



ELEVATING ACTION

AGAINST GENDER-BASED VIOLENCE

Participant Handout

Created May 2024

Table of Contents

| | |
|--|----|
| Resources and Supports..... | 2 |
| About the Program..... | 2 |
| Understanding Gender-based Violence (GBV)..... | 2 |
| Definition of GBV..... | 3 |
| GBV Statistics..... | 3 |
| The Harassment and Violence Continuum..... | 4 |
| The Man Box..... | 4 |
| Notes..... | 6 |
| Becoming Part of the Solution..... | 7 |
| Creating a Culture of Consent..... | 7 |
| Sexual Violence Statistics..... | 7 |
| Rape Culture vs. Consent Culture..... | 8 |
| Unpacking Consent..... | 8 |
| Notes..... | 9 |
| Bystander Intervention..... | 10 |
| Practicing Bystander Intervention..... | 10 |
| Building Allyship..... | 12 |
| Male Accountability..... | 13 |
| Role Models..... | 14 |
| 10 Tips to Promote Healthy Masculinity..... | 14 |
| Actionable Items..... | 15 |
| Notes..... | 15 |

Resources and Supports

Assaulted Women's Helpline:
awhl.org - 1-866-863-0511 (200 languages)

For male-identified survivors: 1-866-887-0015

Visit: whiteribbon.ca/helpful-resources or scan the QR code for more



About the Program

Elevating Action is 3-way partnership between White Ribbon, the CFLPA and USW.

It is a member-to-member program addressing the role of men in taking a stand on gender-based violence.

White Ribbon trained spokespeople from both USW and CFLPA to deliver presentations utilizing the platform of professional players and USW leaders to deliver the message and to contribute to changing culture in workplaces and communities.

This program is funded through the Steelworker Family and Community Education Fund, which is funded by contributions from participating local unions. The FCEF supports a wide range of educational and community activities for members, our families, and our neighbours and allies.

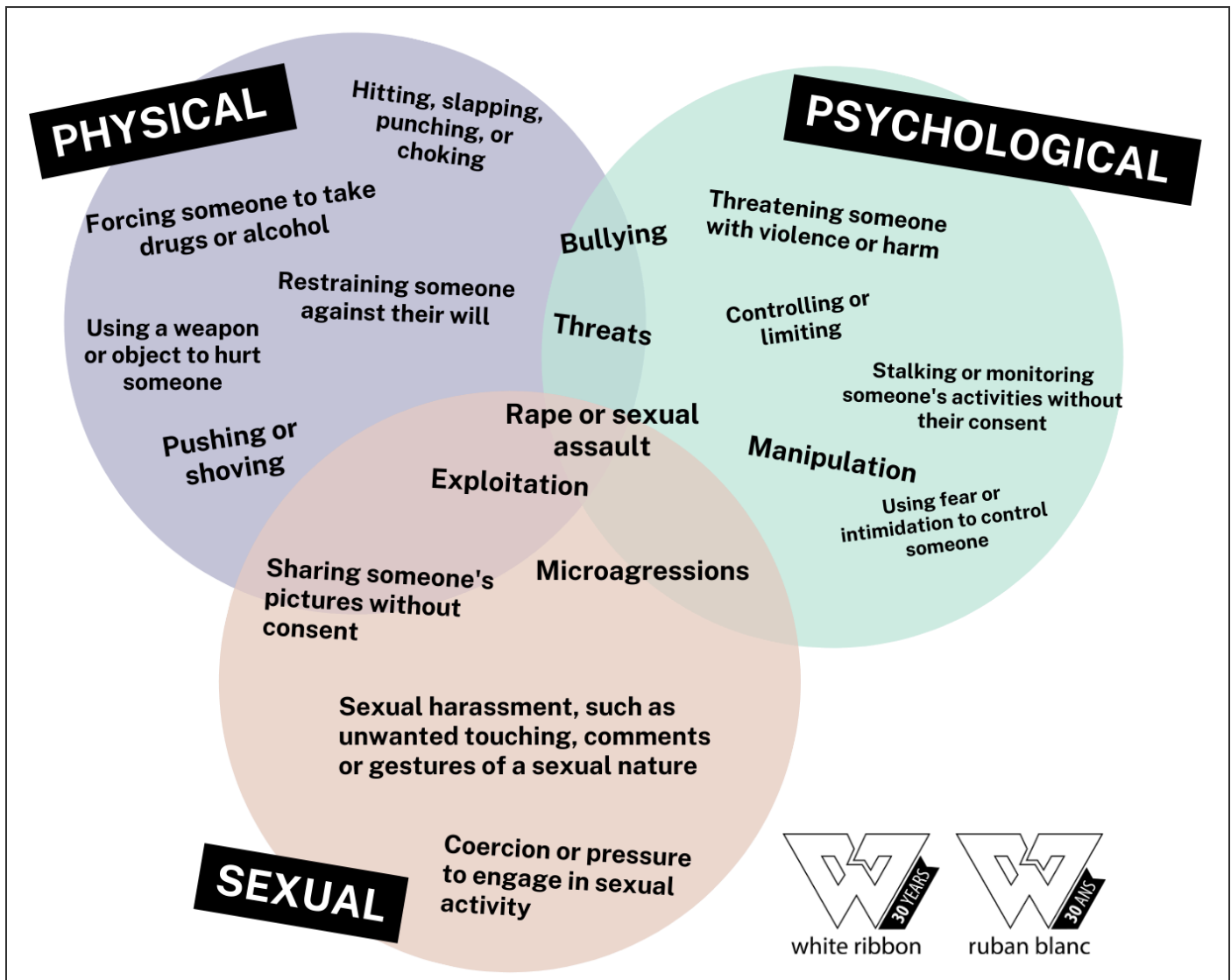
Understanding Gender-based Violence (GBV)

