



## IGIV – Guide

## Analytical Method

<b>Name</b>	<b>Analysis of Dominance Cultures in Organisations</b>
<b>Time</b>	3 hours
<b>Target Group</b>	Teachers, social workers and educators; stakeholders and multipliers; representatives of institutions, policy makers and administrators
<b>Material, space, number of rooms if needed, etc.</b>	Material: Laptop + Beamer, Flipchart. Space: room for plenary sessions, small rooms or corner for working group discussions
<b>Work Area</b>	Organisation
<b>Learning Results</b>	
» <i>Knowledge</i>	Analytical tools about dominance relations in the organisation Knowledge about cultural patterns in organisations Knowledge about basic approaches, norms and values
» <i>Skills</i>	Analysis of organisations with an intersectional perspective Transfer theory into practice Apply methodological models to specific organisations and their environments
» <i>Competencies</i>	Identify social inequality problems in organisations Be able to implement an analysis model
<b>Guide</b>	
» <i>Introduction/ Background information</i>	The method 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 in an intersectional way. In doing so, certain new dimensions were included.



## Lifelong Learning Programme

<p>» <i>Step by step know-how</i></p>	<p>1.) The analytical matrix will be introduced (make it simple!)          2.) The participants will be asked to apply the analytical model in order to define dominance cultures in their own organisations (individual work).          3.) Afterwards, the participants go together into small working groups (same or similar organisation) and discuss their results. One working group member moderates the discussion and asks general questions like the following:          - In which of the named dimensions does your organisation show a great diversity concerning staff?          - According to which dimension do ingroup-outgroup-relations occur? Who is included? Who is excluded?          - Which combination of social categories (gender, sexual orientation, and other) leads to inclusion/ exclusion?          - What does this tell you about norms and values in your organisation?          Moderators should be trained to ask specific questions.          Dominance relations, based on subordinations, will be transparent as soon as the participants talk about inclusion/ exclusion. The intersectional approach becomes transparent when norms and values are discussed.          4.) At the end have a plenary session: relevant results of working group discussions will be exposed. Social inequalities in organisations and “hidden eggs” will be discussed as a main issue, different dominance cultures will be compared and contextualised.</p>
<p><b>Variant</b></p>	<p>The dominance relations in specific organisational departments analysed.</p>
<p><b>Applicability and Limits</b></p> <p><i>The following should be pointed out:</i></p> <p>» <i>The optimal size of the group</i></p> <p>» <i>The point of time in a certain working process when the method can be used</i></p> <p>» <i>Necessary prerequisites for the trainer</i></p>	<p>Optimal Size of the group: between 8 and 16 participants</p> <p>It should not be conducted during the first phase of the process. Sensitising methods about processes of identity construction and the social construction of norms and values should have been carried out before.</p> <p>Trainers should be able to plan, prepare, execute and evaluate learning and development events with groups and individuals. Trainer should have an in-depth knowledge about the content and s_he should be able to handle challenging situations (participants could have the impression that they are members of the out-group in their organisations!)</p>



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## Lifelong Learning Programme

» <i>Necessary prerequisites for the participant group</i>	Basic knowledge on <i>doing gender, intersectionality</i> and <i>theory of difference</i> is required. Participants should be prepared to reflect their own position in the organisation.
<b>Suggestion for continuing work</b>	“Development of Organisation” (Look for the module in the training course)
<b>Comments, experiences and risks</b>	In some organisations, transparency of social inequalities may be a big taboo. In these cases, it is appropriate that participants go together in very small working groups and concentrate on specific departments.
<b>Source</b>	Döge, Peter (2008). Von der Antidiskriminierung zum Diversity-Management. Göttingen: Vandenhoeck & Ruprecht.

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