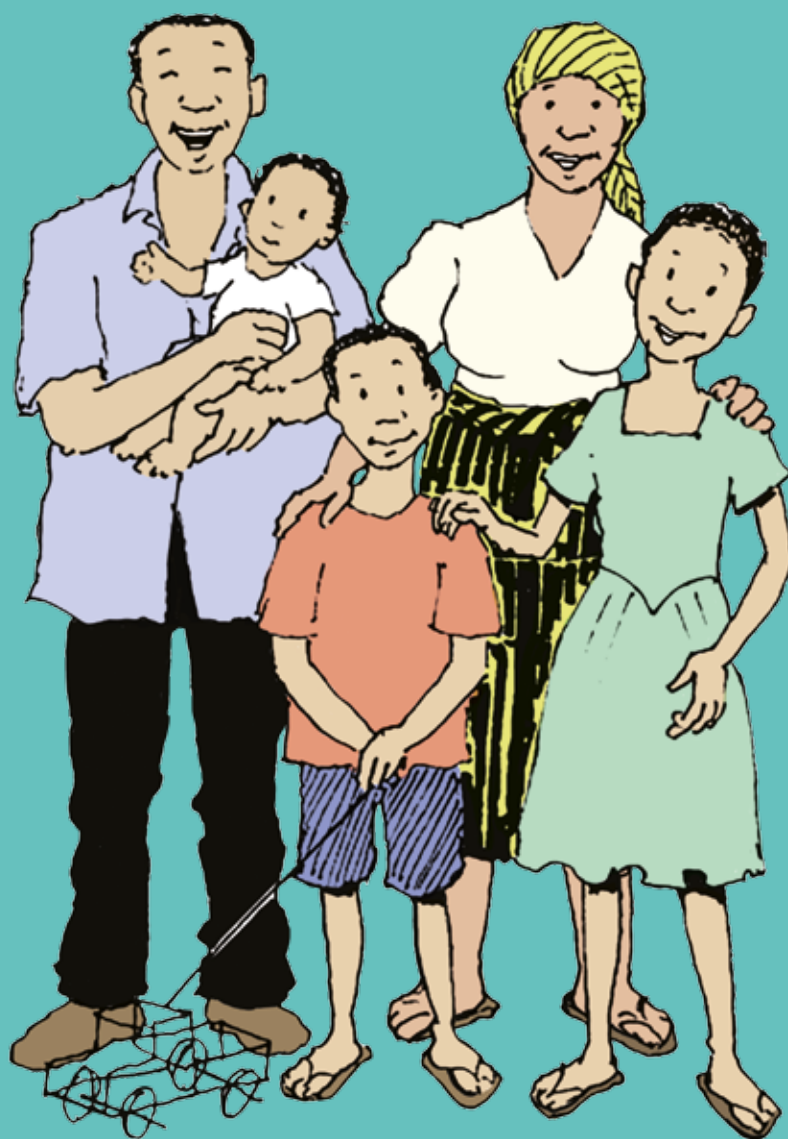


TRANSFORMING MASCULINITIES

A training manual for Gender Champions



Transforming Masculinities

A training manual for Gender Champions

By Prabu Deepan

'Gender Champions' are men and women who volunteer within communities to lead and facilitate change with respect to gender norms, gender equality and the role of faith. The aim is to support individual behaviour change, and to change social norms around gender, masculinities and sexual and gender-based violence.

This manual introduces the training for Gender Champions, provides a detailed activity guide for use in training, and includes guidelines to support the community dialogues the Gender Champions will lead and facilitate (a detailed guide, *Community dialogues: Promoting respectful relationships and equitable communities*, is available separately).

tearfund.org/sexualviolence

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Qur'an quotations taken from *The Qur'an: A new translation by M.A.S. Abdel Haleem*, Oxford University Press (2010 edition).

Some of the activities in this manual have been adapted from the following resources to include a faith-based approach:

Engaging Boys and Men in Gender Transformation: The Group Education Manual, USAID and Promundo; *Preventing Violence Against Women and Girls: Engaging Men Through Accountable Practice*, International Rescue Committee; *One Man Can*, Sonke Gender Justice.

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A new command I give you: Love one another. As I have loved you, so you must love one another.

John 13:34

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QUICK GUIDE TO TRANSFORMING MASCULINITIES

An evidence-based approach to transforming harmful concepts of gender and masculinities, and to promoting gender equality.

One in every three women and girls will experience physical and/or sexual violence in their lifetime. That is 1 billion women and girls in our world today. Violence against women and girls happens in every sphere and strata of society in various forms such as rape, physical abuse, harassment and discrimination. Sexual and gender-based violence (SGBV) deprives women and girls of a life of dignity which is why ending it is critical. Statistically, the majority of

perpetrators of SGBV are men and boys; our work is very specifically focused on addressing the individual knowledge and behaviour of men and boys and the social norms that lead to male violence against women and girls.

It is also important to note that men and boys may also experience gender-based violence, including sexual violence.

Our approach

A significant majority of the global population are affiliated to a religious tradition or faith beliefs.* Belief systems influence and shape social norms, including gender norms on roles and values, and can have a negative or positive impact on achieving gender justice. Faith leaders (who are predominantly male) and certain interpretations of scriptural texts can play an influential role in reinforcing patriarchal norms, dominant forms of masculinity and rigid gender roles and responsibilities that are harmful to both men and women, boys and girls. These interpretations perpetuate and sustain gender inequality, and are often even used to justify violence, and shame survivors of sexual and gender-based violence.

However, faith leaders and faith traditions can equally be powerful agents for change in addressing SGBV. The aim of the Transforming Masculinities approach is to work towards gender justice through a gender transformative model, founded in the

principles and sacred texts of our faiths that value the wellbeing and equality of all human beings. The goal is not to challenge existing gender roles directly, but rather to question the values assigned to those gender-ascribed roles, the gender norms based on unequal power, and the values and status assigned based on people's gender identities. The aim is to promote positive models for being men and women, for leadership, and for restoring relationships at every sphere of society.

Our engagement with faith leaders, and our training of 'Gender Champions' who then facilitate community dialogues, will promote change in individual behaviour and social norms on gender and masculinities. We strongly believe that this will lead to systemic changes in social, political and economic structures that will build a society free of sexual and gender-based violence in all forms.



Community dialogues run for six weeks and follow key themes in the order described below.

WEEKS 1-5 IN SINGLE SEX GROUPS

1 Introduction/SGBV root causes

2 Gender roles and norms in daily life

3 Power, status and SGBV

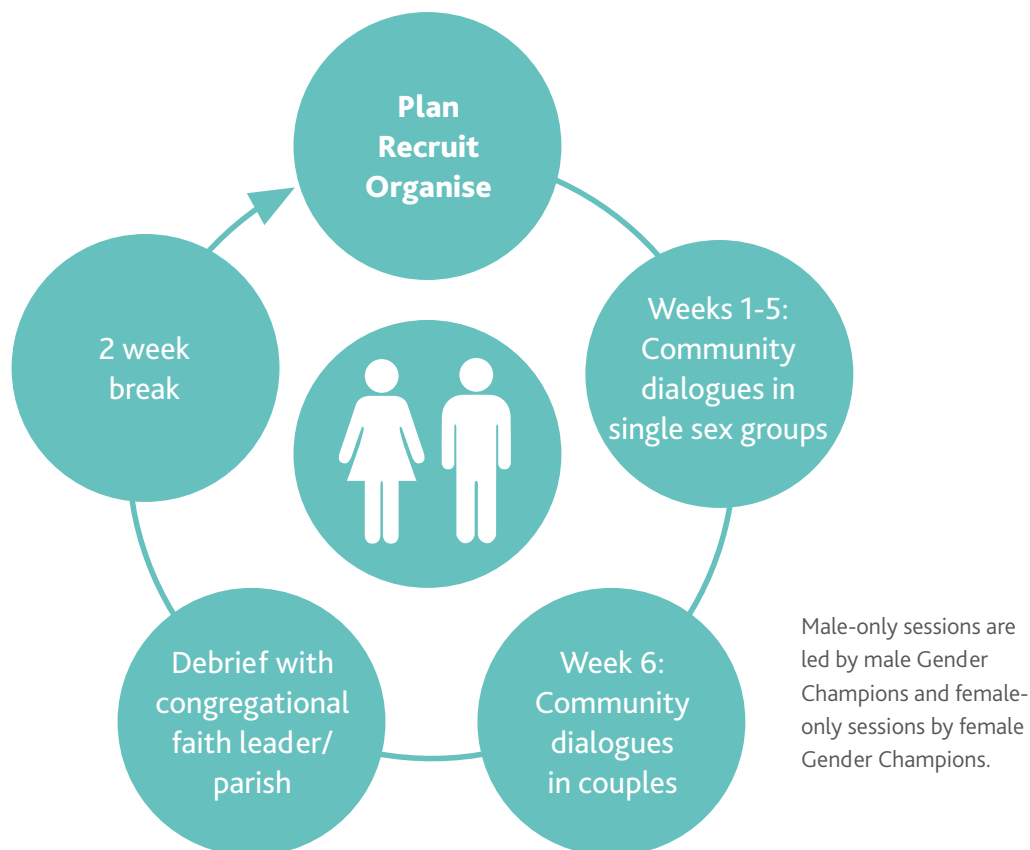
*The Future of World Religions: Population Growth Projections, 2010–2050, Pew Research Centre, April 2015.

Transforming harmful gender norms to end SGBV and promote gender equality.

The process

The Transforming Masculinities process works with different groups through workshops or structured small group discussions drawing on scriptural reflections on gender equality. Themes include understanding sexual and gender-based violence (SGBV) and how it affects our communities, addressing unequal power and privilege, and discussing positive masculinities.

Sexual and gender-based violence is not purely a women's issue; it is a gender issue that warrants work on gender justice and the equality of individuals, rather than merely a focus on women's empowerment. The contextualised Transforming Masculinities approach focuses on the cultural norms, theology and beliefs that promote harmful gender norms and concepts of masculinities, and perpetuate gender inequality.



The key resources for the biblical reflections on the topics of SGBV, gender equality and positive masculinities are:

 **TRANSFORMING MASCULINITIES**
Training manual used for faith leaders' workshops and to train Gender Champions.

 **HAND IN HAND: BIBLE STUDIES**
Resource provided to faith leaders regarding healthy gender relationships, as a support in delivering sermons, sharing testimonies and counselling couples.

 **COMMUNITY DIALOGUES**
Guide used by Gender Champions to facilitate the community dialogue group discussions.

Resources are written from a Christian faith perspective with suggestions for adapting to a Muslim/mixed faith setting with references from the Qur'an.

INTRODUCTION

Violence against women and girls (VAWG) occurs in every sphere and strata of society. It takes various forms such as rape, physical abuse, harassment, discrimination and deprivation of a life of dignity. One in every three women and girls worldwide will experience either physical and/or sexual violence in their lifetime. This equates to 1 billion women and girls in our world today. Yet, VAWG is not an issue that affects only women and girls. The impact of this global issue is so pervasive that when the women and girls in our communities are affected, men and boys are also affected in many ways. It is not purely a women's issue: it is a gender issue that warrants work on gender justice rather than merely a focus on women's empowerment. In order to prevent VAWG, we cannot work with only women and girls. Statistically, the majority of perpetrators of VAWG are males and it is crucially important to work with men and boys, especially with regard to how harmful ideologies around being a 'man' can affect women and girls, as well as men and boys. It is important to note that men and boys may also experience violence, including sexual violence.

Tearfund's response to VAWG focuses on addressing sexual and gender-based violence (SGBV) holistically. This response draws on the voices of survivors, who frequently highlight the need to bring men and boys into the conversation about SGBV and to work with men and boys to address their harmful behaviours. They envision an environment where both men and women can work together to end SGBV in their communities. As a response and commitment to these survivors, Tearfund commissioned a series of baseline studies in Rwanda, Burundi and the Democratic Republic of Congo (DRC) to understand how best to work with men and boys, and to probe how faith influences masculinities and how certain forms of masculinities lead to male violence and SGBV. The *Men, faith and masculinities* studies found that faith is a key factor shaping male identities, gender norms and behaviours, and also that certain interpretations of religious texts, intertwined with harmful cultural and traditional practices, are all critical factors that have a bearing on SGBV. The findings of the studies subsequently led to Tearfund developing the Transforming Masculinities approach: an evidence-based approach to engage men and boys to promote positive masculinities and gender equality as a complementary intervention to ending SGBV.

Our vision is to bring about change, to take these men and boys on a journey of transformation that will result in them living and promoting a lifestyle of positive masculinities and gender equality. We want to see more men and boys involved in work to prevent SGBV and living as role models promoting this new way of being a man. This will significantly improve the lives of men, women, boys and girls, improve relationships and promote the well-being of the family. Our vision is of a world where both women and men live with dignity, are valued and can aspire to a life free of violence and abuse.

ABOUT THIS MANUAL

Purpose: To train 'Gender Champions', key male and female volunteers within communities who will lead and facilitate change with respect to gender, masculinities and the role of faith – all of which are central to the prevention of SGBV. This approach is focused on effecting change on two levels: (1) individual behaviour change, and (2) social norms change around gender, masculinities and SGBV. This manual consists of:

- an introduction to the training and its key concepts
- a detailed activity guide to facilitate and support training
- a section on guidelines for Gender Champions to support the work of community dialogues, following the training of facilitators (a detailed guide for community dialogues is available separately)

This manual is a compilation of activities, tools, resources and discussions piloted in our Transforming Masculinities programme in Rwanda and the DRC beginning in 2014. The aim is to train facilitators to engage men and boys as allies for the prevention of and response to SGBV at community level. It is a toolkit for training Gender Champions using a mix of successful activities to promote gender equality and positive masculinities. Most of the activities are drawn from other manuals (cited below) and additional activities have been developed/adapted for the context of our work and for the purposes of engaging men and boys within a faith-based response.

Acknowledgment: Some of the activities, tools and concepts are adapted from the *Engaging Men through Accountable Practice* (EMAP) training guide developed by the International Rescue Committee,¹ the *One Man Can* campaign by Sonke Gender Justice,² the *Group Education Manual* by Promundo and USAID,³ and Tearfund's *Hand in hand: Bible studies to transform our response to sexual violence*.⁴

¹For more information on the International Rescue Committee's work on this, please visit rescue.org/outcome/power

²For more information on Sonke's *One Man Can* campaign, please visit genderjustice.org.za/community-education-and-mobilisation/one-man-can/

³*Engaging Boys and Men in Gender Transformation: The Group Education Manual*. Please visit the following link for the complete manual by Promundo and USAID: goo.gl/CNdIWL

⁴For more on Tearfund's response to sexual violence, please visit tearfund.org/sexualviolence

KEY INTERVENTIONS

Engaging faith leaders and communities

A process to engage key decision- and opinion-makers on the need to work with men and boys on SGBV prevention and response, to give an overview of the approach and to gain support and leadership to progress and sustain the work.

Training key faith and community leaders

Working with key individuals on addressing their own knowledge, attitudes and behaviours on gender, masculinities and SGBV. Personal transformation is a critical step before individuals are able to provide leadership and model positive behaviour, and engage effectively and meaningfully to change social norms in their respective spheres of influence (home, church, community and other relevant spheres).

Training of Gender Champions

Training of men and women who are committed to working with their peers as facilitators (Champions) and who will lead community dialogues on a weekly basis. These dialogues constitute a structured process to facilitate the transformation of individual behaviour and of social norms.

Community dialogues

A series of dialogues/discussions facilitated by the Gender Champions on issues such as gender, masculinities and SGBV with the aim of journeying with men and women, in single-sex groups and subsequently mixed groups, towards personal change. These dialogues will take place with a specific group of participants for a specified period, and then progress on to a new group. These dialogues will include contextualised Bible studies and other sessions on gender and SGBV.

'My mindset has changed. Before I came here, I believed that man and woman were not created equally – that man was superior to woman. But these teachings have changed my beliefs. Now I know that they are both equal: none is above the other. Now, I clearly understand gender equality and I started teaching others.'

Pastor Samurenzi Leonidas, Assemblies of God, Rwanda

KEY PRINCIPLES

Personal transformation

This entire process is based fundamentally on the personal journey of individuals committed to this work, a journey of self-discovery and personal growth. Everyone involved in the project, from Tearfund and partner staff to facilitators and participants, must be willing and able to model the attitudes and behaviours that this approach promotes. Therefore, through this entire process, personal reflections, relational reflections and accountability to oneself and others are core principles.

Engagement

Engaging men and women in various capacities, and with varied social standing and levels of influence, to understand, acknowledge and commit to this work as a key contribution to a multi-intervention response to end SGBV and promote gender justice.

Dialogue

A dialogue between various stakeholders, men and women, boys and girls, to encourage them to reflect critically on the social realities around them, and to educate them so they learn, unlearn and commit to a process of personal behavioural change and social norm change. The process of dialogue will promote positive masculinities and gender equality with a view to improving lives and contributing to the prevention of and effective response to SGBV. Safe spaces will be created for such dialogue to happen in an open and non-harmful way.

Accountability

With awareness and education, men, leaders and those who have power will become aware of and take responsibility for how they use this power in relationships and interactions with others and in demonstrating leadership. They will commit to a process of accountability to each other and address the misuse of power, which can lead to discrimination, inequality and violence.

Community ownership

This is a community-led and community-owned initiative, rooted in the potential of individuals, cultures, traditions and faiths to promote a life of dignity and happiness so all members are free from harm, discrimination and violence. The interventions are evidence-based and shaped by the participation, input and leadership of the respective communities where they are implemented. Our aim is to educate, empower and support this process with the hope that these communities will continue this work beyond a project cycle or lifetime.

DEFINITION OF KEY CONCEPTS

This is a list of terms used in this manual and commonly referred to in work to prevent and respond to SGBV. This list is adapted from the *EMAP implementation guide* developed by the International Rescue Committee.⁵

Abuse: To treat another person in a harmful, offensive or injurious way.

Accountability: An active process of identifying and challenging harmful ideas and norms in order to bring about social change. (This definition is used in the context of this manual.)

Accountable practice: Accountable practice underscores the need to listen to all voices, including the voices of women. It provides programme staff with ways to reflect on and change their own attitudes, beliefs and behaviours, as well as those of others in their communities.

Attitudes: Opinions, feelings or positions about people, events and/or things that are formed as a result of one's beliefs. Attitudes may influence, but do not necessarily dictate, behaviour.

Beliefs: Ideas that are accepted as true. They may or may not be supported by facts. Beliefs may stem from or be influenced by religion, education, culture and/or personal experience.

Child sexual abuse: Child sexual abuse is defined as any form of sexual activity with a child by an adult or by another child who has power over them.

Confidentiality: Confidentiality means keeping information related to discussions private, and agreeing only to share information about a client, partner or programme participant with their permission. Maintaining confidentiality means programme staff will never discuss case details with family or friends, or with colleagues who do not need to know that information. Only in the case where a person discloses harm to themselves or to others will the principle of confidentiality be broken.

Culture: The beliefs, customs and practices of society or of a subgroup within society and the learned behaviour of a society.

Emotional abuse: Any behaviour that attempts to control a person by causing them emotional harm; this can include threats, intimidation, humiliation, coercion or bullying.

Gender: Widely shared ideas and expectations about the economic, social and cultural attributes of women and men. Such ideas include stereotypical notions of feminine/female and masculine/male characteristics, roles and abilities, and commonly shared expectations that guide the behaviour of women and men.

