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MODULE 10

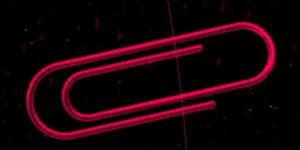
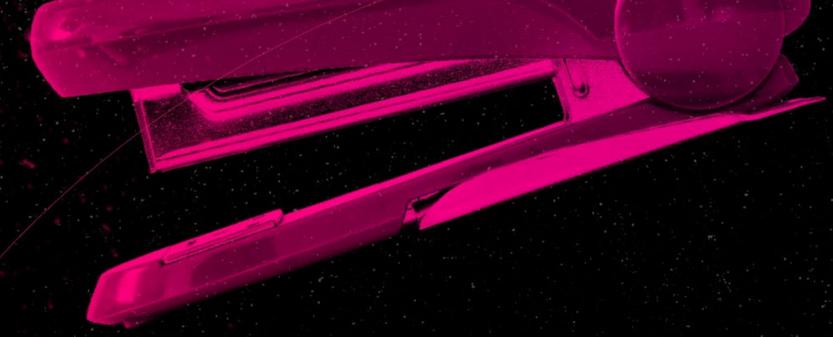
BARBERSHOP TOOLKIT

ESTD

2025



GENDER EQUALITY
IN THE WORKPLACE





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?

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?

TOOLS FOR ENGAGEMENT

3. INTERRUPTING HARASSMENT ROLE-PLAY

➔ **Goal:** Prepare men to take action when witnessing inappropriate behavior.

➔ **How To Facilitate**

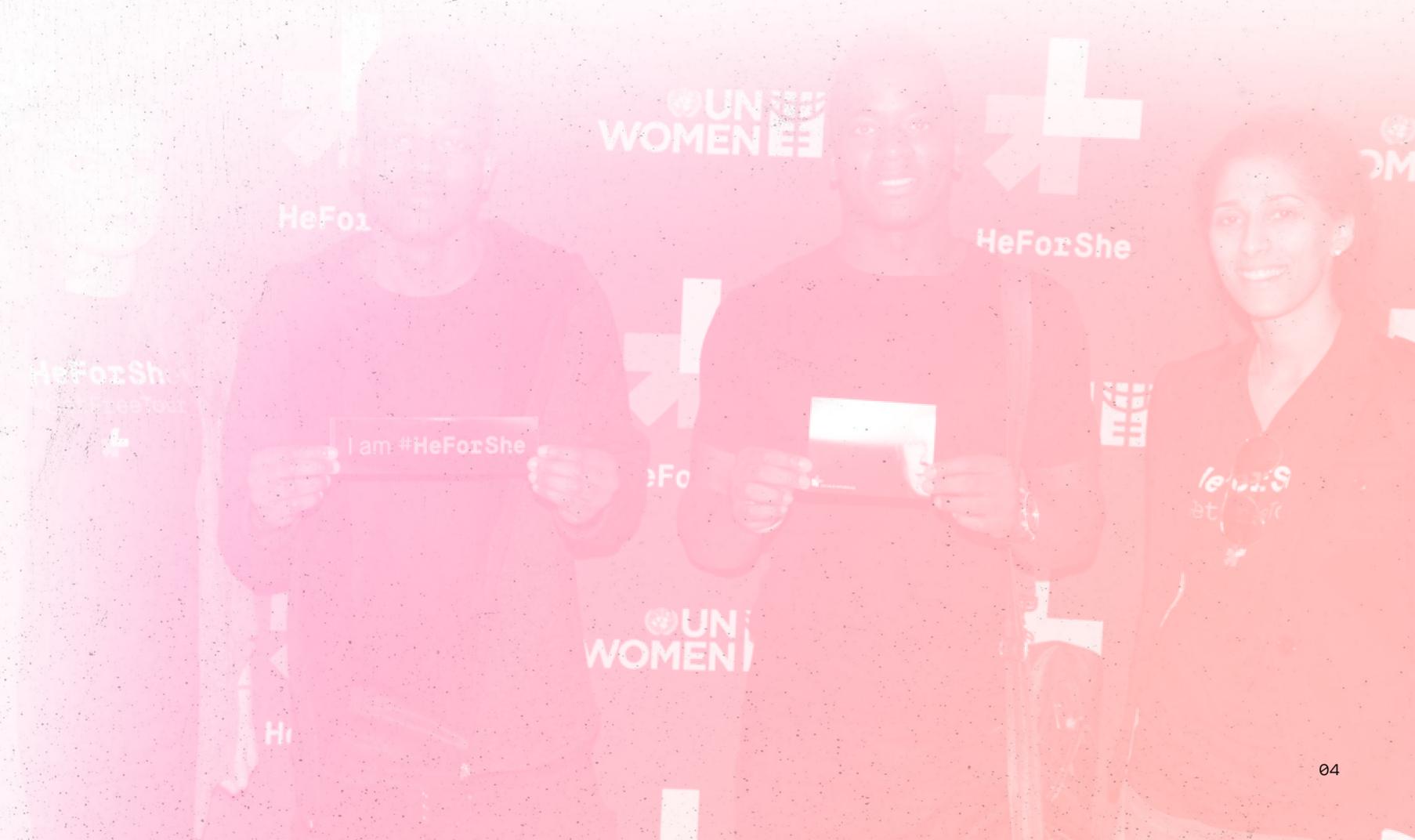
+ Scenarios might include:

- 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?



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?

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.”

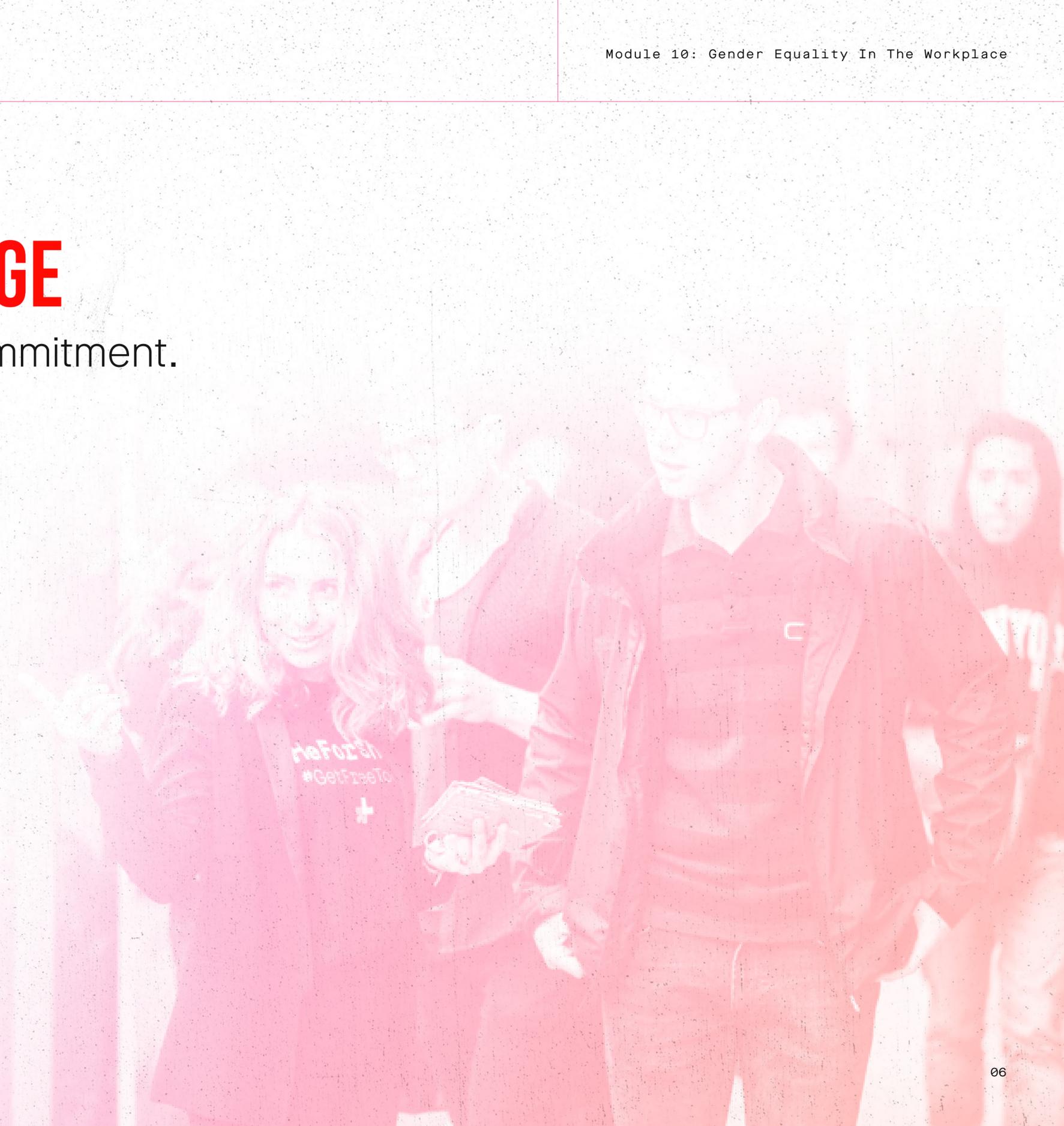
“I will not participate in manels (all-male panels).”

