

Male Allyship & Inclusive Workshops

Involving Everyone in Inclusion



Engage

Open up space for exploring the difficult conversations and finding their roles inclusion



Educate

Learn about others lived experiences and challenge harmful norms



Explore

Unpack biases, masculinities, and cultural norms that structure inequalities



Embed

Turn ideas and insights into habits and culture through action plans and coaching.



Equip

Practice simple techniques for making a difference everyday

WHO ARE WE

Founded by post-graduate researchers in Oxford University and established in 2014, Beyond Equality is a UK charity specialising in involving your whole team in diversity, equity & inclusion.

We combine expert facilitation with best practice from psychology, anthropology, philosophy, management and economics to deliver pragmatic, evidence based training and workshops to schools, universities & workplaces.

WHAT WE DO

We work with organisations to build a more equitable inclusive workplace culture. We have a proven track record of expertly and constructively facilitating conversations with participants who don't normally talk about gender equality, masculinity, power and privilege. We've facilitated challenging conversations with 10,000s of men and boys of all ages in the UK & abroad, helping men rethink masculinities & be confident in playing a positive role in gender equality.

Our Introductory Events

INTRODUCTORY SESSIONS

Our introductory keynotes, seminars and workshops provide an excellent starting point for organisations seeking to advance key allyship, inclusion and equity efforts. These are dynamic and interactive events, designed for high impact that have ability to engage all levels in your organisation. Our introductory sessions cover a wide range of current issues facing your workforce, providing them with an opportunity to discuss and explore each other's professional experiences in a safe and engaging environment.



1. Preventing Sexual Harassment

Our expert facilitators guide your team through the crucial discussion on sexual harassment in the workplace how it shows up and what can be done to help prevent it. This session focuses particularly on the roles that men can and should play in the SH prevention efforts in your organisation.

2. Masculinities in the Workplace

We present an easy to understand and practicable framework to better understanding the differing expectations men and how that may affect the overall culture of your organisation. This session provides an opportunity to rethink and redefine masculinities and social/cultural norms at work.

3. Masculinities & Mental Wellbeing

Together we explore the different expectations on mental well being that exist for people today and how gender roles & stereotypes impact how men manage that. This session discusses key concepts that will help to improve your workplace's approach to mental well being for men and all genders.

4.[Male] Allyship

Learn the fundamentals of male allyship to help get the best from your team. This sessions forms part of our the core introductory program and is a perfect start for organisations seeking to engage men and men's voices in discussions and inclusion efforts at work.

1. Preventing Sexual Harassment

Option A - Keynote/Interactive Seminar

- Zoom/Online or In person
- 1 hour
- Up to 50 employees
[additional cost for 50+]
- From £1200 + VAT

Option B - Interactive Workshop

- Zoom/Online or In person
- 2 hours
- From 5 to 20 Employees
- £1750 + VAT

*Travel stipend added if applicable

DESCRIPTION:

Public discussions, recent media reports and the revelations from grass roots social media pages has drawn attention to the devastating impact of sexual harassment and gender based violence in our society and workplaces. These issues can be challenging for workplaces to deal with, involving the promotion of survivor support and wide-spread staff engagement to identify and challenge practices that encourage or excuse harassment.

In our 8 years of experience in helping men and boys find their roles in creating equitable and safe communities and workplaces we have brought this session together in order to build on this expertise and share it with our audiences as a method of harassment prevention. We want your staff to learn to recognise different forms of sexual harassment and violence, as well as identify the attitudes and social norms that underpin these. We want all participants to understand different approaches to preventative work, and think about moments where they can intervene to create consent culture in the workplace.



TARGET AUDIENCE:

- The session is about the everyday interactions of your team, and how these can help create a safe working space
- The session will discuss attitudes and behaviours that reproduce sexual violence and harassment, so should be accompanied by a content warning and appropriate support
- The session is suitable for people of all genders, though is with a focus on the roles that men can play

OUTCOMES

- Participants recognise different forms of sexual harassment and violence
- Participants identify the attitudes that underpin these behaviours
- Participants learn frameworks for prevention, including bystander intervention, restorative approaches and approaches to challenge social norms
- Participants will reflect on the particular roles that men can play in creating change

WORKSHOP TESTIMONIALS



Rabobank

"The sessions are facilitated in ways that have enabled our team to move past their, at times, defensive reactions, to understand their everyday actions from a different perspective. This empowers our team with the tools to make changes in the future"

- Rabobank Corporate Finance, E&I team

2. Masculinities in the Workplace

Option A - Keynote/Interactive Seminar

- Zoom/Online or In person
- 1 hour
- Up to 50 employees [additional cost for 50+]
- From £1200 + VAT

Option B - Interactive Workshop

- Zoom/Online or In person
- 2 hours
- From 5 to 20 Employees
- £1750 + VAT

*Travel stipend added if applicable

DESCRIPTION:

This session explores the different expectations that exist for men and boys in different communities and within UK society.

We all live within a whole series of cultural expectations, lived experiences and stereotypes, which can influence how we speak, dress, understand the world, and even think. Some of these come from cultural influences, media, family, religion or many other sources.

Participants will think about the different expectations that exist for different men, and how these affect the behaviours, attitudes and the ways in which men judge themselves and are judged by others. We'll discuss the impact of this on men.

We'll open up space to reflect on which ideas of masculinity are expected in different settings, and how this can be a barrier to inclusive spaces, especially for women, non-binary people and men who don't conform to stereotypes.



TARGET AUDIENCE:

- This session is the perfect event for having well rounded discussions about men, their various lived experiences, and the roles that they can play in creating workplaces that are better for them and for those around them.
- It can be tailored to be for male-identifying people only, or as a mixed gender space. Both have advantages, which can be discussed with your specific workplace in mind.