Gender equality: When rights, responsibilities and opportunities do not depend on whether individuals are born male or female. Gender equality implies that the interests, needs and priorities of both women and men are taken into consideration and are equally valued.

Gender inequality: When one sex is not treated equally to the other, for example, if women within the home and in society are treated as inferior to men and as second-class citizens, and their skills, experiences and lives are undervalued.

Gender-based violence: Refers to a wide range of human rights violations, including the sexual abuse of children, rape, domestic violence/intimate partner violence, sexual assault and harassment, trafficking of women and girls, and forced marriage. Gender-based violence affects women and girls disproportionately, but is also experienced by men and boys to a lesser degree.

Gender justice: Gender justice means equitable treatment and equal value of the sexes. Therefore, gender equality is a fundamental human right that is guaranteed in international and regional treaties, and conventions and national legislation. It can also be defined as 'the ending of, and the provision of redress for, gender inequality'. Also, where gender justice is an outcome, it can be used to mean 'access and control over resources combined with agency, the freedom to make choices, and accountability, responsibility and answerability of social institutions to gender injustices'.⁶

Gender socialisation: The process by which people learn and internalise expectations and stereotypes about how males and females should behave, what kinds of jobs they should hold, and how they are perceived and treated by others.

Human rights: The basic freedoms and protections to which all humans are entitled, whatever their nationality, place of residence, sex, national or ethnic origin, colour, religion, language or other status. We are all equally entitled to our human rights, without discrimination.

⁵ *Engaging Men Through Accountable Practice* is an International Rescue Committee approach to ending VAWG: fsnnetwork.org/sites/default/files/EMAP-Implementation-Guide.pdf

⁶ Mukhopadhyay M, Singh N (2007) *Gender Justice, Citizenship and Development*. New Delhi: Zubaan, an imprint of Kali for Women, pp 4,5

Intimate partner violence: Refers to actions by an intimate partner or ex-partner that cause physical, sexual or psychological harm, including physical aggression, sexual coercion, psychological abuse and controlling behaviours. Intimate partner violence is a type of domestic violence.

Masculinities: This term conveys the fact that there are many socially constructed ways of being a man and that these can change over time and from place to place. 'Masculinities' refers to perceived notions and ideals about how men should or are expected to behave in a given setting. Masculinity and femininity are relational concepts; they only have meaning in relation to each other. The word 'masculinities' (plural) is used as opposed to 'masculinity' (singular) to emphasise that different forms of masculinities exist – shaped by class, ethnicity, race, culture and sexual orientation. Also, within masculinities, there are hierarchies: some are dominant or 'hegemonic' while others are subordinated, marginalised or complicit. Masculinities are normative practices, structured and shaped by gender relations. They are inherently historical and their making and remaking is a political process affecting the balance of interests in society and the direction of social change.⁷

Patriarchal society: In a patriarchal society, men are considered the primary authority figures. They have the dominant role in the home, community and formal institutions, and the power to make and implement decisions.

Perpetrator: A person who directly causes violence or abuse of another against his/her will.

Physical abuse: Any action that causes physical harm to another person; this can include slapping, punching, shoving, kicking, threatening, attacking someone with a weapon, or refusing to help someone when he or she is injured or sick.

Positive masculinities: This term refers to masculine identities, knowledge, attitudes and practices that are not harmful to oneself and others and that are based on a commitment to gender equality, non-violence and equitable relationships. Men exhibiting positive masculinities are aware of the power and privilege awarded to men by a patriarchal society, and therefore they are accountable to themselves and others as to how this power and privilege impacts others negatively. They promote gender equality at home, in the community and in society, creating spaces for women to thrive, supporting women's autonomy, leadership and empowerment, and sharing power with women and girls in order to promote a healthy, happy and dignified life for all.⁸

Power: The ability to exert oneself in the world and/or control or influence other people and/or resources.

Privilege: A right or benefit that is given to some people and not others.

Rape: Any act of non-consensual sexual intercourse. Any degree of non-consensual oral, anal or vaginal penetration is considered to be rape. Note that rape is a legal term, and the definition varies somewhat between countries.

Sex: Sex is the difference in biological characteristics of males and females, determined by a person's genes. Sex is not the same as gender. Sex is assumed to be rooted in biological difference, whereas gender is seen as socially constructed.

Sexual harassment: Any unwanted sexual behaviour that embarrasses, humiliates or intimidates an individual on the basis of sex or sexual orientation. This may be verbal, such as sexualised remarks or propositions, or may include pornographic visual displays or physical gestures.

SGBV: SGBV (sexual and gender-based violence) refers to a wide range of acts that violate people's human rights, including the sexual abuse of children, sexual assault and harassment, domestic violence, rape and forced marriages. It includes any abusive act, attempted act or threat of a sexual, physical, emotional or economic nature

- directed at a person because of their gender identity
- using coercion, power/authority or force
- without consent/against their will
- having or likely to have harmful consequences

Sexual violence: Refers to any sexual act, attempt to obtain a sexual act, or other act directed against a person's sexuality using coercion, by any person regardless of their relationship to the victim, in any setting. It includes rape, defined here as any act of non-consensual sexual intercourse.

Social norms: The informal rules that guide groups' values, beliefs, attitudes and behaviours. Social norms are expectations about (a) how others in a reference group behave, and (b) how others in the reference group think individuals ought to behave.

⁷Connell RW (1995 and 2005) *Masculinities*. Berkeley and Los Angeles: University of California Press, p44

⁸Working definition of 'positive masculinities', Prabu Deepan, Tearfund 2015

Status: The position or standing of a person in a society or group in relation to others. (For example, the social and economic status of women in most societies is regarded as lower than that of men.)

Survivor/victim: A person who has experienced gender-based violence. The terms 'victim' and 'survivor' can be used interchangeably, although 'victim' is generally preferred in the legal and medical sectors, and 'survivor' in the psychological and social support sectors.

Transformational change: Any observable change in a person's attitudes and behaviours resulting from a shift in their thoughts, feelings or understanding of the world. Transformational change happens when one re-evaluates oneself and one's relationships to others, particularly in light of oppressive attitudes and power structures, opening ourselves to new ways of being.

Values: The accepted principles and standards of an individual or group about how people should behave and why.

Violence: The use of force or power to harm and/or control someone or to enforce/impose one's own preferences, decisions or wants on others. Violence can manifest in physical, emotional, verbal, sexual or economic ways, and includes both actual and threatened violence.

Violence against women and girls (VAWG): Any act of gender-based violence that results in, or is likely to result in, physical, sexual or mental harm or suffering to women or girls, including threats of such acts, coercion or arbitrary deprivation of liberty, whether in public or private life.

'Before the training, my wife didn't have rights to my material possessions (land, bank account...) but now we share the family's bank account. I also started involving her in the church activities, and she is very talented in preaching. I started engaging the men to encourage women of my church to use their talents for the kingdom of God and women are very happy and very active.'

Pastor Noel, Assemblies of God, Kayonza, Rwanda

FACILITATION AND TRAINING TOOLS AND TIPS

This section aims to support and guide facilitators and Gender Champions by providing useful tips on facilitation and training. It is adapted from the *Engaging Boys and Men in Gender Transformation* manual by the ACQUIRE Project, Engender Health and Promundo, funded by USAID, and from the *Engaging Men Through Accountable Practice* (EMAP) guidelines of the International Rescue Committee.

1. Creating a positive learning environment

Make time for breaks. People can't concentrate for long periods of time, especially when they are uncomfortable or have something on their minds. Breaks help people to focus.

Put the most important information first. People remember the beginning and end of events better than what happened in between. So, present the most important information first and summarise it at the end.

Make links. People remember information better when it is connected to something concrete and practical. Link theory to practice. For example, after discussing the theory of gender roles, do an activity that connects this theory to people's real-life experience.

Use ice-breakers and energisers. These topics are challenging and workshops can be tiring, so it is important to keep the energy levels up and participants relaxed by doing short group activities. Ensure you check in regularly with the participants and use an energiser/ice-breaker to combat fatigue and then get them involved to share their own energising activities. You can also use an energiser/ice-breaker to help people move on from a difficult discussion. See p65 for ideas.

Be unusual. People remember things that are outrageous, unusual or unexpected. So use humour, games, songs, poetry – anything that will provoke people's interest and keep their attention.

Repeat information. Repeated information will stay with people. So review and recap often and remind participants of the key points of learning during a workshop or event.

Use key words and concepts. Each activity in this manual includes a set of learning points; the key concept is in bold typeface.

Language. Use inclusive language, be sensitive to people and, especially in a faith context where groups are diverse, be mindful to use inclusive language so people of all faiths represented are comfortable and feel accepted.

2. Planning for your workshop/training

The following can help in planning and preparing for trainings or workshops.

Know the space

If you don't know what the room for the workshop is like, it is a good idea to look at it a few days in advance. This will help you create the most positive environment for the training. For example, you may need to move chairs and tables or improve the lighting. Try to avoid classroom-style arrangements; a circular or U-shaped arrangement is more inclusive and participatory in most contexts. The space should also be private in the sense that participants should feel comfortable discussing sensitive topics and personal opinions. If the room is not suitable, you will have time to look for another room before the workshop begins.

Know the extent of the issue/problem that you will be discussing

It is important to find out how pervasive SGBV is in the country and area in which you are working so that you can better adapt the workshop to the realities of the participants.

For example, there may be certain ideologies or practices in the country or area in which you are working that are contributing to the perpetuation of SGBV and that are not being addressed, or specific types of SGBV that are prevalent in the local context, such as female genital mutilation and cutting (FGM/C). Such information can be obtained by formative research.

Know your audience/participants

Try to find out who will be attending the workshop, and if they are coming voluntarily or are being sent. This will give you an idea of how open they will be, as well as their capacities (eg are there people who are illiterate or semi-literate in the group?). If possible, find out what other training on SGBV, human rights and related issues these participants have undergone. This will help you to 'pitch' the activities at their level and to use appropriate methods (eg visual and oral methods for those who are not literate).

Know your role

Your role is to create an open and respectful environment in which the participants feel comfortable sharing and learning from their own experiences. It is important for you to be friendly and create a rapport with the participants. As discussed above, the activities are designed to generate a process of reflection and participatory learning, a process that is facilitated, not taught.

There may be groups of participants who open up and express their feelings during the process, while others simply will not want to talk. The key factor is you. You should approach the activities with no prior judgments or criticisms about the attitudes, language or behaviour of the participants. It is up to you to pay attention to their comfort level and to be aware when particular participants need individual attention, and, in some cases, referrals to professional services or counselling.

Know your co-facilitator

If you are running this workshop/training with another facilitator, it is important that you meet in advance to plan your work together. This will include dividing activities between you. You'll also agree on how to support each other during the workshop. For example, you may want to decide that, when one of you is facilitating, the other stays in the room and helps by writing on a flipchart.

Read the manual

Read through the manual before you begin a workshop. Make sure that you have read through each activity again before you do it. If you are confused or concerned about any of the information in the manual, ask another facilitator about it.

Prepare materials

Prepare visual and written hand-outs and flipcharts in advance. Make sure you have enough copies of hand-outs for all the participants. Some activities require you to write or draw information on sheets of flipchart paper before beginning the activity. Make sure you have all the materials for each activity before you begin. A list of these materials is included in the description of each activity.

Find out about support services available

For some participants, a workshop/training on this theme may bring back painful memories, such as child sexual abuse or personal experience of sexual violence.

Some may face an increased risk of violence as a result of taking part in the workshop. It is important that facilitators identify support services available and are able to refer participants there if needed. Make information about available services easily accessible to participants: this can be done by printing out information on small cards and handing it out to participants. Be aware of how to do this sensitively, according to the context.

Put participants at ease

Make the training space a relaxed and comfortable environment for learning. As some of the sessions can be really difficult and heavy for the participants, make sure you check back with them constantly on energy levels and make arrangements to ensure they are relaxed and at ease. This could include providing snacks and drinks and taking breaks within the programme.

Evaluate the programme!

Make sure you are prepared to evaluate the programme, be it a workshop or training. This will help you improve key aspects of the programme. Plan for this in advance and you can keep improving the programme and how best to collect feedback too.

To recap the above:

- a. Monitor on the go: make adjustments if things/sessions aren't working well. Keep learning and refining so that your sessions make most sense to the participants.
- b. Evaluate the programme afterwards: this can be done through simple evaluation forms or evaluation activities, getting feedback from participants.
- c. Use the information from post-workshop evaluations to improve the next programme.

3. Facilitation tips

Learn the content and process well

It is imperative that the facilitators/trainers have been through this process themselves as participants, and understand the content and the process well. This will boost confidence and also help mitigate challenges during the programme. Going through the relevant materials (such as this manual) many times is key to making sure that the programme is meaningful to all.

Personal preparation

Personal preparation is crucial in order to understand your limitations and uncomfortable topics of discussion, and also to be aware of your own thoughts, biases and practices around this topic. Facilitators must take time to self-reflect and also understand the key message/purpose of the programme so they can deliver it efficiently.

Discussing challenges prior to the programme with co-facilitators or a mentor/technical adviser will be helpful. Discuss issues that you're uncomfortable facilitating and discuss why you feel that way before you carry out the programme. If you have a past experience that you feel will hinder you, or trigger a reaction, please talk to someone you trust and seek help so that you are prepared to deal with any situation that may arise during the programme.

Know your own power and privilege and be aware of how that impacts your interactions with your co-facilitator and the participants.

With your co-facilitator, agree on simple ways to bring you back on track during the sessions, and also to debrief at the end of the programme. You should commit to modelling accountability if you want your participants to do the same.

Active listening

Active listening is a basic skill for facilitating group discussions. It means helping people feel that they are being understood, as well as heard. Active listening helps people share their experiences, thoughts and feelings more openly. It is a way of showing participants that their own ideas are valuable and important when it comes to solving their problems.

Active listening involves:

- using body language to show interest and understanding. In most cultures, this will include nodding your head and turning your body to face the person who is speaking.
- showing interest and understanding to reflect what is being said. It may include looking directly at the person who is speaking. In some communities, such direct eye contact may not be appropriate until the people speaking and listening have established some level of trust.
- listening not only to what is said, but how it is said, by paying attention to the speaker's body language and tone of voice
- asking questions of the person who is speaking, in order to show that you want to understand
- summing up the discussions to check that what has been said was understood. Ask for feedback.

Being non-judgmental

Remember that information should be provided in non-authoritarian, non-judgmental and neutral ways. You should never impose, express or show your personal feelings to participants.

Effective questioning

Being able to ask effective questions is also a core skill for a facilitator. Effective questions help a facilitator to identify issues, get facts clear and draw out differing views on an issue. Skilful, effective questioning also challenges assumptions, shows you are really listening, and demonstrates that the opinions and knowledge of the group are valuable. Effective questioning also increases participation in group discussions and encourages problem-solving.

Ways to achieve effective questioning include:

- asking open-ended questions: Why? What? When? Where? Who? How?
- asking probing questions. Follow up with further questions that delve deeper into the issue or problem.
- asking clarifying questions by re-wording a previous question
- discovering personal points of view by asking how people feel and not just what they know

Facilitating group discussions

There is no single best way to facilitate a group discussion. Different facilitators have different styles and different groups have different needs, but some common aspects of good group facilitation are:

(a) Setting the rules

It is important to create 'ground rules' with which the group agrees to work. Ensure that ground rules are established during the introduction to the workshop regarding respect, listening, confidentiality and participation (eg turn off mobile phones, respect everyone's viewpoint, agree a signal if you want to speak, no sub-meetings or conversations).

(b) Involving everyone

Helping all group members to take part in the discussion is a really important part of group facilitation. This involves paying attention to who is dominating discussions and who is not contributing. If a participant is quiet, try to involve them by asking them a direct question. But remember that people have different reasons for being quiet. They may be thinking deeply! If a participant is very talkative, you can ask him/her to allow others to take part in the discussion and then ask the others to react to what that person is saying.

(c) Encouraging honesty and openness

Encourage participants to be honest and open. They should not be afraid to discuss sensitive issues. Encourage the participants to express what they think and feel honestly, rather than say what they think the facilitator(s) or other participants want to hear.

(d) Keeping the group on track

It is important to help the group stay focused on the issues being discussed. If it seems as if the discussion is going off the subject, remind the group of the objectives for the activity and get them back on track.

(e) Checking in

Have regular check-ins. Check-ins usually occur at the beginning of each session. It is a time when you can ask participants:

- How has it been since we last met?
- Has anything new happened?
- Have you talked to anyone about the issues we discussed in our last session?

If important issues come up during the check-in, do not be too rigid about the planned agenda. Allow some space to deal with the participants' issues.

(f) Managing conflict

Because a workshop of this nature looks at sensitive issues and difficult problems, there may well be disagreement between you and a participant, or between participants. People have strongly held views about gender and sexuality. This means that disagreement can easily turn into conflict.

Disagreement is healthy and should be welcomed. It is often through disagreement that we better understand our own thoughts and feelings, but conflict that becomes aggressive or hurtful is not healthy or productive. It distracts from the learning objectives of the work. Conflict drains energy away from an exploration of issues, putting energy instead into defending fixed positions. Managing such conflict is an important task for facilitators. A good way to deal with a participant challenging you is to turn the challenge into a question for the whole group or the participant.

(g) Dealing with difficult people

As the exercises make clear, people often take on certain roles within groups. Some of these roles can interfere with the learning of the workshop. Facilitating a group discussion may mean dealing with negative or disruptive people or someone who continues to interrupt the discussion. Reminding the group of the ground rules and asking everyone to be responsible for maintaining them is a good way to deal with difficult people. If someone is always complaining, you can ask for specifics, address the complaint, or refer the complaint to the group. If a participant is disruptive, you can involve the group by having its members ask the difficult person to help, rather than hinder, the group, or you can deal with him/her apart from the group.

(h) Achieving agreement

It will not always be possible to achieve agreement. But a good facilitator will highlight areas of agreement within the group, as well as points of disagreement that need further discussion. The facilitator should also sum up the main points of the discussion and any action points that have been agreed upon, as well as thank the group for their contributions to the workshop.

TIPS ON PRESENTATION SKILLS

Generally, trainers/facilitators will find themselves in a situation where they have to present their work/approach or relevant information. The following are some tips to help:

- Practise any presentation beforehand.
- Don't overload the presentation if using slides: use a maximum of three (short) points per slide, and 12 slides maximum, for a 15- to 20-minute presentation.
- Move out from behind the podium or table and into the audience: engage!
- Look at and listen to the person asking a question.
- Be aware of the sensitivities of your audience.
- Use humour, but do not wait for laughs.
- Never give a generic presentation. Try to customise it for the group, as there are many ways to cover the same material.

SOME DOS AND DON'TS: A SUMMARY OF FACILITATION TIPS

DO

- Respect the knowledge and experience of participants.
- Draw on the collective wisdom of the group.
- Build tolerance and patience for other participants' views.
- Actively involve everyone in the workshop.
- Vary your training methods so as to meet different learning styles and avoid predictability.
- Present each theme or issue clearly.
- Encourage people to ask questions.
- Plan your sessions thoroughly. Read through the whole training guide and prepare (with your co-facilitator, if you have one).
- Work out your timings accurately and stick to them.
- Make sure you have everything you need before the session starts.
- Always hang posters and/or newsprint on a flat, steady surface.
- Use the language that is best understood by most of the participants.
- Use familiar words, terms and examples.
- Be flexible; adapt your workshop to meet the needs of the participants.
- Always summarise important points raised.
- Have an energiser ready.
- Challenge individual behaviours/comments/attitudes that are harmful to women and girls.