What comes to mind when you hear the term gender-based violence?

Definition of GBV

Gender-based violence is violence that happens because of someone's gender, gender expression, gender identity or perceived gender.

It can be seen as an umbrella term used to emphasize that this form of violence occurs as a result of gender norms/expectations, and unequal power relationships between genders in our society.

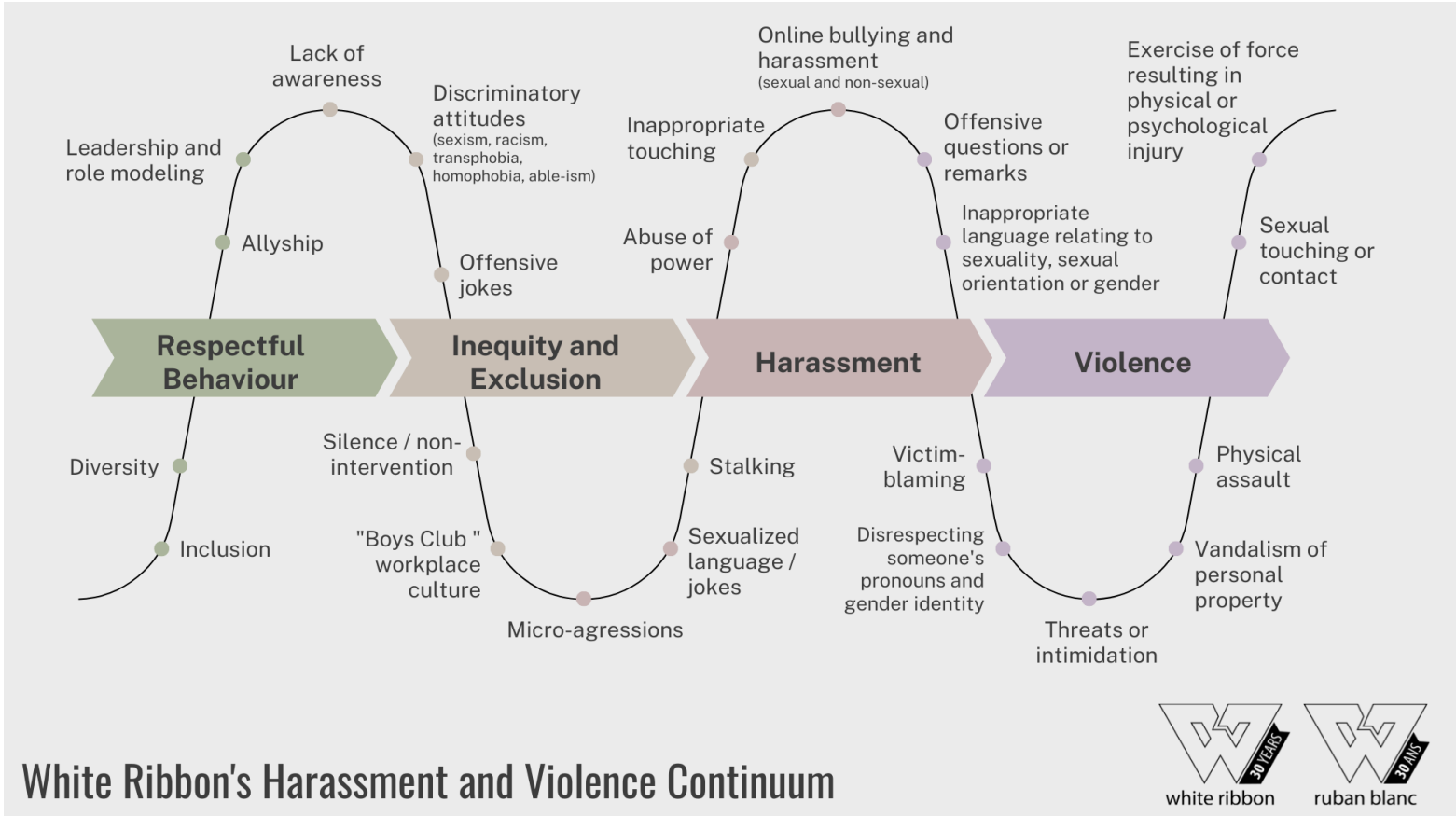


GBV Statistics

