

B EQUALITY **YOND**

Universities Project Student & Staff Workshops 22/23

PILLARS OF OUR WORKSHOPS



Discuss

Safe space to discuss difficult and controversial topics



Rethink

Cultural norms, stereotypes and social dynamics



Construct

Working towards practical solutions and inclusive spaces



Connect

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 charity specialising in challenging groups and individuals to be an active part of the conversations around diversity, equity & inclusion. Our workshops are either run by experienced professional facilitators or have been designed as peer to peer discussion, by our trained Beyond Equality peer facilitators.

We work with students from across the UK, USA and in Mainland Europe to create spaces for the difficult conversations which need to be had on university campuses, but which are often challenging to start and difficult to navigate. We create spaces where everyone is welcome, and everyone is encouraged to actively contribute. Through group activities, individual reflections and circles of conversation, we aim to engage, educate and explore topics with participants that will move the group toward building more positive frameworks for social change. We do this through challenging and encourage men and people of all genders to rethink gender roles and identity.

WHAT WE DO

Through our universities programme, we work with institutions to build a more equitable and inclusive campus 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 have specialised workshops for:

1. **Students**
2. **Student Leaders; and**
3. **Staff**

OUR UNIVERSITY OFFERING

Our student workshops are based on interactive spaces for open, honest discussion. They're designed for teams, clubs, student societies, halls of residence and colleges. We specialise in working with men and in bettering team cultures, but we also have mixed-gender facilitation teams and mixed-gender workshops too.

Interested in setting up HUB at your institution, where we can recruit and train volunteers to establish a 'community of allies', who can then be trained to run workshops with their peers? Ask us about it.

Alongside workshops we also offer speaking opportunities on panels, or at events/conferences. **ONLINE** - 1 hour (£250 +VAT) or 2 hours (£350 +VAT); **IN PERSON** - 1 hour (350 +VAT) or 2 hours (£450 + VAT) + additional travel costs.



STUDENT WORKSHOP (CORE) & ADDONS

Facilitator-led, interactive workshops based around open discussions for teams or student groups. Workshops create a safe and brave space for open and honest discussion in small and large groups. It's about accountability, both individually and as part of a community.

Follow up: Mental Wellbeing

Follow up: Sex & Healthy Relationships

Follow up: Creating Inclusive Spaces

STUDENT LEADERSHIP WORKSHOP

For students in/going into positions of leadership within teams, clubs, societies, residences or the SU. A modular and interactive workshop exploring skills and approaches – both tangible and theoretical – that can be employed to improve communities and societies.

Key Topics Covered:

- Boundaries & Communication
- Consent Culture
- Inclusion & Belonging
- Support & Report

STAFF WORKSHOP

Trainings and events are built to equip staff with frameworks and skills to contribute to safer and more inclusive campuses. Courses available for Teaching Staff, Support Staff or for whole departments.

Key Topics Covered:

- Masculinities at universities
- Inclusive departments
- Supporting Students
- Supervision

OUR STUDENT WORKSHOPS

Our grassroots workshops create safer and braver spaces for challenging conversations.

We ENGAGE > We EXPLORE > We EDUCATE > We EQUIP > We EMBED

RUN TIME: 120 mins

PARTICIPANT SIZE: Up to 20 participants

DELIVERY: Online or In-Person

TEAM TALK IN-PERSON COST: 1 workshop in a day = £350 +VAT; 2 workshops in a day (save 10%) = £315 +VAT (per workshop); or 3 workshops in a day (save 15%) = £297.50 +VAT (per workshop) + travel costs additional for in-person workshops

TEAM TALK ONLINE COST: 1 workshop = £250 +VAT (one-off); or 10+ (save 20%) = £200 +VAT (per workshop)

TEAM TALK & DEEPER DIVE STUDENT SESSIONS

Team Talk (Mens & Mixed Gender)

For sports societies, student groups, organisations, courses. A version of the Team Talk can be tailored for Freshers, beginning with discussions of imposter syndrome, living away from home and university life.

