

B YOND

WORKPLACE PROGRAMMES

Creating Active Allyship for
Workplace Equality





Who Are We?

Beyond Equality is a leading workplace changemaker specialising in engaging men towards equality, inclusion, wellbeing and rethinking masculinities.

"Challenging and eye-opening programmes that reshape the way you look at the world."
Workshop Participant, Livewell Southwest

92,630

Participants

Total number of workshop attendees since 2014

>94%

Approval Rating

Participants recommended BE to other workplace colleagues

10

Years

Since initially founded in the UK

243

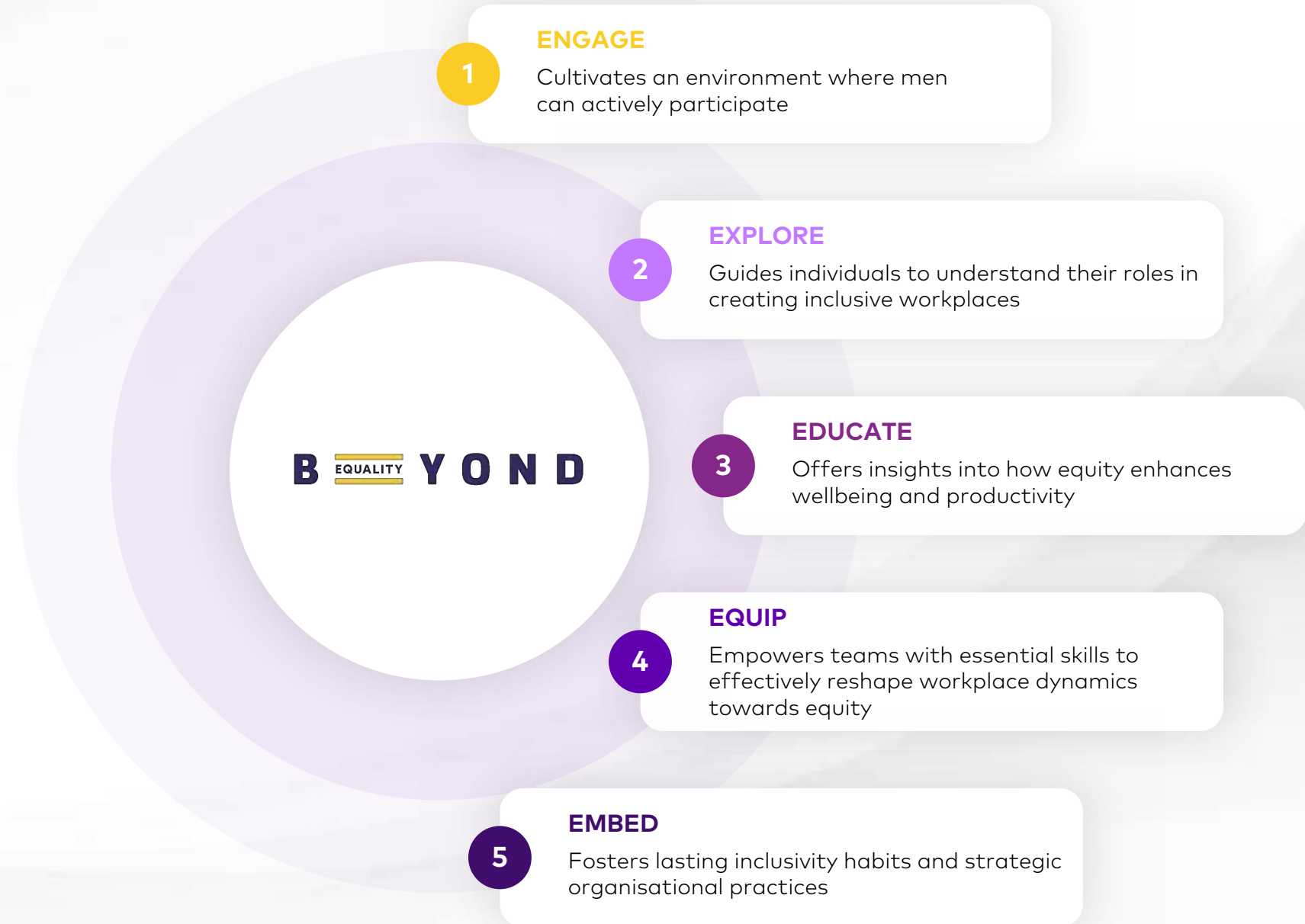
