



MALE ALLYSHIP PROGRAMS

B **EQUALITY** **YOND**

Finding Men's Roles In An Equitable Future



The Future Together

Our Mission

To transform the behaviors, attitudes and cultures of men and boys and motivate them to become agents of positive change within their communities.

WHO ARE WE?



Background

Founded by postgraduate researchers in Oxford University, Beyond Equality is a UK change making charity that specialises in engaging men in gender equality, inclusion, violence prevention and rethinking masculinities.



Our Mission: Preventative Education & Cultural Change

We have deep expertise in creating group spaces for complex and uncomfortable conversations. Through our compassionate and non-judgemental approach, we help individuals overcome defensiveness and apathy to be part of positive change.



Workshops - Our Track Record Of Delivery

Since 2013, our workshops have engaged men and boys in gender justice. We have been working with workplaces since 2019, running a variety of online and in person events, training courses and planning workshops.

62,780

Participants

2799

Workshops

112

Workplace
Trainings

*Figures updated August 2022



— A GROWING PROBLEM

Men and boys struggle to find roles outside of restrictive stereotypes.

Boys are socialised into norms, which encourage violence, excuse sexual harassment and sexism, leave little space for them to explore who they are, and discourage them from seeking help or building healthy relationships. This leads to problems for them and broader society, such as...

1 in 8

Declining Mental Health

Men in England experience depression, anxiety, panic disorder or OCD

9 in 10

Widespread Sexism & Harassment

Girls reported significant sexist name calling to them and their peers (Ofsted Review 2021)

75%

Rising Suicide Rates

Suicides rates continue to increase with higher rates existing in minoritised communities.

82%

Violent Behavior

Over 80% of violent crimes are perpetrated by men (Office of Statistics 2020)

OUR SOLUTIONS

We deliver workshops that engage men and boys in preventative education: to challenge harmful norms and help participants build healthier relationships and a safer, more equitable community.

1. SCHOOLS



- Teacher training
- Pupil workshops

On masculinities; violence against women & girls; consent and healthy relationships.

2. UNIVERSITIES



- Student leaders
- Staff
- Student teams & societies

Healthy relationships, wellbeing, positive team culture and allyship.

3. WORKPLACES



- Inclusive leadership
- Male allyship

Seminars on topics including harassment, bias, mental wellbeing and masculinities in the workplace.

4. PRO SPORTS



- Youth Academy Players

Conversations about masculinities, violence, healthy relationships, and discrimination. Allows teams to positively impact communities.

VOLUNTEER COMMUNITY ALLIES:

Support, training and ongoing learning opportunities, so community allies can contribute to change in their own circles.

FACILITATOR TRAINING:

In-depth and ongoing training and mentorship for different cohorts and levels including peer educators, lead facilitators and teachers.

OUR WORKPLACE OFFERS

We work with organisations at different levels of engagement. Four key topics : Male Allyship, Preventing Sexual Harassment, Masculinities, and Mental Wellbeing. All sessions are interactive and designed to engage. We are specialists at working with men. We can offer introductory events for mixed gender audiences and other contexts on request, pending approval.

Introductory Event & Seminars

Passive Learning

- 1 hour
- Broad Reach
- Large group seminars and events
- 1 Beyond Equality Presenter
- Interaction through polls & chatbox
- 30-50 people (50+ on request)
- Single and Mixed Gender options
- From £1200 + VAT
- Optional Q&A or recording possible

Designed for those who wish to start a conversation or run an organisational event, e.g. International Women's/Men's Day

Deep Dive Workshops

Active engagement

- 2 hours
- Medium depth engagement
- Small group work/Multiple cohorts
- 2 Beyond Equality Facilitators
- Interactive discussions, knowledge and skill exchange and personal reflections
- 7-15 people per cohort
- From £1750 + VAT per cohort
- Optional follow up resources

Designed for those looking to upskill a group, or provide a stronger understanding of core topics across their organisation

Training Programs



Change makers

- Multiple sessions/days
- Transformational training workshops
- Small group work and 121 coaching
- 2 Beyond Equality Facilitators
- Interactive discussions, upskilling and action planning
- From £7000 + VAT
- Follow up learning resources (Slide 14)
- 12 month action calendar

Designed for those looking to implement change by training, guiding and coaching key leaders and ambassadors within their organisation

