
Barbershop Toolbox

Tool #05

March 2017





What Makes a Man – Staff Workshop

Topic 3: What is Violence?

This workshop is based on Promundo’s Program H, as adapted by the Lebanon-based non-profit ABAAD in its publication Programme Ra. The version below has been slightly altered to suit a wider audience.

Goal

After this session, participants should be able to identify different types of violence that affect our communities, families and personal relationships and identify ways to intervene.

Required for this session

Main facilitator, discussion leaders for groups, flipchart (board), markers, copies with the explanations of different types of gender-based violence.

Space that allows for multiple groups working simultaneously.

Timeframe

1 hour





Guidelines for organizers

Prior to discussing violence it is important to conduct research on the prevalence and attitudes surrounding violence in your community, taking into consideration the current laws and available support for both victims and perpetrators (see **Resources**, below). Reach out to local organizations and activists working on preventing gender-based violence to learn more about the effects of gender-based violence in your local community.

Find an expert to take on the role of main facilitator for the session. This can be someone within the workplace, in the local community or an international activist/expert. Guidelines on the role of facilitators are outlined in **Getting Started**. The facilitator introduces the session, guides the discussion leaders and wraps up the session at the end. They should be able to support the discussion leaders during the session.

Be prepared to divide the participants into groups, based on gender. Organize the seating so that each table has a discussion leader, who has been familiarized with the questions and their purpose beforehand. Choose discussion leaders who are respected among their peers and have some authority in the group.

Establish with the main facilitator and the discussion leaders some ground rules on what is acceptable during the discussion and how to handle conflicts that might rise. Share with them the facilitator's check list from **Getting Started**.

Be aware that discussions on sensitive topics such as violence and sexual abuse can trigger bad memories and anxiety for anyone who may have been affected by such acts. The facilitator and discussion leaders should be mindful of this, and be ready to refer participants to local organizations that provide support.

Write the definitions of each type of violence, as they appear on the next page, on the flipchart.

Process

Explain to the participants that the objective of this activity is to discuss and analyze the various types of violence in relationships.

First, ask the participants to sit in a circle and think for few minutes, silently, about the different forms of violence in intimate relationships (control, coercion, shouting) as well as physical violence.

Then ask the participants to share their thoughts with the group for about 5–10 minutes. Write the answers on the flipchart. The participants will likely identify violent acts that fall under different types of violence as described in the box above.

Discuss the answers with the group. Do the participants have a similar understanding of violence? Were there any unique answers worth exploring in more detail? Go through the definitions of different types of violence, explaining each one shortly while also reminding the participants that there is no concrete or simple definition for violence. Ask the group if they understand the difference between these types of violence. Discuss for a few minutes, if necessary, before dividing the participants into groups based on gender, then have each group deal with the questions below.



Resource paper: Gender-based violence

Gender-based violence (GBV) remains one of the most widespread human rights violations worldwide. GBV refers to violence that targets individuals or groups of individuals on the basis of their gender that may result in physical, sexual or psychological harm. Forms of violence related to GBV include, but are not limited to:

EMOTIONAL VIOLENCE

Violence manifested through insults, humiliation, threats, control, lack of affection, etc. The consequences for men and women may be low self-esteem, distrust and emotional insecurity.

PHYSICAL VIOLENCE

Violence expressed through punching, kicking, shoving and other acts which can provoke injury, endangering the health of a man or woman.

SEXUAL HARASSMENT

Includes indecent proposals, verbal sexual remarks, obscene words and pressure to have sexual relations, which the other party does not want.

SEXUAL ABUSE

Refers to any type of intimate (sexual) physical contact between adults, and between an adult and a child (in the case of child sexual abuse).

RAPE

The use of physical force or threat in order to obtain sexual relations with penetration (oral, vaginal or anal).

For further definitions on GBV and other forms of violence, see the WHO World Report on Violence and Health ([link tbc](#))



Questions for discussion

*What kinds of violence occur in intimate relationships between men and women?
What causes this violence?*

*What are the types of violence common within the family?
What causes this violence?*

*Are there types of violence that relate to a person's gender?
What is the most common form of violence used against women?*

Are men only capable of violence or can women be violent as well? What is the most common type of violence men use against others? What is the most common type of violence women use against others?

Does any man or woman ever "deserve" to be beaten or to suffer from violence?

What, for you, are the causes of domestic violence or gender-based violence?

*What are the consequences of being violent against others?
On our relationships? On the local community?*

Do you think there is a link between our ideas of masculinity and violence against women?

*What can we do individually to construct healthy intimate relationships?
How can we do this with our partners?*

What can you do, as an individual, if you witness gender-based violence?

What can you do in collaboration with others to eliminate violence in your community?



Closing remarks

Violence, in its simplest definition, is a person using force or power (or threats) against someone else. It occurs all around the world and is often used to deal with anger and conflict. Men are too often brought up to oppress their emotions, leading to anger becoming the sole emotion they can express without it affecting their masculinity.

Encourage the participants to look for additional information on gender-based violence in their communities and reflect on what the individual can do to eliminate violence against women.

Becoming an agent of change

Make the commitment at HeForShe

Encourage participants to take the HeForShe and PwC's interactive 35 minute online course **Building Gender IQ** on the benefits of gender equality and why it matters.

Speak up: Don't be a silent bystander in the face of inequality or violence. Challenge your peers when they speak disrespectfully of others and do not ignore gender-based violence.

Explore the resources provided below on ways to engage men and boys to reduce and prevent gender-based violence.

Organize follow-up meetings to discuss ways to implement the suggestions and recommendations that came up during the group work.

Organize a follow-up **workshop** with staff, utilizing another workshop session provided in this toolbox.

Encourage leadership to increase their commitment to gender equitable practices by organizing one of the sessions for **leadership** in this toolbox.

Start a working group dedicated to identifying and implementing more gender equitable practices.

Establish gender sensitization training initiatives and gender equality initiatives.

Graft the theme of gender equality onto major corporate conferences, events and meetings.

Resources

Thordis Elva and Tom Stranger, Our Story of Rape and Reconciliation, Ted Talk

Thordis Elva and Tom Stranger gave a moving Ted talk on their personal story of rape and reconciliation

Thordis Elva and Tom Stranger, Q&A at the TED blog

Guante, a spoken word hip hop artist, educator and social justice activist, performing at the Barbershop High Level Event at UN Headquarters in New York in January 2015

International Rescue Committee, Preventing Violence Against Women and Girls: Engaging Men Through Accountable Practices

Video by Lt. General David Morrison, addressing the Barbershop High Level Event at UN Headquarters in New York in January 2015

Stígamót, Survivors speak Out – Consequences and Recovery

Stígamót, Survivors Speak Out – Justice System

Stígamót, Survivors Speak Out – Perpetrators

White Ribbon, Draw the Line

White Ribbon, Engaging Men and Boys to Reduce and Prevent Gender-Based Violence

White Ribbon, Men's Attitudes and Behaviours Toward Violence Against Women

White Ribbon, Men's Engagement in Gender-Based Violence Prevention

White Ribbon, Preventing Violence Against Women and Girls Through Male Engagement

White Ribbon: 6 Things Men Can Do To Stop Street Harassment