Trainings

Successfully delivered to workplaces since 2020

EXPERTISE

A Proven Change Model

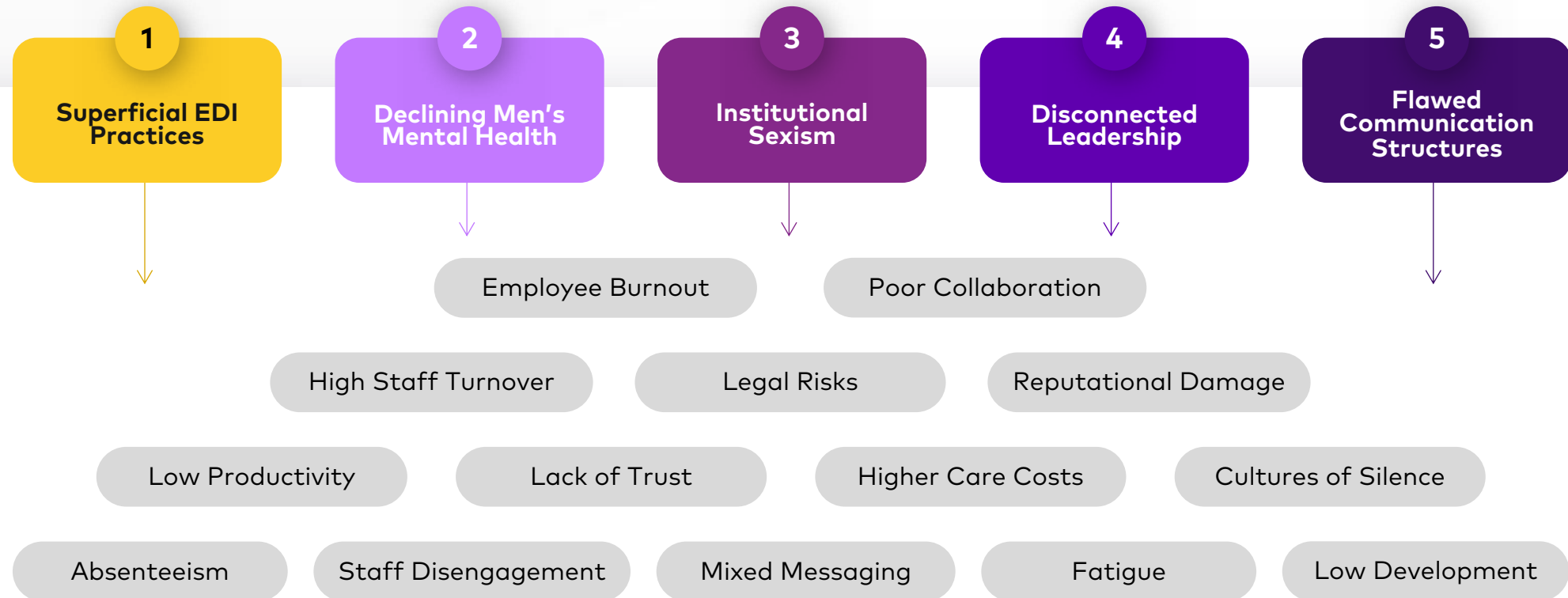
Our 5-step approach is a proven change model grounded in academic research and real-world results. It consistently creates frameworks for individual change and enduring organisational growth.



The Need For Change

Beyond Equality has identified five core issues related to men in modern workplaces. If left unaddressed, they can lead to workplace cultural issues, harm for employees and dysfunctional teams.

5 KEY ISSUES FACING ORGANISATIONS



Are these occurring in your organisation?