OUR CORE SEMINAR AND DEEP DIVE WORKSHOP TOPICS

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 on the roles that men can and should play in the SH prevention efforts in your organisation.
Introductory Event & Deep Dive Workshop Available
-

MASCULINITIES IN THE WORKPLACE

- We present an easy to understand and practicable framework to better understanding the differing expectations of 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.
Introductory Event & Deep Dive Workshop Available
-

MASCULINITIES AND MENTAL WELLBEING

- Together we explore the different expectations on mental wellbeing 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 wellbeing for men and all genders.
Introductory Event & Deep Dive Workshop Available
-

FOUNDATIONS OF [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.
Deep Dive Workshop ONLY – not available in a seminar or introductory event format

OUR MALE ALLYSHIP & LEADERSHIP PROGRAMS

THE WHY

- With the increased media attention on the abuse of women and the high profile deaths of Sarah Everard and Sabina Nessa, we have seen enormous growth in the number of organisations inviting us to provide interactive events and training. Many want to build on existing work, by facilitating spaces for men to become better allies, and co-creating attractive and sustainable male allyship networks to contribute to inclusion and equality strategies.

THE HOW

- Our research and facilitation team have carefully crafted two programmes designed to build the competence and confidence of male allyship network or leadership teams. We provide a foundational course in allyship, explore crucial issues, reflect on individual roles and create plans for ongoing actions. We include guidance from our in house DEI and anti racism specialists. These programs can be run virtually or in person.

WHEN CAN WE GET STARTED

- Our male allyship network programs run throughout the year on a rolling basis. You can begin at any point of the year that best aligns with your annual strategic plan.

TWO CORE WORKPLACE PROGRAMS

1. MALE ALLYSHIP NETWORK PROGRAM

2. MALE ALLYSHIP LEADERSHIP TRAINING PROGRAM

Male Allyship Networks and Male Leadership Training Programmes are for all people who identify as men. These sessions can be tailored for men who have begun to do some of the work, for men who are interested to do more and for men who have never engaged with such programs before. We do not expect men to show up with any given skill set and we provide ongoing space for learning and questions.

PROGRAMME PRICING (London or Remote)

PROGRAM	ENTRY TO MID-LEVEL STAFF	LINE MANAGERS/ MIDDLE MANAGEMENT	SENIOR LEADERS
Seminars (1hr)	£1200	£1300	£1500
Workshops (2hrs)	£1750	£2000	£2500
Male Allyship Network Program (MAN) (2.5 days)	£7000	£9000	£18,000
Leadership Training (approx. 3 days)	N/A	£1500 pp	£18,000

*If done in person, travel and accommodation costs will be added if applicable. All prices are excl. VAT.

** Please discuss potential add-ons for prices

*** Please discuss small non-profit and small organization discounts

**** Our workplaces project subsidises our youth focused work. Please enquire about CSR and sponsorship opportunities.

PROGRAMME OVERVIEW

OPTION 1

MALE ALLYSHIP NETWORK PROGRAM

Build a competent and confident network of men supporting DEI work

Quick look overview

- 2.5 day training course
- Full day and morning group training
- ½ day small group coaching sessions
- Half day action planning session
- Includes MAN resources, with guidance for ongoing learning (reading, watching, listening) and a 12 month action calendar
- Min 6 | Max 15 Participants

OPTION 2

MALE LEADERSHIP TRAINING PROGRAM

Equip male leaders with awareness and competence for inclusive leadership

Quick look overview

- Approx. 3 days training course
- 4x interactive workshops
- ½ day small group coaching sessions
- Half day action planning session
- Includes MAN resources, with guidance for ongoing learning (reading, watching, listening) and a 12 month action calendar
- Min 8 | Max 12 Participants

* If done in person, travel and accommodation costs will be added.