DON'T

- Don't leave all your planning to the last minute.
- Don't stand on a stage above the people. Instead, create a semi-circle facing a side wall. In the same way, if the workshop is taking place outside, allow people to form a semi-circle around you next to a wall or a surface where you can put up posters and/or newsprint.
- Don't bore your participants by giving long lectures. Remember, adults learn best by doing.
- Don't play with money in your pockets or chew gum or speak with your hands in your pockets.
- Don't use unfamiliar jargon which no one understands.
- Don't allow any one person to dominate the discussions or to intimidate others.
- Don't be dogmatic about your own point of view: listen to others.
- Don't ignore harmful comments that are made about women/girls, or any other group. Address them and use them as discussion and learning points.

DEALING WITH DIFFICULT SITUATIONS

This manual addresses many topics that are very sensitive and difficult to discuss. The activities in this guide create ways for these topics to be discussed openly in a group setting. But it is likely that facilitators will have to deal with participants who make statements that are not in line with the views and values of the programme. These could include sexist, misogynistic or racist remarks or opinions. Everyone has a right to his or her opinion. But they do not have a right to oppress others with their views and thus these need to be addressed.

For example, a participant might say, *'If a woman gets raped, it is because she asked for it. The man who raped her is not to blame.'* It is important that the facilitators challenge such opinions and offer a viewpoint that reflects the philosophy of the programme. This can be difficult. But it is essential in helping participants work towards positive change. The following process is one suggestion for dealing with such a situation:

Step 1: Ask for clarification

'I appreciate you sharing your opinion with us. Can you tell us why you feel that way?'

Step 2: Seek an alternative opinion

'Thank you. So at least one person feels that way, but others do not. What do the rest of you think? Who here has a different opinion?'

Step 3: If an alternative opinion is not offered, provide one

'I know that a lot of people completely disagree with that statement. Most men and women I know feel that the only person to blame for a rape is the rapist. Every individual has the responsibility to respect another person's right to say no.'

Step 4: Offer facts that support a different point of view

'The facts are clear. The law states that every individual has a right to say no to sexual activity. Regardless of what a woman wears or does, she has a right not to be raped. The rapist is the only person to be blamed.'

Please note that, even after the facilitator takes these four steps to address the difficult statement, it is very unlikely that the participant will openly change his or her opinion. However, by challenging the statement, the facilitator has provided an alternative point of view that the participant will be more likely to consider and, it is hoped, adopt later.



Note: Please also refer to the 'Common resistance reactions' session of this manual (Activity 21 on p61) for further information on dealing with difficult/harmful comments or remarks.

CONCLUSION

Sexual and gender-based violence (SGBV) is one of the most common forms of violence worldwide. Globally, it affects 1 billion people. Tearfund has been working for more than ten years on the issue. To date, many government and civil society development programmes have focused on raising awareness of the issue and empowering and advocating for the rights of women, girls and SGBV survivors.

Yet what has been lacking is engagement with men and boys, who are the main perpetrators of violence, and are sometimes victims themselves. Also, because of the prevailing system, men hold positions of power and influence in many contexts and can be great allies for change. Therefore, rather than excluding men and boys from strategies to end SGBV, Tearfund calls on the church and other agencies to work with them as part of the solution – to re-imagine manhood in order to break the cycle of violence. If we are to stop SGBV, it is imperative that we understand the broader dynamics of gender and triggers of violence.

We need to examine male identities and roles and address men's experiences of becoming men, their experiences of trauma and violence within the family, and their vulnerabilities in an evolving social environment. We must examine aspects of the harmful historical and traditional values, behaviours and norms that have influenced society and allowed SGBV to breed within communities. This will serve both genders and is a crucial component of intervention programming if we are to succeed in ending SGBV. With the training of Champions we put into practice and facilitate transformation at the individual and community level.

'I have learnt three important lessons. First, I used to do violence without realising it. For example, forcing my wife to do something just because she is my wife, or correcting the domestic assistants rudely instead of showing them what to do, with respect.

'Secondly, I used to watch while victims faced violence and I was not concerned. Thirdly, I judged the survivors of rape and accused them. I couldn't reach out to the girls who were raped or who may have acted in an immoral way, because I used to think that they have done unthinkable acts and that they should be isolated from the church.

'But now things have changed. Back home, I started an anti-SGBV club and helped victims, and I treat all people with respect, especially my wife.'

Pastor Azarius from an Anglican church in Cyangugu, Rwanda

TRAINING OF GENDER CHAMPIONS



Key definitions for this section

Gender justice: Gender justice means equitable treatment and equal value of the sexes. Therefore, gender equality is a fundamental human right that is guaranteed in international and regional treaties, conventions and national legislation. It can also be defined as 'the ending of, and the provision of redress for, gender inequality'. Also, where gender justice is an outcome, it can be used to mean 'access and control over resources combined with agency, the freedom to make choices, and accountability, responsibility and answerability of social institutions to gender injustices'.

SGBV: SGBV refers to a wide range of acts that violate people's human rights, including the sexual abuse of children, sexual assault and harassment, domestic violence, rape and forced marriages. It includes any abusive act, attempted act or threat of a sexual, physical, emotional or economic nature

- directed at a person because of their gender identity
- using coercion, power/authority or force
- without consent/against their will
- having or likely to have harmful consequences

Gender: Widely shared ideas and expectations about the economic, social and cultural attributes of women and men. Such ideas include stereotypical notions of feminine/female and masculine/male characteristics, roles and abilities, and commonly shared expectations that guide the behaviour of women and men.

Masculinities: This term conveys the fact that there are many socially constructed ways of being a man and that these can change over time and from place to place. 'Masculinities' refers to perceived notions and ideals about how men should or are expected to behave in a given setting. Masculinity and femininity are relational concepts; they only have meaning in relation to each other. The word 'masculinities' (plural) is used as opposed to 'masculinity' (singular) to emphasise that different forms of masculinities exist – shaped by class, ethnicity, race, culture and sexual orientation. Also, within masculinities, there are hierarchies: some are dominant or 'hegemonic' while others are subordinated, marginalised or complicit. Masculinities are normative practices, structured and shaped by gender relations. They are inherently historical and their making and remaking is a political process affecting the balance of interests in society and the direction of social change.

Gender equality: When rights, responsibilities and opportunities do not depend on whether individuals are born male or female. Gender equality implies that the interests, needs and priorities of both women and men are taken into consideration and are equally valued.

Community dialogues: A series of dialogues/discussions facilitated by the Gender Champions on issues such as gender, masculinities and SGBV with the aim of journeying with men and women, in single-sex groups and subsequently mixed groups, towards personal change. These dialogues will take place with a specific group of participants for a specified period, and then progress on to a new group. The dialogues will include contextualised Bible studies and other sessions on gender and SGBV.

Accountable practice: Accountable practice underscores the need to listen to all voices, including the voices of women. It provides programme staff with ways to reflect on and change their own attitudes, beliefs and behaviours, as well as those of others in their communities.

This section focuses on the training of Gender Champions (facilitators) and provides a step-by-step activity guide to facilitating and training. The sessions can be adapted to fit the agenda and purpose of the training/workshop based on the context and time available, but it is recommended that at least three days are made available for this training of Gender Champions.

The activities and tools are adapted from various toolkits and interventions to engage men and boys that have proved effective.¹⁰ This activity guide has been adapted from existing material to include some faith-based scriptural reflections to complement the activities, to encourage participants to engage with the faith perspective, and to address some of the interpretations of scriptures that have often been used to support or condone violence and gender injustice.

The activities can be further adapted to suit the context and are a guide for Gender Champions to support them in carrying out their interventions within communities effectively.

KEY THEMES

These are the key themes discussed in the various sessions and activities.

Sexual and gender-based violence (SGBV)

Contextualising SGBV in the community and in relationship to faith. Understanding its root causes and why it needs to be addressed.

Gender, creation and gender equality

Understanding gender and drawing from the creation story. Exploring concepts of gender and gender equality and reflecting on scripture to link and provide a theological background to concepts of gender.

Gender, power and violence

Understanding the links between gender and power, and also exploring links to violence. Understanding how power and violence are inter-connected and identifying the roots of SGBV in power inequalities based on gendered dynamics.

Alternative models, possibilities

Exploring and imagining alternative models for masculinities – alternative gender dynamics that promote the well-being and dignity of all. Using scriptures and biblical reflections to navigate this process.

Positive masculinities and gender equality

Using Jesus Christ as the model for positive masculinities, reflecting on his life, characteristics, relationships and use of power to establish a model that can be adapted and promoted within our communities.

Dealing with common resistance reactions

Understanding common resistance reactions to transformative change and their dynamics. Brainstorming ways to address them in safe and non-harmful ways.

Community dialogues

Helping champions to consolidate their knowledge of the community dialogue process, the content, key questions related to this approach and what it entails.

Accountable practice

Promoting the concept of 'accountable practice', personally and in relationships. Starting with the champions, their homes and the peers whom they will lead through this work – to foster a culture that promotes personal and relational accountability on this theme.

STRUCTURE OF THE ACTIVITY GUIDE



Learning objectives: The description of the expected outcome(s) for each activity and how it connects with the preceding or following activities. This gives facilitators an idea of what they should work towards.

Time: This indicates the recommended and/or minimum time for each activity. The facilitators will have to manage the key components of the activity accordingly so they manage their time well overall.

Materials and preparation: Details of preparation and materials needed for the activity. These include some specific instructions for materials that need to be prepared prior to the sessions and additional materials that may be needed for the activity.

Suggested steps: This is a step-by-step guide to facilitating the activity with details of key messages to share, what to emphasise and how to conclude. This is a guide and facilitators can add to or modify the steps to suit their need and context.



Notes: Suggestions, key messages and instructions not given elsewhere.

SAMPLE AGENDAS

Here are some samples of agendas for training sessions. You can decide the best format based on the time available for the programme, and then tailor it to meet your objectives. Remember: a three-day training is recommended, wherever possible. However, in case your time is limited, a sample of an abbreviated two-day programme agenda is also provided as a guide.

SAMPLE AGENDA FOR A THREE-DAY PROGRAMME

DAY ONE

- 8.30 – 9.00am Welcome and introductions
- 9.00 – 9.45am Goals and expectations
- 9.45 – 10.15am Group agreements
- 10.15 – 10.30am Tea break**
- 10.30 – 12.00pm Why should we address SGBV?
- 12.00 – 12.45pm What is SGBV?
- 12.45 – 1.45pm Lunch break**
- 1.45 – 2.45pm Root causes of SGBV
- 2.45 – 3.45pm SGBV in the Bible
- 3.45 – 4.00pm Tea break**
- 4.00 – 4.30pm Wrapping up for the day

DAY TWO

- 8.30 – 9.15am Morning devotions: reflecting on creation
- 9.15 – 10.15am Gender boxes – 1
- 10.15 – 10.30am Tea break**
- 10.30 – 10.45am Defining gender
- 10.45 – 12.00pm Power and status
- 12.00 – 1.00pm Persons and things
- 1.00 – 2.00pm Lunch break**
- 2.00 – 3.00pm Gender and creation
- 3.00 – 3.30pm Gender boxes – 2
- 3.30 – 3.45pm Tea break**
- 3.45 – 4.15pm Accountable practices
- 4.15 – 4.30pm Wrapping up for the day

DAY THREE

- 8.30 – 9.15am Morning devotions: a life of abundance
- 9.15 – 10.15am Gender fishbowl – safe space for conversations
- 10.15 – 10.30am Tea break**
- 10.30 – 11.30am An ideal community
- 11.30 – 12.30pm Jesus as the model for positive masculinities
- 12.30 – 1.30pm Lunch break**
- 1.30 – 2.15pm Community dialogues (part 1)
- 2.15 – 3.15pm Community dialogues (part 2)
- 3.15 – 3.45pm Common resistance reactions
- 3.45 – 4.00pm Tea break**
- 4.00 – 4.30pm Conclusion and next steps

SAMPLE AGENDA FOR A TWO-DAY PROGRAMME

DAY ONE

- 9.00 – 9.30am Introductions, goals and expectations
- 9.30 – 10.00am Group agreements
- 10.00 – 10.15am Tea break**
- 10.15 – 11.30am Why should we address SGBV?
- 11.30 – 12.30pm What is SGBV?
- 12.30 – 1.30pm Lunch break**
- 1.30 – 2.30pm Root causes of SGBV
- 2.30 – 3.15pm SGBV in the Bible
- 3.15 – 3.30pm Tea break**
- 3.30 – 4.30pm Persons and things
- 4.30 – 5.00pm Wrapping up for the day

DAY TWO

- 8.30 – 9.15am Morning devotions: creation
- 9.00 – 9.45am Gender and creation
- 9.30 – 10.15am Defining gender
- 10.15 – 10.30am Tea break**
- 10.30 – 11.30am Gender boxes – 1
- 11.30 – 12.30pm An ideal community
- 12.30 – 1.30pm Lunch break**
- 1.30 – 2.00pm Gender boxes – 2
- 2.00 – 3.00pm Jesus as the model for positive masculinities
- 3.15 – 3.30pm Tea break**
- 3.30 – 4.15pm 'A life of abundance': reflection
- 4.15 – 4.45pm Accountable practices
- 4.45 – 5.00pm Wrapping up and conclusion

INTRODUCTION TO DETAILED ACTIVITIES

This section gives details of the various activities you could use in the different sessions that make up the three-day training. Depending on the context and the time you have, you can adapt the specific activities and the guidelines for each of the sessions. Following the chronology of the activities and the concepts they deal with as set out below will help create a coherent, step-by-step process that will facilitate understanding, learning, change and impact.

Write key definitions/concepts on a flipchart prior to the workshop and display it on the wall for participants to see and refer to throughout the programme.

DAY ONE

ACTIVITY 1: WELCOME AND INTRODUCTIONS



Key definitions for this section

SGBV: SGBV refers to a wide range of acts that violate people's human rights, including the sexual abuse of children, sexual assault and harassment, domestic violence, rape and forced marriages. It includes any abusive act, attempted act or threat of a sexual, physical, emotional or economic nature

- directed at a person because of their gender identity
- using coercion, power/authority or force
- without consent/against their will
- having or likely to have harmful consequences



Learning objectives:

- to provide participants with an overview of the programme as a whole, as well as the agenda for the day
- to create a space for participants to introduce themselves to each other
- to set the tone for the training

Time: 20–30 minutes

Materials:

Flipcharts and marker pens.

Preparation:

Have the agenda for day one pre-written on a flipchart that is visible to the participants. Make sure you and your co-facilitator have agreed on which sessions you will facilitate. While one of you is facilitating, the other can help to take notes/write on the flipchart etc.

Suggested steps:

1. Greet all participants and welcome them to the programme. Ask them how they are and how their journey to the training venue was. Ask if they are happy to participate in this training session. Get a couple of responses and acknowledge them. Let them know how excited/happy you are about this programme and their participation.
2. Introduce yourself, your organisation (if applicable), your role within the organisation and this programme.
3. Mention that some of the topics to be covered are sensitive. Tell participants that if, during any session, they feel it's affecting them or triggering negative feelings, they should let the facilitator/co-facilitator know, so you can provide support. (Make sure you have ready information about locally available resources, so that you can also refer them to a counsellor or other support locally, if necessary).
4. If there's a protocol to follow before starting the programme, please do follow it. *For example: For training with Christian leaders, it will be good to start with a prayer and a time of devotion that can be linked to the theme.*

5. Explain that you will start with a quick exercise to help everyone get to know each other.
6. Ask the participants to get into pairs. (It's best to work with a person next to you and someone of the opposite sex if it's not culturally insensitive.) Each pair should learn about their partners:
 - a. Their name
 - b. Something funny/unusual that no one else in the group knows about them
 - c. Why responding to the issue of SGBV interests them
7. After about five minutes, ask each pair to introduce their partner to the rest of their group.
8. Allow this activity to create a relaxed environment, and also acknowledge participants' diversity and the will to bring about change to end SGBV.
9. Once introductions are complete, take the participants through the agenda for the day (which should be pre-written and ready to be displayed on a flipchart).
10. Ask them if they have any questions about the agenda and respond to them where applicable. If it's a question about something that will be addressed in a later session, make sure you communicate that to them.



Note: You can add anything to this list to make it relevant to your programme, but it's best not to add more than three questions/criteria.

Ask the participants if they need an energiser; if they say yes, pick an appropriate activity from 'Additional material for facilitators' (p65) in this manual. Alternatively, ask participants if anyone knows of a good energiser/song, and if they're willing to lead it.



ACTIVITY 2: GOALS AND EXPECTATIONS



Key definitions for this section

Positive masculinities: This term refers to masculine identities, knowledge, attitudes and practices that are not harmful to oneself and others and that are based on a commitment to gender equality, non-violence and equitable relationships. This is being aware of the power and privilege awarded to men by a patriarchal society, and therefore being accountable to oneself and others as to how these power and privilege impact others negatively, and living consciously. This also refers to practices that promote gender equality at home, in the community and in society, creating spaces, supporting women's autonomy, leadership and empowerment, and sharing power with women and girls in order to promote a healthy, happy and dignified life for all.

Gender equality: When rights, responsibilities and opportunities do not depend on whether individuals are born male or female. Gender equality implies that the interests, needs and priorities of both women and men are taken into consideration and are equally valued.

SGBV: SGBV refers to a wide range of acts that violate people's human rights, including the sexual abuse of children, sexual assault and harassment, domestic violence, rape and forced marriages. It includes any abusive act, attempted act or threat of a sexual, physical, emotional or economic nature

- directed at a person because of their gender identity
- using coercion, power/authority or force
- without consent/against their will
- having or likely to have harmful consequences

Social norms: The informal rules that guide groups' values, beliefs, attitudes and behaviours. Social norms are expectations about a) how others in a reference group behave, and b) how others in the reference group think individuals ought to behave.

Gender inequality: When one sex is not treated equally to the other, for example, if women within the home and in society are treated as inferior to men and as second-class citizens, and their skills, experiences and lives are undervalued.

Community dialogues: A series of dialogues/discussions facilitated by the Gender Champions on issues such as gender, masculinities and SGBV with the aim of journeying with men and women, in single-sex groups and subsequently mixed groups, towards personal change. These dialogues will take place with a specific group of participants for a specified period, and then progress on to a new group. The dialogues will include contextualised Bible studies and other sessions on gender and SGBV.



Learning objective:

- to understand participants' expectations and discuss, clarify and agree on key learning points for the training

* If you choose Option 3 'Hopes and fears' as your activity, please draw a 'Hopes' tree and a 'Fears' tree. Alternatively, you can have a flipchart with 'Hopes' as the heading and another with 'Fears' as the heading.

Time: 30–45 minutes

Materials:

Flipcharts, marker pens, sticky notes/flash cards or small pieces of paper (you could cut pieces of paper into eight), sticky tape or sticky tack for sticking paper to walls. There are different options for doing this activity, choose the most appropriate.

Preparation:

- * If you do the Option 1 'Group expectations' activity, write the title 'Expectations' on a flipchart so that you can record participants' expectations below.
- * If Option 2 'Expectation tree' is the chosen activity, please draw a tree with branches and roots but no leaves on the flipchart, and write 'Expectation tree' above as the title.

