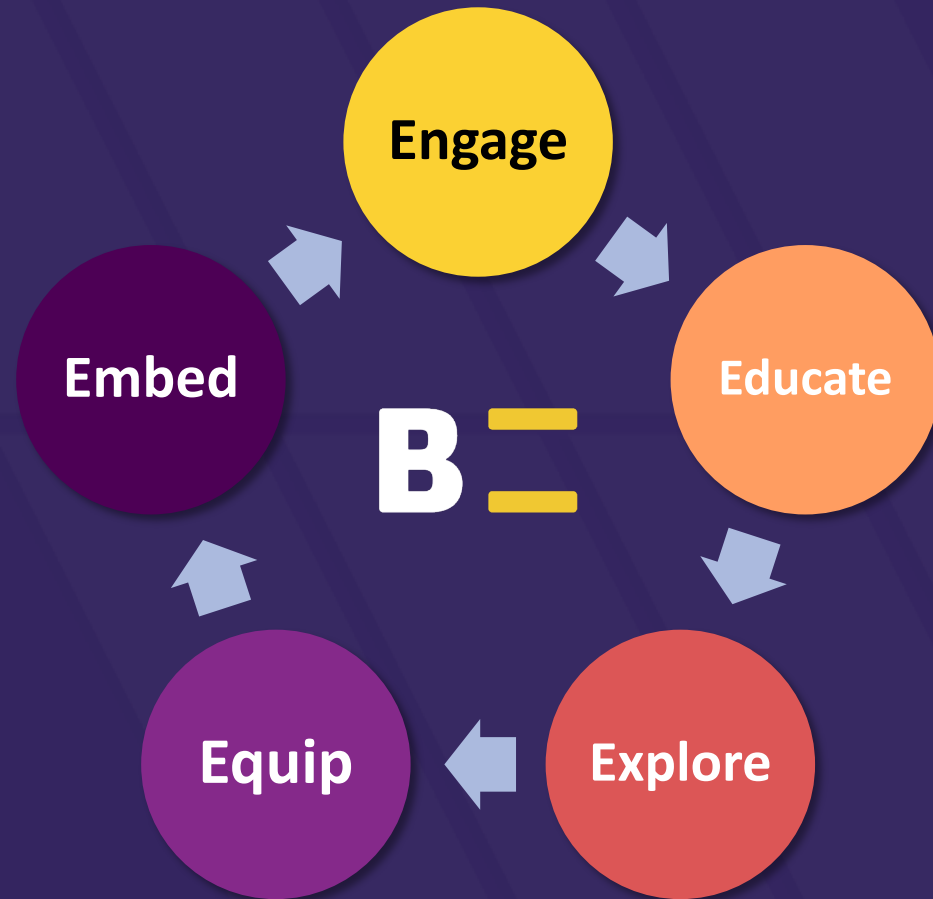


B  **YOND**
EQUALITY

Engaging Men & Boys In The
Conversation

Journey of Change



ENGAGE

We employ curiosity, games, vulnerability, lively videos & visuals to create spaces for unlearning and remaking. We help men & boys overcome defensiveness and discomfort to establish an individual and group identity in line with important and desired changes. They develop identities & values for themselves and we support them in allyship.

EDUCATE

Our interactive learning environments allow participants to discover other people's lived experiences and so challenge their own preconceptions. They get a new lens to understand their everyday lives and interactions

EXPLORE

Through our exercises, participants unpack power dynamics, biases, group and cultural norms that structure inequalities and ineffective cultures. Each individual will understand their own role in these dynamics

EQUIP

We teach frameworks for analysis, workshop pragmatic ways to approach specific everyday situations, and build skills for compassionate action

EMBED

Each ah-hah moment can be a crucial catalyst for change. But transformations come from habits and organisational practices. We help individuals and teams to collaborate with others to increase the impact of our work

