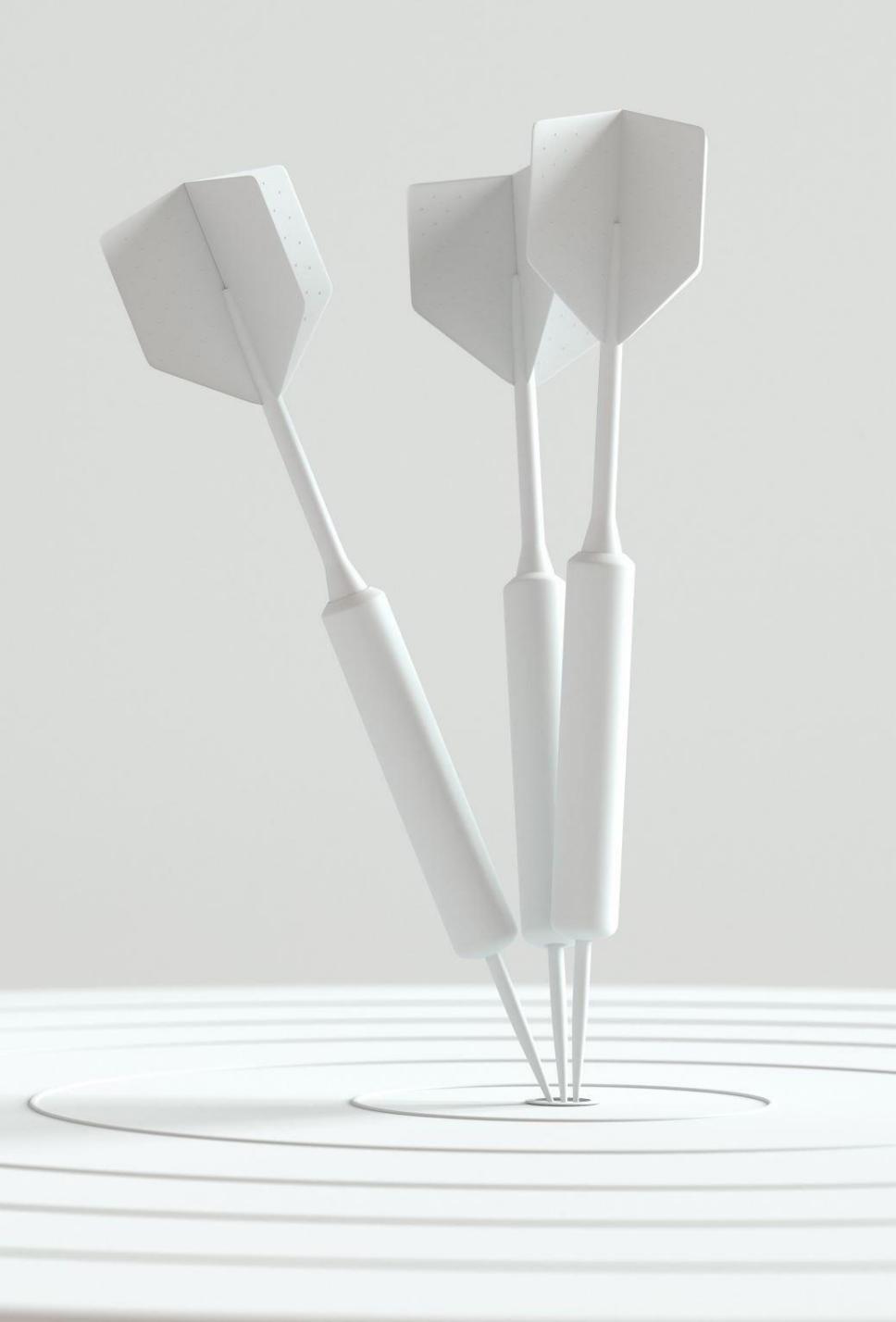
Lynn P. Nygaard

Peace Research Institute Oslo (PRIO)