Suggested steps:

1. Tell participants that you are now going to introduce the programme and its objectives, but first you want to find out what their expectations are. What do they want to get out of this programme?

Option 1: Group expectations

2. Divide the participants into small groups, and ask them the following questions:
 - a. Why are you participating in this training?
 - b. What do you hope to learn/gain from this?

3. Ask the groups to write down their expectations and present two main expectations to the larger group. As they present their responses, capture the expectations on a flipchart in two columns: in column 1, write down expectations that fit the objectives of the programme and, in column 2, the expectations that are outside the scope of the training.

OR

Option 2: Expectations tree

4. Reveal the 'Expectations tree' which you have already drawn and displayed on a wall. Tell them that it's a tree without leaves, and that they will make sure that the tree eventually has leaves.
5. Distribute sticky notes/cut paper and pens to participants. Ask them to write two expectations on the paper/sticky note and stick it on the tree. Explain that at the end of each day and/or at the end of the training, they will get to revisit their expectations and add leaves to this bare tree.
6. Read out the written expectations and ask for clarification if anything is not clear. If any of the expectations don't fit with the scope of the training, explain this to the participants and also refer, if possible, to where they can find more information on that particular topic.

OR

Option 3: Hopes and fears

7. Ask participants to pair up, and discuss one or two hopes they have for the training and similarly one or two fears. Ask them to write them down on two different coloured flash cards/sticky notes and stick them on the 'Hopes' and 'Fears' trees or flipcharts.

After Option 1, 2 or 3, THEN continue:

8. Explain the Transforming Masculinities approach. (*You could also prepare a flipchart in advance with definitions of some of the key terms – see pp9-11 – and go through this to check participants understand them.*)
 - a. Transforming Masculinities is an approach to promote positive masculinities and gender equality as a complementary approach to addressing sexual and gender-based violence effectively within a faith-based context.
 - b. It is a programme that focuses on individual behaviour change and social norm change around gender, masculinities and faith to address negative masculinities and gender inequality, especially within a predominantly Christian context.

- c. The activities used in Transforming Masculinities programmes are a mix of both contextualised scriptural reflections and best practice from other approaches focusing on engaging men and boys.
 - d. Even though the Transforming Masculinities approach is focused on addressing harmful interpretations of masculinity, it is designed to work with both men and women, as both sexes contribute to constructs/ideas of masculinities and have a role to play in preventing and responding to SGBV.
 - e. The Transforming Masculinities approach has the following key phases: engaging faith leaders; training and mobilising Gender Champions; community dialogues for transformation; and community-led/-owned activism.
9. Explain that the objective of this training is to:
 - a. train men and women (ie the participants) to be Gender Champions who will teach/lead/facilitate community dialogues on gender, masculinities and SGBV
 - b. take the Champions on a journey of personal transformation in their own attitudes, knowledge and behaviours. This is key if they are to model and lead this work in their relationships, homes, churches and communities.
 - c. equip the Gender Champions with tools, activities, resources and knowledge to enable them to do this work
 10. Explain (*and perhaps write these points up on a flipchart*) that, by the end of this training, participants will be able to:
 - a. demonstrate understanding of gender, masculinities and SGBV
 - b. demonstrate knowledge of root causes, consequences and contributing factors of SGBV
 - c. demonstrate knowledge of how to use contextualised scriptural reflections to address this issue
 - d. demonstrate clear understanding of the Transforming Masculinities approach and process
 - e. demonstrate knowledge of how to deal with challenging situations and acquire skills in facilitating the Transforming Masculinities approach
 11. Be sure to respond to any clarifications that participants may need before you move on.



ACTIVITY 3: GROUP AGREEMENTS



Key definitions for this section

Privilege: A right or benefit that is given to some people and not others.

Power: The ability to exert oneself in the world and/or control or influence other people and/or resources.



Learning objectives:

- to agree on key principles so that the training is productive, and to understand what will enable the group to work well together
- to teach the participants to be accountable to each other

Time: 20 minutes

Suggested steps:

1. Tell participants that you will be focusing on coming up with group agreements that you will ask everyone to adhere to during the training, so that everyone works well together.
2. Ask them whether talking about SGBV is hard or easy. What makes it hard to talk about it?
3. Ask them what kind of agreements you could make with each other that will make it easier to talk about this issue and help address any concerns raised.
4. Record their responses on a flipchart and then summarise by accepting that it is hard to talk about these issues. Explain that agreeing on some key principles will make it easier and more comfortable to talk on this subject.
5. Tell them that you can always revisit the group agreements and add more points if needed. Some examples of group agreements:
 - a. Respect, confidentiality, safety.
 - b. Listening to others, respecting their views.
 - c. Encouraging everyone to get involved and express themselves clearly.
 - d. Participation, punctuality.
 - e. Practise self-awareness (take responsibility for your reactions, responses and interactions).
 - f. Practise accountability (create an environment that feels safe and equal).
 - g. Be open to new thinking, to learn something new and 'unlearn' some other beliefs.
 - h. Be committed to personal growth and learning, and be aware of feelings and reactions and what contributes to them.
 - i. Be fully present (no mobile phones or laptops to be used unless there is an urgent need/emergency). No side meetings/discussions that are irrelevant to the training when the programme is in session.
 - j. Ask questions to clarify without reacting aggressively when there's a disagreement or conflict.
6. As a trainer/facilitator, ensure that you yourself do the following:
 - a. Speak from your own experience and about yourself.
 - b. Acknowledge your own bias and power/privilege: explain that we all have harmful biases and beliefs and ways in which we use power, and we need to recognise this. (For example: men are able to participate in programmes such as this and don't need to ask for permission from their spouse, but this may not be the same for the women participating in this programme. Or: Is it possible that, as a leader, we sometimes misuse our power to get people to do things, even if they're wrong?)
 - c. Model positive behaviour. Tell participants that you will point out any harmful behaviour/attitudes you observe during the training. Explain that you will do so from a place of support and for the purpose of group learning, not from a place of judgment or anger.



ACTIVITY 4: WHY SHOULD WE ADDRESS SEXUAL AND GENDER-BASED VIOLENCE?



Learning objective:

- to make SGBV relevant to their faith and cultural context as a critical issue that needs to be addressed both from a spiritual and social point of view

Time: 90 minutes

Materials:

Flipcharts, marker pens, sticky notes/flash cards or small pieces of paper (you could cut pieces of paper into eight), sticky tape or sticky tack for sticking paper to walls.

Preparation:

For Part 2: In a Christian or majority-Christian context, draw a diagram of a church building on a flipchart, and write '1 Corinthians 12:12–27' as the title. For a Muslim context, draw a picture of a mosque and 'Qur'an: 49:10–11'. In a mixed context, you can use both.

PART 1

Suggested steps:

Option 1: SGBV in my community – sharing stories

1. Ask the participants to get into groups. (Depending on the number of participants, divide them into groups of three to four. You can sort them into groups by going around the circle and giving everyone a number, ie 1, 2, 3... 1, 2, 3... People with the same number gather in the same group.)
2. Hand each group a flipchart and markers and give them the following instructions:
 - a. Think of an incident in your community/village/parish relating to domestic or sexual violence (rape, physical violence on women and girls, etc).



Note: Remind participants of the importance of maintaining confidentiality.

- b. Discuss this within your group (for five minutes).
- c. Select one story from your group that stood out or moved you.

- d. Write down or draw images on the flipchart to represent the following: What was the story? Where did it happen? Who was the person affected? Who was the perpetrator? How was the person affected (physical, emotional consequences) and finally how did your group feel about this?



Note: Please explain to the groups that they should not name specific people, but rather include just general information such as their gender, age and perhaps role, eg a student, a young girl of [x age] or a married man of [x age], or a police officer etc.

- e. After about 10–15 minutes, display your flipcharts on the wall along with those of other groups. Move around and take time to read the stories. Write or draw one feeling/reaction (a symbol/sad face/confused face etc) on the flipcharts of other groups.

Option 2: Story map

Follow the instructions for Option 1 above, up to and including 2c. Then instruct each group to do the following:

- f. Work together in your group to create a story map using the coloured pens. The story mapped is the story you have agreed on as the one you want to share.
- g. Clearly state/draw the different characters in the story, using either words or drawings/props to tell your story.



Note: Please explain to the groups that they should not name specific people, but rather include just general information such as their gender, age and perhaps role, eg a student, a young girl of [x age] or a married man of [x age], or a police officer etc.

- h. Ensure each person in your group is involved in constructing the story on your story map.
- i. After about 10–15 minutes, display your flipcharts on the wall along with those of other groups. Move around and take time to read the stories. Write or draw one feeling/reaction (a symbol/sad face/confused face etc) on the flipcharts of other groups.

- After all groups have had a chance to see other groups' flipcharts, ask them to return to their seats. Ask for general reactions, emotions and feedback.
- After listening to a few comments and reactions, tell them that we all know that this issue of SGBV, and particularly violence affecting women and girls, is not new or unheard of. It is very prevalent in our societies, and affects women and girls from all walks of life. It also affects their families, children and communities.
- Briefly present global statistics on SGBV. For example: *The UN estimates that one in every three women and girls will experience either physical or sexual violence in their lifetime. That is roughly 1 billion women and girls living in our world today. This is not just a women's issue, but one that affects our entire world, our nations, communities, churches and homes. It affects our loved ones.*
- If you have statistics related to SGBV prevalence in your country, take five minutes to share them.
- Conclude by saying that you know that it is highly probable that everyone in this group either knows or has heard of someone who has been affected by SGBV. This is one key reason why we must not be silent and why this training is so important to bring change.

PART 2

Ask the participants to remain in their small groups. Tell them that, as people of faith and good citizens and neighbours, we can't keep silent on these injustices.

Explain that, within the context of religious faith, the scriptures give us a mandate to act. Read a couple of key verses:

Eg, in the Bible: Luke 10:30–37, Isaiah 58:6–12, Luke 4:18–19, Matthew 25:35–36, Proverbs 31:8–9; Isaiah 1:17 (see p70).

In the Qur'an: 3:104, 16:90, 4:135. (You can also invite Muslim participants or those of other faiths to share with the group examples from their own scriptures that discuss these topics.)

As we fulfil this mandate to challenge injustice, we become a part of God's mission to restore and redeem all of creation. This mission will ultimately be fulfilled in the new creation (Revelation 21:1–5), where there will be no more injustice.

Revelation 21:1–5

A New Heaven and a New Earth

Then I saw 'a new heaven and a new earth,' for the first heaven and the first earth had passed away, and there was no longer any sea. I saw the Holy City, the new Jerusalem, coming down out of heaven from God, prepared as a bride beautifully dressed for her husband. And I heard a loud voice from the throne saying, 'Look! God's dwelling place is now among the people, and he will dwell with them. They will be his people, and God himself will be with them and be their God. "He will wipe every tear from their eyes. There will be no more death" or mourning or crying or pain, for the old order of things has passed away.'

He who was seated on the throne said, 'I am making everything new!' Then he said, 'Write this down, for these words are trustworthy and true.'

Later in the manual, we will be exploring the life of Jesus as an example of this mission.

Provide an equal space for participants of all different faiths to share reflections relevant to this topic.

- Ask one of them to read 1 Corinthians 12:12–27 (and Qur'an 49:10–11 if there are Muslim participants).

1 Corinthians 12:12–27

Unity and Diversity in the Body

Just as a body, though one, has many parts, but all its many parts form one body, so it is with Christ. For we were all baptised by one Spirit so as to form one body – whether Jews or Gentiles, slave or free – and we were all given the one Spirit to drink. Even so the body is not made up of one part but of many.

Now if the foot should say, 'Because I am not a hand, I do not belong to the body,' it would not for that reason stop being part of the body. And if the ear should say, 'Because I am not an eye, I do not belong to the body,' it would not for that reason stop being part of the body. If the whole body were an eye, where would the sense of hearing be? If the whole body were an ear, where would the sense of smell be? But in fact God has placed the parts in the body, every one of them, just as he wanted them to be. If they were all one part, where would the body be? As it is, there are many parts, but one body.

The eye cannot say to the hand, 'I don't need you!' And the head cannot say to the feet, 'I don't need you!' On the contrary, those parts of the body that seem to be weaker are indispensable, and the parts that we think are less honourable we treat with special honour. And the parts that are unpresentable are treated with special modesty, while our presentable parts need no special treatment. But God has put the body together, giving greater honour to the parts that lacked it, so that there should be no division in the body, but that its parts should have equal concern for each other. If one part suffers, every part suffers with it; if one part is honoured, every part rejoices with it.

Now you are the body of Christ, and each one of you is a part of it.

- After the passage has been read, invite the groups to take ten minutes to reflect on the message in relation to the issue of SGBV and those affected by it. (Refer back to Part 1 of the exercise on how it has affected people.)
- Now ask the group to write on sticky notes two responses to each of the following questions:
 - Why must Christians (if in Christian context) address this issue? (Example: *It is because we are all one body, and what affects one person affects us all. There are no weak parts of the body: all are equal.*)
 - What is our responsibility towards those who are affected? (Example: *As one body we must nurture, care for and support those affected. We can't ignore the suffering of women and girls, because the 'body of Christ' is suffering and affected.*)
 - What should the ideal church (as the body of Christ) be for those who have experienced SGBV in this context? (Example: *The ideal church should be a safe space, free of suffering, condemnation, stigma or rejection, and free of discrimination, judgment or abuse.*)

NB: Adapt these questions to reflect faith in general if there are participants of other faiths, eg: Why must people of faith address this issue? (Example: *It is because our scriptures tell us to speak out against injustice, because we are one: no one is superior to another.*)

Note: It is very important to be inclusive in the language you use when there are participants of different faiths. Eg: Use 'people of faith' instead of 'Christians', 'holy text'/'scriptures' instead of 'the Bible', 'Places of worship' instead of 'church'.

4. Invite the participants to come and paste their responses on the church/places of worship illustration on the flipchart, filling it in with the sticky notes.
5. Tell them that we will always come back to this whenever we are in doubt or debating why we should do this work so that we can remind ourselves that this is what is expected of us as Christians/people of faith and good citizens and neighbours. This is the work of the church, the body of Christ.

Conclude this session by linking Parts 1 and 2 of this session, by underlining that the issue of violence against women and girls is something that has affected all our communities. We can see from the stories, and we now understand that it affects the body of Christ/our faith group. Therefore, as Christians/people of faith, it is our calling to break the silence and not be passive about this. Quote from scripture:

Proverbs 31:8–10

Speak up for those who cannot speak for themselves, for the rights of all who are destitute. Speak up and judge fairly; defend the rights of the poor and needy.

(Qur'an 16:90: God commands justice, doing good, and generosity towards relatives and He forbids what is shameful, blameworthy, and oppressive. He teaches you, so that you may take heed.)

Ask people for any feedback, responses or additional comments, then conclude this session.



ACTIVITY 5: WHAT IS SEXUAL AND GENDER-BASED VIOLENCE?



Key definitions for this section

SGBV: SGBV refers to a wide range of acts that violate people's human rights, including the sexual abuse of children, sexual assault and harassment, domestic violence, rape and forced marriages. It includes any abusive act, attempted act or threat of a sexual, physical, emotional or economic nature

- directed at a person because of their gender identity
- using coercion, power/authority or force
- without consent/against their will
- having or likely to have harmful consequences

Violence: The use of force or power to harm and/or control someone or to enforce/impose one's own preferences, decisions or wants on others. Violence can manifest in physical, emotional, verbal, sexual or economic ways, and includes both actual and threatened violence.

Sexual violence: Refers to any sexual act, attempt to obtain a sexual act, or other act directed against a person's sexuality using coercion, by any person regardless of their relationship to the victim, in any setting. It includes rape, defined here as any act of non-consensual sexual intercourse.

Gender: Widely shared ideas and expectations about the economic, social and cultural attributes of women and men. Such ideas include stereotypical notions of feminine/female and masculine/male characteristics, roles and abilities, and commonly shared expectations that guide the behaviour of women and men.



Learning objective:

- to help participants understand what SGBV is and to be able to differentiate between different forms of SGBV, and also to understand the concepts of gender and violence

Time: 45 minutes

Materials:

Flipcharts and marker pens.

Preparation:

For Part 1, on four large, coloured papers, write one of the following letters: S, G, B and V.

Suggested steps:

1. Ask the participants if they know what the letters S, G, B and V stand for. Give them time to respond and encourage participation.
2. Explain that you want to discuss key concepts in SGBV to help participants better understand and consolidate their knowledge.
3. Start by asking participants to define 'sex' (please refer to 'Definition of key concepts' on p9), and then define what 'sexual' means. (*Explain: Sexual attempts or acts directed at a person's sexuality.*)
4. Write their correct responses on the paper with the letter 'S' written on it. S – Sexual.
5. Invite participants to reflect on 'Violence' by asking them what violence means to them. Once they respond, follow up by asking what the key 'features' of violence are. (*Example: Harmful, using force, has a negative consequence etc*). Write down their responses on the paper with the letter 'V' written on it. Explain how violence can be a one-off incident or something ongoing. It can be big or small, planned or unexpected/circumstantial. Violence can happen in many settings and in many forms, but all forms of violence are harmful and are not ok.
6. Ask them what types of violence they are aware of. (*Example: Physical, sexual, emotional, economic. Try to group these different types in categories: intimate partner violence etc.*)
7. Now define 'sexual violence' using key words drawn from the sheets of paper headed 'S' and 'V'. Include intimate partner violence and domestic violence in your definition, making sure participants understand what these are and how they fit in within the wider framework of SGBV.
8. Likewise, continue by defining 'gender'. (*Example: Social constructs/ideas and expectations that define women and men*) and explain what gender-based violence is, linking to the explanation of 'gender'. For example: gender-based violence is violence that occurs because of the gender of the person targeted, such as a woman being beaten because she didn't cook properly, children not being sent to school because they are girls (economic violence), boys being told not to cry like girls (emotional violence), etc. You may need to explain that gender-based discrimination is a form of gender-based violence (see definition of SGBV throughout).

9. Acknowledge that gender-based violence affects men and boys in many ways too, but that it affects women and girls disproportionately.
10. Ask participants to explain briefly what they understand by SGBV, and paraphrase and underline key concepts to help them understand the correct concepts in defining SGBV. Invite them to list acts of SGBV and record them on a flipchart. (*Examples: rape, sexual abuse/assault, domestic violence, denial of food and resources, humiliation, physical beating, early or forced marriage, etc.*)
11. Write the working definition of SGBV on a flipchart as defined by the participants (see the example at the beginning of this section) and place it where everyone can see it.
12. Conclude the session. Ask participants how they are feeling and if they need an energiser. If they say yes, ask someone from the group to lead everyone in the energiser.



ACTIVITY 6: WHAT ARE THE ROOT CAUSES AND CONSEQUENCES OF SGBV?



Key definitions for this section

Perpetrator: A person who directly causes violence or abuse of another against his/her will.



Learning objectives:

- to learn and understand the root causes of SGBV
- to be able to differentiate between causes, contributing factors and consequences

Time: 60 minutes

Materials:

Flipcharts, marker pens, sticky notes/flash cards or small pieces of paper (you could cut pieces of paper into eight), sticky tape or sticky tack for sticking paper to walls.

