

Implementing Train the Trainers (TTT) Programme for Gender Equality Projects in Academia: A Case Study



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Introduction

D&I training is gaining more popularity among many organisations, simultaneously it is still unconventional and different from other (more common) types of trainings due to:

- possible resistance
- sensitive and controversial topics
- high need for creating safe and open environment

The role of trainer is very significant in this context, involving:

- facilitating discussions
- mediating conflicts
- educating and instructing

so their preparation requires special attention. The TTT programme is crucial for preparing trainers to conduct such specific training (Morukian, 2022).

We believe that it is worth investing in TTT sessions, and we will demonstrate this using our case as an example. We decided to incorporate the TTT programme into the RESET project for our partners across the consortium and for our organisation (UŁ) by working with students.

Comprehensive materials for trainers

We prepared a highly advanced toolbox for trainers consisting of:

- scenarios
- supplementary materials
- handouts
- presentations

15 modules
177 hours
26 training days

The toolboxes contain detailed training for each module, featuring our recommended methods of work—challenging, specific, and engaging. Therefore, it is important to create a space for trainers to understand our approach to delivering each training, exchange insights, impressions, and ideas on how to adapt the materials and methods to a specific organisation.

TTT approach for partners

This approach is a kind of middle ground between a comprehensive approach and a feasible one, tailored to the realities and capabilities of the trainers employed by the partners. Phases:

✓ Selection of trainers in partner organisations

✓ Get acquainted with comprehensive materials, selection of training modules

✓ Establishing the TTT process schedule

✓ Conducting training sessions with evaluation

✓ Applying the suggestions to upcoming training sessions

✓ Pilot sessions for partners conducted by trainers from UŁ

✓ Proper training conducted by TTT-trained trainers

June 2023 – December 2023
32h on-line + 16h on-site
32h consultations

On average – 9 person



TTT approach for students

Passing the baton to the students

✓ Internal training by a trainer/mentor

✓ Topic selection and scenario analysis

✓ Knowledge-building on selected topics

✓ 4 TTT sessions on group processes, contracting, difficult situations, trainer roles

✓ Training samples

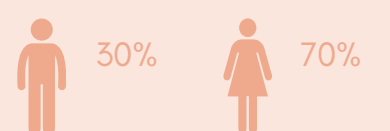
✓ Feedback from trainer/mentor and team

✓ Proposal prepared and sent to other student groups at UŁ

✓ Conducting real trainings for other student groups, each led by 2 student trainers, 3 h

June 2024 – now

Student Career Office PROFIL
10 person



Conclusions

- If you decide to build a D&I culture in your organisation and establish a set of trainings in this area, we encourage you to create a space for the development and support of trainers using the TTT programme.
- We have presented **two different approaches**: one for partners and the other aimed at students.
- The more comprehensive and cost-effective solution is the one implemented at the University of Lodz for the scientific club. Its drawback is that it is time-consuming and effort-demanding.
- The solution proposed for partners is less effective, but it requires less time and is easier to adapt to the specific conditions of an organisation.
- You can choose one of the proposed approaches or opt for something in between.

Let's do it!!!

Check our toolbox and choose the approach that is feasible to you and your organisation