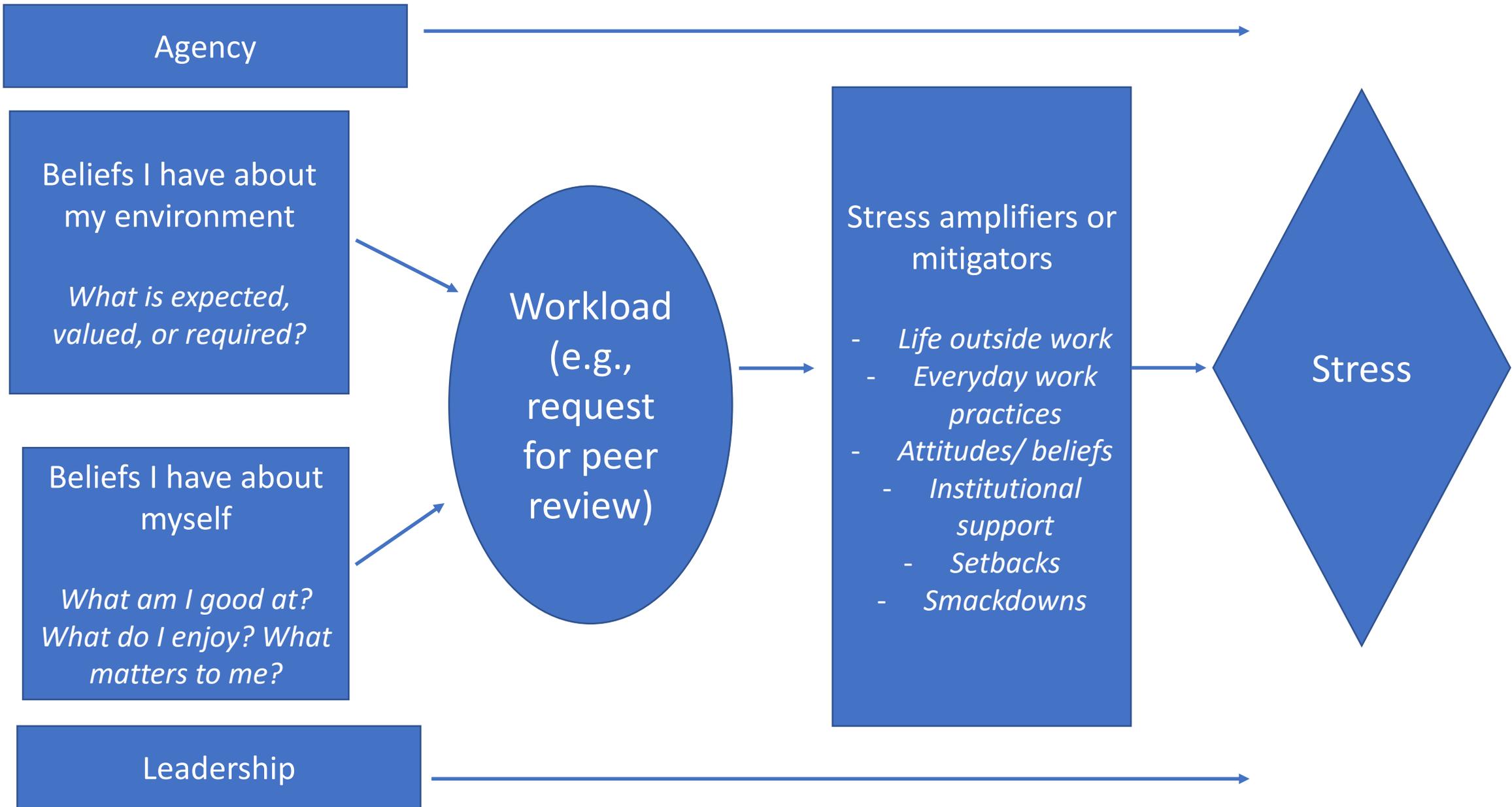
Institutional context

- Research institute, about 100 people, large international share (40%)
- We have already picked the low-hanging fruit
 - Steps to improve women's "readiness" for promotion
 - Training of leader team
- Observations from my ethnographic work:
 - Hard to separate out impact of gender from other aspects of identity and environment
 - People have different understandings of the institutional culture
- "Gender fatigue" in the institution
 - Focusing on gender means that only (some) women will show up
 - Need an institution-wide conversation about institutional culture
 - Need for an intersectional approach
- Focusing on their own workload is something everyone can relate to
 - Stress is the number one concern at a recent work-environment survey
 - Great point of departure for discussing how different practices can be gendered



Workshop objectives: Getting at culture

- Elicit knowledge about how everyday dilemmas and institutional culture are gendered
- Two-way communication
 - I share knowledge from research
 - Participants share their own lived experiences
- What are the everyday dilemmas people face?
 - Where do they come from? How are they understood differently by different groups?
 - Helps us design interventions grounded in institutional culture
- Hear from all corners of the organization
 - EVERYONE invited



Concrete outcomes

- [Use “mitigators and amplifiers” as point of departure for institutional work]
- Active discourse on inclusion
 - Questionnaire: “What has made you feel excluded? What would make you feel more included?”
 - Vulnerable groups: young, international (intersecting with gender)
- Active discourse on what is “good enough”
 - And how excellence is gendered
- Reflection on internal communication practices
- Importance of transparency and good administrative routines
- Professional Development Brownbag series: “Lived experience of gender and diversity”
- Budget line on gender, diversity, and inclusion
 - Bottom-up initiatives