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MODULE 10

BARBERSHOP TOOLKIT

ESTD 2025

GENDER EQUALITY IN THE WORKPLACE

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MODULE 10
GENDER EQUALITY IN THE WORKPLACE

→ Why This Module Matter?

Workplaces are key battlegrounds for gender equity. Men dominate leadership: as of 2023, women hold only 28% of managerial roles globally (ILO). Gender-based pay gaps, career stagnation, lack of mentorship, and workplace harassment still persist—often reinforced by unchallenged behaviors, policies, and norms.

This module invites men to redefine leadership, inclusion, and workplace culture by recognizing privilege, disrupting bias, and taking daily actions for gender equity.

→ Learning Objectives

By the end of this session, participants will:

+ Recognize how gender bias and discrimination manifest in workplace systems and interactions.

+ Reflect on their roles as leaders, colleagues, and influencers.

+ Learn how to interrupt exclusion and support women, LGBTQIA+ and marginalized employees.

+ Examine current workplace policies and identify equity gaps.

+ Commit to allyship through mentoring, policy support, and culture change.

→ Who This Module Is For

+ Corporate executives and people managers

+ Human Resources and DEI professionals

+ Union reps and labor activists

+ Government officers and public sector leaders

+ Entrepreneurs and founders

+ Male employees ready to shift workplace culture

TOOLS FOR ENGAGEMENT
1. WORKPLACE BIAS BINGO

→ **Goal:** Surface subtle and systemic exclusion in workplace dynamics.

→ How To Facilitate

+ Distribute bingo cards with behaviors (e.g., "Interrupted a woman," "Assumed a man was the boss," "Delegated admin tasks to women").

+ Participants check off things they've done, seen, or experienced.

+ Use it as a launchpad for open discussion.

→ Debrief Questions

+ Which behaviors are normalized in your workplace?

+ What is one that you will challenge going forward?

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TOOLS FOR ENGAGEMENT
2. PAY EQUITY CASE STUDY

→ **Goal:** Show how gender disparities manifest structurally.

→ How To Facilitate

+ Present a fictional or anonymized real-life salary table showing disparities in pay, bonuses, or promotion rates.

+ Ask participants to diagnose the causes (e.g., negotiation, unpaid leave, job segregation) and brainstorm solutions.

→ Debrief Questions

+ What systems or norms reinforced the gap?

+ What is leadership's role in fixing this?

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TOOLS FOR ENGAGEMENT
3. INTERRUPTING HARASSMENT ROLE-PLAY

→ **Goal:** Prepare men to take action when witnessing inappropriate behavior.
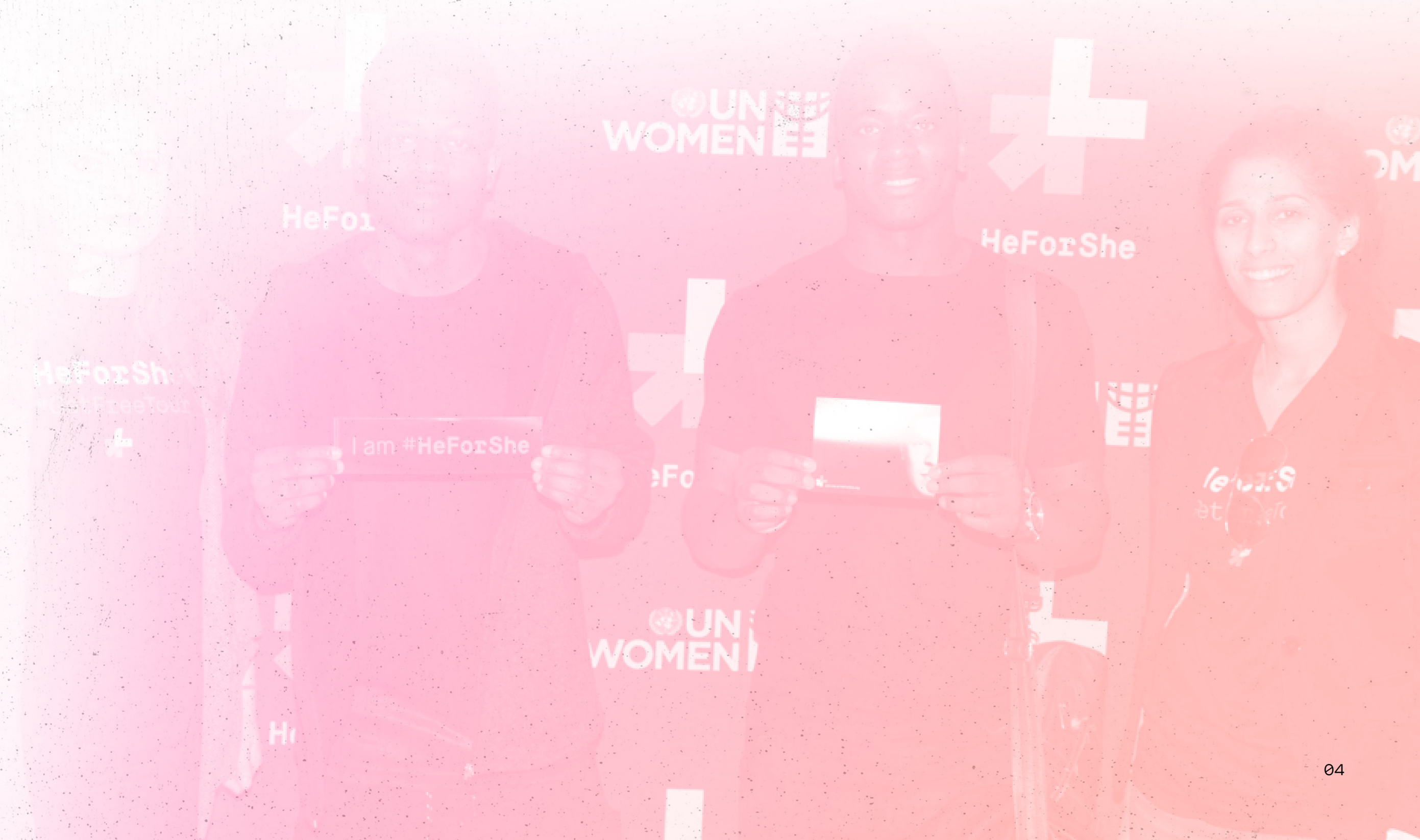
→ How To Facilitate