B = An Applied Journey of Change



5 TYPES OF BOYS & MEN WE OFTEN WORK WITH

1. DON'T CARE
2. SKEPTICS
3. FRUSTRATED AND FEEL ATTACKED
4. CONFUSED AND DON'T GET IT
5. AGREE BUT FEEL HELPLESS

5 TYPES OF BOYS & MEN WE OFTEN WORK WITH

1. DON'T CARE: we show them why they should
2. SKEPTICS: we're not there to convince them of anything; we're there to get them to challenge their own thinking
3. FRUSTRATED AND FEEL ATTACKED: we help them explore why being the "GOOD GUY" just isn't enough
4. CONFUSED AND DON'T GET IT: we dispel myths and explore realities with them
5. AGREE BUT FEEL HELPLESS: we give them tools to work with and challenge them to take action

5 THINGS MEN CAN DO

1. LISTEN to women (AND believe survivors)
1. LEARN (read and educate yourself)
1. ENGAGE (volunteer, with with organisations and networks who work with men and boys; donate; talk (after listening) to your community)
1. REFLECT (understand what you need to change and how you need to change)
1. CHALLENGE (speak up and speak out - to other men - to their behaviour (AND the way they talk about women))

**Using your influence to remove barriers
to other people's inclusion.**

**BE Allyship
Starting Point**

Allyship process

A

Sees/hears a
bad thing



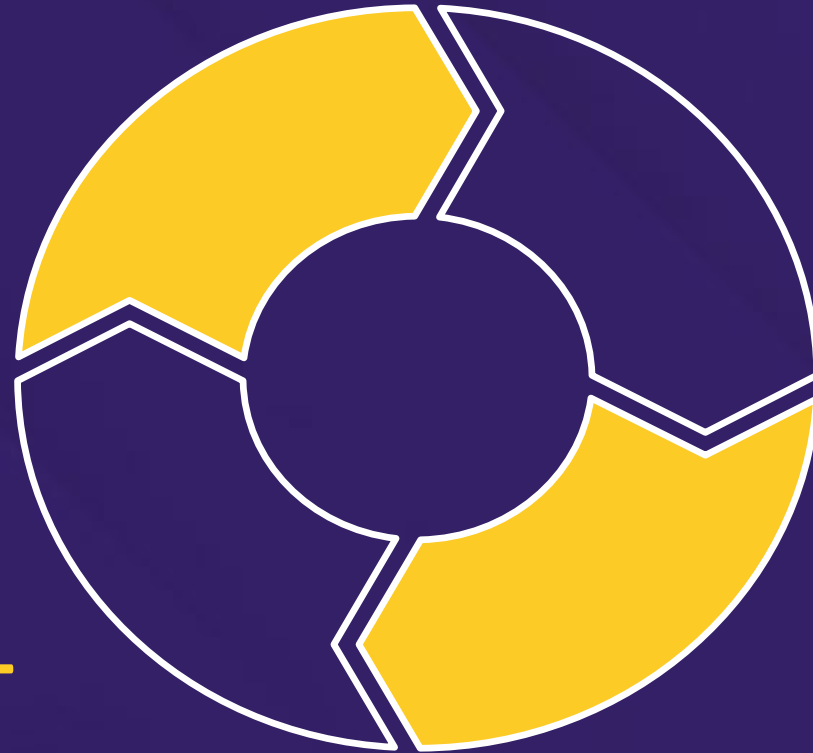
B

Gets involved instantly
no matter what

BE Allyship process

ACT

EMPATHISE



REFLECT

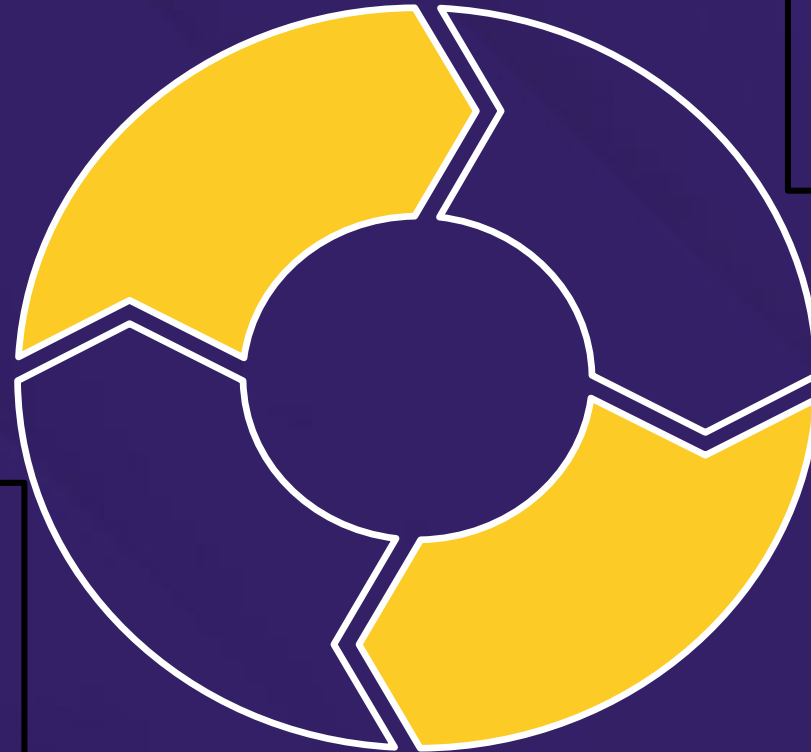
ANALYSE

EMPATHISE

What's the impact for people in this group?

What might they be feeling & experiencing?

ACT



REFLECT

What's your role? What relationships can you leverage?

What's your sphere of influence?

ANALYSE

GENDER STORIES

1. What issues do boys and men face?
2. What issues do boys and men cause?
3. What holds boys and men back from being allies?

THE REALITY WE ARE WORKING WITH: FEAR

1. Fear... of being "that guy" / losing friends
2. Fear... of not knowing where to start / not having the skills
3. Fear... of getting it wrong
4. Fear... of reflecting upon power & privileges they may hold
5. Fear... of not being able to make a difference

B = Our Insights...

