

**B** EQUALITY **YOND**

# INTRODUCTORY EVENTS

## Your Pathway To Inclusion



### Educate

An interactive space to learn about effective inclusion



### Explore

Workplace cultural norms, power and social dynamics



### Equip

Skills and frameworks for everyday action



### Embed

Turn ideas and insights into habits and culture

## WHO ARE WE

Founded by post-graduate researchers in Oxford University and established in 2014, Beyond Equality (formerly Good Lad Initiative) is a UK not-for-profit specialising in involving your whole team in diversity, equity & inclusion.

We combine expert facilitation with best practice from psychology, anthropology, philosophy, management and economics to deliver pragmatic, evidence based training and workshops to schools, universities & workplaces. Through education and cultural change programs, we challenge and encourage men and people of all genders to rethink gender roles and identity in thought, word, and deed.

## WHAT WE DO

We work with organisations to build a more equitable inclusive workplace culture. We have a proven track record of expertly and constructively facilitating conversations with participants who don't normally talk about gender equality, masculinity, power and privilege. We've facilitated challenging conversations with 10,000s of men and boys of all ages in the UK & abroad, helping men rethink masculinities & be confident in playing a positive role in gender equality.

## Our Introductory Events

### INTRODUCTORY SESSIONS

Our introductory keynotes, seminars and workshops provide an excellent starting point for organisations seeking to explore key diversity and inclusion issues. These are dynamic and interactive events, designed for high impact and with the ability to tailor to suit all levels within your business. Introductory events cover a wide range of current issues facing your workforce, providing them with an opportunity to discuss and explore each other's professional experiences in a safe and engaging environment.



#### 1. Foundations of Allyship

Learn the fundamentals of inclusion to get the best from your team. The Foundations sessions forms the core introductory module and a perfect start for organisations seeking to commence the discussions on diversity and inclusion

#### 2. Masculinities in the Workplace

We present an easy to understand and practicable framework for understanding different expectations men experience within the organisation. This session provides an opportunity to rethink and redefine masculinities in the context of social/cultural norms

#### 3. Masculinities & Mental Wellbeing

A session exploring the different expectations on mental well being that exist, and how these can relate to gender roles & stereotypes. We discuss key ideas to improve your workplace's culture of mental well being

#### 4. Inclusion in Remote Working

A timely and relevant seminar that explores the social dynamics of remote working and gives participants the space to understand how these may enable or limit different team members.

# 1. Foundations of Allyship

## INTERACTIVE WORKSHOP

- Zoom or Face to Face
- 120 minutes interactive
- 5 to 20 Employees
- £1500 + VAT

## DESCRIPTION:

Foundations of Allyship will give your team a strong foundation upon which to develop their confidence and competence in creating inclusive workplaces.

The training is designed to empower participants to be proactive allies. The goal is to foster teams and working cultures that are inclusive, productive and innovative by giving all of your team the tools to recognise and integrate other people's lived experiences, to recognise bias and cultural norms, make sure teams are equitable, and create a working environment and team culture where everyone can be their whole selves - where people want to join and remain.

The interactive session consists of a general framework for inclusion, understanding other people's experiences, and an Allyship toolkit.

This workshop teaches the analytical frameworks of allyship & privilege, challenges the status quo through positive provocation, explores complex and relevant situations through our decision making framework, and workshops communication skills needed to be effective and compassionate bystanders.

This session is the first session in our signature Foundations of Allyship program, and a core component of our Inclusive Leadership and Inclusive Teams packages.



## TARGET AUDIENCE:

- This session can be run as a men's only (Male Allyship) session, or as a mixed gender session. Both have advantages, which can be discussed with your specific workplace in mind.
- The program can be offered as a whole of staff program, for specific teams, or as part of executive development programs

## OUTCOMES

- Participants will be more comfortable in promoting inclusion and diversity and begin to deepen their understanding of the discrimination, exclusion and barriers to full involvement that colleagues may face on the basis of protected characteristics
- Participants are aware that these barriers have been created and can be removed
- Participants will display a commitment to developing an inclusive culture and diverse teams through an institutional focus on impact over intention

## WORKSHOP TESTIMONIALS



Rabobank

*'One of the best trainings I have been too, and one that makes me proud to work for Amazon'*

*'I found the session eye-opening and it has enabled me to view key concepts such as Privilege and Oppression from a different perspective. It created an honest and open forum to discuss topics that can sometimes feel awkward to talk about.'*

## 2. Masculinities in the Workplace

### *Option A - Keynote/ interactive seminar*

- Zoom/Other Platform or Face to Face
- 40 to 60 minutes
- Up to 100 employees
- From £1000 + VAT

### *Option B - Interactive Workshop*

- Zoom or Face to Face
- 120 minutes interactive
- 5 to 20 Employees
- £1500 + VAT

### **DESCRIPTION:**

This session explores the different expectations that exist for men and boys in different communities and within UK society.

We all live within a whole series of cultural expectations, lived experiences and stereotypes, which can influence how we speak, dress, understand the world, and even think. Some of these come from cultural influences, media, family, religion or many other sources.

Participants will think about the different expectations that exist for different men, and how these affect the behaviours, attitudes and the ways in which men judge themselves and are judged by others. We'll discuss the impact of this on men.

We'll open up space to reflect on which ideas of masculinity are expected in different settings, and how this can be a barrier to inclusive spaces, especially for women, non-binary people and men who don't conform to stereotypes.