MALE ALLYSHIP NETWORK

OPTION 1 MALE ALLYSHIP NETWORK PROGRAM

Quick look overview

- Full day and morning training
- ½ day small group coaching
- Half day action planning
- Includes MAN resources and action calendar (Slide 14)

Participants Min 6 | Max 15

In person recommended

Build a competent and confident network of men supporting DEI work

Program Example:

Day 1 Training

Introductions and guiding purpose
Exploring privilege and power
Mapping masculinities & gender norms
Introducing allyship

Day 2 Coaching/reflective sessions

AM Whole group allyship in the workplace
PM Small groups (2-4 people) for coaching
Participants will share their reflections, questions, thoughts and feelings from the seminar sessions and discuss in coaching sessions with our expert trainers

Day 3 Action planning session

How to take all of the learning and skills throughout these session and translate them into tangible action in their roles
Half Day

No necessary skills or experience required –

Men who don't usually engage are highly encouraged to join

Additions:

- Additional sessions for action planning and development can be requested at £500 per session
- BE will collate and present a 1 page report of data
- BE will provide a Male Allyship Network Resource Pack, including Guide and 12 month Action Calendar
- Participants can join the BE Male Allyship Network (including events and training)

* If done in person, travel and accommodation costs will be added.

MALE ALLYSHIP/LEADERSHIP TRAINING PROGRAM

OPTION 2

MALE LEADERSHIP TRAINING PROGRAM

Quick look overview

- 4x interactive workshops
- ½ day small group coaching
- Half day action planning
- Includes MAN resources and action calendar (Slide 14)

Participants Min 8 | Max 12

In person recommended

Equip male leaders with awareness and competence for inclusive leadership

4 Interactive workshops:

- Preventing Sexual Harassment
- Masculinities in the Workplace
- Masculinities and Mental Wellbeing
- Foundations of Male Allyship

1.5/2 hours Full group

Coaching/reflective sessions

Up to 1 hour per group. Groups of 2/ 3
Participants will share their reflections, thoughts, questions and feelings from the seminar sessions and receive coaching from our expert trainers

MAN resource pack

Action planning session

[virtual - in week following reflection sessions]
90 mins Full group
How to take all of the learning and skills throughout these session and translate them into tangible action in their roles

No necessary skills or experience required –

Men who don't usually engage are highly encouraged to join

Additions:

- Three annual 45 min. top up sessions
- Additional sessions for action planning and development at £500 per session
- BE to collate and present a 1 page report of data
- BE will provide a Male Allyship Network Resource Pack, including Guide and 12 month Action Calendar
- Participants can join the BE Male Allyship Network (including events and training)

* If done in person, travel and accommodation costs will be added if applicable.

Insights: MAN RESOURCE PACK

Our learning guide provides graduates with reflection exercises, action planning and ongoing individual and collective work.

Participants continue their reflection with easy-to-use learning materials and exercises.

We provide answers to frequently answered questions, and we offer tips for those who need additional confidence as your team take their next steps as allies.

Homework reinforces key learning outcomes, providing additional background information, and carefully constructed exercises.

We recommend video's, books and online materials to allow participants to explore knowledge, seek support and test new frameworks in their own time and own level.

We can offer facilitated online discussion groups.

4. Speak up and speak out

Especially to other men. While it's good that men want to act and help we need to consistently question the ways in which this can also reinforce structures of power and control.


Men can play a fundamental role in doing the work with other men, but need to be mindful of the ways their voice risks silencing women too.




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5 actions against VAWG


What to watch




Boys won't be boys
Ben Hunt TEDx Women




The Mask you Live in
Netflix Documentary



Uncovering Rape Culture
BBC Documentary



The Feminist on Callblock Y
CNN Documentary



Tony Porter: A Call to Men
TED Talk

Here we have listed some of our favourite (while very few) documentaries and talks on men, boys and masculinities. From inspirational talks (even from our very own Ben Hunt) to insightful explorations of some of the most marginalised men in our societies: incarcerated men. This list is informative and engaging for all but we ask you to engage with them with caution as there can be some triggering topics and discussions that are raised. We encourage you to watch some of these with a friend or family member, remember, the most important conversations start at home.

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What to watch list

Reflection piece

I started following

3 things they've taught me:

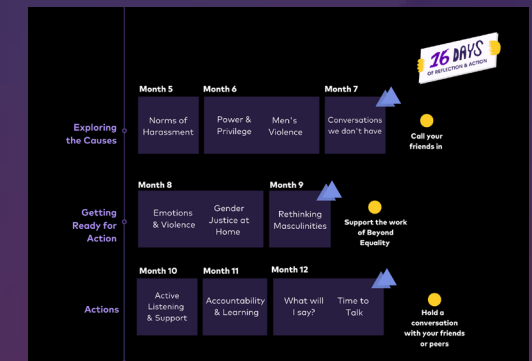
3 things they discuss that have challenged me:

A post I have shared on my own page or shared in conversation with someone in my circle and why:

How I would recommend exploring their page or their work:

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Reflection activities



12 Month Action Calendar



Male Allyship Network

CASE STUDY – Plymouth City

Three Days of Training

In March 2022, Ben Hurst, Head of Facilitation, delivered our MAN programme for 12 senior men as part of a Plymouth city effort to combat men's violence against women.