- More than half of both women and men witnessed inappropriate sexual behaviour in their workplaces.
- Women are more often the target of these behaviours compared to men.

- Women are 5x more likely to experience sexual assault.
- 97% of trafficking victims are women.

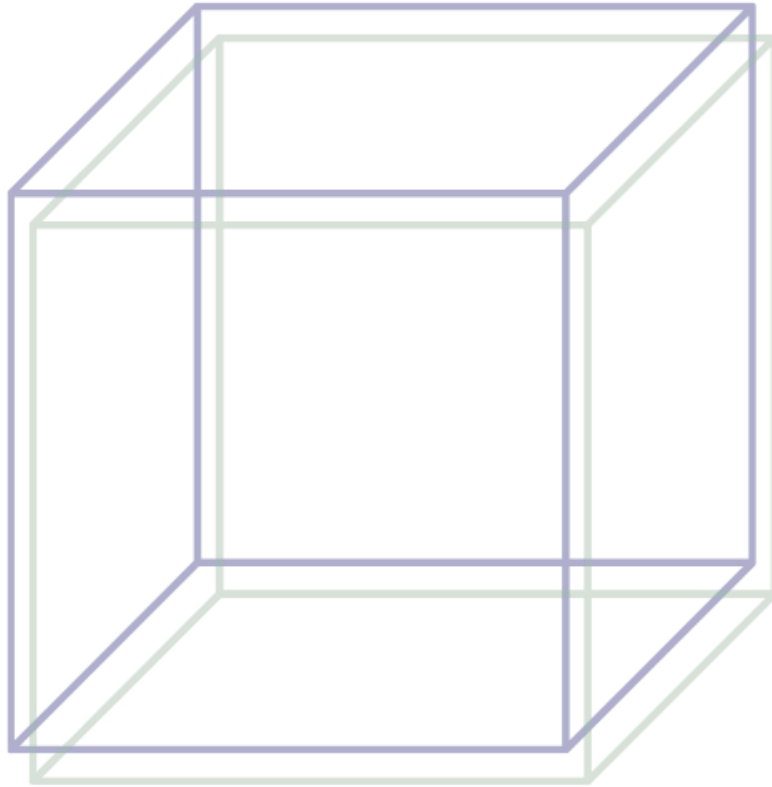
The Harassment and Violence Continuum



The Man Box

- Inside the box:
 - Write down as many "man rules" or accepted characteristics of men you can think of.
- Outside the box:
 - What are the words used to describe someone who doesn't fit in the manbox?

