

M7

MODULE 7

BARBERSHOP
ESTD 2025
TOOLKIT

INTERSECTIONALITY &
INCLUSIVE MASCULINITIES





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INTERSECTIONALITY & INCLUSIVE MASCULINITIES

→ Why This Module Matter?

Too often, conversations about men and masculinity center the experiences of cisgender, heterosexual, able-bodied, middle- or upper-class men—usually from dominant racial or ethnic groups. This erases the diverse realities of LGBTQIA+ men, trans men, men with disabilities, men of color, Indigenous men, working-class men, immigrants, and others. Moreover, authoritarian and patriarchal systems use our differences such as race, class, sexuality, ability, to divide and control. Understanding intersectionality undermines “us vs. them” politics and strengthens collective action.

Intersectionality—a term coined by legal scholar Kimberlé Crenshaw—helps us understand how multiple systems of power (race, class, gender, sexuality, ability, age, etc.) interact to shape unique experiences of privilege and oppression.

This module invites participants to explore how masculinities are lived differently depending on identity, and how gender equity efforts must be inclusive to be effective. It opens space to challenge narrow definitions of manhood and to embrace a more expansive, compassionate, and equitable view of masculinities.

→ Learning Objectives

By the end of this session, participants will:

- + Understand the concept of intersectionality and how it applies to men’s identities and experiences.
- + Explore how race, class, sexuality, ability, and other factors shape how masculinity is lived and perceived.
- + Recognize privilege and marginalization within male-identifying communities.
- + Center and uplift the voices of men and gender-diverse people from marginalized identities.
- + Identify actions to practice and promote inclusive masculinities in their organizations and communities.

→ Who This Module Is For

- + Male allies seeking to understand privilege and inclusion more deeply
- + Diversity, Equity, and Inclusion (DEI) professionals
- + Educators, facilitators, and HR leaders in multicultural settings
- + LGBTQIA+ allies and inclusive gender equity advocates
- + Community organizers working with diverse male populations (e.g., racial minorities, working-class men, migrants)

TOOLS FOR ENGAGEMENT

1. INTERSECTIONALITY IDENTITY WHEEL

➔ **Goal:** Help participants reflect on their own identities and how those shape experiences of masculinity, power, and inclusion.

➔ **How To Facilitate**

- + Share a worksheet or slide with the “identity wheel” (includes: race, gender identity, sexual orientation, socioeconomic status, language, age, ability, religion, immigration status).
- + Have participants fill in the wheel with how they identify across each category.
- + Invite reflection: Which identities offer privilege? Which create barriers or risk?

➔ **Pair/Group Reflection Prompts**

- + When have you felt included—or excluded—in conversations about masculinity?
- + How do your overlapping identities shape how others treat you as a man or masculine person?

➔ **Debrief Questions**

- + What surprised you in this exercise?
- + How can we make space for diverse masculinities in our workplace/community?

TOOLS FOR ENGAGEMENT

2. LIVED EXPERIENCE PANELS OR VIDEOS

➔ **Goal:** Highlight diverse experiences of masculinity by centering voices from underrepresented groups.

➔ How To Facilitate

- + Invite speakers (or show video clips) of men or masculine-aligned individuals who are queer, trans, BIPOC, disabled, working-class, migrant, or from other marginalized identities.
- + Encourage reflections on how race, class, sexuality, disability, caste, religion, and location intersect with masculinity to shape power, privilege, inclusion, and exclusion. Provide clear topics in advance (identity, safety, belonging, care, leadership) and brief the audience on respectful engagement.

➔ Follow-up Discussion

- + What resonated with you in their stories?
- + What assumptions about manhood were challenged?
- + How can we amplify voices like these in our daily environments?

➔ Facilitator Tip

- + Ensure speakers are supported, compensated, and not asked to share trauma without consent or preparation; offer opt-out options, content warnings, and post-session support resources.

TOOLS FOR ENGAGEMENT

3. PRIVILEGE WALK (ADAPTED FOR MASCULINITIES)

➔ **Goal:** Make visible the different forms of privilege and marginalization that exist even among men.

➔ How To Facilitate

+ Read out statements like:

“Take a step forward if you have never feared for your safety because of your gender expression.”

“Take a step back if your accent or language skills have been mocked in a professional setting.”

“Step forward if you can easily access gender-affirming medical care.”

+ Participants physically move (or use virtual alternatives like colored cards or anonymous polls).

➔ Debrief Questions

+ How did it feel to move forward or backward?

+ What stories are often left out of “men’s issues” conversations?

+ How can we create spaces that acknowledge these differences?

+ How do authoritarian leaders or companies exploit divisions to maintain power?