+ Scenarios might include:

→ A sexist joke in a team meeting.

→ A junior woman being overlooked.

→ A senior man making unwanted comments.

+ Practice direct (naming behavior), indirect (distracting),
and delayed (checking in later) responses.

→ Debrief Questions

+ Which intervention felt easiest for you?

+ How does power affect your ability to step in?

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TOOLS FOR ENGAGEMENT
4. GENDER LENS POLICY REVIEW

→ **Goal:** Examine how everyday workplace policies include or exclude.

→ How To Facilitate

+ Provide sample policies (e.g., parental leave, performance reviews, team retreat norms).

+ Small groups assess: Are these gender-equitable? Who benefits? Who is left out?

+ Groups share findings and suggest changes.

→ Debrief Questions

+ What changes are within your power to advocate for?

+ What makes a policy inclusive beyond surface-level language?

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TOOLS FOR ENGAGEMENT
5. "ALLY IN ACTION" PLEDGE

→ **Goal:** Translate learning into visible commitment.

→ How To Facilitate

+ Each participant writes a concrete, workplace-specific action:

"I will mentor a junior woman."

"I will ask who's missing before decisions."

"I will not participate in manels (all-male panels)."

+ Share or pair up for accountability.

→ Debrief Questions

+ What support do you need to follow through?

+ Who can you mentor or partner with?

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FACILITATOR GUIDE FOR
NEW OR INEXPERIENCED TRAINERS

→ Core Concepts to Know

These modules intentionally surface the dangers of authoritarian and patriarchal approaches to leadership. Whenever relevant, invite the group to connect the day's topic to current events or their own context., and:

+ **Normalize imperfection:** Emphasize learning and reflection over perfection.

+ **Balance head and heart:** Use both data and stories to create emotional and intellectual engagement.

+ **Invite leadership:** Encourage participants to commit to visible actions that influence culture.

+ **Create psychological safety:** Facilitate, don't lecture. Listen as much as you guide.

+ **Partner with HR/DEI staff:** Leverage their support and integrate with broader workplace equity efforts.

→ Suggested Session Flow (90 Minutes)

Time	Activity
00:00 - 00:10	Framing: "What does real inclusion at work look like?"
00:10 - 00:25	Workplace Bias Bingo + Discussion
00:25 - 00:45	Pay Equity Case + Harassment Role-Plays
00:45 - 01:05	Gender Lens Policy Review
01:05 - 01:20	"Ally in Action" Commitments + Peer Accountability Round

→ Before The Session

+ **Know your organization's data:** If possible, review gender stats on hiring, promotion, or pay to ground discussions.

+ **Secure leadership support:** Encourage management to open or attend the session for visibility and commitment.

+ **Prepare tools:** Bring sample policies, role-play scenarios, pay gap case studies, and ally commitment cards.

+ **Clarify confidentiality:** Participants may share workplace frustrations. Set ground rules to protect trust.

+ **Coordinate with HR or DEI teams:** They can support follow-up, institutionalize change, and track progress.

→ Insert Sidebar

+ Senior women commonly face exclusion and bias through subtle but systemic patterns: higher performance bars and "prove it again" standards, microaggressions and sidelining in meetings, pay and sponsorship gaps, ageist-gendered penalties, and backlash for assertiveness ("double bind"). (McKinsey, 2024; PNAS, 2022)

+ Increased exposure to women in leadership shifts associations of leadership with agentic traits, reducing bias and opening aspiration pathways. (PNAS, 2022)

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FACILITATOR GUIDE FOR
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→ Sample Script Openers

+ "Most men support gender equality. But policies and cultures don't change without action."