FOCUSES

- **Mental Wellbeing** (looks at individual and group-based support structures and resilience);
- **Sex & Healthy Relationships** (includes conversations around consent and intoxication);
- and **Inclusion & Belonging** (explores the causes, consequences and prevention of both discrimination and bullying).

OUTCOMES

- Accountability, for your own actions but also those of your community
- Challenging, cultural norms, power, and social dynamics
- Safe & Brave spaces, for open conversation and validation of lived-experiences

Deeper Dive (Mens & Mixed Gender)

RUN TIME: 120 mins

PARTICIPANT SIZE: Up to 20 participants

DELIVERY: Online or in person

DEEPER DIVE IN-PERSON COST: 1 workshop in a day = £550 +VAT; or 2+ workshops in a day (save 15%) = £476.50 +VAT + travel costs additional for in person workshops

DEEPER DIVE ONLINE COST: 1 workshop in a day = £350 +VAT; or 2+ workshops in a day (save 15%) = £297.50 +VAT

Deeper Dive: Allyship (Mens & Mixed Gender)

A workshop focused around the role of the active bystander and going beyond that to become an Ally to a range of different communities who face exclusion and discrimination. An exploration of privilege and how to bring down barriers to inclusion and belonging within a club/team. Great to do as a whole group.

Deeper Dive: Mental Wellbeing (Mens & Mixed Gender)

Giving individuals the chance to reflect upon their individual experiences, and the impact this has on others in the world around us. Then exploring a collective response to the ways in which we can all work to challenge the gendered social norms, pressures and behaviours associated with mental wellbeing.

Deeper Dive: Sex & Healthy Relationships (Mens Only)

We aim to equip participants with the confidence and skills to play a more active role in challenging sexual violence and harassment on campus. Without pointing fingers and attributing blame, we challenge individuals to be accountable for their actions and values as well as for the actions and values of their community.

OUR STUDENT LEADERSHIP WORKSHOPS

Help your student leaders, club presidents, team captains and welfare officers create better clubs and societies with this inclusive leadership course. We offer a 4 module training course focused not only on training your leaders as individuals, but also giving them templates to implement changes within their clubs and create more inclusive spaces on campus as a whole. Benefits include more confident and proactive student leaders, and better linkages with existing university structures. Participants work on action plans during the session, which are for them to take away and use as a template for initiating positive change, but they can also be submitted for input from Beyond Equality staff and also shared with your institution. The workshops addresses the 4 modules outlined below.

RUN TIME: 4-hours (plus a 60-minute break in the middle)

PARTICIPANT SIZE: Up to 20 participants (Mixed Gender). To add extra participants for a bigger training it runs at an extra £50 per participant.

DELIVERY: Online or in person

IN PERSON COST: £1,000 +VAT - travel costs additional for in person workshops

ONLINE COST: £850 +VAT

KEY TOPICS COVERED

1. BOUNDARIES & COMMUNICATION

Acknowledges the range of experiences of a student population and how this is likely to impact the spaces they are able to access; the challenges in expressing discomfort; using leadership to open communication and open cultures to allow participation.

2. CONSENT CULTURE

Springboards off of conversations around communicating boundaries to deconstruct sexual violence and sexual harassment; addresses common myths; explores rape culture and online violence; and, emphasises the key role that student leaders can play in accelerating positive change.

3. INCLUSION & BELONGING

Explores the important differences between diversity, inclusion and belonging; the actions and the aims involved with bystander intervention; and, the principles of allyship in leadership.

4. SUPPORT & REPORT

Covers help-seeking options; reporting structures and suggestions; active listening skills; best practise dealing with disclosures; building trust; and, the role of leadership within these processes.



OUR STAFF WORKSHOPS

TEACHING FOR INCLUSION SERIES

Unfortunately, some students experience bullying, sexual harassment, assault and discrimination while part of these clubs or teams. While staff are unlikely to be attending many of the social events with students, they do have an ability to recognise the signs that there might be problematic cultures or behaviours and to help clubs and students to address these. However, often staff are not adequately prepared to be able to have the positive influence that they would like to make. We raise awareness of student experiences, and empower staff to be better teachers, support staff and community members, through their everyday roles, and co-creating & implementing an action plan as a team.