They explored masculinities, workplace culture, men's violence against women, allyship and more, through group workshops and individual reflection and coaching.

Testimonials

"The way I was able to link things in and understand, it helped me stop trying to fix stuff and just stand back and say how can I help rather how can I fix it... in the typical man sense." Scott

"It was 1000x more than I expected to be honest - and we've sown the seed to a really great group of guys. The amount of work we did in those three days was astounding" Andy

"Even those that didn't have the b/g knowledge to what we were discussing ... We still went on that journey together " Matt

Action Planning and Ongoing Work

Following the session, the 12 participants met to plan their short and long terms plans as an allyship group with a focus on raising awareness of and preventing VAWG.

Network for Ongoing Change

M.A.N:Culture
Respect, Integrity, Accountability
Male Allyship Network promoting a positive Man Culture

Vision & Mission

Who?
At the end of 2021, following the death of Sarah Everard in London, the tragic events in ~~Keyham~~ Keyham and the murder of Bobbi-Ann McLeod in Plymouth, the topic of Violence Against Women and Girls (VAWG) was made a key priority both nationally and locally. Part of these discussions, rightly centred on seeking the experiences, views and opinions of the women and girls in the city. However, it was identified that half the City's population was being omitted; the men and boys.

In order to enable culture change, we need to be open and listen to the views and opinions of the men and boys in the City while challenging behaviours that cause the fear and harm of male violence. Consequently, 12 men from various industries, backgrounds and agencies came together to form an allyship that would listen to men and boys in the City, facilitate the difficult conversations needed to address male culture, and support the safety of women and girls in the City.

We hope to build a growing 'male allyship network' who will provide the space to have honest conversations about male violence and masculinity, address cultural issues and stand up to harmful behaviours that act as a barrier to everyone being safer in Plymouth.

Why?
To raise the awareness of the impact of violence against women and girls (VAWG) to men and boys in Plymouth, to influence culture change, contribute to reducing male violence and making Plymouth a safer place.

OUR EXPERTISE

World class workshops from world class instructors.
We have a proven track record with market leading
programme tools and workshop design



1. World Class Instructors

Featured on TEDx, we have dynamic facilitators who connect with participants as individuals.



2. Best Practice Tools & Frameworks

Evidence based tools to improve gender equality within your organisational context.