+ "Equity is not about lowering standards—it's about expanding access and fairness."

+ "Bias isn't always loud. It can be subtle, even well-intentioned. And that's why we're here."

+ "Today is about moving from being a good person to being an active ally."

→ Cautions & Tips

+ **Anticipate resistance:** Use facts and questions, not confrontation. Show that equity benefits everyone.

+ **Watch out for defensiveness:** Normalize learning. "We're not here to be perfect—just better."

+ **Ensure space for women's and non-binary voices:** Even if this session is for men, reference their feedback and needs.

+ **Connect to business outcomes:** Highlight how equity drives retention, innovation, and morale.

→ Key Takeaways

+ Gender equality at work is everyone's responsibility—especially those with influence.

+ Inclusion is about consistent action, not just good intentions.

+ Allyship is a verb. It means mentoring, speaking up, making space, and reforming systems.

+ The goal isn't guilt—it's growth, accountability, and shared leadership.

→ Reflect On

+ **Workplace Behavior:** How do I show up in professional settings regarding gender equity? Do I speak up about bias, support colleagues from marginalized backgrounds, or advocate for inclusive policies? Where do I fall short?

+ **Leadership Style:** If I'm in a leadership position, how do I use that power? Do I model inclusive leadership or do I rely on traditional, hierarchical approaches? How do I respond to feedback about my impact?

+ **Professional Stakes:** How might participants' careers be affected by engaging with this content? What fears about "reverse discrimination" or "cancel culture" might arise, and how will I address them?

+ **Organizational Politics:** How do I navigate discussions about workplace culture change when participants have varying levels of influence and job security?

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USEFUL RESOURCES

1   HeForShe. HeForShe Action Kit: Creating Gender-Inclusive Workplaces. Retrieved from:
    https://www.heforshe.org/sites/default/files/2018-09/HeForShe_Workplace_5JunMay17.pdf

2   HeForShe. (2024). HeForShe Impact Report 2024. Retreived from:
    https://www.heforshe.org/sites/default/files/2024-09/HeForShe%20Alliance%20Impact%20Report%202024.pdf

3   HeForShe. (2023). HeForShe Impact Report 2023. Retreived from:
    https://www.heforshe.org/sites/default/files/2023-09/HeForShe%20Alliance%20Impact%20Report%202023_0.pdf

4   HeForShe. (2022). HeForShe Impact Report 2022. Retreived from:
    https://www.heforshe.org/sites/default/files/2022-12/HeForShe%20Alliance%20Impact%20Report%202022_1.pdf

5   HeForShe. (2021). Proven Solutions. Retrived from:
    https://www.heforshe.org/en/solutions/heforshe-proven-solutions

6   UNDP and UN Women. (2023). Promising Practices for Gender Equality in the Workplace. Retrieved from:
    https://www.unwomen.org/sites/default/files/2023-09/promising-practices-for-gender-equality-en.pdf

7   UN Women. (2024). Everything you need to know about pushing for pay equity. Retrieved from:
    https://www.unwomen.org/en/news/stories/2020/9/explainer-everything-you-need-to-know-about-equal-pay

8   Wood, G. (2024). Small steps, big differences: How FTSE 100 companies can make a positive impact on the lives of domestic violence and abuse survivors through workplace support - findings
    from an independent survey of FTSE 100 companies, commissioned by UN Women. Retreived from:
    https://www.heforshe.org/en/many-ftse-100-companies-recognise-domestic-violence-and-abuse-workplace-issue-and-are-taking-action

9   Australian Government WEGA. (2025). Workplace Gender Equality Amendment (Setting Gender Equality Targets) Act 2024. Retrieved from:
    https://www.wgea.gov.au/about/our-legislation#:~:text=WGEA%20established%20by%20the%20Workplace,the%206%20Gender%20Equality%20Indicators

10 UN Global Compact and Equimundo. (2024). Mainstreaming Male Allyship: An Action Guide for Business. Retrieved from:
    https://www.equimundo.org/resources/mainstreaming-male-allyship-an-action-guide-for-business/

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BARBERSHOP 2.0 MODULES

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MODULE 1
ACCOUNTABILITY & POWER SHARING
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MODULE 2
BYSTANDER INTERVENTION & ALLYSHIP
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MODULE 3
DIGITAL MASCULINITIES & ONLINE BEHAVIOR
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MODULE 4
MENTAL HEALTH & EMOTIONAL EXPRESSION
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FATHERHOOD & CARE WORK
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MODULE 6
CLIMATE JUSTICE & GENDER
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BARBERSHOP
TOOLKIT

ESTD · 2025

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FOR ALL WOMEN AND GIRLS

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