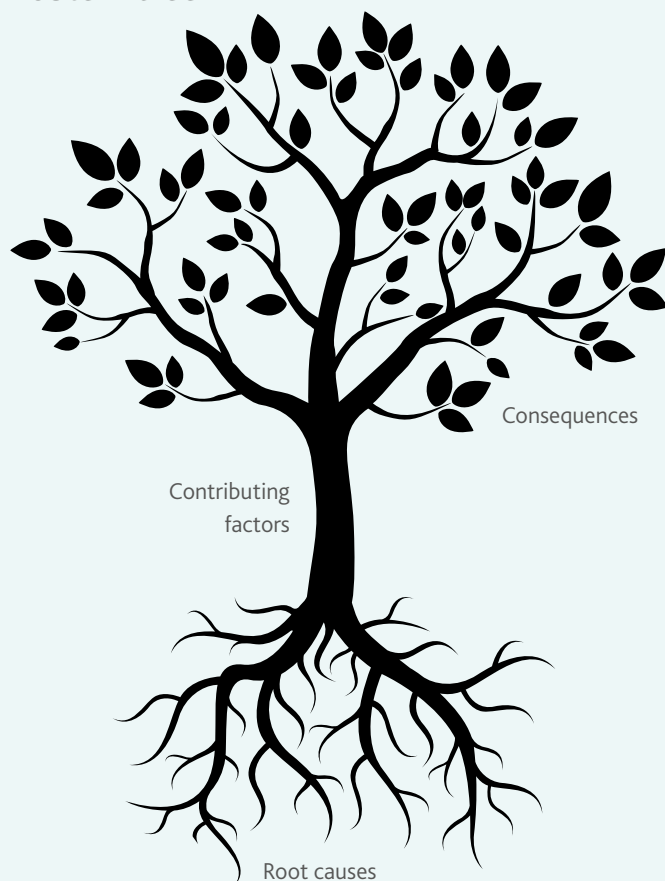
Preparation:

Draw a picture of a tree with roots, and title it 'Problem tree'. Write 'consequences' on the branches and 'root causes' on the roots.

Suggested steps:

1. Explain to participants that you are now going to work as a group to identify the root causes of SGBV. Stress the importance of understanding the root causes if we are to respond effectively to SGBV. You can explain this using a simple analogy: *'When you are unwell and perhaps running a temperature, you go to the doctor and he/she asks you questions to understand the cause of the fever and to diagnose the medical condition. This is important so he/she can prescribe the correct medicine to cure the illness quickly and properly.'* It is also important to discuss the consequences of SGBV and the different layers of its impact on an individual's or the community's life.

Problem tree



Problem tree activity: an explanation

A problem tree provides an overview of all the known causes and effects of an identified problem. This is important in planning a community engagement or behaviour change project as it establishes the context in which a project is to occur. Understanding the context helps reveal the complexity of life and this is essential in planning a successful project.

A problem tree involves writing causes expressed in negative words (eg lack of knowledge or money, etc). Reversing the problem tree, by replacing negative statements with positive ones, creates a solution tree. A solution tree identifies the means to end a problem, and provides an overview of the range of projects or interventions that need to occur to solve the core problem.

2. Divide the participants into groups of three to four and ask them to look at the examples of SGBV they have listed. Give each group a flipchart and ask them to categorise the acts of violence into the following categories: physical, emotional, sexual and economic. It's important to understand and distinguish between the different types of SGBV, such as intimate partner violence (among married couples/intimate partners), non-partner violence/rape, child abuse.
3. After they have done this, display the flipcharts for all to see and proceed with the 'Problem tree' activity (see explanation above).
4. Ask the group why they think violence occurs in our society. Who do they think are the perpetrators? Does it happen disproportionately against women and girls?
5. In their groups, ask them to brainstorm the consequences and root causes of violence. Give them ten minutes to discuss this. Explain to them that the root causes have different layers, such as structural, political and social.
6. After the discussion, ask the groups to list three main consequences of SGBV and three main root causes of SGBV on separate sticky notes/pieces of paper. Invite them then to present these ideas to the larger group and then stick the sticky notes on the relevant section of the 'Problem tree'.

(NB: Make sure that, when discussing consequences, the subject of marital rape is mentioned, as this will make space for further discussion later on in the programme.)

7. Categorise the different types of consequences of SGBV according to the following types: economic, physical, social, sexual, political, emotional, etc. Help participants to understand and acknowledge that the consequences of SGBV are multiple; therefore, our response should be the same and not just focusing on one aspect. Faith communities are in a great position to address more than one aspect, and therefore can play a pivotal role in helping/supporting survivors.
8. Take time to ask other groups to question, challenge or ask for clarification on these responses.
9. Explain key points:
 - a. Generally, the 'victims' of SGBV are women and girls, and the perpetrators are men and boys.
 - b. SGBV happens because of harmful beliefs and attitudes about men and women.
 - c. Women and girls are considered inferior to men and boys in many contexts, and this is embedded in our day-to-day lives.
 - d. SGBV is often used to reinforce and demonstrate male power, dominance and control over women's lives.
 - e. This happens because we live in a world that says it's okay for men to harm women and to blame women for this, and because some aspects of our culture and beliefs support such harmful norms.

- f. Invite participants to share examples of scriptures or religious beliefs from their own faith that are misinterpreted/used to promote harmful beliefs/practices.



Note: Do this in a safe way so that no one feels that their faith is being singled out or judged.

10. If any contributing factors (such as alcohol or armed conflict) are presented as root causes, ask the following questions to help participants understand the difference between the two:
 - a. Start by saying that, despite all the factors that may contribute to male violence, ultimately the perpetrator chooses to behave in an abusive way and he alone is responsible for his behaviour. Violence is not acceptable under any circumstances.
 - b. Take one of the contributing factors mentioned and ask: if it didn't exist, would SGBV still happen? (*Example: Would SGBV still happen if men weren't poor, drunk or angry?*) Share examples of where men still beat their wives even though they don't drink or even though they do have money, etc. Violence is not about anger or drinking too much. It's about choice: choosing to exert power over another person in harmful ways.
 - c. Acknowledge that alcohol can be a trigger for violent behaviour based on an individual's pre-existing norms and beliefs.
 - d. If people give 'the way a woman is dressed' as a cause, ask the group: 'Why then are small girls/elderly mothers/women who are at home in rural areas still raped?' Lead the conversation/discussion back to the fact that harmful beliefs are the root cause.
 - e. SGBV happens because most often men can commit violence without facing consequences, as if it were acceptable, because of gender and social norms that normalise such behaviours and practices.
 - f. This is why the Transforming Masculinities approach focuses on addressing harmful masculine behaviours and social norms to end SGBV.
11. Conclude this discussion and explain that we will discuss this further in the session on 'Power and status'.



ACTIVITY 7: SGBV IN THE BIBLE



Learning objective:

- to draw from the previous discussions to give a contextual understanding of SGBV in the Bible

People are often not aware that there is a story of rape in the Bible. This will also support discussion (based on scriptures) about the harmful masculine behaviours that led to the rape of Tamar.



Note: If there are Muslim participants, please ask them to share a story/passage which is similar to this and can likewise facilitate a discussion on SV.

Time: 60 minutes

Suggested steps:

- Ask the participants how they are feeling. Do an energiser. Invite a participant to share and lead an activity with the group.
- Tell participants that sexual violence is not something that just started happening recently: this has been going on for centuries and the underlying causes have remained the same. Tell them that we are going to read a story from the Bible that some of us may not have come across before.
- Ask a participant to read 2 Samuel 13:1–22. Then invite participants to go back into their previous small groups. Hand each group a flipchart and marker pens.

2 Samuel 13:1–22

Amnon and Tamar

In the course of time, Amnon son of David fell in love with Tamar, the beautiful sister of Absalom son of David.

Amnon became so obsessed with his sister Tamar that he made himself ill. She was a virgin, and it seemed impossible for him to do anything to her.

Now Amnon had an adviser named Jonadab son of Shimeah, David's brother. Jonadab was a very shrewd man. He asked Amnon, 'Why do you, the king's son, look so haggard morning after morning? Won't you tell me?'

Amnon said to him, 'I'm in love with Tamar, my brother Absalom's sister.'

'Go to bed and pretend to be ill,' Jonadab said. 'When your father comes to see you, say to him, "I would like my sister Tamar to come and give me something to eat. Let her prepare the food in my sight so I may watch her and then eat it from her hand."'

So Amnon lay down and pretended to be ill. When the king came to see him, Amnon said to him, 'I would like my sister Tamar to come and make some special bread in my sight, so I may eat from her hand.'

David sent word to Tamar at the palace: 'Go to the house of your brother Amnon and prepare some food for him.' So Tamar went to the house of her brother Amnon, who was lying down. She took some dough, kneaded it, made the bread in his sight and baked it. Then she took the pan and served him the bread, but he refused to eat.

'Send everyone out of here,' Amnon said. So everyone left him. Then Amnon said to Tamar, 'Bring the food here into my bedroom so I may eat from your hand.' And Tamar took the bread she had prepared and brought it to her brother Amnon in his bedroom. But when she took it to him to eat, he grabbed her and said, 'Come to bed with me, my sister.'

'No, my brother!' she said to him. 'Don't force me! Such a thing should not be done in Israel! Don't do this wicked thing. What about me? Where could I get rid of my disgrace? And what about you? You would be like one of the wicked fools in Israel. Please speak to the king; he will not keep me from being married to you.' But he refused to listen to her, and since he was stronger than she, he raped her.

Then Amnon hated her with intense hatred. In fact, he hated her more than he had loved her. Amnon said to her, 'Get up and get out!'

'No!' she said to him. 'Sending me away would be a greater wrong than what you have already done to me.'



But he refused to listen to her. He called his personal servant and said, 'Get this woman out of my sight and bolt the door after her.' So his servant put her out and bolted the door after her. She was wearing an ornate robe, for this was the kind of garment the virgin daughters of the king wore. Tamar put ashes on her head and tore the ornate robe she was wearing. She put her hands on her head and went away, weeping aloud as she went.

Her brother Absalom said to her, 'Has that Amnon, your brother, been with you? Be quiet for now, my sister; he is your brother. Don't take this thing to heart.' And Tamar lived in her brother Absalom's house, a desolate woman.

When King David heard all this, he was furious. And Absalom never said a word to Amnon, either good or bad; he hated Amnon because he had disgraced his sister Tamar.

4. Ask the participants to brainstorm and reflect on the following:
 - a. What is this story about?
 - b. Who are the main characters and what are their roles in this story?
 - c. What caused the rape of Tamar?
 - d. What were the roles of men in the story?
 - e. What were the consequences for Tamar?
 - f. What did David do? Was what he did just, as far as Tamar was concerned?
5. Give the participants 20 minutes to discuss the questions and then invite them to present their conclusions to the larger group.
6. Ensure you underline these key messages:
 - a. The rape of Tamar was planned and her role as a woman in that household made her vulnerable to exploitation. (She couldn't refuse to serve Amnon or cook for him, and had no voice despite being a king's daughter. After being raped, she was disgraced, traumatised and shunned.)
 - b. Amnon used his position and power over Tamar to get what he wanted, despite the harm it caused her. He chose to violate her.
 - c. The impact on Tamar's life was devastating, as was the loss of dignity.
 - d. Jonadab gave bad counsel to Amnon. (An example of how men and boys don't intervene or model positive behaviours even if they themselves don't perpetrate violence.)
 - e. Absalom asked Tamar to be silent, and did not help her get justice. (Compare with how many survivors today are silenced and asked to suffer in silence, without getting the help and support they need.)
 - f. David wanted to maintain the honour of his house, rather than protect his daughter. He also silenced her and didn't act as a fair king or father should have.
 - g. David had a legacy of sexual violence: he had previously used his power and privilege as the king of Israel to have sex with Bathsheba (she was not in a position to refuse even though she was married to someone else), then he had her husband killed. Remember, SGBV is not always using physical force, most often it's the use of power and coercion, where the 'victims' are made vulnerable and powerless.
7. Ask the groups to take five minutes to present an alternative scenario. What could the male characters in this story have done differently so that Tamar could have had a different outcome? Ask them to present a brief response.
8. Conclude by making the links between this passage and the previous session on how violence is a choice, and is often not contested. Make the point that often other men don't intervene to stop the abuse. Also emphasise that God condemns SGBV, and so such behaviour is not acceptable.

RECAPPING AND CLOSING FOR THE DAY



Learning objective:

- to recap on the day, remind everyone of what has been learnt and emphasise key learning points

Time: 15 minutes

Suggested steps:

1. Thank the participants for their active participation during the day, and acknowledge their input.
2. Recap by taking them through the agenda for the day and by summarising key points discussed in each session.



Note: Ask your co-facilitator to take notes, and write them on a flipchart to revise at the end of the day or the morning of the following day.

3. Give a brief outline of the programme for the following day.
4. Take them through the group agreements and ask for feedback, questions, additions and reflection.
5. Close the day with prayer, and invite different people from different denominations/faiths to pray.

DAY TWO

ACTIVITY 8: MORNING DEVOTIONS AND REFLECTIONS ON CREATION

Learning objective:

- to set the tone for the day and help Champions understand the faith perspective on gender equality from the creation story

Note: If there are Muslim participants, invite them to read from Qur'an 4:1. This talks about being created from one soul.

Time: 45 minutes

Suggested steps:

1. Welcome the participants and ask them how they are feeling. Break the ice by asking them if they slept well, and what they did last evening. Give them time to respond and acknowledge their responses.
2. Take them through the agenda for the day and then ask for feedback/learning from the previous day.
3. Tell them that you are going to start a session of reflection and devotion, and that you want each of them to reflect on the following scripture: Genesis 1:26–28.

4. After asking a participant to pray and bless the day, ask them to reflect individually on the following points from the scriptures you have read together:
 - a. How did God create man and woman? ('In God's image' in the Bible; 'from one soul' for Muslim participants.)
 - b. 'Let us make man in our own image.' Why is God saying 'us' and 'our image'? What does this mean? (Humans were made in the image of God, of the Trinity.)
 - c. What does it mean for men and women to be made in the image of God, especially in the image of the Trinity?

(For example:

- i. They're made differently, but are equal in power and worth.
- ii. God is relational: God exists in the Trinity, which is a loving relationship. God creates people to love, who will love in return. We are created to love God, each other and the creation, and to be in relationship with each other.)

5. Ask the participants to get into groups of three and share their thoughts on the above.
6. Thank the participants for their honest and active participation and tell them you will revisit this discussion later in the day.

Genesis 1:26–28

Then God said, 'Let us make mankind in our image, in our likeness, so that they may rule over the fish in the sea and the birds in the sky, over the livestock and all the wild animals, and over all the creatures that move along the ground.'

So God created mankind in his own image, in the image of God he created them; male and female he created them.

God blessed them and said to them, 'Be fruitful and increase in number; fill the earth and subdue it. Rule over the fish in the sea and the birds in the sky and over every living creature that moves on the ground.'



ACTIVITY 9: GENDER BOXES (PART 1)



Key definitions for this section

Gender socialisation: The process by which people learn and internalise expectations and stereotypes about how males and females should behave, what kinds of jobs they should hold, and how they are perceived and treated by others.

Power: The ability to exert oneself in the world and/or control or influence other people and/or resources.

Privilege: A right or benefit that is given to some people and not others.



Learning objective:

- to reflect on gender socialisation and power/privilege so that participants have a clear understanding of broader gender dynamics and how they are connected to violence

Time: 45–60 minutes

Materials:

Flipcharts, marker pens, sticky notes/flash cards or small pieces of paper (you could cut pieces of paper into eight), sticky tape or sticky tack for sticking paper to walls.

Preparation:

Draw two boxes on a flipchart, and label one box 'Act like a man' and the other 'Act like a woman'.

Suggested steps:

- Start by telling participants that you would like to expand on the issue of gender so that everyone understands better what this means. Say you will look at the different ways in which men and women are seen in our society.
- Divide the group into two groups (mixed), and tell one group that they will discuss 'acting/being like a man' and the other group will discuss 'acting/being like a woman'.

- Ask Group 1 to discuss and answer the following three questions:

- Give examples of messages that men/boys are given when they are told to 'act like a man/boy'. (*Be tough, not emotional, decision-maker, protector, provider, adviser, the person who disciplines, can have multiple partners, shouldn't ask for help, controls the finances and the women in the house, etc.*) Write these down on coloured sticky/flash cards and stick them on the flipchart in the relevant box.
- Where (eg home, schools, etc) and whom do these messages come from?
- How are these messages given, sent or conveyed (eg sermons, TV/radio, school, etc)?

- Ask Group 2 to discuss and answer the following three questions:

- Give examples of messages that women/girls are given when they are told to 'act like a woman/girl'. (*A woman cannot lead, she has to give birth to many children, if she can't then she is dishonourable or not valued, she must not speak too much, she has to be submissive and obedient, be faithful, etc.*)
- Where and from whom do these messages come?
- How are these messages given, sent or conveyed?



5. Ask the groups to share 10 to 12 key messages and record them in the relevant 'Gender box' on the flipchart.
6. Now ask the participants the following questions, and record their responses outside the respective boxes:
 - a. What happens to men/boys and women/girls who don't conform to these ways? (*Beaten, raped, shamed, stigmatised, harassed, coerced to do things they don't want to, etc.*)
 - b. How are men and women kept within these boxes? What strategies/tools/actions are used?
 - c. Are there men and women who don't conform to these messages? How do they do that?
 - d. Are there messages here that are harmful to men and women? (Refer to what happens when they don't conform to messages.)
 - e. Are there specific consequences for women and girls who don't conform?
7. Now ask both groups to reflect on how women and girls might feel when they experience these harmful actions/words because they don't conform or when they are forced to conform.
8. You can also ask about how men and boys feel when forced to conform to these 'boxes'.
9. Ask the participants to share their thoughts on this and conclude by saying that we can now begin to see how society creates very different rules for the behaviours of men and women. Explain that these rules are sometimes called 'gender norms' because they define what is 'normal' for how men and women should think, feel and act. Explain that these rules restrict the lives of both women and men by keeping men in their 'Act like a man' box and women in their 'Act like a woman' box.

ACTIVITY 10: DEFINING GENDER



Learning objective:

- to help participants consolidate their knowledge of what gender is, and understand the difference between gender and sex

Time: 30 minutes

Suggested steps:

'Sex versus gender' activity

1. Explain to the participants that you will be reading a series of statements on sex and gender. After reading each statement, they will decide whether it refers to sex or gender. Different sections of the room are assigned to different responses to the statements (ie: if they think it's about sex, then they go to the left corner of the room; if they think it's about gender, they go to the right corner; if they aren't sure, they stay in the middle).
2. Read the following statements:
 - a. Women give birth to babies: men don't.
 - b. Girls should be gentle: boys should be tough.
 - c. Globally, women or girls are the primary caregivers for those sick with AIDS-related illnesses in more than two-thirds of households.
 - d. Women can breastfeed babies: men can bottle-feed babies.
 - e. Many women do not make decisions with freedom, especially regarding sexuality and couple relationships.
 - f. Women are better at caring for children than men.
 - g. Most people who drive vehicles are men.
 - h. Women get paid less than men for doing the same work.