Use the box on the next page to fill out your manbox:



THE MANBOX



white ribbon



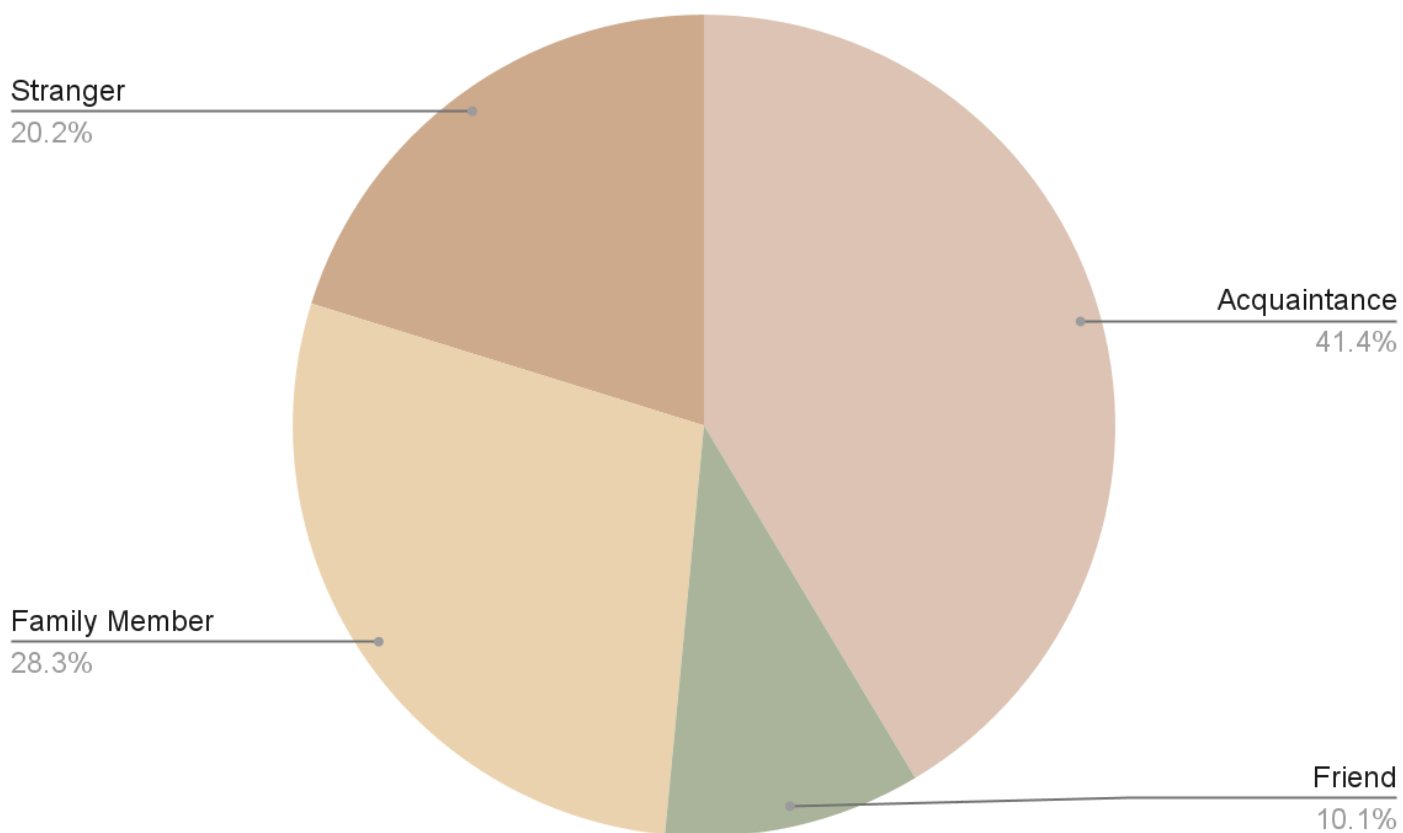
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Becoming Part of the Solution

