

BUILDING AN EQUALITY-DRIVEN ORGANISATIONAL CULTURE

PRACTICAL ACTIVITY

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THEMATIC AREA

Building an Equality-Driven Organisational Culture

ACTIVITY TITLE AND INTRODUCTION

A day in our lives: sharing care, sharing support

This practical activity invites working parents to map out a typical weekday in their household and reflect on how daily routines, unpaid care and workplace conditions interact. The activity helps working parents identify invisible care work, compare how responsibilities are shared and explore how workplace culture – leadership behaviour, communication, flexibility and support – affect their ability to balance work and care.

By examining personal routines and discussing them in small groups, participants connect everyday family life to broader organizational culture issues, such as role modelling, fairness and access to supportive HR policies. This activity encourages constructive dialogue, highlights stereotypes that influence care distribution and helps working parents identify what a more equal and supportive workplace could look like.

PHOTO



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DURATION OF ACTIVITY (IN MINUTES)

50 minutes

LEARNING OUTCOMES

By the end of this activity, participants will be able to:

- Recognise how daily care responsibilities influence parents' experience at work
- Analyse who workplace culture (leadership, communication, flexibility) affects family routines
- Identify behaviours and practices that support or hinder equality-driven organisational cultures
- Propose practical improvements both at home and at work to promote fairness and reduce stress
- Build communication and self-advocacy skills for requesting support in the workplace

AIM OF THE ACTIVITY

This activity helps working parents reflect on everyday routines related to organisational culture and workplace equality. Through guided reflection and group discussion, participants are expected to learn to identify:

- Gendered patterns in unpaid care
- Gaps between workplace policies and lived experience
- How leadership behaviour affects comfort in using parental leave, flexibility or support
- How communication practices shape understanding of rights and expectations
- Ways employees can advocate for fairness and supportive cultures

MATERIALS REQUIRED FOR ACTIVITY

- Paper sheets for daily routine mapping (1 per participant)
- Pens or markers
- Sticky notes (optional)
- Flipchart paper or whiteboard (for group summary)
- Timer or phone stopwatch

STEP-BY-STEP INSTRUCTIONS

1-Welcome and framing (5 minutes)

The facilitator explains the objective “Today we will look at how our daily routines reflect family-care responsibilities and how workplace culture can support – or complicate – them. The aim is to better understand what equality-driven organisational cultures mean for working parents like us”.

Then, the facilitator highlights the link with the thematic area: leadership role modelling, communication, accountability, flexibility and monitoring change.

2-Individual mapping: daily routine (10 minutes)

Participants complete a daily routine map by mapping a typical weekday, dividing the day into blocks such as waking up, preparing children, meals, school drop-off/pick-up, paid work hours, housework, emotional labour, and rest/leisure. The facilitator also asks them to mark (1) who does each task (self/partner/shared/extended family); (2) how much time each task takes; and (3) where workplace conditions help or hinder (e.g., flexible hours, supportive manager, long commute, unpredictable schedules).

3-Pair discussion: patterns and pressures (10 minutes)

Participants discuss with a partner based on the following guided questions: Which tasks take most of your time or mental energy? What feels shared? What feels unequal? How does your workplace culture create stress or barriers (e.g., stigma, inconsistent flexibility, unclear expectations)? What leadership behaviours make a positive difference? What communication or HR processes could be improved?

4-Small group task: connecting home and work (15 minutes)

In groups of 3-4 people, participants identify:

A-Barriers linked to organisational culture (e.g., inconsistent flexibility, manager assumptions, unclear policies, fear of being judged)

B-Enablers linked to equality-driven practices (e.g., leaders who model leave-taking, clear communication, predictable schedules)

C-Simple improvements SMEs could make (e.g., short weekly team check-ins, transparent flexibility guidelines, managers openly sharing their care responsibilities, equal encouragement for all genders to use parental leave, tracking fairness indicators such as meeting times, leave uptake or workload)

Then, groups summarise their ideas on sticky notes or flipchart paper.

5-Whole group reflection and conclusion (10 minutes)

Each group presents one finding for each category A-barriers, B-enablers and C-improvements.

The facilitator highlights how family routines reveal cultural norms, the importance of leadership role modelling, how communication supports understanding and confidence, how monitoring small indicators can improve equality and the link between supportive culture and employee wellbeing, loyalty and performance.

Then, it asks a final question to all: “What one small change at work would help your family life the most?”.

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