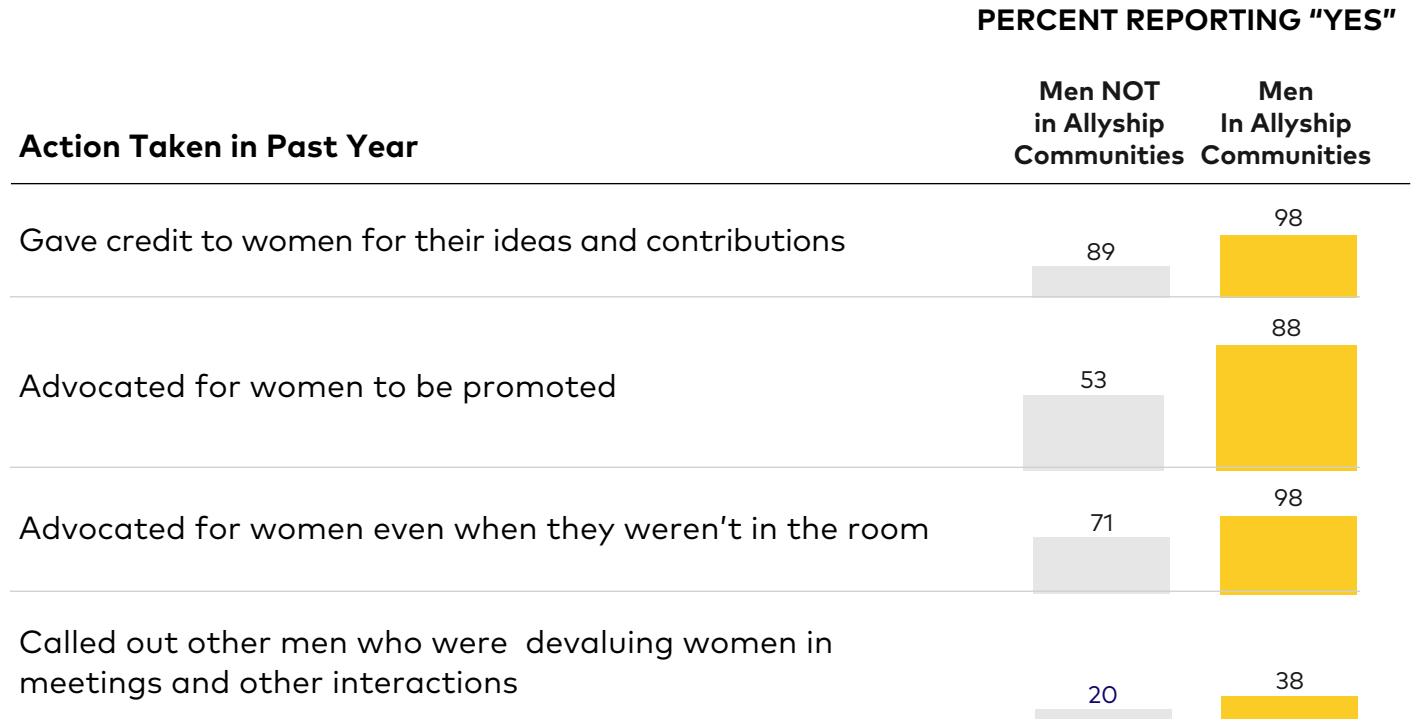
Missed Opportunities for Engaging Men

In our experience, when men do not participate in allyship and inclusive leadership, organisations perpetuate systemic inequalities.

The lack of active men allyship is a significant barrier to achieving equitable workplaces, leading to lower job satisfaction and higher turnover rates.

Failure to engage men in DEI efforts hinders the transformation of insights into actionable strategies and stagnates progress towards a healthier workplace culture.

Yet, programmes are available to proactively engage men in workplace culture.



Have you personally taken these actions in the past year?

The 2022 IWL State of Allyship-In-Action Benchmark Study, highlights the detrimental impact of men not being involved in Allyship programmes and communities. Without active participation, men who are not engaged in Allyship communities are less likely to advocate for gender equity or take proactive steps towards positive team behaviour.

Source: Integrating Women Leaders Foundation (IWL), 2022 State of Allyship-In-Action Benchmark Study



OUR SOLUTION

Equipping Men With Skills For Change

Our approach delivers the essential toolkit for transformation. We equip men with insights and frameworks to foster a culture of proactive leadership and meaningful change.



Individual Responsibility For Men

Allowing men to be part of the solution with practical tools. Helping men understand themselves and those around them.



Inclusive Mindsets

Going beyond checkbox exercises to deeply ingrain practices and mentality that celebrates diversity.



Commitment To Proactive Allyship

Teaching men to lead collaboratively and by example. Helping them inspire collective growth and respect.

"Beyond Equality has 10 years of insights from doing transformative work with men and has a proven process required for cultural change in workplaces"

Workplace Offer



Ben Hurst keynote at Plymouth workplace conference, November 2022

Beyond Equality Workplaces Offer

1. Seminars & Keynotes

2. Workshops

3. Programmes

Summary

Dynamic events laying the groundwork for cultural work towards where men can actively contribute to inclusive workplace culture. Our keynotes and seminars explore key topics such as mental wellbeing, gender equity, and sexual harassment.

Highly interactive sessions deepening understanding and developing skills around gender equity and workplace culture. These collaborative sessions encourage participants to actively engage with complex issues, creating a space for individual transformation and team growth.

Interactive training and personal coaching designed to embed lasting change within organisations. Tailored to the team's needs, our programmes focus on upskilling and empowering men to actively support and lead in equity, diversity, and inclusion initiatives.

Purpose

Engage whole teams in conversations around cultural work. Increase awareness about relevant issues.

Explore barriers to inclusive workplace culture. Educate and equip individuals with the skills to remove these.

Explore personal relationships to allyship. Equip allies, managers and senior leaders with action plans for inclusion. Embed long-term change relevant to their organisation.

Highlights

- Up to 50 people
- Online or in-person
- 1 hour
- Lively Presentation

- Up to 20 people
- Online or in-person
- 2-3 hours
- Highly interactive

- Up to 12 men
- Majority in-person
- 2-3 days training
- Professional Development and Action Planning

Options

1. **Foundational seminars** - interactive presentations facilitated by in-house experts
2. **Guest seminars** - innovative keynotes featuring prominent voices
3. **Bespoke events** - tailored content and format delivered by Beyond Equality leaders

1. **Allyship** - core framework of awareness and skills for inclusion
2. **Men's allyship** - core inclusion framework tailored for men's experiences
3. **November Speakeasy** - experiential workshops that normalise more open conversations.
4. **Bespoke Workshops**: tailored content and format delivered by Beyond Equality leaders

1. **Men's Allyship Network (MAN) Programme** - can be delivered to men allies, managers or senior leaders in single organisations or to leaders in local community areas
2. **Inclusive Leadership Programme** - series of workshops designed for men within leadership positions in organisations.

Foundational Seminars



Engage, Educate, Inform

Quick Look

- 1 facilitator
- Larger groups and video recording at additional cost
- Online or in person
- Mixed or single-gender options
- No prior knowledge is necessary
- Semi interactive presentation: hand raising, polls, chat boxes, Mentimeter

1 hour
Duration

50 people
Group Size

Objective

- Our introductory seminars offer organisations an excellent starting point to advance inclusion and equity efforts by exploring diverse perspectives on contemporary masculinities, for greater awareness and collaboration towards creating a more equitable and inclusive environment.