Creating a Culture of Consent

Sexual Violence Statistics

- 35% of women worldwide have experienced either physical and/or sexual violence
- 67% of the population know a woman who has experienced physical or sexual abuse
- 1 in 3 women and 1 in 6 men will experience some form of sexual assault in their lifetime
- Young women (15-19) are more likely to experience dating violence



Rape Culture vs. Consent Culture

Examples of Rape Culture:

- “Boys will be Boys”
- Blaming Victims
- Sexually Explicit Jokes
- Using Rape in casual language
- Adhering to strict gender norms
- Inflating false report statistics

Examples of Consent Culture:

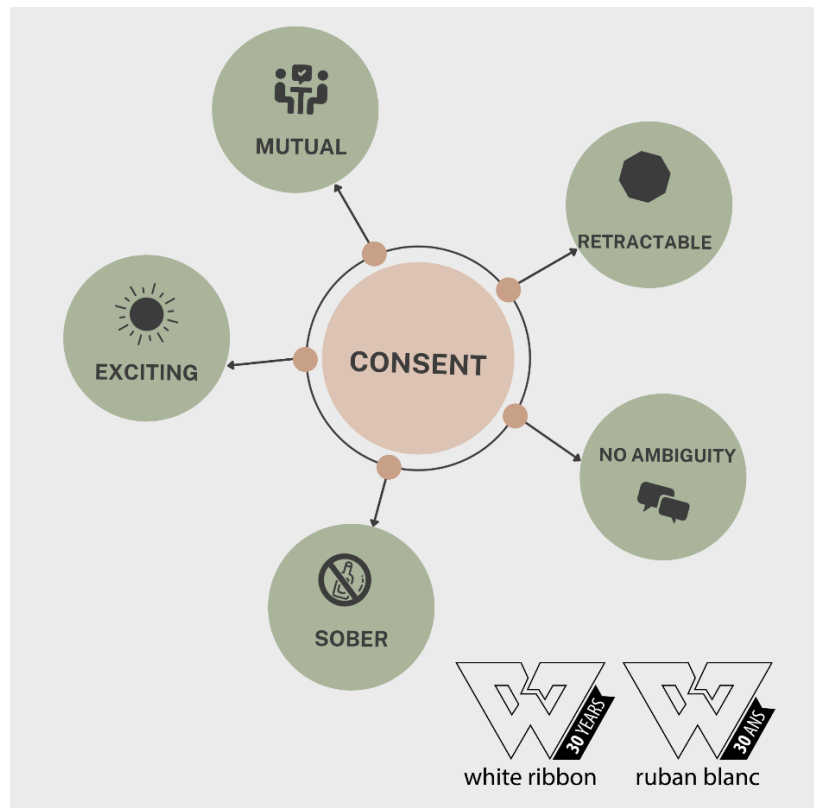
- Believing people are the best judge of their own wants and needs
- Respecting physical/emotional boundaries
- No one is forced/coerced into making decisions
- Believing Survivors
- Asking questions instead of making assumptions

Unpacking Consent

Consent is a mutual verbal or non-verbal, physical, and emotional agreement that happens without manipulation, threats, or coercion.

