

M9

## MODULE 9

# BARBERSHOP TOOLKIT

ESTD

2025



## GENDER-BASED VIOLENCE (GBV)







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### → Why This Module Matter?

The WHO described the prevalence of gender-based violence as a global pandemic. One in three women worldwide has experienced physical or sexual violence in her lifetime (WHO, 2021). Authoritarian systems also tolerate, excuse, or even weaponize gender-based violence. Misogyny and violence are justified as “restoring order” or reinforcing “traditional values. Most perpetrators are men—but the majority of men are not violent. Still, many remain silent, uncomfortable, or unsure about how to speak up. Silence reinforces harm.

This module supports men and boys to become active disruptors of violence—not bystanders. It creates space for reflection, challenges harmful norms, and builds practical skills to intervene, support survivors, and promote accountability and safety in all relationships.

### → Learning Objectives

**By the end of this session, participants will:**

- + Understand the forms, root causes, and patterns of GBV.
- + Reflect on how everyday behaviors and silence contribute to a culture of violence.
- + Practice safe and effective ways to intervene or challenge harmful norms.
- + Learn what survivor-centered allyship and accountability look like.
- + Commit to ongoing, visible actions to prevent GBV in their spaces.

### → Who This Module Is For

- + Community and faith leaders
- + Youth educators, coaches, and school staff
- + Peer mentors and men’s groups
- + Law enforcement and justice professionals
- + HR and workplace safety leads
- + Men interested in healing and preventing violence



## TOOLS FOR ENGAGEMENT

# 1. GBV SPECTRUM MAPPING

➔ **Goal:** Help participants understand that GBV exists on a continuum—from “jokes” to systemic harm.

➔ **How To Facilitate**

- + Provide cards or a visual list of behaviors: sexist jokes, stalking, gaslighting, catcalling, controlling finances, hitting, rape, femicide.
- + Ask participants to place them in a sequence from least to most severe.
- + Then discuss how early behaviors are normalized and ignored, creating a culture where worse abuse can thrive.

➔ **Debrief Questions**

- + Have you seen these behaviors? How were they responded to?
- + Why is it important to intervene early—even when something “doesn’t seem serious”?





## TOOLS FOR ENGAGEMENT

# 2. ACCOUNTABILITY ROLE-PLAYS

➔ **Goal:** Build confidence in interrupting harmful behavior and showing support.

➔ **How To Facilitate**

- + Create short, realistic scripts: e.g., a friend laughs at a rape joke; a colleague excuses an abuser's behavior; someone confides they were assaulted.
- + In groups, role-play two versions:
  - Scenario 1: Passive or harmful response
  - Scenario 2: A response showing support, belief, and accountability
- + Rotate roles and discuss.

➔ **Debrief Questions**

- + What responses felt authentic or uncomfortable?
- + What could you say in real life that would be clear and respectful?