1. Masculinities in the Workplace:

This seminar explores the impact of modern masculinities on men's personal and professional lives. It promotes dialogue on workplaces embracing diverse masculinities, aiming for inclusive cultures that support wellbeing and authentic contributions, contributing to equitable and safer workplaces

2. Men's Role in Gender Equality:

This seminar helps men move past barriers, understand their roles in creating inclusion, and see the benefits to people of all genders and their organisation.

Men can be disengaged or even defensive about gender equality, but without men initiatives are more likely to be held up or shut down.

3. Masculinities & Mental Wellbeing:

This seminar uncovers the variety of men's experiences of mental health and wellbeing. It explores how this relates to masculinities and suggests routes to addressing these issues in workplaces.

Many men are facing problems with mental wellbeing - statistically, men are more likely to die by suicide, sleep rough and self-medicate, yet are also less likely to ask for help

4. Preventing Harassment In the Workplace:

This seminar takes a non-judgmental approach, while underscoring the importance of education, clear policies, and proactive intervention to foster harassment-free workplaces and a culture of dignity.

Harassment is a major issue in workplaces both globally and in the UK, with serious implications for staff retention, workplace wellbeing, legal risk and loss of reputation

Business Case

Our seminars are best suited for calendar events such as International Men's Day, as conversation starters for further EDI work in the pipeline and one-off events that address ongoing issues in the organisation.

Guest Seminars



Engage, Explore, Motivate

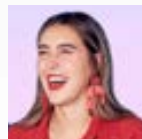
Quick Look

- Special Guest + BE facilitator
- Q&A, larger groups and video recording at additional cost
- Online or in person
- Mixed or single-gender options
- No prior knowledge is necessary
- Semi interactive presentation: hand raising, polls, chat boxes, Mentimeter

1 hour
Duration

50 people
Group Size

- **Our new 'In conversation with...'** seminar series, featuring experts from the equity and charity sector such as Gina Martin, Josh Rivers, and Ruby Rare, aims to provide additional entry points into discussions on masculinities, addressing the relevance of these conversations in both professional and personal spheres and offering valuable additions to training and staff engagement calendars, contributing to organisations' EDI, staff wellbeing, and engagement goals.



Gina Martin
Online Misogyny

This seminar aims to explore the prevalence and harmful effects of online misogyny, including its normalisation and intersection with other forms of discrimination, with the goal of inspiring actionable steps to address and create safer online spaces for women and marginalised genders.



Ruby Rare
How to Talk to Kids About Porn

This session aims to provide participants with a new framework for discussing pornography with young people, fostering critical reflection on personal attitudes and biases. It explores the complexity of the industry, equipping attendees with tools to navigate more nuanced conversations.



Josh Rivers
Reimagining Masculinities

This session explores historical and contemporary expressions of caring masculinity among queer Black men. Through engaging discussions on identity, history, and real-life examples, the aim is to cultivate a more nuanced understanding of masculinity, encouraging individuals to embrace and actively promote caring attitudes in their daily lives.

Business Case

Guest Seminars are an incredible opportunity for your team to take part in fun, engaging and provocative seminars that will kickstart or re-energise your organisation's initiatives towards EDI, staff wellbeing, engagement and participation goals



Workshops

Workshops



Engage, Explore, Dissect

Quick look:

- 2 facilitators
- 8-20 people
- Online or in person
- Mixed or single-gender options
- No prior knowledge is necessary
- Very interactive: Discussion and activity based