Mutual:

Exciting:



Sober:

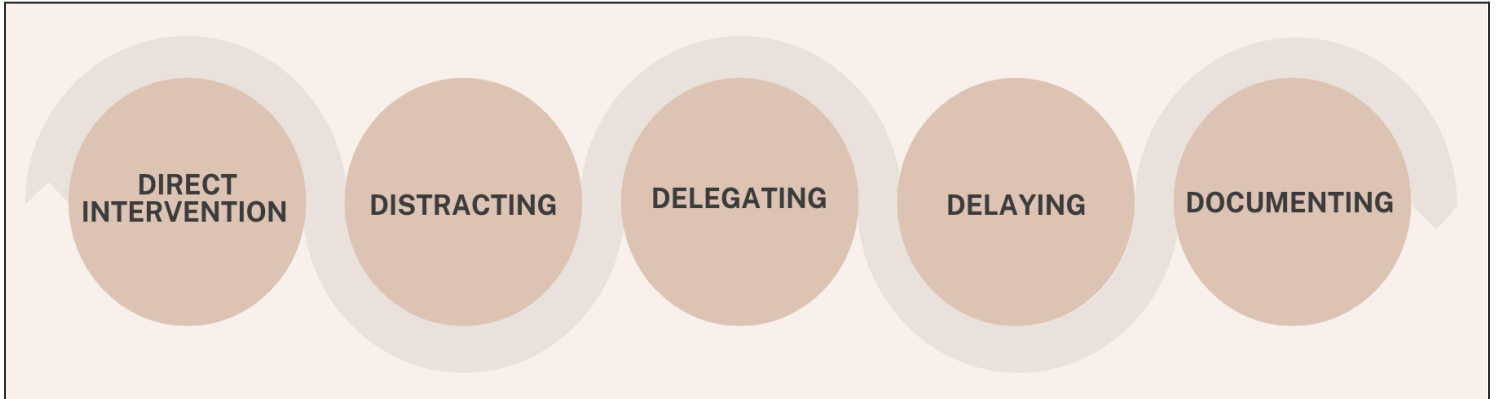
Retractable:

No Ambiguity:

Notes

Bystander Intervention

A bystander is a person who is present at an event or incident but does not take part. An active bystander is someone who is not part of an incident occurring but intervenes or steps in to help others.



Practicing Bystander Intervention

Example 1: Your coworker makes an inappropriate comment/joke about one of your other coworkers who is wearing nail polish.

Direct Intervention:

Distracting:

Delegating:

Delaying:

Documenting:

Example 2: You see someone yelling at their partner in a parking lot, and it is clearly getting very heated.

Direct Intervention:

Distracting:

Delegating:

Delaying:

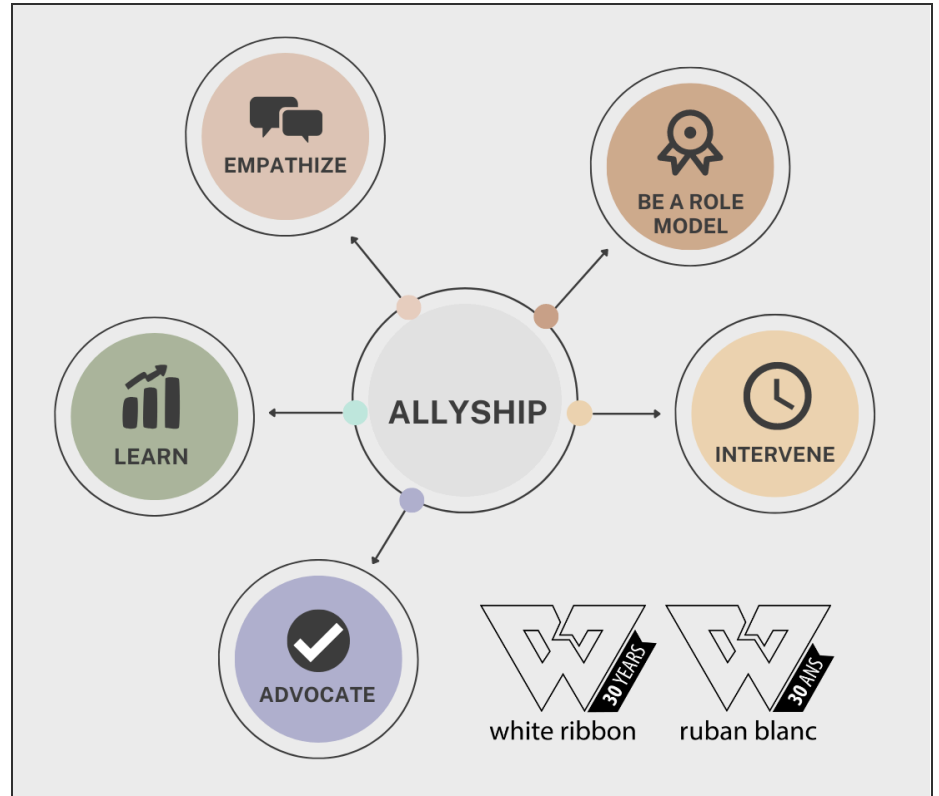
Documenting:

Building Allyship

“Allyship is not a single action. It is ongoing action, with a focus on other people, not on ourself.”

Allies actively:

- Educate themselves and confront their own biases.
- Lift up others through advocacy and empathy.
- Turn knowledge into action.
- Model values of equity, inclusion and respect.



We all make mistakes; what is important is that we learn from them and take the necessary steps to correct them in that moment and in the future.

TURNING SILENCE INTO TRANSFORMATIVE CONVERSATIONS

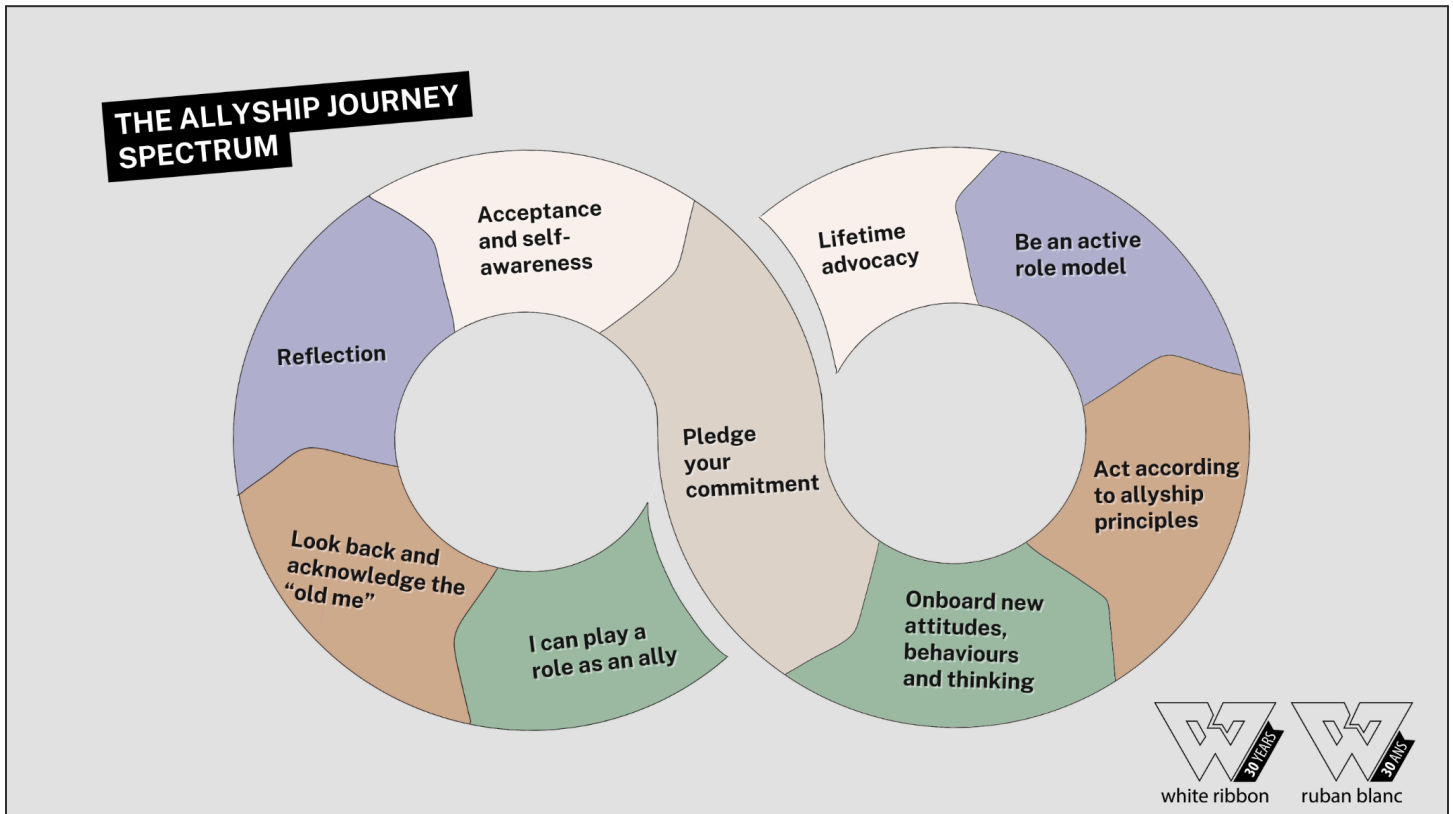
Receiver or bystander

1. Pause the Action
2. Assume good intent
3. Explain why the action was paused
4. Have patience but expect progress

Initiator

1. Acknowledge the feedback with gratitude
2. Replace defensiveness with curiosity and empathy
3. Follow through and follow up

Allyship is an ongoing journey. Throughout our lives we will be at different stages along the the allyship spectrum and may enter and exit at different stages. It's important to work towards holding ourselves accountable at each step of the journey.



Male Accountability

1. **Acknowledge privilege:** Recognize that as men, there may be certain privileges and power dynamics that contribute to violence against women and marginalized groups. Take responsibility for addressing and dismantling these structures.
2. **Educate yourself:** Take the initiative to educate yourself about issues related to violence prevention, including gender-based violence, intersectionality, and the experiences of immigrant and refugee women. Stay updated on research, statistics, and best practices by visiting the Portal Pathway.
3. **Be allies:** Use your position of privilege and influence to advocate for the rights and safety of women and marginalized groups. Amplify their voices, support their initiatives, and work collaboratively with them to create inclusive and safe communities.
4. **Challenge harmful masculinity:** Engage in critical self-reflection and challenge harmful stereotypes and attitudes that perpetuate violence. Encourage open dialogue about healthy masculinity and only promote positive role models who embody respect, empathy, and equality.
