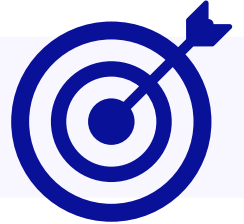




Workshop: Addressing Gender Inequity Men 101

****Note: The term “allyship” may not be one that resonates with students. Ensure you adapt and tailor language to feel accessible for your community.*

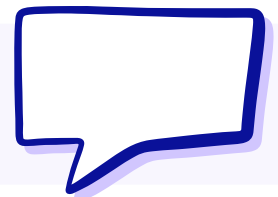
I SAMPLE LEARNING OBJECTIVES



LEARNERS WILL BE ABLE TO:

- ▶ Define sexism and provide examples of sexism, including those at the interpersonal and institutional levels.
- ▶ Recognize when their thoughts or actions perpetuate sexism.
- ▶ List: a) Individual actions and b) Institutional actions that can be taken to promote gender equity and “allyship.”
- ▶ Describe what “allyship” means in their own words.

II SAMPLE INTRODUCTION



“The term ‘ally’ has been used a lot in recent years and it has become somewhat of a joke. If we put aside the current cultural associations with the word, one actual [definition](#) of ‘ally’ is ‘a person... that cooperates with or helps another in a particular activity.’ So, what does it mean to be an ‘ally’ and in particular, for men? To answer this, it means we have to ask, ‘What cooperation or help do those of other genders, like women, need?’ To answer this, it means understanding the experiences and discrimination that women face and men’s role within it all.

**III SAMPLE DISCUSSION QUESTIONS**

- ▶ Can anyone define ‘sexism?’ Or, when you hear the word ‘sexism,’ what do you think of?
- ▶ What are examples of sexism? Either from your personal life or that you’ve seen in society?
- ▶ Have you ever heard female friends, partners, or family talk about their experiences with sexual harassment or sexism? Was it hard to believe? How did you feel and how did you respond?
- ▶ Have you ever had sexist thoughts or used sexist language? Is it hard to talk about this?
- ▶ Now that we’ve discussed what sexism is, what do you think can be done about it? Do you think men, in particular, bear any responsibility to address sexism?
- ▶ What commitments can you make—or we make, as a group—to ending sexism and advocating for gender equity?



IV SAMPLE TALKING POINTS



- Sexism refers to patterns of culture, society, and laws that mistreat and exploit women in order to bestow power, benefits, and resources to men.
- One way to conceptualize sexism is about disparities in treatment: disparities in rates of sexual violence and harassment; disparities in pay; disparities in political representation; and more.
- Some statistics include:
 - 81% of women experience sexual assault and/or harassment, compared to 43% of men [[Equimundo](#)].
 - In the U.S., on average, women earn 18% less than men [[Pew](#)].
 - In U.S. congress, there are 3 male representatives for every 1 woman [[Brookings](#)]
- It can be hard to admit that we've done hurtful things or contributed to the problem, but remember that all men have been exposed to sexist ideas and images. It is ok to have had harmful thoughts or said hurtful things to women. It is not ok to keep using this language or ignore the problem.



IV SAMPLE TALKING POINTS (CONT.)



- ▶ “Gender equity” is a concept that refers to closing the disparities in treatment across gender. This includes addressing degrading language about women, the gender pay gap, and more.

- ▶ **Advocating for gender equity looks like “simple” everyday actions:**
 - Listening to and believing women’s experiences of mistreatment

 - Assessing our social and professional spaces for whether women’s voices are included

 - Speaking up when we hear language that belittles or degrades women, especially when women aren’t present

 - Learning about institutional discrimination against women, such as the history of how marital rape wasn’t illegal in every state until 1993, the negative [impact](#) of reproductive health restrictions on women’s economic wellbeing, and disparities in workplace [promotions](#).


V SAMPLE ACTIVITIES

**CONCENTRIC
CIRCLES:
ALLYSHIP**

Following an initial session on the basics of sexism and allyship, “Concentric Circles” provides an opportunity to connect and share more personally. Set up to two circles or rows of chairs facing each other. Instruct participants to sit in the chairs and that you will have a few rounds of one-on-one discussions for 3-4 minutes each using a prompt. Rotate partners after each prompt so that everyone has the chance to connect with different people. Ensure both individuals have the chance to share during each round.

Sample Questions:

- What is a time that you heard degrading language about women or sexist ideas? Did you say anything? Why or why not?
- Think of a time you used sexist language. Why did you use that language?
- Have you ever had conversations with your friends about sexism? How did those conversations go?

**TRUE OR FALSE:
GENDER INEQUALITY**

Ask participants to respond whether they believe a statement is true or false. Provide an opportunity to discuss, then share whether the statement is true or false. Emphasize key talking points. Consider collecting statistics from your community.

Sample True or False Statements:

- Women earn less than men in the United States. ([True](#))
- There are an equal number of male and female U.S. Representatives and Senators. ([False](#))
- Raping one’s spouse has always been illegal in the United States. ([False](#))



VI WORKSHOP RESOURCE LIBRARY



- **Program:** Men4Choice Young Adult Fellowship
- **Program:** Men As Peacemakers’ “BEST” Program
- **Tool:** Pyramid of Discrimination and Violence - VAWnet
- **Tool:** Spectrum of Prevention - Men’s Action Network
- **Campaign:** Sexism: See it. Name it. Stop it. - Human Rights Channel
- **Film & Discussion Guide:** Miss Representation - The Representation Project
- **Video:** Violence Against Women & Why It’s Up to Men to Stop It - The Daily Show
- **Video:** Do Women Really Have it Harder? Male Feminists vs Antifeminists - Jubilee
- **Video:** Violence against women -- it's a men's issue - Jackson Katz |TED
- **Article:** Overview of Gender-Related Micro-Aggressions - Royal Pharmaceutical Society
- **Research:** So, You Want to be a Male Ally for Gender Equality? - Equimundo