2 – 3 hours

Duration

20 people

Group Size

Objective

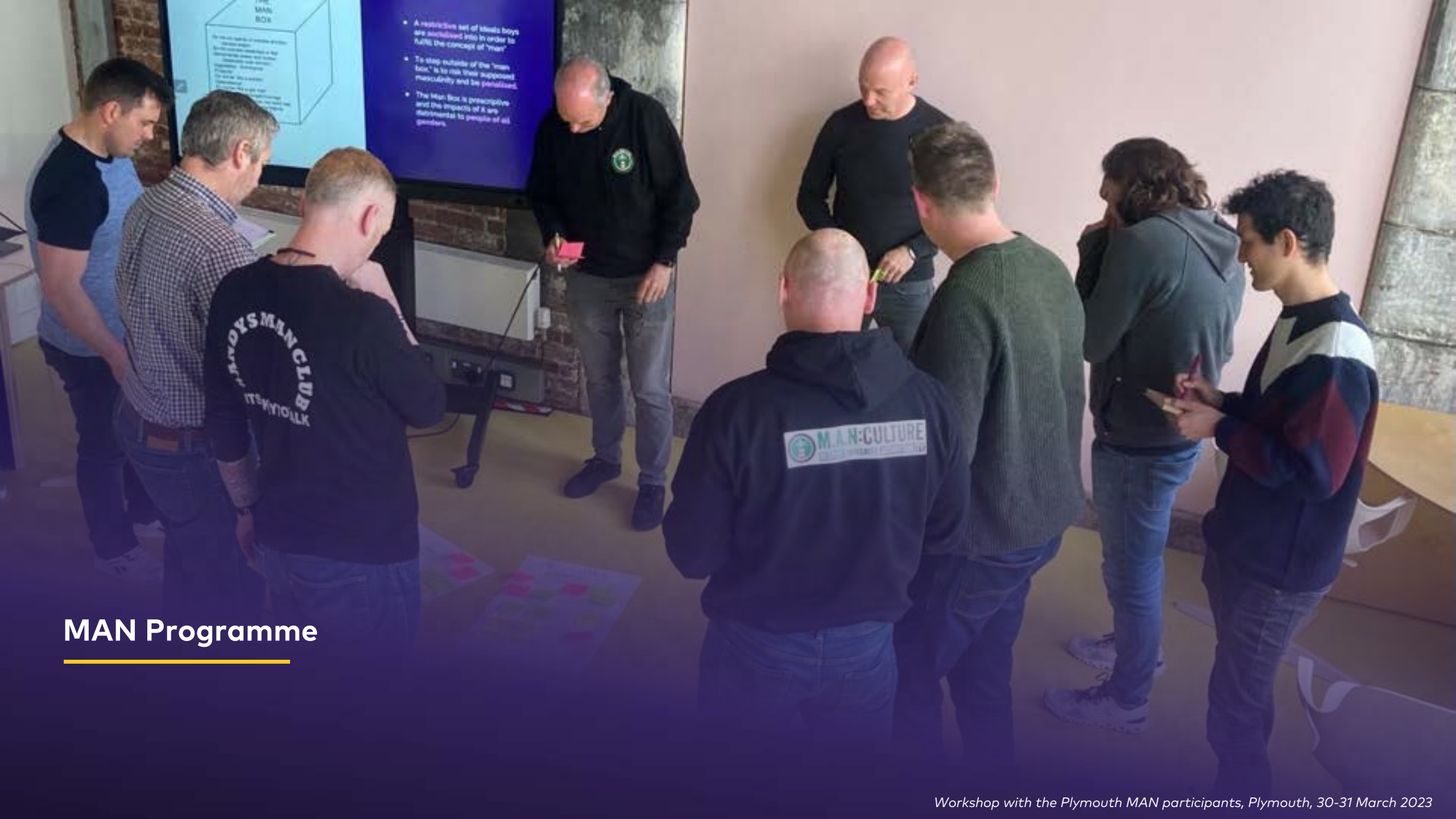
- Designed to address some of the most common workplace barriers when it comes to culture, community and communication. This type of training creates learning spaces to encourage participants to reflect, peer-learn and collaborate effectively in creating inclusive workplaces.

Topic Lists

- **Foundations of Allyship & Men's Allyship** - Allyship can be a powerful driver of inclusive workplace cultures, yet too often people are unaware of issues faced by their colleagues. This workshop deepens participants awareness of social and workplace discrimination, and to recognise how they can make thoughtful contributions to equity. **Men's Allyship** is tailored for groups of men, exploring their roles in gender equity as men.
- **Movember Speakeasy** - In collaboration with Movember, our "Speakeasy" workshop is a masterclass in starting powerful conversations. Our dynamic facilitators will give you the tools and confidence to have real conversations with your coworkers. The session will develop techniques for active listening, curious questions and sharing vulnerability appropriately in the workplace. We are able to deliver Speakeasy workshops to large groups.
- **Bespoke Workshops** - Beyond Equality has experience delivering training on allyship, bystander intervention, masculinities, men's mental wellbeing, privilege and power, intersectionality, gender and identity stereotypes and belonging.

Business Case

Organisations committed to workplace inclusion and equity and those in processes of culture transformation would greatly benefit from these dedicated workshops, which provide highly interactive learning spaces for teams to connect, learn collaboratively and challenge one another.



- A restrictive set of ideas boys are socialised into in order to fulfil the concept of "man"
- To step outside of the "man box" is to risk their supposed masculinity and be penalised.
- The Man Box is prescriptive and the impacts of it are detrimental to people of all genders.

MAN Programme

Programmes



Upskill, Develop, Embed

Our programmes deliver transformative and empowering experiences which foster meaningful change and leadership in equity and inclusion initiatives.

Quick look

- 2 senior BE facilitators
- 5-12 participants
- Majority in person delivery
- 2-3 days total delivery time
- Cultural survey, action planning, ongoing reading/watching/listening lists
- Suitable for men in management or senior leadership
- Interactive group work and coaching

2 -3

Workshop
Days

2

Expert
Facilitators

12

Participants
Max

Objective

- Men have significant influence over organisational culture and the embedding of inclusion and equity initiatives as allies and leaders. Our programmes support, educate and upskill men to understand where they can make positive, collaborative contributions to crucial cultural initiatives. We ensure they understand the root causes of exclusion, and equip them with the knowledge, skills and confidence to take effective action.