- A large number of boys and men have never had these conversations with their peers before
- Many boys and men have an emotional vocabulary, but few want to be the person to ask for help
- Boys and men have not typically explored the idea that the intentions of their behaviour do not always match up with their impact (and that they are accountable for this)
- Nearly every boy and man knows that being an ally requires action, but many are scared of getting it wrong

3 REASONS FOR HOPE

1) Conversations have moved forward - we're no longer having to introduce new vocabulary around this work (they already have it)

2) Pro-activity rather than reactivity of institutions and individuals (starting to realise that just being a 'good guy' doesn't quite cut it anymore)

3) More compassion within conversation - the tool which is going to be the most powerful in our kit in this fight

3 CHALLENGES WE FACE

1) Defensiveness (the most common question we get: *how do we engage boys and men in this work?*)

2) Flipping the script on #notallmen - finding the positive in it (yup, I just said that)

3) Social Scripts around 'Control' (of emotions / in relationships & sex / in group dynamics)

UNIS: OUR 10 POINT ROADMAP FOR CHANGE

1. Move conversations towards prevention and creation of safer & more equitable societies
2. Build communication skills, awareness of boundaries & empathy towards consequences
3. Start interventions early
4. Take an intersectional approach to MASCULINTIES.
5. Focus research & intervention in online spaces (the 'manosphere')
6. Fear breeds inaction. Create cultures of active bystandership through training
7. Train individuals to use their positions of influence
8. Train teachers & staff to reinforce positive messaging, and even create conversations to challenge harmful social norms
9. Commit to deep and ongoing work through whole of organisation approaches
10. Make support structures for victim-survivors more accessible and more visible.

B  **Y O N D**

Toolkit Incoming

B Y O N D

Website

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