TOOLS FOR ENGAGEMENT

4. MYTH-BUSTING GROUP DISCUSSION

➔ **Goal:** Challenge dominant assumptions about manhood (e.g., “real men are straight,” “manhood means strength,” “men of color are aggressive”) by examining who holds power, whose experiences are erased, and how inclusive masculinities create safer, fairer communities.

➔ How To Facilitate

- + Write several masculinity myths on cards or slides (include myths across race, class, caste, sexuality, disability, age, and nationality).
- + Divide participants into small groups. Assign one myth per group, ensuring a mix of identities and roles.
- + Ask them to discuss:
 - ➔ Who created or benefits from this myth (institutions, markets, peer cultures), and how power/privilege sustains it?
 - ➔ Who is harmed or erased by it (e.g., queer, trans, disabled, working-class, racialized men; women and non-binary people)?
 - ➔ What’s a new narrative we can offer instead that centers respect, care, consent, and plural ways of being a man?

➔ Debrief Questions

- + Have you internalized any of these myths in language, humor, or expectations - and where did they come from?
- + What’s one belief about masculinity you’re willing to unlearn, and one practice you’ll adopt to model an inclusive alternative?

FACILITATOR GUIDE FOR NEW OR INEXPERIENCED TRAINERS

➔ Core Concepts to Know

- + **Intersectionality:** A framework for understanding how multiple forms of identity (and the systems that oppress them) overlap to create unique experiences.
- + **Inclusive masculinity:** A model of masculinity that allows for emotional expression, fluidity, care, and collaboration across identities.
- + **Privilege within masculinity:** Not all men experience the world the same way; some benefit from race, class, sexuality, and ability-based privileges.

➔ Before The Session

- + Print or project an identity wheel worksheet.
- + Select videos or guest speakers (ideally from your own networks or trusted sources).
- + Choose which myths or privilege walk statements are relevant to your group.
- + Set ground rules: safety, confidentiality, respect for lived experience, optional participation.

➔ Suggested Session Flow (90 Minutes)

Time	Activity
00:00 - 00:10	Welcome & Framing: “Why Intersectionality Matters in Masculinity Work”
00:10 - 00:30	Identity Wheel Exercise + Pair Discussion
00:30 - 00:50	Lived Experience Panel or Video Debrief
00:50 - 01:10	Privilege Walk or Myth-Busting Discussion
01:10 - 01:20	Closing Round: “What Will You Do to Promote Inclusive Masculinity?”

FACILITATOR GUIDE FOR NEW OR INEXPERIENCED TRAINERS

➔ Sample Script Openers

- + “Not all men have the same access to safety, success, or belonging—and that matters.”
- + “Masculinity should not be a gate that excludes people. It can be a spectrum that holds space for all.”
- + “This is not about guilt. It’s about growing together.”

➔ Reflect On

- + **My Identity Complexity:** How do my various identities intersect to create advantages and disadvantages? What identities do I rarely think about, and why? Which aspects of my identity feel most and least comfortable to discuss?
- + **Representation Gaps:** Whose voices and experiences are missing from my understanding of masculinity? How will I center participants from marginalized communities while avoiding tokenism?

➔ Cautions & Tips

- + Ensure you don’t tokenize or spotlight participants from marginalized identities unless they volunteer to share.
- + Avoid one-size-fits-all language about “men”—be specific and inclusive.
- + Pause for breaks or emotional processing as needed, especially if the discussion becomes intense.

➔ Key Takeaways

- + Masculinity is not one thing—it is experienced differently depending on intersecting identities.
- + Inclusive gender equality work must center those most marginalized—not just those with the most power.
- + Everyone, regardless of identity, has a role to play in building spaces where all masculinities are valid.

USEFUL RESOURCES

- 1 HeForShe Alliance. (2024). Male Allyship Toolkit: A Resource for Building Inclusive Workplaces. Retrieved from:
<https://www.heforshe.org/en/heforshe-alliance-launches-male-allyship-toolkit-resource-building-inclusive-workplaces>
- 2 HeForShe Alliance. (2025). Joint Open Letter: Calling for Action Against Online Misogyny. Retrieved from:
<https://www.heforshe.org/en/joint-open-letter-calling-action-against-online-misogyny>
- 3 UN Women. (2025). What is the Manosphere and Why Should We Care?. Retrieved from:
<https://www.unwomen.org/en/articles/explainer/what-is-the-manosphere-and-why-should-we-care>
- 4 Movember Institute of Men's Health. (2025). Young Men's Mental Health in a Digital World Report. Retrieved from:
<https://ex.movember.com/movember-institute/masculinities-report>

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