Our programmes:

- Help men understand their privileges, fostering empathy and allowing them to make more informed decisions
 - Explore intersectionality, recognising that individuals may face multiple layers of discrimination based on factors such as race, gender, disability and sexual orientation
 - Develop the ability to communicate openly and empathetically about diversity and inclusion
 - Provide practical skills for being an advocate for marginalised groups, including strategies for amplifying diverse voices and challenging discriminatory behaviour
 - Emphasise the importance of holding oneself and others accountable for creating an inclusive environment
 - Promote a culture of continuous improvement, including ongoing learning resources and action plans
1. **Inclusive Leadership Training:** Focused on leaders within an organisation, giving them the basis for more equitable and inclusive leadership, creating a positive example for the whole organisation
 2. **Men's Allyship Network:** Designed for men across diverse organisations or positions within a single organisation, establishing a deep foundation for allyship and leadership.

Business Case

Organisations can ensure that larger pieces of EDI or cultural development work are supported by men in their organisation, through these professional and leadership development programmes, which equip men so that they can understand core EDI issues and be champions of workplace culture.



Getting Started

Create Your Development Journey

Our experienced team can help you create a plan that works for your organisation. Here is an example of how we could work with you:



Case Study

Beyond Equality's collaboration with a major global organisation has spanned 18 months, encompassing a series of seminars and programmes across the EMEA region.

The organisation came to Beyond Equality requiring a structured approach to engaging leaders and teams in meaningful change. The challenge was to design and implement a programme that resonated with the organisation's values and had the flexibility to be delivered globally, both online and in-person.

Beyond Equality responded with a series of keynotes, panels and bespoke seminars, followed by a rollout of a tailored "Foundations of Allyship", first to EMEA C-Suite, then country leaders, and finally to all teams. The programme won executive endorsement and was delivered effectively.

45

Senior Leaders
Engaged

100+

Workshops
Delivered

18

Months of
successful
partnership



Johannesburg

SOUTH AFRICA

"This was such a thought-provoking session. Often with similar events in the workplace, you forget about them once you've left the session, but this one stuck with me. I couldn't stop talking about it – I think everyone should have an opportunity to participate in something similar"

Workshop participant, HR Team, 2022



Plymouth Case Study

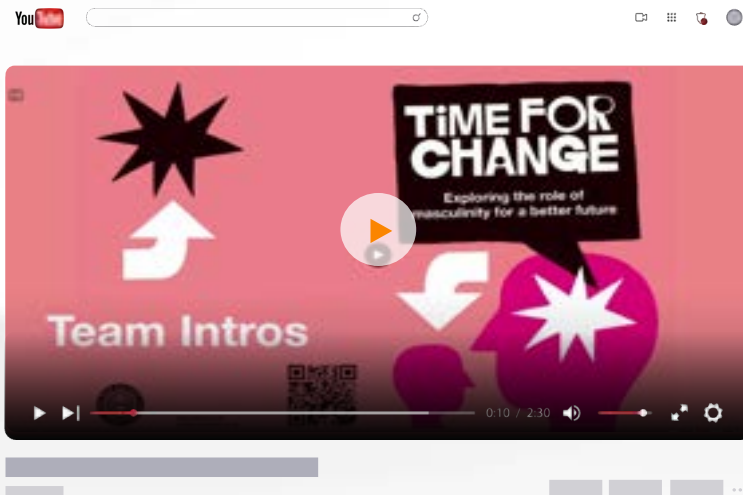
Beyond Equality partnered with Plymouth City Council to create impactful community leaders and advocates for men's allyship to prevent violence against women and girls, supported by Safer Streets Funding from the Home Office.

Plymouth wanted to do a city-wide intervention to prevent violence against women and girls. They knew that they needed men to be actively involved, and so started a program to identify and train a group of men who could lead this within the community.

Beyond Equality provided multiple seminars and training as part of the launch phase.

A group of men were recruited who could lead this work in Plymouth across different sectors, ranging from education to emergency services, to policing, to professional and amateur sport, to scouting and youth work. Ben Hurst ran our MAN Programme, then supported them with some bespoke training to co-develop an introductory seminar for them to present locally.

The graduates founded their own group, MAN Culture, to raise awareness of the need for men to be allies to prevent violence against women and girls. In 2023 they held a conference at Plymouth-Argyle FC to amplify the dialogue on men's allyship.



[Watch Our Impact:](#) Click to hear the testimonials from the MAN Programme attendees.

1

Major
Conference

5

Days of
Training

Public Relations

Our thought leadership gains recognition on global stages.

From thought-provoking discussions on Times Radio, in-depth articles in The Guardian, or inspirational talks on TEDx. We are proud to have been featured in prestigious industry publications and media outlets.