### **TARGET AUDIENCE:**

- This session is the perfect event for having well rounded discussions about men, their various lived experiences, and the roles that they can play in creating workplaces that are better for them and for those around them.
- It can be tailored to be for male-identifying people only, or as a mixed gender space. Both have advantages, which can be discussed with your specific workplace in mind.

### **OUTCOMES**

- Participants learn a framework for understanding different expectations men experience and how these relate to cultural and social pressures
- Participants understand how these exist in the workplace, home and society
- Participants can recognise possibilities to rethink masculinities
- Participants are introduced to Allyship as a framework

### **WORKSHOP TESTIMONIALS**

**Discogs**



Department  
for Work &  
Pensions

*"GLI provoked ongoing conversations and changes in our office. Our team thoroughly engaged with the interactive workshop, and their feedback was very positive."*

*- Claire Pace, Managing Director of Operations, Discogs*



## 3. Masculinities and Mental Wellbeing

### Option A - Keynote/Interactive Seminar

- Zoom/Other Platform or Face to Face
- 40 to 60 minutes
- Up to 100 employees
- From £1000 + VAT

### Option B - Interactive Workshop

- Zoom or Face to Face
- 120 minutes interactive
- 5 to 20 Employees
- £1500 + VAT

### DESCRIPTION:

In recent years there has been an opening up of the conversation about men, emotions & mental health issues - with strong concerns about prevalence of male mental health problems and suicides. This session gives people the chance to explore the links between men, masculinities, and mental wellbeing for people of all genders in the workplace.

We will begin by exploring the different expectations that exist for different groups of men, particularly how they relate to mental well being, work life balance and career/success. Next we discuss mental well being in the workplace, helping participants to identify the barriers that exist to help-seeking, managing stress and proactively improving mental wellbeing.

### TARGET AUDIENCE:

- This session is designed to be a good addition to a general program of mental wellbeing workshops. It can be tailored to be for male-identifying people only, or as a mixed gender space. Both have advantages, which can be discussed with your specific workplace in mind.
- The program can include personal stories from members of your team, which can really help to normalise these conversations and open up space for others.

### OUTCOMES

- We begin a conversation about mental wellbeing and masculinities
- Participants recognise the barriers they and others face seeking help and fostering good mental wellbeing
- Participants recognise opportunities to improve the workplace mental wellbeing culture

### WORKSHOP TESTIMONIALS



*"The presentation went down really well: the workshop delivery was effective at giving everyone a voice and collating people's ideas / sparking discussion points. The balance between you and Newton consultants sharing experiences and advice was well received"*

*- David Murphy, Newton Europe*

## 4. Inclusion in Remote Working

### *Option A - Keynote/Interactive Seminar*

- Zoom/Other Platform or Face to Face
- 40 to 60 minutes
- Up to 100 employees
- From £1000 + VAT

### *Option B - Interactive Workshop*

- Zoom or Face to Face
- 120 minutes interactive
- 5 to 20 Employees
- £1500 + VAT

### **DESCRIPTION:**

As many teams have shifted to online working, a lot of thinking, technology and work went into redesigning the way we work together. But not everyone has equal opportunity to flourish in these new working systems - sometimes in ways that reinforced existing disadvantages and sometimes creating new lines of inequality.

This session explores the power dynamics of workplaces during remote working, and gives participants the space to explore how this is enabling and limiting different team members.

We offer a follow up session focused on creating action plans to improve workplace inclusion. This session is charged at the same rate as the first interactive workshop.



### **TARGET AUDIENCE:**

- The session is about everyday interactions, rather than policies and technical support.
- Designed for managers of teams that are working remotely
- Suitable for people of all genders who work remotely

### **OUTCOMES (with OPTIONAL FOLLOWUP):**

- Understanding inclusion and inclusion in remote working contexts
- Awareness of other experiences of remote working, including hidden barriers to well being and full participation
- Understanding our own positions and influence on the inclusion of others with a framework to address issues and create inclusive teams

*Optional Followup* - prioritise areas for improving inclusion with plan for clear channels for communication, feedback and response from whole of staff team. Accountability and encouragement structures to embed your plans in your teams practices.

### **WORKSHOP TESTIMONIALS**



Rabobank

*"The sessions are facilitated in ways that have enabled our team to move past their, at times, defensive reactions, to understand their everyday actions from a different perspective. This empowers our team with the tools to make changes in the future, that will steadily impact on key change makers in the organisation"*

*- Rabobank Corporate Finance, E,E&I team*



## WHY CHOOSE US?

Building a more equitable inclusive workplace culture can be challenging and uncomfortable. For companies to benefit from genuinely diverse and inclusive work places, change needs to be embraced by all of your team. We have a successful track record in delivering practicable, relatable and effective workshops for long lasting organisational change.

Contact us today to discuss opportunities to take your organisation, culture and performance to the next level.

✉ [director@goodladinitiative.com](mailto:director@goodladinitiative.com)



**Dr. Daniel Guinness**

- PhD in Cultural Anthropology (University of Oxford) & Rhodes Scholar.
- Published author in research journals on masculinities and specialises in cultural change.



**Kasey Robinson**

- MSc Gender (London School of Economics & Political Science)
- Anti Racism specialist
- Created courses on gender equality/equity, LGBTQ rights and visibility, masculinities and sexual harassment prevention



**Ben Hurst**

- Experienced public speaker (TEDx London Women)
- Founding Director of SPACE: Delivering teacher training, workshops and lessons on relationships, sex, race, power, and gender equality