



## PRESS RELEASE

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### **Ministry of Equality offers Gender Diversity and Inclusion Training on Unconscious Bias**

The Ministry of Equality is pleased to announce the next initiative as part of its gender equality strategy and is next week offering training seminars on Unconscious Bias.

One of the key objectives of the strategy is the advancement of women and promoting greater gender diversity in the workplace and to reducing the overall earnings gap that exists between men and women in Gibraltar.

The main objective of this training is to analyse and explore the effects of unconscious bias in the workplace and its impact on women. Topics covered will include identifying some of the barriers preventing women from accessing employment, from securing promotion and from returning to work after a career break. The training will also focus on strategies for encouraging women into leadership positions.

Different training sessions will be organised for the private sector and the public sector including a bespoke session the essential services. All participants will receive accreditation certificates. The sessions will be delivered by trainers experienced in HR and development from the Chartered Institute of Personnel and Development CIPD UK.

The training for the private sector is part of the Ministry's Equality Means Business series of seminars and will take place on Friday 5th October at 9am to 12.30pm at the Sunborn Hotel. This will be a breakfast seminar and anyone wishing to attend should register on [equality@gibraltar.gov.gi](mailto:equality@gibraltar.gov.gi) by no later than Tuesday 2nd October.

The Minister for Equality, The Hon Samantha Sacramento MP said, "This month has been a real catalyst for the advancement of women professionally as we roll out various initiatives of our gender equality strategy. The response to our initiatives have been extremely positive.

"Unconscious bias is an obvious bar to progress for women, it is therefore important that everyone who is in a position to make decisions or influence progress at work is educated on what constitutes



bias. I am very pleased that we have commissioned this training and I have no doubt that this will result in a real and meaningful difference to the professional progress of women.

“Greater gender diversity is about ensuring that men and women access equal opportunities, ensuring that women can access leadership positions will reduce vertical segregation in the workplace and this can have a positive impact on the overall earnings gap locally. A diverse workforce can improve a company’s or an organisation’s financial performance, gender diversity, therefore, simply makes obvious business sense.”