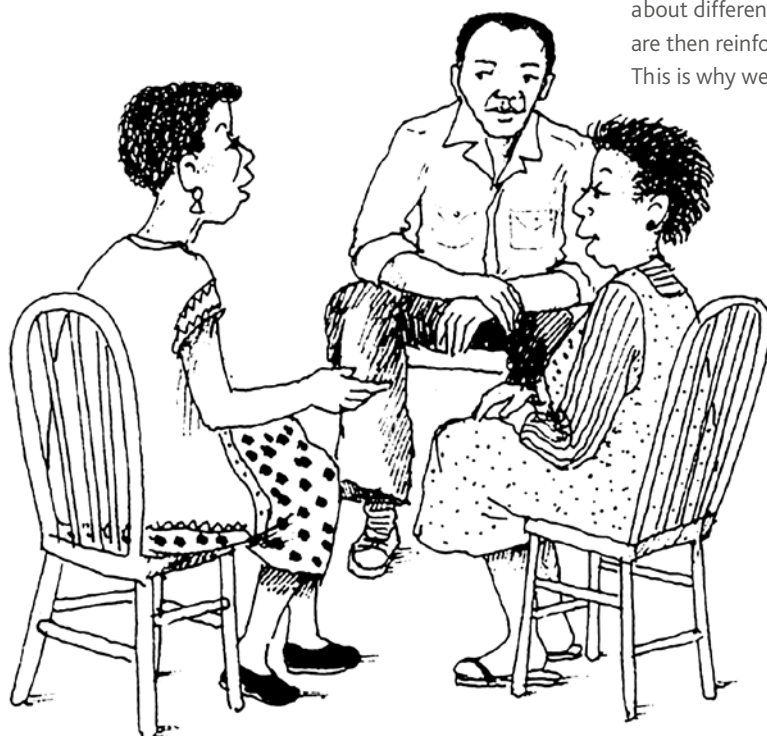
3. After each statement is read, and participants have moved to different parts of the room, invite one or two participants to explain their response. And then continue until all statements have been read out.
4. Ask the participants how they understand what it means to be a man or a woman in society.
5. Are the ideas about being a man or a woman listed in the boxes based on biology/sex or based on social ideas that are learnt/taught?
6. Introduce/remind participants of the definitions of sex and gender to help them answer that question:



Sex: Sex is the difference in biological characteristics of males and females, determined by a person's genes. Sex is not the same as gender. Sex is assumed to be a natural fixed binary rooted in biological difference, whereas gender is seen as socially constructed.

Gender: Widely shared ideas and expectations about the economic, social and cultural attributes of women and men. Such ideas include stereotypical notions of feminine/female and masculine/male characteristics, roles and abilities, and commonly shared expectations that guide the behaviour of women and men.

7. Ask the participants to name the places, people and things that teach us about what it means to be a woman or a man. Examples: school teachers, religious leaders and institutions, parents, families, friends, neighbours, culture, TV, newspaper, radio, etc.
8. Explain that, from the moment we are born, we begin learning about different rules and norms for women and men, and these are then reinforced over time, and through different channels. This is why we say gender is a social construct.



ACTIVITY 11: POWER AND STATUS



Key definitions for this section

Gender socialisation: The process by which people learn and internalise expectations and stereotypes about how males and females should behave, what kinds of jobs they should hold, and how they are perceived and treated by others.

Power: The ability to exert oneself in the world and/or control or influence other people and/or resources.



Learning objective:

- to create an understanding of how status in society gives power to individuals and how people use power to interact with others

Time: 60–75 minutes

Materials:

Option 1: The card game

Part 1: A pack of playing cards.

Part 2: Two flipcharts with titles 'More power' and 'Less power' written on them.

Option 2: Power and status – community roles

Cut paper/labels with the respective community roles written.

Also:

Flipcharts and marker pens.



Note: There are two different activities to choose from, so read through when preparing and select the most appropriate/practical activity for your group.

Option 1: The card game

PART 1 – Status

Suggested steps:

Explain that you are now going to discuss status by playing a game.

- Shuffle the pack of playing cards.
- Explain that the highest value in the deck is the ace, then the king, queen, jack, 10, 9 and so on. If they're not familiar with the order, explain it, or remove the ace and make the king the highest-value card.
- Ask the participants to choose a card from the deck, and to keep it face down without looking at it.
- Now ask each of them to hold up the cards on their foreheads for others to see. They are still not allowed to look at their own card or to tell others what their card is. Explain that when you give the command/clap, they will be invited to get up from their seats and mingle with each other. Before they get up, give them the rules and make sure they understand them:

Do not talk, except to greet others according to the status or social position of their card. For example: The king will be treated with much respect, while the person with the lowest card (eg a 2 or 3) may be ignored or excluded.
- Encourage participants to greet each other and react to others' status through gestures and facial expressions, not words.
- After a few minutes of interaction, ask the participants to organise themselves into a line, with the highest status at one end and the lowest at the other end, still without talking.
- While they are in the line, ask them to look at the line and their position in it, and then to guess what their card value is, and to explain how they arrived at this conclusion.
- Ask the participants to look at their cards now. Ask for feedback using the following questions:
 - How did it feel, especially for those with higher cards?
 - How did it feel not to be treated well, especially for those with lower cards?
 - How did it feel to be in the middle?
- Ask people to take their seats and reflect on whether this happens in their communities. Are some people in our families and communities treated differently according to social status?
- Explain that status is one's social standing in community. This refers to how they are viewed by others in the community and how much power they are perceived to have.

11. Emphasise the following to consolidate their understanding:
 - a. Status is not something that we as individuals necessarily determine. It is usually determined by social norms, as the 'Gender box' exercise showed.
12. Ask them how they think this affects women, given that they generally have a lower status in homes, communities and wider society.

PART 2 – Power

Suggested steps:

1. Explain to the participants that you will build on the previous activities on 'Gender boxes' and status to look at power.
2. Ask them how power is connected to our discussion on SGBV. Refer back to the discussion on root causes of SGBV.
3. Now ask them how important they think it is to address power in preventing and responding to SGBV.
4. Review their responses and highlight the fact that:
 - a. Inequality in power and status is one of the root causes of SGBV, so it is important to understand how power operates in society, in relationships and individually.
 - b. Working to end SGBV requires that we understand how gender socialisation is connected to SGBV.
5. Write the word 'Power' on a flipchart and ask the following questions:
 - a. What do you think of when you hear the word 'power'?
 - b. How do you know if someone has power?
 - c. Who decides who has more power and who has less power?
 - d. What are some different types of power you know of?
6. Introduce the following concepts:
 - a. **Power over:** this refers to controlling the actions or choices of another person or group of people, limiting their freedom or opportunities, or devaluing them as a person.
 - b. **Power with:** this refers to working in equal partnership with others, supporting those in need and those coming together to bring change, asking for support or help.
 - c. **Power to:** this refers to experiencing the freedom to make your own decisions, voice your opinions, work, go to school and advance yourself as a person, and believing within yourself that you have the right to these things.
7. Ask them to look at the 'Gender box', and to think about who has more power and who has less power.
8. Ask them to share and write down their responses on the flipcharts. (*More power: men, adults, employers, the wealthy, politicians, pastors, gunmen, majority ethnic groups*
Less power: women, children, youth, the poor, refugees, minorities, church members)
9. Now ask them to think about and reflect silently on which groups they belong to. They also need to reflect on how they felt when they had less power, and how it felt to be in that position. Invite them to reflect on times when they had more power and what that felt like.
10. Tell them that you will reflect on how power and privilege are being used in this training among participants, especially on how the men interact with women in the group.
11. Conclude by reviewing what has been covered: that we all have different levels of power, and that power is relative. Some groups or individuals tend to have more power and opportunities. The same can be said about people who have less power: there might be situations they can have more power than others.
12. Stress that higher-status groups tend to have more power.



Option 2: Power and status – community roles

- Ask participants each to represent a role in a community:
 - male subsistence farmer
 - church leader
 - married mother of six children
 - male village leader
 - adolescent girl in primary school
 - male village moneylender
 - male landless labourer
 - unmarried woman living with AIDS
 - female primary school teacher
 - survivor of sexual violence/or intimate partner violence
- Give each participant a label identifying his or her role.
- Ask them to line up side by side, with plenty of space in front of them.
- Call out a phrase that relates to activities and opportunities. If the participants in their role feel that the phrase is true for them, they step forward one pace.
- Other phrases are called out and the process is repeated.

Examples of phrases:

- you are first to speak in a meeting
 - you control the money you earn
 - you can vote
 - you have free time
 - you are literate
 - you own land
 - you have formal education
 - you are free to wear what you like
 - you are free to travel
 - you have access to transport
 - you are able to speak your mind
 - you have influence over your community
 - you can choose where you go at whatever time
 - people listen to you and respect you
- After all these questions, ask everyone to look around and see where the different people are now standing. Some will have taken many steps forward: some will be left behind. Facilitate a discussion using questions such as 'Who is most powerful/has most access to education, services, opportunities?', 'Who has least access/power?' 'Who has the highest/lowest status?'
 - Repeat the exercise but this time, call out a list of skills and attributes. Ask participants, still in role, to take a step forward if they believe they would have that skill.

Examples of skills/attributes:

- planning
 - cooking
 - writing
 - organising events
 - teaching
 - physical strength
 - childcare
 - report writing
 - budgeting
 - reading
 - resourcefulness
 - local knowledge
 - persuasive powers
 - networking
 - listening
 - vegetable gardening
 - public speaking
 - negotiation
 - sewing
 - organising groups
- Conclude with a further discussion using questions such as 'Did people with less power move further in the second part of the activity compared with the first?' 'Does this surprise you?' 'Why?'

The activity reveals different levels of power, status, access and disadvantage, as well as diverse skills, expertise and knowledge. The least powerful may have very useful skills. And the most powerful have influence and status in society, but sometimes because of our gender, ethnic groups or status in society, people treat/interact with us differently: either with respect and dignity or without. These are social norms that govern how one group/person interacts with another. There are unwritten rules that govern our communities and sometimes they can be harmful for those with less status and power.

Attitude checklist

- Ask probing questions to see why certain people have moved and others have not.
- Ensure that the activity is not seen as a competition. In fact, it should be emphasised how everyone has useful skills and knowledge, even if the distribution of power is unequal.

This activity has several benefits, as it helps:

- build understanding within the group
- identify people with useful skills
- increase people's understanding of local power structures and how these need to be taken into account in subsequent activities

ACTIVITY 12: PERSONS AND THINGS



Learning objectives:

- to understand the presence of power in our interactions in our communities, families and in general, and how that impacts individuals and relationships
- to help participants understand that when there's an imbalance of power, the risk of violence is high

Time: 60 minutes

Materials:

Flipcharts and marker pens.

Suggested steps:

1. Divide the participants into three equal groups.



Note: If the number of participants does not allow for equal numbers, assign the 'extra' participants to the third group which, as described below, will be the observers.

2. Tell the participants that the name of this activity is 'Persons and things'. Choose, at random, one group to be the 'things', another to be 'persons', and a third to be 'observers'.
3. Read the following directions to the group:
 - a. **THINGS:** You cannot think, feel or make decisions. You have to do what the 'person' tells you to do. If you want to move or do something, you have to ask a 'person' for permission.
 - b. **PERSONS:** You can think, feel and make decisions. Furthermore, you can tell the 'things' what to do, and you have power over your 'thing'.
 - c. **OBSERVERS:** You just observe everything that happens.
4. Assign each 'person' a 'thing' and tell him or her that they can do whatever they want with the 'thing' within the space of the room.



5. Give approximately five minutes for the 'people' and 'things' to act out their roles and interact.
6. After five minutes, tell the persons and things that they will switch and that now the 'persons' will be 'things' and 'things' will be 'persons'. Give them another five minutes to carry out the new roles.
7. Finally, ask the groups to go back to their places in the room and use the questions below to facilitate a discussion.
 - a. How did your 'person' treat you? How did you feel? Did you feel powerless? Why or why not?
 - b. How did you treat your 'thing'? How did it feel to treat someone this way? Did it make you feel powerful? Why or why not?
 - c. Why did the 'things' obey the instructions given by the 'persons'?
 - d. Were there 'things' or 'persons' who resisted the exercise?
 - e. In your daily lives, do others treat you like 'things'? Who? Why?
 - f. For the 'observers': How did you feel not doing anything? Did you feel like interfering with what was happening? If yes, what do you think you could have done?
 - g. For the observers again: why didn't they do anything, even though they said they felt uncomfortable, sad and sometimes angry at the way the 'person' was treating their 'thing'?
 - h. If you had been given the chance to choose between the three groups, which would you have chosen to be in and why?
 - i. Why do people treat each other like this?
 - j. In your communities, do men most often belong to one of these three groups? Which group? Do women most often belong to one of these three groups? Which group? Why do you think this is?
 - k. How does society/culture perpetuate or support these kinds of relationships?
 - l. What can we do to make sure that different groups such as men and women live in a fair world where they can enjoy the same opportunities, equal treatment and equal rights?

8. Also point out the controlling, dominant and sometimes violent ways the 'persons' treated 'things'. Ask them why they acted in such ways. Were they asked to behave in a harmful way?
9. When the roles were reversed, did you see a pattern? What was it? (*When 'things' take on the role of the 'person' after experiencing what they did, most often they tend to remodel the behaviour and are sometimes even more harmful.*)
10. Explain how usually when there's an imbalance of power, those with more power tend to use it in harmful ways over those without power, voice or rights. We see these dynamics between men and women in our homes, communities and relationships.
11. We also can see how our children repeat some of these behaviours: boys learn how to be a man by seeing and hearing, and girls learn how to be a woman in the same manner. They learn that one is more powerful and dominant over the other, and that they may have no voice to change things. Generally, they accept this situation as the norm and perpetuate it themselves.
12. Point out that sometimes women exert power over women and also men, and that, when the power shifts, roles shift too. Today, these roles are changing due to the changing economic and social environment, and women are increasingly becoming the primary breadwinners. Men can increase their involvement in caregiving roles, allowing their spouses to earn an income, and they can work together for the well-being of the family. This change in economic power can cause conflict at home if it is not discussed and agreed on in an equitable way.
13. Mention specifically how power and gender roles are used to justify marital rape. The belief that 'a husband is entitled to his wife's body' is so widespread that most people don't even acknowledge it as rape. The scripture from 1 Corinthians 7:4 is often used to justify such beliefs. If this comes up, ask them to read the entire section which puts men's roles into context.

1 Corinthians 7:4

The wife does not have authority over her own body but yields it to her husband. In the same way, the husband does not have authority over his own body but yields it to his wife.

14. Draw attention to the fact that men who aren't violent often do nothing to intervene, or engage their peers, when violence occurs, so they are just like the 'observers'. This is mainly because this use of power is acceptable behaviour and that the unwritten rules in our communities hold us back from speaking out when we see something that is not right. Yet, as Christians we are called to be the 'voice of the voiceless'. We can read this in Proverbs 31:8–9, and in Isaiah 58:6–7. If there's time, ask a participant to read these verses aloud. (For relevant verses in the Qur'an, see 16:90 and 4:135. You can also ask Muslim participants to suggest further verses.) We see Jesus intervening, speaking out against harmful behaviours and actions throughout his ministry. He rebuked social norms that were harmful; he broke through boundaries by interacting with the marginalised and oppressed, and with sinners, those who were shunned by society, including the 'religious community'.

Proverbs 31:8–9

Speak up for those who cannot speak for themselves, for the rights of all who are destitute.

Speak up and judge fairly; defend the rights of the poor and needy.

Isaiah 58:6–7

Is not this the kind of fasting I have chosen: to loose the chains of injustice and untie the cords of the yoke, to set the oppressed free and break every yoke?

Is it not to share your food with the hungry and to provide the poor wanderer with shelter – when you see the naked, to clothe them, and not to turn away from your own flesh and blood?

15. In conclusion, ask them to continue to reflect on this activity and their behaviour during role-play in relation to their own behaviour at home, with the women/girls in their lives, and with those who have less power in their community.

It is clear how differing levels of power and status due to gender can lead to violence in our relationships, communities and society. This is why we need to address gender norms, especially masculine norms that centre around power and control, if we are to be effective in preventing violence against women and girls or SGBV in our communities.

We can see how sometimes we have been a perpetrator, victim and an observer. Even though we have experienced traumatic events, this somehow doesn't always prevent us from using violence on others, or when we see violence we tend not to do anything about it, despite knowing how it feels.

You can also follow up with this activity if you have time:

Here's a self-reflective exercise that makes the participants aware of their own position and power and how this affects others. It gives them a chance to reflect on how they can act in ways that empower others and do not dominate them.

- Ask each person to make a poster entitled 'Who am I?' They draw themselves in the centre and then list their attributes, identities, characteristics, roles – everything that might affect how others see and experience them, eg sex, age, education status, ethnicity, language, roles/jobs (economic and in the household and community), if they are a parent, membership of groups, how they dress, if they are confident/shy etc.
- Then ask them to present it to their small group and discuss the ways in which these attributes might affect others.
- Ask them to discuss how they might act to empower others, so others feel comfortable and confident (eg how they speak, how they dress, how they listen).
- You can ask for a couple of people to present back to the whole group to ensure key points are covered.

ACTIVITY 13: GENDER AND CREATION



Learning objectives:

- to follow on from the earlier discussion on gender and link it to creation
- to help participants understand that current gender norms, which are harmful, aren't compatible with the creation story
- to debunk the myth that men and women were not created as equals

Time: 45–60 minutes

Materials:

Flipcharts, marker pens, sticky notes/flash cards or small pieces of paper (you could cut pieces of paper into eight), sticky tape or sticky tack for sticking paper to walls.

Last activity flipcharts to be visible for easy reference.

Suggested steps:

1. Tell the participants that you are now going to look again at scriptures and reflect on what you discussed in the last activity.
2. Refer to the morning devotion, to the passage Genesis 1:26–28. (Qur'an 4:1/49:10–11 is also appropriate.) Ask a participant to read the passage for everyone to hear.

Genesis 1:26–28

Then God said, 'Let us make mankind in our image, in our likeness, so that they may rule over the fish in the sea and the birds in the sky, over the livestock and all the wild animals, and over all the creatures that move along the ground.'

So God created mankind in his own image, in the image of God he created them; male and female he created them.

God blessed them and said to them, 'Be fruitful and increase in number; fill the earth and subdue it. Rule over the fish in the sea and the birds in the sky and over every living creature that moves on the ground.'

3. Display the two 'Gender boxes' from Activity 9, the characteristics of men and women and their roles and responsibilities, and ask the participants whether they see a pattern. Allow for a few responses. Follow up by asking if they think these are based on equality. Do they reflect the equal value of both men and women? Do they reflect the equal status and power of men and women?
4. Divide them into groups of three to four and ask them to reflect on these questions and to write down five key thoughts per group. Give them about ten minutes to discuss and five minutes for each group to present.

5. The message that needs to be emphasised is that, based on what we see and what we know from our lived experience, men and women aren't considered, treated or thought to be equal. Men are considered to be superior to women, and this is reflected in the messages seen in the 'Gender box'.
6. Ask the groups to discuss the following based on the scripture reading and to present their thoughts to the larger group. Give them 15 minutes.
 - a. If God created man and woman in his image, in the image of the Trinity, are they equal?
 - b. Did God create men to be superior to women? Where did this inequality come from?
 - c. Is the intention of God in creation (with everyone created equal and to have dominion over all of creation together) reflected in the gender roles?
7. Key messages: We were created in the image of the Trinity, equal in power and value, different in our skills and talents. We were created for companionship with God and one another. Sin separated us from God and one another. Ask them to read the following scripture: Galatians 3:28. Ask participants to share scriptures they know that promote gender equality and write them down on flipcharts and stick them on the wall.

Galatians 3:28

There is neither Jew nor Gentile, neither slave nor free, nor is there male and female, for you are all one in Christ Jesus.