Television



Print Media



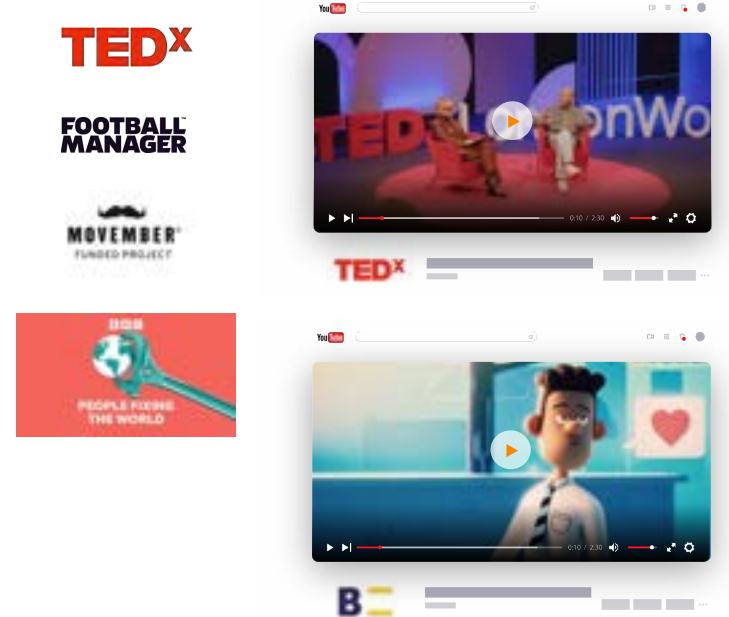
Radio



Magazines



Events & Documentaries



As the leading voice of expertise in gender equality, our team regularly engages with global and domestic-focused media organisations. We leverage every platform to advocate for transformative change and a fairer society.

Client Testimonials

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

Workshop Participant
Amazon



'BE ran an incredibly powerful session for us on speaking up about how we are feeling. People felt comfortable to open up in small groups and we had some amazing feedback about what an impact the workshop had and how they were surprised at how much it made them think about things, how to get familiar with the signs when they're struggling, communicate those and support others to do so too. I've personally never expressed that level of raw emotion in one of our webinars... It was a poignant reminder of the power of sharing stories and the empathy and connection it fosters.'

Izzy Hare, Deloitte Consulting Wellbeing Lead **Deloitte.**

"The way I was able to link things in and understand, it helped me stop trying to fix stuff and just stand back and say how can I help rather how can I fix it... in the typical man sense."

MAN Programme Participant
Plymouth City Council



"I took away that this movement is about the "good" men changing the tide on this side of the fence i.e. men changing the cultural behaviours of men as a group and I can get behind that 100%."

Workshop Participant
Blood Cancer UK





Our Difference

In today's work environment, there is a need for action with every individual included in embracing, fostering and promoting change.

Beyond Equality has 10 years of experience creating innovative, accessible and engaging ways to support the creation of more inclusive workplaces.

What We Do

- ✓ **We open** up conversations
- ✓ **We give** people the space to explore their thoughts and feelings
- ✓ **We invite** participants to explore where their ideas come from and why they might be harmful
- ✓ **We ask** individuals to think about their own roles in addressing inequality in the workplace
- ✓ **We create** the foundations for change through collaboration, reflection and allyship

What We Don't Do

- ✗ We don't lecture
- ✗ We don't rely on stats to tell people how they should behave or think
- ✗ We don't take a punitive approach and point fingers
- ✗ We don't give you a to-do list in terms of how to solve gender inequality
- ✗ We don't provide a one-size-fits-all plan for how to improve workplace cultures and inclusion

For A Good Cause: Our Impact

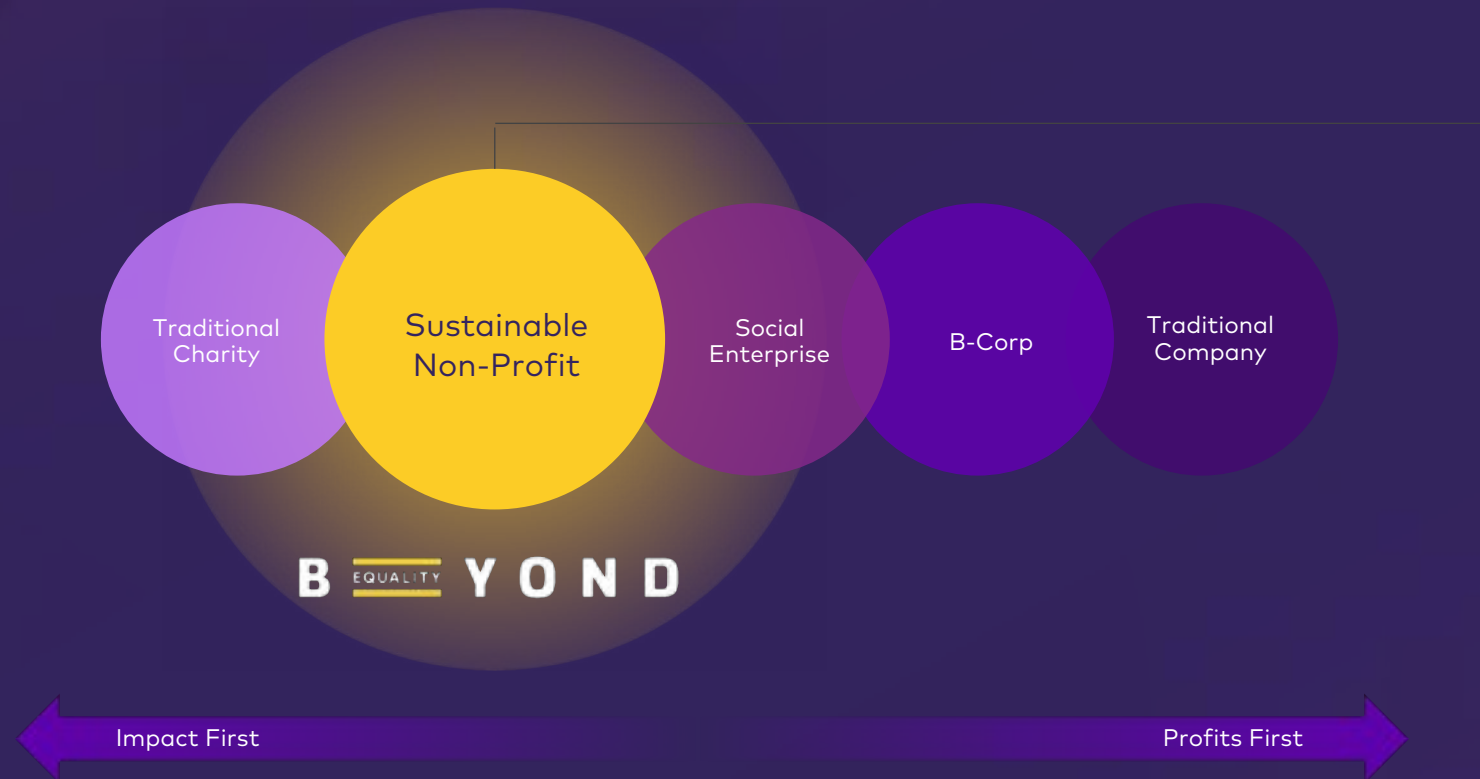
By working with Beyond Equality's workplaces team, you will also support our work with young people.

