

ACTIVITIES YOU'LL EXPLORE TODAY

- ✓ VR experience (6 immersive scenarios)
- ✓ Guided reflection on emotional responses
- ✓ Group debrief on empathy and insight
- ✓ Final strategy-building on inclusive leadership



WHAT'S THIS WORKSHOP ABOUT?

What if you could experience gender inequality... first-hand?
This workshop uses Virtual Reality (VR) to immerse you in the everyday realities of working mothers, caregivers, and professionals facing bias. You'll live six real-world scenarios — not as a bystander, but from the inside.



**YOU WON'T JUST
UNDERSTAND BIAS. YOU'LL
FEEL IT.**

 **Optional Follow-Up**
Complete the Reflective Self-Assessment
Link or QR code → [Insert link here]

This helps track your progress and feeds into our research on training effectiveness.

 **Want To Get Involved?**
Contact Us!

WORKSHOP 3 – VIRTUAL REALITY AWARENESS TRAINING

This workshop is part of VR Balance: Advancing Gender Equity in Work and Home Life through Virtual Reality, co-funded by the European Union.

Project Partners:

University of Barcelona | Social Innovation Fund (LT) | Women Entrepreneurship Foundation (PL) | MetaMedicsVR



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MetaMedicsVR



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Post-Survey & Reflection

After the workshop:

- ✓ Complete the post-survey (linked or QR code)
- ✓ Fill in your Reflective Self-Assessment



LEARNING OUTCOMES

After this workshop, you will:

- Understand the emotional impact of gender bias at work
- Identify common patterns of exclusion and inequity
- Develop empathy-driven leadership strategies
- Feel equipped to challenge bias with awareness and courage

TAKE ACTION

One small change you can make as a leader or peer:

- 📌 Example: “Listen more actively in meetings — and back up unheard voices.”
- 📌 Example: “Review promotion processes for hidden bias.”

 **Each scene is based on real-life data including cases featuring trans and non-binary groups.**

Real Reactions

“In the VR simulation, I could see my manager’s face when he doubted me — even though I said the same thing a man had just said. I didn’t expect to get emotional.”



What You’ll Experience

VR Simulations Include :

- A female candidate is questioned about her future plans regarding family or children.
- An expectant mother at the office who is denied a promotion and unable to secure a flexible schedule.
- A woman who upon returning home is expected to tend to chores, while her partner who also works, relaxes.
- A pregnant woman speaks with her parents about strategies to manage work, childcare and household duties while considering their expectations for her.
- A transgender woman encounters discrimination with her customer-facing role.
- A non-binary person grapples with adversity.