## TOOLS FOR ENGAGEMENT

### 3. “BREAK THE SILENCE” PLEDGE WALL

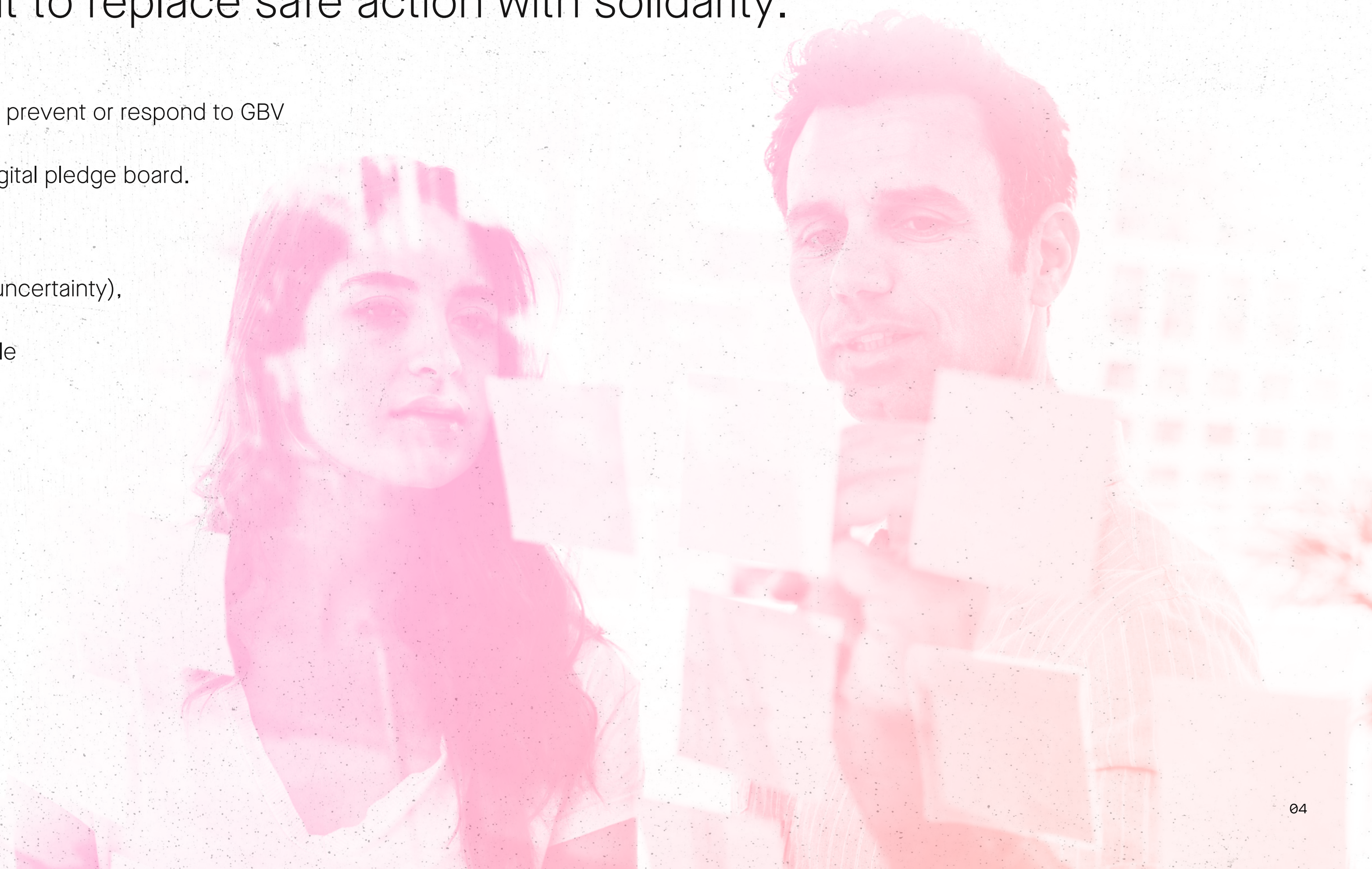
➔ **Goal:** Make public commitment to replace safe action with solidarity.

➔ **How To Facilitate**

- + Each participant writes one thing they will do differently to prevent or respond to GBV (e.g., “I will stop laughing at sexist jokes”).
- + Post on a wall, share photos on social media, or build a digital pledge board.

➔ **Debrief Questions**

- + What makes speaking up difficult (power dynamics, fear, uncertainty), and what supports would lower that barrier?
- + How can you build courage and accountability in your circle (buddy check-ins, reminders, modeling, and follow-up)?





## TOOLS FOR ENGAGEMENT

# 4. MYTHS AND FACTS GAME

➔ **Goal:** Debunk false narratives that protect perpetrators and blame victims.

➔ How To Facilitate

- + Read aloud statements like:

- “False accusations are common.”

- “Most GBV is committed by strangers.”

- “If she didn’t say no, it wasn’t assault.”

- + Ask participants to vote “Myth” or “Fact,” then reveal correct answers with explanations.

➔ Debrief Questions

- + What myths were most surprising?

- + How do these myths influence real-life judgments or decisions?