OUTCOMES

- Participants learn a framework for understanding different expectations men experience and how these relate to cultural and social pressures
- Participants understand how these exist in the workplace, home and society
- Participants can recognise possibilities to rethink masculinities
- Participants are introduced to Allyship as a framework

WORKSHOP TESTIMONIALS

Discogs



Department
for Work &
Pensions

"BE provoked ongoing conversations and changes in our office. Our team thoroughly engaged with the interactive workshop, and their feedback was very positive."

- Claire Pace, Managing Director of Operations, Discogs

3. Masculinities and Mental Wellbeing

Option A - Keynote/Interactive Seminar

- Zoom/Online or In person
- 1 hour
- Up to 50 employees
[additional cost for 50+]
- From £1200 + VAT

Option B - Interactive Workshop

- Zoom/Online or In person
- 2 hours
- From 5 to 20 Employees
- £1750 + VAT

*Travel stipend added if applicable

DESCRIPTION:

Today, compared to just a few years ago, as a collective we speak much more frequently and openly about mental health and the challenges it causes in our lives. The conversation around mental health for men, their emotions & mental wellbeing still poses some significant concerns however. The prevalence of male mental health problems and suicides amongst men is something many are keen to explore. This session gives people the chance to explore, masculinities, and mental wellbeing in the workplace.

We begin the session by exploring the different expectations that exist for different groups of men, particularly how they relate to mental well being, work life balance and career/success. Next, we discuss mental well being in the workplace in order to help participants to identify the barriers that exist for them and their colleagues, get them to think about the actual or potential help-seeking services [intern and external], ways they can manage stress and finally chart a way forward to proactively improve mental wellbeing for men.



TARGET AUDIENCE:

- This session is designed to be a good addition to a general program of mental wellbeing workshops. It can be tailored to be for male-identifying people only, or as a mixed gender space. Both have advantages, which can be discussed with your specific workplace in mind.
- The program can include personal stories from members of your team, which can really help to normalise these conversations and open up space for others.

OUTCOMES

- We begin a conversation about mental wellbeing and masculinities
- Participants recognise the barriers they and others face seeking help and fostering good mental wellbeing
- Participants recognise opportunities to improve the workplace mental wellbeing culture

WORKSHOP TESTIMONIALS



NEWTON

"The presentation went down really well: the workshop delivery was effective at giving everyone a voice and collating people's ideas / sparking discussion points. The balance between you and Newton consultants sharing experiences and advice was well received"

- David Murphy, Newton Europe

4. [Male] Allyship

Interactive Workshop ONLY

- Zoom/Online or In person
- 2 hours
- From 5 to 20 Employees
- £1750 + VAT

*Travel stipend added if applicable

DESCRIPTION:

This [Male] Allyship session will give the men in your team a strong foundation upon which to develop their confidence and competence in creating inclusive workplaces that motivate them for better self reflection and more action.

The training is designed to empower participants to be proactive allies. The goal is to foster teams and working cultures that are inclusive, productive and innovative by giving all of your team the tools to recognise and integrate other people's lived experiences, to recognise bias and cultural norms, make sure teams are equitable, and create a working environment and team culture where everyone can be their whole selves - where people want to join and remain.

The interactive session consists of a general framework for inclusion, understanding other people's experiences, and a [Male] Allyship toolkit.

This workshop teaches the analytical frameworks of allyship & privilege, challenges the status quo through positive provocation, explores complex and relevant situations thorough our decision making framework, and workshops communication skills needed to be effective and compassionate bystanders.

**If you would like more information on our Male Allyship Network Programs then please contact kasey@beyondequality.org for the full brochure.



TARGET AUDIENCE

- This session can be run as a men's only (Male Allyship) session, or as a mixed gender session. Both have advantages, which can be discussed with your specific workplace in mind.
- This session can be offered as a whole of staff program, for specific teams, or as part of executive development programs
- This session can be built into our male leadership or male allyship network programs.

OUTCOMES

- Participants will be more comfortable in promoting inclusion and diversity and begin to deepen their understanding of the discrimination, exclusion and barriers to full involvement that colleagues may face on the basis of protected characteristics
- Participants are aware that these barriers have been created and can be removed
- Participants will display a commitment to developing an inclusive culture and diverse teams through an institutional focus on impact over intention

WORKSHOP TESTIMONIALS

amazon.



Rabobank

'One of the best trainings I have been too, and one that makes me proud to work for Amazon'
- Amazon UK

'I found the session eye-opening and it has enabled me to view key concepts such as Privilege and Oppression from a different perspective. It created an honest and open forum to discuss topics that can sometimes feel awkward to talk about.'
- Rabobank



WHY CHOOSE US?

Building a more equitable inclusive workplace culture can be challenging and uncomfortable. For companies to benefit from genuinely diverse and inclusive work places, change needs to be embraced by all of your team. We have a successful track record in delivering practicable, relatable and effective workshops for long lasting organisational change.

Contact us today to discuss opportunities to take your organisation, culture and performance to the next level.

✉ kasey@beyondequality.org



Dr. Daniel Guinness

- PhD in Cultural Anthropology (University of Oxford) & Rhodes Scholar.
- Published author in research journals on masculinities and specialises in cultural change.



Kasey Robinson

- MSc Gender (London School of Economics & Political Science)
- Anti Racism specialist
- Learning course designer on gender equality/equity, LGBTQ rights and visibility, masculinities and sexual harassment prevention



Ben Hurst

- Experienced public speaker (TEDx London Women)
- Founding Director of SPACE: Delivering teacher training, workshops and lessons on relationships, sex, race, power, and gender equality