



How to address gender & power issues at work?

Invitation for a personal dialogue

The SDC PSEAH-Forumtheatre has shown us that taking PSEAH seriously means addressing inherent SEAH-risks in our organisations. Imbalanced power dynamics in the relationships we have with each other can lead to inequitable, domineering interactions, whether we realise it or not. Gender stereotypes, economic dependencies, position and decision power within organisations are some of the influencing factors we need to reflect and consciously work on.

The SDC PSEAH (Prevention of Sexual Exploitation, Abuse and Harassment) working group has developed an innovative approach for addressing power and gender issues in our work at SDC. The focus is on open dialogue and trustful sharing of personal experiences and insights around the issues of gender and power at work.

The SDC Gender & Power Dialogues in 2022 will consist of 3 campfire sessions open to all interested SDC staff at HQ and abroad. We are inviting you to join us around a fire to share our experience and bring our questions on these essential topics for our collaboration. This newsletter will regularly share insights from our campfire sessions to a broader audience.

In our first newsletter, Matti Straub-Fischer, consultant and external coach of the SDC PSEAH working group, will explain our campfire approach. Matti is a Senior Consultant at 7Generations in Bern. He is a guide for Wisdom Councils to make decisions with large groups and coming to same eye-level with one another.

What is needed to hold open dialogues on delicate topics?

Matti Straub-Fischer: "People often say that one needs a "safe" space for difficult conversations. And while it is true that people need to feel safe to express how they really feel and what is going on inside of them, it always requires us to take a risk to make first steps and share from our hearts rather than saying what we think is expected from us by our environment. So these conversations are never "easy", because they ask us to be deeply honest. We need to remember that these conversations are very human dialogues. Here we are all equal, no matter how long we have been in an organization, which roles we hold, or what salary we get."

Why are we choosing to sit around a fire for these dialogues?

Matti Straub-Fischer: "It often helps an organization to choose a setting away from the beaten track for important conversations and delicate topics. Asking ourselves: What space is needed for everyone to feel the trust and confidence that our presence and our voices matter? Is a good way to plan a gathering. Sitting around a fire is an old way of coming together in peace."

The SDC Gender & Power Dialogues are based on the understanding that Sexual Exploitation, Abuse and Sexual Harassment is an expression of power asymmetries; PSEAH is rooted in a culture of mutual respect.

This is an initiative of the SDC PSEAH Focal Point with support of an engaged PSEAH working group to foster deeper dialogue and critical self-reflection for change about gender and power dynamics in our organization. More: <https://www.shareweb.ch/site/SDCPSEAH/Events>



PSEAH
Prevention of Sexual Exploitation,
Abuse and Harassment

The Campfire #1 on Privilege

will take place on Wednesday, October 19th, 2022, from 14h30-17h CET in the garden of the WKS in Bern (face to face).

What are our individual and collective privileges? What are the privileges we are unaware of? How do our privileges impact our social behaviors and our working relationships?

Come & join us!

Sign up:
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For questions contact Maja Loncarevic LOJ
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Agenda Outlook:

The next campfires #2 & #3 will take place in hybrid format on

**November 10th:
unconscious bias**

**and December 7th:
power dynamics at work**

from 14.30-17h CET in Bern face to face and online.