5. **Foster respectful communication:** Practice active listening and empathy when engaging in conversations about violence prevention. Encourage open and respectful dialogue, ensuring that diverse perspectives are valued and included.
6. **Lead by example:** Demonstrate a commitment to violence prevention by modelling respectful and non-violent behaviour in your personal and professional life. This includes treating everyone with dignity

and respect, regardless of gender, ethnicity, or background.

7. **Support survivors:** Create a safe and supportive environment for survivors of violence. Believe and validate their experiences, and encourage them to seek help and support.
8. **Engage other men:** Encourage other men to participate in violence prevention efforts. During your community engage men from your community and address topics such as healthy relationships, consent, bystander intervention, and gender equality.

Role Models

Who is a role model to you?

What difference did they make in your life?

10 Tips to Promote Healthy Masculinity

1. Model a full range of healthy emotions.
2. Express and identify your own feelings.
3. Discuss gender stereotypes and their impacts.
4. Differentiate between physical strength and strength of character.
5. Encourage and celebrate self-expression.
6. Celebrate healthy masculinities
7. Consider positive discipline over punitive discipline.
8. Model and teach boys about consent.
9. Help boys understand gender and sexual diversity.
10. Educate boys about gender equality.

Actionable Items

1. Respect and celebrate folks across the gender and sexuality spectrum, no matter how folks identify
2. Practice active consent in all your relationships
3. Speak out against discriminatory language
4. Believe survivors & offer support
5. Be a good role/real model by practicing accountability, self-love, and being your authentic self

There are many different ways to engage in allyship and not all of them have to be grand gestures.

Whether it is on the ice, in the community, online, or even in the privacy of your own home, actions can have a large impact on those around us and can contribute to bettering the world.

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