8. Key reflection: We were created equal; sin separated all of us from God, and one another. All have sinned and fallen short of God's glory. We were all redeemed from our sins, our relationships with God were restored, and we have been made aware of the need for restoring relationships with one another, man and woman. We can see this in how Jesus interacts with women, as equals. In Christ we are able to be restore those broken relationships; even though it is hard, we must work towards this by the grace of God who makes all things possible (Philippians 4:13). Also the greatest commandments, as Jesus shared, reflect these principles of restoring relationship between people and God, and between each other. We do not kill, destroy and use violence because we love our God with all our hearts, minds and strength, and also because we love others as ourselves.

Philippians 4:13

I can do all this through him who gives me strength.

ACTIVITY 14: GENDER BOXES (PART 2)



Learning objective:

- to help participants imagine/explore an alternative model for being a man and a woman – a model based on equality and equitable relationships

Time: 30–45 minutes

Materials:

Flipcharts and marker pens.

Preparation:

The 'Gender boxes' flipcharts with 'Act like a man' and 'Act like a woman' lists.

Another flipchart with two columns labelled 'Transformed man' and 'Transformed woman'.

Suggested steps:

- Ask the participants how they are feeling and do an energiser. Invite one of them to lead the group in an energiser activity or you can lead with one from the list of energisers in 'Additional material for facilitators' (p65).
- Tell them that we are going to revisit the 'Gender boxes' but we want to end the day on a positive note.
- Divide them into groups of three to four, and ask them to discuss the following:
 - How can you, in your own lives, challenge some of the non-equitable ways men are expected to act? How can you challenge some of the non-equitable ways that women are expected to act?
 - What are ways that men and women can be different? What would the roles of men and women be in an ideal world?
- After about ten minutes of discussion, ask each group to come up with five characteristics each of men and women who are living outside of these 'Gender boxes'. What do these men and women do? etc. Ask them if they know anyone in their real life who is doing this, and can use them as an example.
- After giving them another five to ten minutes, ask for their responses and record these in the respective columns in the 'Transformed man' and 'Transformed woman' flipcharts.
 - Ask them: if there was one thing they could change about themselves, what would they want it to be?
 - Ask them to share what they will do to work towards this change.
 - What challenges might participants face if they chose to live out these transformed values? How can we address these challenges and support each other?
- Conclude the session by thanking them for their active participation.



ACTIVITY 15: ACCOUNTABLE PRACTICE



Key definitions for this section

Accountability: Accountability is an active process of identifying and challenging harmful ideas and norms in order to bring about social change.



Learning objectives:

- to introduce the concept of accountable practice to participants, and provide an overview of the concept and expectations
- to help them understand why this is important, and encourage them to practise it in their personal lives and relationships

Time: 30 minutes

Materials:

Flipcharts, marker pens, sticky notes/flash cards or small pieces of paper (you could cut pieces of paper into eight), pre-printed pledge cards (optional).

Accountable practice: Accountable practice underscores the need to listen to all voices, including the voices of women. It provides programme staff with ways to reflect on and change their own attitudes, beliefs and behaviours, as well as those of others in their communities.

Suggested steps:

1. Explain that you are going to discuss briefly the concept of 'accountable practice' and why this is important, both at individual and community levels.
2. Ask the group what they understand by the word 'accountability'. What is the first word that comes to their mind? Write down their responses.
3. After listing the responses, provide the following working definition:

Accountability is an active process of identifying and challenging harmful ideas and norms in order to bring about social change.

- a. It requires a recognition that power and privilege lead us to prioritise our own entitlement and to discount the perspectives, needs and priorities of disadvantaged groups.
- b. Accountability requires self-awareness and a commitment to individual action.

4. Explain to the participants the following types of accountability:

- a. **Personal:** Refers to the ways in which we learn about and challenge our own personal biases and beliefs. Continual self-reflection works to identify, assess and transform the everyday beliefs, attitudes and interactions (big and small) that support violence against women and girls. It focuses on transformational change and learning for us as facilitators, so we can model change for others.
- b. **Relational:** Refers to the ways in which we interact with others and assess dynamics of power and privilege. It requires us to reflect on how we work with participants, with our co-facilitator and supervisor, with community members, and with colleagues. It focuses on being an ally to women and girls, starting with you as participants of this training/workshop. This includes our relationships at home and in our workplaces, churches and community.

5. Ask the participants to break into small groups of three to four and reflect on the following questions:

- a. How does this definition relate to the reality of your community? Families? Personal life? What does this bring to mind for you?
- b. What happens when there's no accountability in our lives, families, workplaces, churches and communities? Especially to women?
- c. Who needs to be held accountable in your community? In your context?



6. After giving them ten minutes to discuss, invite them to share their discussions. After the presentations, emphasise that accountability is a crucial part of our work with men and boys, to end impunity at all levels with reference to SGBV. The need is for it to start with us individually, and for us to model behaviour that will lead to a change of culture and practice that is more accountable, especially on this issue.
7. Ask them to write down individually two points for each of the types of accountability that they will start to practise as a result of this programme (two each for 'personal' and 'relational').
 - a. Personal accountability – a daily reflection about how you interacted with others, the words you used, your body language. And whether you used your power/status in a harmful way. For example, ask yourself 'Have I criticised anyone harshly today?' and 'Did I make anyone feel uncomfortable today?'
 - b. Relational accountability – allowing yourself to be held accountable by those you interact with. Asking them how they felt and whether there is anything you can do to improve. Giving them permission to challenge you when you misuse your power or privilege. For example, 'When I next give my child instruction at home with my wife present, I will ask her afterwards how she felt about it and whether I could have improved the way I taught my child' and 'When I next ask my wife to do something for me, I will ask her afterwards how she felt about what I asked for and the way I asked for it'.
8. Ask those who are comfortable and willing to share their thoughts with the wider group. They can hold on to these cards and come back to them occasionally to check where they are at. They can also share within their small groups of three or four, to hold themselves accountable.



Note: It would be good to have some pre-printed pledge cards and get them to sign them. They could then keep them to remind them of the pledges they have made.

RECAPPING AND CLOSING FOR THE DAY



Learning objective:

- to recap on the day, remind everyone of what has been learnt and emphasise key learning points

Time: 15 minutes

Suggested steps:

1. Thank the participants for their active participation during the day and acknowledge their input.
2. For homework, ask them to consider the following:
 - a. What is your personal reflection on gender, power and the Bible from today's sessions?
 - b. Share this reflection with your spouse/partner or a member of the opposite sex in your family and ask them how they feel about how you relate to them in this regard.
3. Recap by taking them through the agenda for the day and by summarising key points from each session.
4. Give a brief idea of the programme for the following day.
5. Take them through the group agreements and ask for feedback, additions and reflection.
6. Close the day with prayer (for faith groups).

DAY THREE

ACTIVITY 16: MORNING DEVOTION AND REFLECTION: 'A LIFE OF ABUNDANCE'



Learning objectives:

- to help participants reflect on the need, importance and benefit of gender equality, linking it to scriptures
- to help them understand what this would look like in their own lives, families and relationships

Time: 45 minutes

Preparation:

(Optional) Write out John 10:10 and John 13:34 in large letters and display on the wall.

John 10:10

The thief comes only to steal and kill and destroy; I have come that they may have life, and have it to the full.

John 13:34

A new command I give you: Love one another. As I have loved you, so you must love one another.

Suggested steps:

1. Welcome the participants for the day. Ask them how they are, and if they have any experiences to share or anything to report back.
2. Take them through the day's agenda, and also reflect on their expectations, without taking much time on this. Ask participants to assess whether any of their expectations have been met.
3. Explain that you are going into a time of devotion, and that you will focus on what you discussed/learnt yesterday, but with the aim of moving forward.
4. After taking a few minutes to pray, and giving space for the participants to pray, invite them to share their reflections from their homework of the previous day. Facilitate a discussion around it and on personal and relational change in their own lives, families etc. Emphasise how this reflection is important, and must become a daily exercise in their lives.
5. Inform them that you are going to reflect on scriptures relating to their feedback, and also look forward to your goal of a life of abundance and dignity for all, a life where there's no gender inequality, SGBV or harmful masculinities.
6. Ask a participant to read John 10:10 aloud and, subsequently, John 13:34.
7. Divide the participants into groups of three to four and ask each group to reflect on the following:
 - a. What does a life of abundance (life to the full) look like for women and men, and for our communities? And, in the context of SGBV, especially for women and girls? For survivors? (John 10:10)
 - b. What does it mean to love like Christ loved? In our communities/families, what should relationships look like? What does loving your wife/husband like Christ loved us mean? What must change from what it is like now? (John 13:34)



- c. What does the scripture, 'Wives submit to your husbands, and husbands love your wives like Christ loves the church and gave his life up for it', mean? What is submission? Is it an act of love or compulsion? Is it an act of mutual respect or is it just reserved for women? What does loving your wife 'like Christ loved the church' mean? What does it mean in relation to the 'submission' we expect from the wives? (Ephesians 5:21–33)
- d. How should this be reflected in our relationships? Is it reflected right now? If not, what must change?

Ephesians 5:21–33

Instructions for Christian Households

Submit to one another out of reverence for Christ.

Wives, submit yourselves to your own husbands as you do to the Lord. For the husband is the head of the wife as Christ is the head of the church, his body, of which he is the Saviour. Now as the church submits to Christ, so also wives should submit to their husbands in everything.

Husbands, love your wives, just as Christ loved the church and gave himself up for her to make her holy, cleansing her by the washing with water through the word, and to present her to himself as a radiant church, without stain or wrinkle or any other blemish, but holy and blameless. In this same way, husbands ought to love their wives as their own bodies. He who loves his wife loves himself. After all, no one ever hated their own body, but they feed and care for their body, just as Christ does the church – for we are members of his body. 'For this reason a man will leave his father and mother and be united to his wife, and the two will become one flesh.' This is a profound mystery – but I am talking about Christ and the church. However, each one of you also must love his wife as he loves himself, and the wife must respect her husband.

8. After giving them about 15 minutes to discuss/reflect as a group, give time for each group to share key points from their discussions.

9. Emphasise the following points:
 - a. Salvation is for all, and a life of abundance is for all, both for women and men. Seeing what has been described as the roles of women and men, it is clear that women live a life without dignity, not a life of abundance. Being controlled, beaten, raped, humiliated, treated as inferior doesn't really look like abundance. This is not acceptable, this is not the gospel, and this must change.
 - b. If we are to love one another like Christ loved us, shouldn't we give what we expect to receive, ie give love and respect; be uplifting, gracious and life-giving; promote others' interests first; support; serve etc? Where are we going wrong? Why is this act of submission used to support marital rape? Is this what Paul is talking about?
 - c. Isn't our act of submission to Jesus an act of love? Then why is this submission always referred to as an act of defeat, or inferiority? Why is it associated with the submission of the world, which, if not done voluntarily, must be demanded, forced and achieved at whatever cost? If we are to love our wives in the same way that Christ loved the church and gave his life for her, shouldn't it mean that we give up ourselves, our desires, our needs, privileges and entitlements for the betterment, happiness and well-being of the other? Are we doing this? What is preventing us from doing this?
 - d. Is it not about creating the space for women to enjoy life in abundance, to make decisions over their lives, their economy, bodies and reproductive health?
10. We can see that gender equality is not a foreign concept or one that is alien to the Bible. It was God's intention from creation, through salvation and then for eternal life, too. We were made for companionship with God and with one another, for love and for enrichment of each other's lives.

ACTIVITY 17: GENDER FISHBOWL – SAFE SPACE FOR CONVERSATIONS



Learning objective:

- to create a safe space for participants to listen to each other, especially for the men to listen to the women, and for women to listen to men on their experiences, expectations and hopes

Time: 90 minutes

Preparation:

Arrange the chairs/seating in such a way that there's an inner circle and an outer circle, both facing the centre.

Suggested steps:

1. Divide the participants into one group of men and one of women.
2. Invite the women to come to sit first in the inner circle. Instruct that only the inner group is to talk and the outer group (men's group initially) must listen and observe without interrupting.
3. Facilitate a discussion for 30 minutes, starting with the women's group talking. Then (without discussion between the groups) invite them to swap places, and facilitate a 30-minute discussion, this time with the men in the inner circle talking, and the women in the outer circle listening and observing. For the women's group, it will be important for the female facilitator to facilitate, and likewise the male facilitator for the men's group.
4. If you do not have time for all the questions, the questions in bold are important questions to ask.

QUESTIONS FOR WOMEN

- What is the most difficult thing about being a woman/girl in... [insert the country or community name as appropriate]?**
- What do you want to tell men that will help them better understand women?**
- What do you find difficult to understand about men?
- How can men better support women's empowerment?**
- How can men be better allies with women?
- Is there something you never want to hear said again about women?
- What rights are hardest for women to achieve in... [insert the country/community as appropriate]?
- What do you remember about growing up as a girl in...? What did you like about being a girl? What did you not like? What was difficult about being a girl?
- Who are some positive male influences in your life? Why are they positive?**
- Who are some positive female influences in your life? Why are they positive?**
- Is there one Bible/Qur'an verse that you feel uplifts, protects or supports women?**
- Is there one Bible/Qur'an verse that you feel disempowers women or is used against women because of misinterpretations?



QUESTIONS FOR MEN

- a. **What is the most difficult thing about being a man/boy in... [insert the country or community name as appropriate]?**
 - b. **What do you want to tell women that will help them better understand men?**
 - c. What do you find difficult to understand about women?
 - d. **How can men better support women's empowerment?**
 - e. How can men be better allies with women?
 - f. **What do you remember about growing up as a boy in... [country/community]? What did you like about being a boy? What didn't you like? What was difficult about being a boy?**
 - g. **Who are some positive male influences in your life? Why are they positive?**
 - h. **Who are some positive female influences in your life? Why are they positive?**
 - i. **Is there one Bible/Qur'an verse that you feel uplifts, protects or supports women?**
 - j. Is there one Bible/Qur'an verse that you feel disempowers women or is used against women because of misinterpretations?
5. After both groups have finished their discussions, ask the following questions to facilitate a discussion between both groups:
 - a. What surprised you about this activity?
 - b. How did you feel about talking when others were listening? Did you feel you were heard?
 - c. What did you learn?
 6. You can tell them how this activity and similar discussions in the same format can be facilitated in communities through community dialogues for a mixed group.
 7. It is important to create a safe space, so that what is said is not harmful to anyone, and so that truth is spoken in order for you to work together towards a solution. In a world where most women don't have a voice, or aren't listened to, it is important that we create a safe space for them to speak out, and to be heard.



Note: remember the group agreements around confidentiality, respect etc during your discussion.

8. To conclude this activity, explain how most of what we know and learn about one other is shaped, influenced and challenged by stereotypes and gender and social norms, which then are re-emphasised and reinforced by many sources, such as the media and even our sermons at church. It is important to create safe spaces for dialogue to better understand each other in our homes, churches, schools and communities. Dialogues are important to work towards a society free of violence, free of SGBV.

ACTIVITY 18: AN IDEAL COMMUNITY: A LIFE OF ABUNDANCE FOR ALL



Learning objective:

- to create a vision of an ideal community where every member is able to aspire to a life of abundance and dignity – a community without violence against women and girls

Time: 60–90 minutes

Materials:

Flipcharts and marker pens.

Preparation:

Write on a flipchart the title 'An ideal community'.

Suggested steps:

- Tell the participants that you are going to take them on a journey, a journey towards an ideal community that is very different from the one we live in now. Ask them to close their eyes for a few minutes, and clear their minds.
- Tell them that when you start narrating, they need to imagine what you are saying, and to reflect on it in silence. Later they will share with one another what they have imagined and what they felt or experienced.

- Read out this narrative:

'When you wake up tomorrow, you find you are living in a community in which there is no violence against women and girls. All members of this community enjoy a life of abundance – individually, in their relationships and in their community. Therefore, this is a community where women and girls are safe and respected and can aspire to be anything they want. They have no worries about violence happening to them, their daughters or mothers, their friends or sisters. Gender inequality, harmful masculinities and violence against women and girls have ended!

(Pause for 10 to 20 seconds)

Imagine life in this community: What activities are women doing in this community? Where do they go? What do they wear? What do they do in church? In their house?

(Pause for 10 seconds)

How are women treated? What is a woman's relationship with her husband, her father, her brother and her children?

(Pause for 10 seconds)

How do men act in this community? What kind of qualities do they have? How do they treat women? What kind of fathers are they? What kind of husbands are they?

How do you feel about being a part of this community? Embrace that feeling and let it sink in...'

Make sure you give participants enough time between the statements to reflect and absorb what has been said. Now ask them to open their eyes slowly.



4. It will be helpful to take notes of the responses during the discussion that follows.
5. Ask them to summarise in one word what they feel about life in this community. Start with the women and then move to the men.
6. **Ask the women the following questions:** What did it feel like to be a woman in this community? Ask them to be as specific and detailed as possible. What did being a man look like in this community?
7. Follow up by asking the men for their responses to what the women said. Ask them if anything they said was unexpected.
8. **Now ask the men similar questions:** What did it feel like to be a man in this community? Ask them to be as specific and detailed as possible. What did being a woman look like in this community?
9. Follow up by asking the women for their responses to what the men said. Ask them if anything they said was unexpected.
10. Divide the participants into groups of three or four and ask them to discuss the following and present back to the larger group. Give 15 minutes (max 20 minutes) for the discussion.
 - a. What would need to change in order for this 'ideal community' to become a reality?
 - b. How would men act in this world without SGBV?
 - c. What kinds of qualities would they have?
 - d. How would they treat women?
 - e. Are you interested in creating such a community? Is it at all possible? If not, what are the barriers?
 - f. Does this resonate with the 'life to the full' that John 10:10 refers to? Does the opposite of this ideal resonate with the first part of the verse, that says, 'The thief comes to steal, kill and destroy'?
11. After the presentation and discussion, conclude by saying that in order to build such a community, we will all have to work together, especially to change harmful masculinities and gender inequalities that we teach our boys and girls, and the ways in which we raise our sons and daughters. We are all responsible for this change and we all have a role to play in transforming masculinities, promoting positive models for being a man or a boy, and for creating a safe space and a life of dignity for women and girls in our homes, churches, schools and community.

ACTIVITY 19: JESUS – THE MODEL FOR POSITIVE MASCULINITIES



Learning objectives:

- to teach an alternative model for masculinities that can be modelled and promoted in the community dialogues
- to explore the characteristics of Jesus as a model to aspire to

Time: 60 minutes

Materials:

Flipcharts and marker pens.

Suggested steps:

1. Ask the group if they would like an energiser, and if they do, start a quick energiser or ask a volunteer from the group to facilitate one.
2. When everyone is settled in their seats, tell them that you are going to focus on the concept of positive masculinities.
3. Ask for suggestions from the group. Can they think of any good examples for positive masculinities? Give a few participants the opportunity to share their views.
4. Now you can introduce the title of the session: 'Jesus as the model for positive masculinities'.
5. You can tell them that we are going to look at Jesus' life as a model for men to aspire to.
6. State that, in many instances in the New Testament, the ultimate model for a Christian can be found in the life of Jesus. We can see how he interacted with women, those who were oppressed, the needy, those in authority and his family. Scriptures such as Ephesians 5:22–25 allow us to see that Christ is the model for our relationships.

Ephesians 5:22–25

Wives, submit yourselves to your own husbands as you do to the Lord. For the husband is the head of the wife as Christ is the head of the church, his body, of which he is the Saviour. Now as the church submits to Christ, so also wives should submit to their husbands in everything.