3. Leading Academic Research

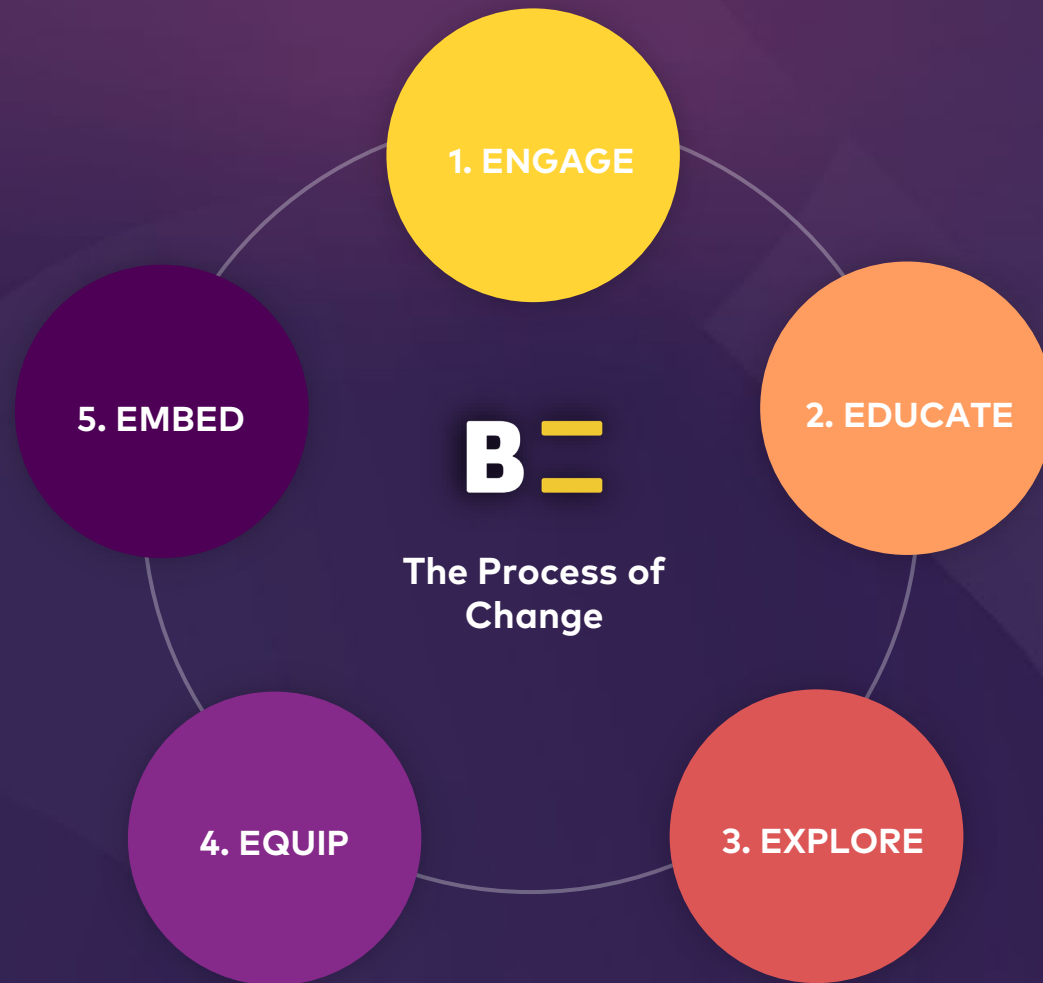
Researched programmes to better understand inequalities, privilege, power, accountability and allyship in ways that inspire and motivate change.



4. Specific Solutions

Tailored solutions designed to engage all individuals in ways relevant to their specific context.

OUR PROVEN CHANGE MODEL



ENGAGE

We're constantly creating spaces for unlearning and remaking. We remove social and psychological barriers to change. Your team will overcome defensiveness and discomfort to establish an individual and group identity in line with important and desired changes.

EDUCATE

Our interactive learning environments allow participants to discover other people's lived experiences and so challenge organizational biases, and their own preconceptions. This equips your team with new lenses with which to understand their everyday interactions.

EXPLORE

Through our exercises, your team will unpack the power dynamics, biases, group and cultural norms that structure inequalities and ineffective cultures. Each individual will understand their own positionality within these dynamics, to enable them to make change.

EQUIP

Your team will become familiar with frameworks for analysis, toolkits to approach specific everyday scenarios, and skills for compassionate and empathetic action.

EMBED

Each aha moment can be a crucial catalyst for change. But transformations come from habits and organizational practices. We help your team understand how they can increase impact by collaborating with others.

MOMENTUM

We have a proven range of interventions, programmes and workshops and have an ever-increasing demand for our expertise

Beyond Equality will be leading voice in transformation of the way boys and young men see themselves. In the next 5 years, we aim to reach half the young people in the UK, deepening our work with schools, universities and sports teams; to connect and inspire those male allies already active in workplaces and communities and to provide a strong voice for healthier masculinities.

2013

Founded



8 Years of Experience

Building, evaluating and refining our impactful workshops

2390

Workshops



Workshop Delivery

A continued track record of successful implementation of impactful solutions

46,708

Participants



Growing Participant Numbers

Reflecting an ever increasing recognition for the importance of our work

92+%

Approval Rating



Highly Recommended

Strong engagement and approvals ratings across all 4 of our areas of expertise

+172

New Applicants
2021



Growing Volunteer Community

A surging and significant increase in media and volunteer interest

WORKPLACES CASE STUDY

AMAZON (3P LONDON)

During 2020, Beyond Equality provided amazon employees with an introduction its Male Allyship session in 2020. This was rated the top training of the year, leading to BE being invited to deliver and develop an 'Ambassador Programme' within the wider organisation, to enable a team to initiate and support DEI initiatives, and pass their learning on to their teams.

"One of the best trainings I've been to, and one that makes me proud to work for Amazon"

- Workshop Participant

150

Trained in Foundations of Allyship

91%

Recommended the session to other Amazon employees.