## TOOLS FOR ENGAGEMENT

# 5. POWER & CONSENT WORKSHOP

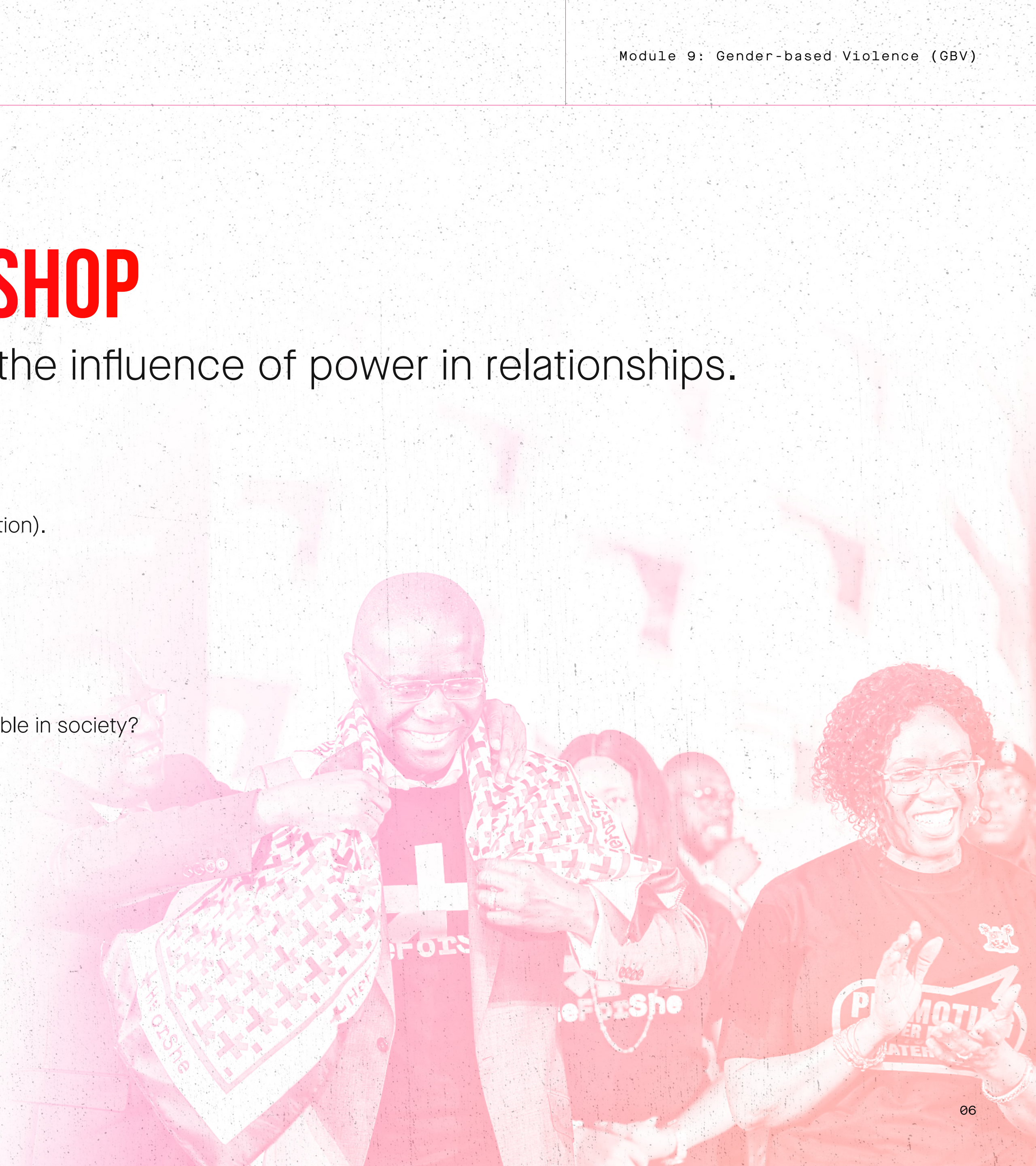
➔ **Goal:** Explore healthy communication and the influence of power in relationships.

➔ **How To Facilitate**

- + Break down what real consent looks like (Freely given, Reversible, Informed, Enthusiastic, Specific – **FRIES**).
- + Present power-dynamic scenarios (e.g., age difference, boss/employee, intoxication).
- + Discuss how consent must be negotiated when power is unequal.

➔ **Debrief Questions**

- + How does power change the nature of consent?
- + How do we ensure mutual respect in intimate encounters?
- + How can language and actions by those in power set the tone for what is acceptable in society?





# FACILITATOR GUIDE FOR NEW OR INEXPERIENCED TRAINERS

## ➔ Core Concepts to Know

- + **Be trauma-informed:** Never force disclosure. Offer mental health referrals or local GBV resources at the start.
- + **Center survivor dignity:** Avoid graphic content; do not ask participants to share abuse stories.
- + **Use male peer facilitators where possible:** Peer-led conversations reduce defensiveness.
- + **Focus on learning, not guilt:** Men must take responsibility—but also be supported to grow.
- + **Ground rules matter:** Respect, no interruptions, confidentiality, and no victim-blaming.

## ➔ Suggested Session Flow (90 Minutes)

Time	Activity
00:00 - 00:10	Welcome + Framing: “What is GBV and why should men act?”
00:10 - 00:30	GBV Spectrum Mapping + Group Discussion
00:30 - 00:50	Role-Plays: From Silence to Support
00:50 - 01:05	Myths and Facts + Consent Workshop
01:05 - 01:20	“Break the Silence” Pledge Wall + Closing Reflection

## ➔ Before The Session

- + **Know your context:** Research local GBV statistics, laws, and services to make content relevant and grounded.
- + **Prepare handouts and materials:** Print GBV spectrum cards, myths & facts statements, and pledge cards or posters.
- + **Ensure support systems:** Have a list of local hotlines, counselors, or shelters. Mention these at the start of the session.
- + **Plan for emotion:** GBV is heavy. Include a grounding activity (deep breathing, centering) and build in short pauses.
- + **Decide facilitation roles:** Ideally co-facilitate with a peer—especially if one facilitator identifies as male and another brings experience with survivor-centered work.