+ Share or pair up for accountability.

➔ **Debrief Questions**

+ What support do you need to follow through?

+ Who can you mentor or partner with?



FACILITATOR GUIDE FOR NEW OR INEXPERIENCED TRAINERS

→ Core Concepts to Know

- + **Climate justice:** The recognition that those least responsible for climate change are most affected—and that environmental action must include social and gender equity.
- + **Feminist environmentalism:** Also known as ecofeminism, a theoretical and political movement that connects the oppression of women with the domination of nature, arguing that patriarchal societies and institutions exploit both.
- + **Feminist climate justice:** Aims for a world where women, girls and gender-diverse people can flourish on a healthy and sustainable planet.

→ Suggested Session Flow (90 Minutes)

Time	Activity
00:00 - 00:10	Welcome & Framing: “Why Gender Belongs in Climate Justice”
00:10 - 00:30	Carbon Footprint + Gender Lens Analysis
00:30 - 00:50	Stories of Feminist/Indigenous Leadership + Discussion
00:50 - 01:10	Climate Justice Role Quiz + Personal Reflection
01:10 - 01:20	Closing Round: “One Shift I’ll Make Toward Gender-Aware Climate Action”

→ Before The Session

- + Select and print a simple carbon footprint worksheet or link to an online calculator.
- + Choose 2–3 stories or short videos on feminist or Indigenous climate leadership.
- + Prepare or adapt a “Climate Role” quiz based on your audience (activists, corporate, students).
- + **Set an inclusive tone:** emphasize that no action is too small, and that no one person has all the answers.

+ **Climate, Power, and Patriarchy:** Many authoritarian leaders see nature as something to dominate. This domination logic is rooted in patriarchal ideas of manhood, prioritizing control over people, resources, and even public debate, which often drives extractive and unsustainable environmental practices.

+ Across the Amazon, Indigenous-managed territories absorb more carbon than they emit annually and have far lower per-hectare emissions than non-Indigenous lands, demonstrating effective place-based stewardship when land rights and governance are respected. (IGC, 2024)

FACILITATOR GUIDE FOR NEW OR INEXPERIENCED TRAINERS

→ 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.”

→ 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?

→ 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.

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. Retrieved from:
<https://www.heforshe.org/sites/default/files/2024-09/HeForShe%20Alliance%20Impact%20Report%202024.pdf>
- 3 HeForShe. (2023). HeForShe Impact Report 2023. Retrieved from:
https://www.heforshe.org/sites/default/files/2023-09/HeForShe%20Alliance%20Impact%20Report%202023_0.pdf
- 4 HeForShe. (2022). HeForShe Impact Report 2022. Retrieved from:
https://www.heforshe.org/sites/default/files/2022-12/HeForShe%20Alliance%20Impact%20Report%202022_1.pdf
- 5 HeForShe. (2021). Proven Solutions. Retrieved 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. Retrieved 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/>

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
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CARE WORK**
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M6
MODULE 6
**CLIMATE JUSTICE
&
GENDER**
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M7
MODULE 7
**INTERSECTIONALITY
& INCLUSIVE
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MODULE 8
**MENSTRUAL
EQUITY &
SRHR**
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M9
MODULE 9
**GENDER-BASED
VIOLENCE
(GBV)**
>>>

M10
MODULE 10
**GENDER EQUALITY
IN THE
WORKPLACE**
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