15hr

Ambassador Training Programme

10

Ambassadors to embed longer term change



CLIENTS & ENGAGEMENTS

"[It] was a great session. I must admit I was a bit sceptical and struggled on the first breakout as I see these things projecting "all men are bad" when they are not. I'm the type of bloke that wears his heart on his sleeve but this joined the dots - I can see a lot of those behaviours exist in our lives amongst men, most of us men don't believe/play to those behaviours, but if we as men feel uncomfortable then I can totally see that women definitely feel uncomfortable.

I took away that this movement is about the "good" men changing the tide on this side of the fence i.e. men changing the cultural behaviours of men as a group and I can get behind that 100%."

Workshop participant, Blood Cancer UK

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

Workshop Participant, Amazon

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

Claire Pace, Director of Operations, Discogs

"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, that will steadily impact on key change makers in the organisation"






Corporate Finance E&I Team, Rabobank



INTERNATIONAL MEDIA COVERAGE

Beyond Equality is a nationally recognized and leading voice in gender equality. We are consistently featured in international publications and media outlets

With a strong social media presence, our team of internationally recognized experts consult regularly to institutions and governmental organisations driving conversations in organisations and communities across the UK and beyond.

-  Instagram - 5000 (+160% Mom)
-  Email Database – 2300 Subscribers
-  Twitter - 3,500
-  LinkedIn - 944
-  Facebook - 1,300

Print Media



Radio



Television

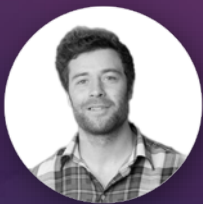


Other



THE WORKPLACES TEAM

Our Team



Dr Daniel Guinness
CEO, Managing Director

- PhD in Cultural Anthropology (University of Oxford)
- Published in research journals on masculinities
- Former professional rugby player
- 2020 Agents of Change List, Management Today Women's Business Council, UN Women UK



Ben Hurst
Head of Facilitation

- Experienced public speaker (TEDx London Women)
- Over a decade of youth work experience
- Consultant facilitator, host, and TV presenter with major international organisations



Kasey Robinson
Head of Workplaces

- Experienced anti-oppression educator, and campaigner
- Consultant to major national and international organisations and companies
- MSc in Gender, LSE

Our Board



Janey Starling
Chair of Trustees

- Co-director of leading UK feminist organisation Level Up. A decade supporting survivors in the UK VAWG sector, including frontline domestic abuse work at Sisters Uncut
- Lobbied/Wrote for the UK's first press guidelines for reporting on fatal domestic abuse



Dr Rachel Cassidy
Programmes:
Research & Design

- Economist, World Bank Gender Innovation Lab
- DPhil in Development Economics, University of Oxford
- International gender justice expert, specializing in programme evaluations



Satwinder Sandhu
People: Diversity, Equity
and Inclusion

- CEO at IAC, Centre for Adoption
- Extensive Experience within Social Care
- Track-record of streamlining resources and operational efficiency to maximise impact

CONTACT

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🌐 www.beyondequality.org

We have an evolving collection of reports, detailed discussion and narrative about our company, programmes and future. If you would like further information, or if you would like to make a booking please contact Kasey Robinson on the details above.

B **EQUALITY** **YOND**

2021

Supporting our youth work: A Note from the Managing Director

Our workplaces work is an important part of creating a more equitable, safer and supportive society. They also help subsidise our youth focused work



Our workplaces work is cutting edge, run by a team of highly experienced facilitators, and delivered at market rates. However, we keep our overheads low, and, as a charity, have no profits or payouts, meaning we use our workplaces project to invest in our youth work.

In 2021/22 academic year we ran over 1000 workshops, assemblies and trainings with young people in schools, community organisations and universities. Again and again, young people tell us it is the only time they've had open discussions about their wellbeing and relationships, or the first time they've thought about their roles in challenging inequalities and violence. In feedback, over 90% of young people and 94% of teachers recommend our work. We're proud to have reached our highest number of pupils who receive free school meals, and offer discounted workshops to schools with few resources.

We are building for the future, training a team of 45 facilitators based in London, and establishing new centres in four regions of the UK. If you or your organisation would like to help support this training, please be in touch with me to discuss sponsorship and partnership opportunities. - Dr Daniel Guinness