# FACILITATOR GUIDE FOR NEW OR INEXPERIENCED TRAINERS

## ➔ Sample Script Openers

- + “We are not here to blame men—but to call men into action.”
  - + “Gender-based violence doesn’t start with fists—it starts with silence.”
  - + “If you’re uncomfortable, good. That means you care. Let’s use that discomfort for growth.”
- “Most violence is preventable. That means each of us has power to interrupt it.”

## ➔ Reflect On

- + **My History:** Have I experienced, witnessed, or perpetrated gender-based violence? How might this history affect my facilitation? What support do I need to process my own experiences?
- + **Bystander Behavior:** When have I witnessed concerning behavior and failed to intervene? What prevented me from acting, and how can I help participants overcome similar barriers?

## ➔ Cautions & Tips

- + **Don’t ask for survivor stories:** If someone shares, thank them and don’t press for more.
- + **Avoid moralizing:** Focus on behavior and systems, not personal attacks.
- + **Be ready to manage defensiveness:** Use curiosity (“What makes you say that?”) instead of confrontation.
- + **Emphasize that all genders can be survivors,** but remain grounded in evidence: most survivors are women and most perpetrators are men.

## ➔ Key Takeaways

- + GBV is not inevitable—it’s cultural, systemic, and preventable.
- + Men can be powerful allies by interrupting harm, not staying silent.
- + Support means listening to survivors, not rescuing or centering ourselves.
- + Accountability is ongoing, not one-time. It starts with small, everyday choices.



# USEFUL RESOURCES

- 1 HeForShe. (2020). HeForShe Champions Address The “Shadow Pandemic” of Gender-Based Violence. Retrieved from:  
<https://www.heforshe.org/en/heforshe-champions-address-shadow-pandemic-gender-based-violence>
- 2 HeForShe. (n.d.). How Men and Boys Can Help Women Survivors of Gender-Based Violence: Shu Hang’s Story. Retrieved from:  
<https://www.heforshe.org/en/how-men-and-boys-can-help-women-survivors-gender-based-violence-shu-hangs-story>
- 3 HeForShe. Achieving Holistic Services for Victims of GBV and Child Abuse. Retrieved from:  
<https://www.heforshe.org/en/solutions/achieving-holistic-services-victims-gbv-and-child-abuse>
- 4 HeForShe. Take Action and Stand Against Sexist Comments By Using Your Voice: Just Say Bro. Retrieved from:  
<https://www.heforshe.org/en/take-action-and-stand-against-sexist-comments-using-your-voice-justsaybro>
- 5 UN Women. (2024.). Take Action: 10 Ways You Can Help End Violence Against Women. Retrieved from:  
<https://www.unwomen.org/en/articles/explainer/take-action-10-ways-you-can-help-end-violence-against-women>
- 6 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. Retrieved from:  
<https://www.heforshe.org/en/many-ftse-100-companies-recognise-domestic-violence-and-abuse-workplace-issue-and-are-taking-action>
- 7 World Health Organization (WHO). (2018). Violence against women prevalence estimates, 2018: Global, regional and national prevalence estimates for intimate partner violence against women and global and regional prevalence estimates for non-partner sexual violence against women. Geneva: World Health Organization. Retrieved from:  
<https://www.who.int/publications/i/item/9789240022256>
- 8 Next Gen Men. (2025). 8 Documentaries on Masculinity, Patriarchy, and Change. Retrieved from:  
<https://www.nextgenmen.ca/blog/8-documentaries-on-masculinity-patriarchy-and-change>



# SEE OTHER BARBERSHOP 2.0 MODULES

M1

MODULE 1

ACCOUNTABILITY  
& POWER  
SHARING

>>>

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M2

MODULE 2

BYSTANDER  
INTERVENTION &  
ALLYSHIP

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M3

MODULE 3

DIGITAL  
MASCULINITIES &  
ONLINE BEHAVIOR

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M4

MODULE 4

MENTAL HEALTH  
& EMOTIONAL  
EXPRESSION

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M5

MODULE 5

FATHERHOOD  
&  
CARE WORK

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M6

MODULE 6

CLIMATE JUSTICE  
&  
GENDER

>>>

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M7

MODULE 7

INTERSECTIONALITY  
& INCLUSIVE  
MASCULINITIES

>>>

+

M8

MODULE 8

MENSTRUAL  
EQUITY &  
SRHR

>>>

+

M9

MODULE 9

GENDER-BASED  
VIOLENCE  
(GBV)

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M10

MODULE 10

GENDER EQUALITY  
IN THE  
WORKPLACE

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