

Instructions for group project

To enhance your understanding of how gender equality and diversity could be furthered in organizations, you are – in groups of two students – obliged to conduct a small study of a real life change project do with gender and equality, broadly defined, in a selected organization.

1. Choosing an organization

We will divide you into groups. Each group will study a change project or specific change strategies within an organization, or study an organization that works with changes outside its own activities. We want you to **hand in** a short note including (1) what organization you have chosen, (2) what specific processes you will study, and (3) contact information to a contact person in the organization at the **seminar on April 5**, 10.15-12.00.

2. Studying and analyzing

Your study should be geared towards creating a good understanding of what has been done and why in/by the organization. We also want you to investigate what the changes resulted in - in regards to intended as well as unintended outcomes. By applying concepts and theories from the course literature you should further analyze to what extent and how a specific underlying logic or framework in regards to gender and equality that governed the change process, and what more specific ideas and concepts can be used to explain the outcomes. Finally, we want you to come up with at least 3 key learning points concerning what we should, and shouldn't, do when trying to change practice for the better.

There will be time for questions and discussions about your group project during the course. You will also be able to schedule up to three sessions of individual group tutoring during the later part of the course (see course schedule). Please note: a minimum of **one tutoring session is mandatory**.

3. Presentation of the study and your conclusions

Your study, analysis and conclusions should be presented in three forms:

- (1) An **executive summary** of **500-600 words** should be uploaded on the course web by Friday, May 20, 23.00.
- (2) A **slide deck**, or alternative presentation material (if you do not use slides), should be handed in on Tuesday, May 24, 23.00.
- (3) You should conduct a well-prepared and structured **oral presentation** during the Conference Day Tuesday, May 24, 9.15-17.00.

The Conference Day

An important part of all students' participation in, and examination on, this course is the organizing of the Conference Day on May 2 in room Ragnar. We will talk more about this during the course, but it is important that you are aware of that the planning, preparation and execution of this Conference Day is the responsibility of you and the other students. This means that apart from conducting and presenting your own study, you are expected to organize the day, have invited guests from the studied organizations as well as market the Conference to a wider audience (students, faculty, staff and others) etc.

See you in class!

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