RUN TIME: 5 x 90 mins workshops

PARTICIPANT SIZE: 10-20 participants

DELIVERY: Online or in person

COST: £5,000 +VAT



WORKSHOP OUTCOMES

The proposed series of workshops are designed to ensure that selected staff are capable and feel confident in co-creating a safe and inclusive environment for students.

To do this, the program has four sub-aims:

- Increase awareness of the variety of experiences of students, and potential issues related to bullying, harassment, discrimination and exclusion, especially those that occur for students on the basis of their identities;
- Explore the culture norms and power dynamics of the university and in UK society, to allow staff a greater understanding of how and when to make an impact on student experiences;
- To equip individuals in the team with frameworks for action, and skills for intervention; and
- To co-produce and follow through on an action plan, addressing key areas of student experience.

INDIVIDUAL STAFF TRAINING EVENTS

1. Intro To Teaching For Inclusion

Provides the fundamental framework for teachers to understand why and how they can build safer and more inclusive learning environments for students.

90 Minutes

Upto 20 Participants

£500

2. Understanding Young Men At Uni

Presents our experience drawing on our workshops about peer pressure, sexuality, inclusion, bullying and masculinities with thousands of university students.

90 Minutes

Upto 20 Participants

£500

OUR IMPACT

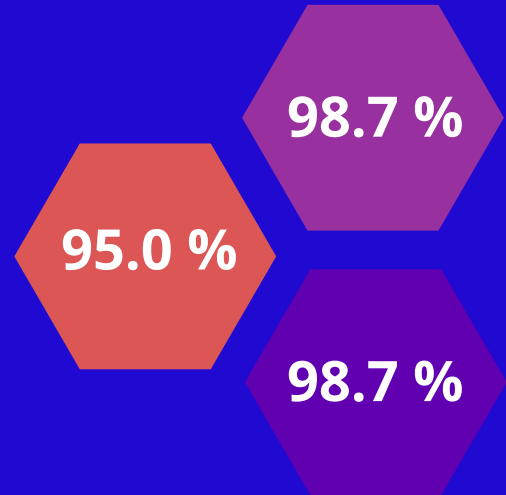
WHAT PARTICIPANTS THINK

We have a successful track record in delivering relatable and effective workshops for long lasting societal change. We capture efficacy and effectiveness data pre and post workshop facilitation to ensure ideas, concepts and change tools are effectively embedded in the short and long term. Contact us for an impact report.

Student Workshop - Team Talk 18/19
Average Satisfaction Rate 95.0%

Student Workshop - Team Talk 19/20
Average Satisfaction Rate 98.7%

Student Leadership - Training Workshop 19/20
Average Satisfaction Rate 98.7%



CURRENT CLIENT ENGAGEMENTS

"The workshops provide a template for conversations that allow us to then drive them forward with our team mates, our house mates and our peers"

*- Athletics Union President,
University of Exeter*

"All the lads were open and honest and it ran really smoothly. I would genuinely recommend giving this to all male sports teams and unis because I think it will benefit them massively, especially talking about topics they wouldn't have time for at training"

*- Rugby League Club Captain,
University of Hull*

"It puts teams and individuals in a position where they must communicate with each other in a setting that they aren't familiar with, and challenges these young people to be(come) advocates of positive masculinity"

*- Sports Club Coordinator,
University of Cambridge*





WHY CHOOSE US

Building a more equitable and inclusive cultures at University can be both challenging and uncomfortable. For institutions/teams/student groups to benefit from genuinely diverse and inclusive campuses and student populations, change needs to be embraced culturally. We have a successful track record in delivering relatable and effective workshops that students actually enjoy and find rewarding.

Contact us today to discuss opportunities to start make positive cultural change at your institution.

✉ richie@beyondequality.org



Richie Benson

- Experienced educator, youth worker, trainer and facilitator.
- BA in Political Science & American Studies (University of Sussex); Diploma in Documentary Directing (EICTV - San Antonio de los Baños, Cuba).



Dr. Daniel Guinness

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



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