Beyond Equality's model bridges impactful organisational change with vital community support, ensuring every corporate partnership not only enhances your workplace but also propels our youth and community initiatives forward.

Our Growing Impact

Your support amplifies our mission to advancing workplace equality and enhance youth wellbeing. In the 22/23 academic year, we delivered:

-  **811**
School Workshops
-  To over **100**
UK Schools
-  **162**
University workshops
-  Over **£100,000**
contributed by our workplace projects



To learn more about our corporate give-back opportunities, contact us via our website.

Next Steps

If you're ready to discover innovative and engaging ways to create inclusive organisations, Beyond Equality's experts are on hand to help you.

1. Book A Discovery Call

Use our website contact form at www.beyondequality.org
Or email Kasey Robinson directly at kasey@beyondequality.org

2. Outline Your Goals

On a 30-minute discovery session with our experts

3. Get Started

Experience the evolution of your organisation's cultural norms through participation in dynamic, evidence-based workshops, seminars, training sessions, and more.

Pricing Guide

	Pricing for Standard Audience	Pricing for Leadership Teams	Notes
Foundational Seminar	£1500	-	Additional fee for video recording, Q&A, group above 50 people, or to request senior BE person
Guest Seminar	£2500	-	Additional fee for video recording, Q&A, group above 50 people, or to request senior BE person
Bespoker Keynote or Event	£5000	-	Delivered by senior BE team
Allyship Workshops	£2000	£2500	
Speakeasy Workshop	£1940	-	Additional fee for video recording, or group above 50 people. Discount for online workshop.
Bespoke Workshops	£2500	£5000	
MAN Programme	£10,000	£18,000	

All our prices are excluding VAT, travel and expenses if relevant.

Beyond Equality has a range of other consultancy, resource development and training services, which can be costed upon request.

The Workplaces Team

Our Workplaces Team is the driving force behind our mission to embed equality and respect in professional environments. With a diverse set of skills and backgrounds, our team brings unique insights and proven strategies to tackle the complex issues of gender equality and cultural change in the workplace.



Kasey Robinson
Head Of Workplaces

- Experienced anti-oppression educator, and campaigner
- Inclusion and AR consultant for major national and international organisations and companies
- Learning Design consultant for Amnesty UK, UNHCR, Bloody Good Period and Young Minds UK
- MSc in Gender, LSE



Ben Hurst
Director of Facilitation

- 3 x TEDx speaker and host of top-rated podcast
- Spearheaded the ACET Esteem's Boys Project
- Extensive experience in coordinating projects across Europe and the UK
- Diversity, equity, and inclusion consultant to Virgin, Sky, Travers Smith, Burberry and Soho House



Jayne Ashby
Partnerships Manager

- Personal Development Specialist
- Change Coach and Mentor
- Developed brand partnership campaigns for 20th Century Fox, Kellogg's, 3M, and Merlin Entertainments.



Dr Daniel Guinness
CEO, Managing Director

- PhD in Cultural Anthropology (University of Oxford)
- Published in research journals on the topic of masculinities
- Former professional rugby player
- 2020 Agents of Change List, Management Today Women's Business Council, UN Women UK

B Y O N D

We have an evolving collection of information about our company and programmes. If you would like further details, or to book a discovery call, please contact **Kasey Robinson** on the details below.

Contact

✉ kasey@beyondequality.org

🌐 www.beyondequality.org