Husbands, love your wives, just as Christ loved the church and gave himself up for her.

7. To explore this further, invite participants to get into groups of three or four.

8. Each group should make a list of 10 to 12 characteristics of men from their community, and then 10 to 12 of Jesus Christ.

9. Ask each group to discuss the following and present back key points to the larger group, giving them 20 minutes to discuss/reflect:

- a. **Group 1:** Look at relationships. How did Jesus interact with his family, friends, colleagues, disciples and the women who followed him?

Guiding thoughts for reflection: If men today were to be like Jesus, how would they treat women? Girls? Daughters? Sisters? Wives? Mothers? What kind of fathers/husbands would they be?

(Consider Jesus washing his disciples' feet (John 13:1–17), cooking for Peter (John 21:10–14), telling Martha that paying attention to him was more important than being busy (Luke 10:38–42), weeping for his friend Lazarus (John 11:17–43) etc. See pp70–74 for the Bible passages.)

- b. **Group 2:** How did Jesus respond to those who were stigmatised by their community, such as women who were rejected and discriminated against?

Guiding thoughts: If men today were to be like Jesus, how would they respond to survivors of abuse – the women who are abused/violated in their communities/homes/churches? Would they blame the 'victims'? Would they stigmatise them? Reject them? Allow them to be abused again?

(Look at how Jesus treats the Samaritan woman (John 4:4–26), the woman with an issue of blood (Luke 8:43–48), the woman caught in adultery (John 8:1–11), the woman who washed his feet (Luke 7:36–50) etc. See pp70–74 for the Bible passages.)

- c. **Group 3:** What kind of leader was Jesus? How did he lead? How did he teach? How did he interact with those he led?

Guiding thoughts: If men/women want to be leaders like Jesus, how should they lead? How would they lead to end SGBV? How would they address gender inequality? Polygamy? Harmful practices at home, in our churches, in our community? What would they do to respond to what they see?

(Focus on Jesus as the servant leader: he came to serve and not to be served; he led in humility, with love, compassion and empathy.)

Ask them also to reflect on what kind of 'leadership' they have seen in their homes (fathers/husbands and mothers/wives), churches, community, province and country.

10. Make the point that we can see Jesus was a great role model for positive masculinities. Others wanted to be like him. Even in circumstances that weren't always fair or right, he maintained self-control. He became angry but was never violent. In fact, he spoke against violence. He communicated without aggression and he was patient, meeting people at their point of need. Most importantly, he defied all social, religious and cultural norms for being a man of that time.
11. Ask participants to reflect on how they can promote this model in their communities, churches and homes and how they personally can model such behaviour. Give them five to ten minutes to brainstorm and then invite groups to present five key ideas each.



ACTIVITY 20: COMMUNITY DIALOGUES – A PEER-FACILITATED CHANGE PROCESS



Key definitions for this section

Gender: Widely shared ideas and expectations about the economic, social and cultural attributes of women and men. Such ideas include stereotypical notions of feminine/female and masculine/male characteristics, roles and abilities, and commonly shared expectations that guide the behaviour of women and men.

Masculinities: This term conveys the fact that there are many socially constructed ways of being a man and that these can change over time and from place to place. 'Masculinities' refers to perceived notions and ideals about how men should or are expected to behave in a given setting. Masculinity and femininity are relational concepts; they only have meaning in relation to each other. The word 'masculinities' (plural) is used as opposed to 'masculinity' (singular) to emphasise that different forms of masculinities exist – shaped by class, ethnicity, race, culture and sexual orientation. Also, within masculinities, there are hierarchies: some are dominant or 'hegemonic' while others are subordinated, marginalised or complicit. Masculinities are normative practices, structured and shaped by gender relations. They are inherently historical and their making and remaking is a political process affecting the balance of interests in society and the direction of social change.

SGBV: SGBV refers to a wide range of acts that violate people's human rights, including the sexual abuse of children, sexual assault and harassment, domestic violence, rape and forced marriages. It includes any abusive act, attempted act or threat of a sexual, physical, emotional or economic nature

- directed at a person because of their gender identity
- using coercion, power/authority or force
- without consent/against their will
- having or likely to have harmful consequences



Learning objective:

- to give the Gender Champions more detailed knowledge about the process of community dialogues and their objectives

Time: 2 hours (in two parts)

PART 1: (45 minutes)

Suggested steps:

1. Explain to the participants that you are moving into an exciting phase of the training. You will now focus on what is really expected from them as Champions, and how they can use these tools, activities, skills and knowledge to facilitate transformation in their communities, through what you will call community dialogues.
2. If they are to be effective, they need first to understand the process and the thinking behind it. Tell them that the first part of this session will focus on understanding the process and objectives of community dialogues.

3. Explain the following:

What are community dialogues?

Community dialogues are sessions facilitated by men and women trained as Gender Champions using this manual. The process is a way of engaging your whole community (men and women) over six weeks, creating a safe space where people can learn how to change unhelpful behaviour, attitudes and norms that lead to SGBV. As a result of individuals changing, the hope is that entire communities will be transformed.

How are the dialogues organised?

Dialogues lasting 90–120 minutes are led by trained Gender Champions who invite their peers to take part. The dialogues are held in formal and informal settings in their communities or churches. The maximum number of participants in each dialogue should be 8–10 people. Dialogues are held each week for five weeks, with a women's and a men's group running in parallel. The men's group is led by a male Gender Champion, and the women's group by a female Gender Champion. Male and female groups come together on the sixth week for a time of reflection, commitment and a 'graduation' of sorts. Subsequently, the process is repeated with other groups.

How are participants selected?

These are not perpetrators' or survivors' groups. This process is primarily focused on facilitating behaviour change among men and women in the community, around gender, masculinities and SGBV, using scriptural and other accepted activities.

As mentioned above, each group should consist of only 8–10 members: these can be identified by the local parish pastor, lay leaders or the Gender Champion. These participants will be chosen on the basis of their interest, will and commitment to this work and process. They need to be able to commit to 90–120 minutes per week for six weeks, and to personal and relational accountability. After the groups finish the six weeks, the facilitators will take a break to reflect, to debrief with their organisations and address any challenges that arose, and to adapt the activities. They will then start another series of dialogues with new groups. It is advisable that each facilitator facilitates a maximum of two groups per week: in other words, the female facilitator can facilitate a maximum of two groups, and likewise the male facilitator. The limit on the number of participants needs to be strictly observed in order to maintain efficiency and confidentiality.

The men and women participating in parallel groups do not have to be from the same families, or a couple. Participants need to be selected carefully, with an emphasis on commitment to the process and participation. Confidentiality also needs to be addressed before the dialogues start. The *Community dialogues* manual explains how to do this and offers suggestions for selection criteria for participants.

How often should the facilitators in each community meet?

Each community will have one female and one male facilitator/ Gender Champion. They should plan to meet prior to starting their community dialogue groups, and at least once a week after the dialogues begin – preferably soon after the dialogues to debrief, share concerns, provide support/brainstorm and to be responsive to what the women say. Once the six weeks are completed, they need to meet with their supervisor – often a trained project staff member overseeing the community dialogue process – to share outcomes and discuss plans for the following dialogues.

What are the key discussion topics for each week?

Week 1: Introduction and SGBV root causes

Week 2: Gender roles and norms in daily life

Week 3: Power, status and SGBV

Week 4: Faith and SGBV

Week 5: Moving forward by reflecting on the past

Week 6: Looking ahead, working towards a world free of violence together

(NB: Weeks 1–5 are for single-sex groups; week 6 is when both groups come together.)



Note: The *Community dialogues* manual has a detailed plan for each week's sessions for the community dialogues. Alternatively, you can use the activities from this manual to facilitate your discussions and adapt them to suit the context and participants' literacy levels.



How to choose the time and location

The time and location for the dialogues need to be agreed prior to the first session and have to be convenient for everyone. It doesn't have to be the same place every week, but it does need to be a safe and accessible place.

What safety measures need to be taken?

When facilitating such sensitive discussions, you need to take precautions to protect those who might be exposed to risk. With the women's groups, if there are any concerns shared they need to be raised immediately with the relevant supervisor. (For example: if a woman is a survivor and the perpetrator feels threatened by her meeting in groups, or if a woman has an abusive husband who doesn't like her participating and threatens to harm her.) Information on safety and support, including counselling, needs to be obtained and agreed upon prior to starting the dialogues, so that participants can be referred to these services when the need arises.

How can we create a safe space?

Set up group agreements to protect the privacy of participants and allow people to be open. Don't tolerate harmful comments and behaviour by participants in the group. Give space for people to engage, reflect and be honest. Be genuinely interested in their lives and their struggles. Refer participants to those who can offer them professional help if needed (such as police, counsellors, hospitals etc).

PART 2: (60–75 minutes)**Suggested steps:**

1. Ask the participants if they have any questions about the approach, the process and its objectives. Tell them it's imperative that they understand this clearly and are familiar with it.
2. Divide the participants into groups of four and ask each group to role-play the following mock community dialogue:
 - a. Group 1: Root causes of SGBV
 - b. Group 2: Gender equality in the Bible from Genesis
 - c. Group 3: Jesus as a positive role model for masculinities.
3. Give them 10 to 15 minutes to plan and discuss, and tell them that they have to role-play for five to seven minutes per group.
4. Take the rest of the time to ask the group the following questions:
 - a. How was it to do the role-play?
 - b. What did you find easy to do? What was hard?
 - c. Do you think there will be resistance to organising such discussions in the community? If so, what kind of resistance?
 - d. How will you deal with resistance or unwillingness?
5. Conclude this session by saying that you will discuss how to deal with resistance in the next activity. Underline that facilitating a group will take practice and they need to be very familiar with the theme and content of each group discussion before they start dialogues within their communities.

ACTIVITY 21: COMMON RESISTANCE REACTIONS



Key definitions for this section

Common resistance reactions: There are types of attitudes and beliefs that commonly arise when people are asked to think differently about gender, race and violence (among other themes). In this manual these are referred to as 'common resistance reactions'. These reactions occur when long-held beliefs are challenged or perceived to be threatened. While they can be difficult to address, they are also positive because they present opportunities for growth and learning. While this can be hard, it is a vital part of helping participants work toward positive change.¹¹



Learning objective:

- to equip participants with tools to deal with resistance during discussions on sensitive topics

Time: 30 minutes

Suggested steps:

1. Explain to the participants that you are now going to focus on an important section of the training: how to deal with resistance. Tell them that as SGBV is a sensitive issue, they are bound to come up against some resistance during the community dialogues and in any other workshops and training sessions where the activities are used.
2. Remind them of the previous activity and highlight again some of the types of resistance they mentioned after their role-plays.
3. Ask them to regroup as previously to brainstorm on the following questions (five to ten minutes):
 - a. What types of resistance would you expect?
 - b. As facilitators, how would you deal with them?
 - c. What skills would you use?
4. After they have discussed and presented their responses, you can brief them on some of the common resistance reactions they can expect:
 - a. **Denial:** asserting that something is not true or not the problem:
 - i. 'That is not an issue.'
 - ii. 'Violence is a normal part of any relationship.'
 - iii. 'This is a Western cultural perception: women in our society don't have an issue with this.'
 - iv. They also might try and leave the room.
 - b. **Minimising:** making something out to be smaller or less serious than it is:
 - i. 'I don't know why women make such a big deal of such things.'
 - ii. 'As men, we face violence all the time.'
 - iii. Laughing or making jokes about violence against women and girls or sexual and gender-based violence.



¹¹This definition is adapted from the IRC EMAP training guide.

- c. **Justification:** stating something is right or reasonable:
- 'The Bible says women should respect men, so when they don't respect men, it's natural for them to be disciplined with violence.'
 - 'Women need to know their place and listen to their husbands. If they don't, you can't blame a man for using violence with the woman.'
 - 'She asked for it, or deserved it.'
 - 'You can't blame the animal for acting like one: she should have been careful.'
- d. **Blaming the victim:** stating or implying that the victim is at fault for the violence that she experienced:
- 'Well, if she had listened to her husband, this wouldn't have happened.'
 - 'She asked for it with her behaviour or her dress.'
 - 'She shouldn't have provoked him: he didn't have a choice.'
- e. **Comparing victimhood:** changing the focus of the discussion/situation by stating that another group also experiences the same problem:
- 'Men experience violence too.'
 - 'Both men and women are victims of violence: why is it always about women?'
 - 'Women can be abusive too.'
- f. **Remaining silent:** choosing to keep quiet or not speak up in the face of injustice:
- Not speaking up when violence occurs.
 - Ignoring something or pretending it didn't happen.
 - Staying silent about harmful behaviour or comments by peers.
- g. **Reinforcing norms:** engaging in behaviours that support harmful beliefs and attitudes, and that support men having more power than women:
- Taking control of women's work around this issue in the community.
 - Perpetuating violence/discrimination.
 - Behaving/acting out harmful practices (for example, making comments such as 'She should know, she's a woman' or 'You're a man, so act like one').
- h. **Colluding:** men supporting the harmful behaviour and attitudes of other men:
- Agreeing with any of the above responses – by verbal expression or silence.
 - Believing or supporting excuses and justification of violence.
 - Laughing at harmful comments that other men express.
5. Here are some ways they could address the types of resistance discussed above:
- Ask for clarifications:** summarise the statement or comment being made and identify for yourself which common resistance reaction is being expressed. You can ask clarifying questions such as: 'So, it sounds like you're saying.... Is that correct?' or 'Thank you for sharing your opinion. Can you tell us why you feel that way?'
 - Seek an alternative opinion:** repeat the question/comment back to the group as an open question: 'What do you all think about this comment? Or about this reaction or attitude?' or 'To me, this statement seems like... (mention one of the common resistance reactions). What do you all think?'
 - If nobody has an alternative opinion, provide one:** you can give your view on this without being angry or lashing out. Emphasis should be on the key message that refutes such behaviour/comment.
 - Draw from the training content/programme:** remind them of the learning from the training or an activity. Ask them: 'How do you think people started thinking in such ways? Who taught us these attitudes or norms? How does this idea reinforce some of the harmful behaviours we have discussed here?'
 - Offer facts that support a different point of view and emphasise a helpful perspective:** you can refer to statistics or laws that can help make this point.
 - You can offer to discuss this one-on-one if that's helpful:** if the participant is not willing to acknowledge another point of view, you could say that you would be willing to make time to meet with them separately to discuss this, and that, for the sake of others, you need to move on.
6. Tell your participants that it is very unlikely that the person showing resistance in their group will openly change his/her opinion, even after they work through all of these steps. But the Gender Champion will have provided an alternative and, possibly a new, point of view just by challenging them. They will have not only demonstrated their commitment to creating a safe space for learning, but also their accountability to women and girls by not tolerating/ignoring harmful comments/behaviours, which is very important.

ACTIVITY 22: CONCLUSION AND NEXT STEPS



Learning objective:

- to conclude the programme and agree on next steps

Time: 30 minutes

Materials:

Pens, sticky notes/flash cards or small pieces of paper (you could cut pieces of paper into eight).

A ball/ball-like object for the feedback session.

Suggested steps:

1. It is time to conclude the training programme/workshop. Tell participants how the programme has been for you and say you hope that it has been productive and life-changing for them, too.
2. Thank them all for their active participation and tell them that they will have an opportunity to share their feedback in writing and also verbally before you close.
3. Give them the opportunity to revisit their expectations and fill out the 'Expectations tree', as appropriate, on their own.
4. Explain the process and logistics of starting the community dialogues:

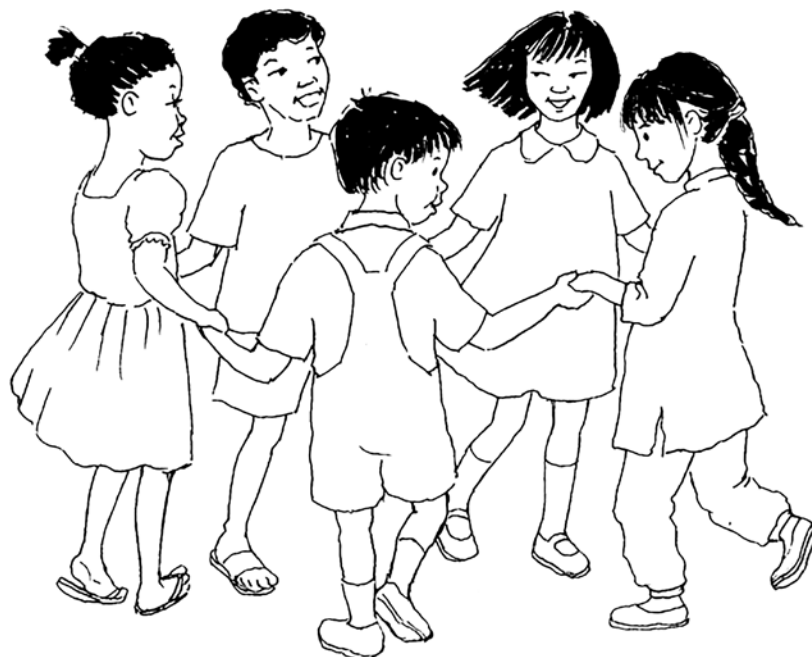
The process begins with planning with the Gender Champions' supervisors (trained project staff overseeing the respective communities) and local faith leaders, before moving on to recruitment. The Gender Champions will identify potential participants, with the help of their local faith leaders, and have informal chats with participants about joining their groups. This will be done within two weeks. Gender Champions are expected to keep a record of their participants' details, and share this with the supervisors at the end of the six-week cycle.

5. Discuss specific aspects of the projects. (Such as refresher training for those who are continuously involved, and how long the project will run/how many cycles of these six-week dialogues will be implemented.)



Note: Some projects might have extended weeks in a cycle if additional topics are included. For example, the *Masculinite, Famille Et Foi* intervention by Passages has 8-week community dialogue cycles with additional sessions on family planning.

6. Allow for them to share their reflections on this programme, using the ball to ensure that everyone can contribute, in the following way:
 - a. Invite them to sit or stand in a circle (as space allows).
 - b. Tell them that you are going to call out the name of a participant and toss the ball to them. That person will share their personal reflection then pass the ball on in the same manner (calling out a name and throwing the ball to that person). You will continue to do this until everyone has shared his or her reflections.
7. Hand out the reflection, evaluation and feedback forms for participants to fill out. You can ask them to fold their pieces of paper and put them in a box to ensure they are confident of confidentiality. There are separate personal reflection forms for men and women. All the forms can be found in 'Additional material for facilitators' (p65).
8. Thank them one more time, and close in prayer with a commitment pledge. You can use the pledge below from We Will Speak Out – a global coalition of faith-based organisations working to end SGBV – and ask them to read it out in unison. It is suitable for mixed-faith groups.



We Will Speak Out pledge

We recognise our failure to respond adequately to sexual and gender-based violence, and our role in marginalising those who have experienced its devastating consequences. We recognise that responding to SGBV is essential in our work, in our communities and in our world. We commit to addressing SGBV in our contexts to the best of our abilities, aiming to end it in all its forms, together.

And so...

We will speak out.

We will be silent no more.

We stand together in solidarity with the most vulnerable and affected.

We dedicate ourselves to finding lasting solutions, mobilising leadership at all levels.

We will promote laws that model, protect and promote justice, enable healthy relationships and challenge those that don't.

We will work to ensure these laws are enforced. We commit to take action together to see all girls, women, boys and men free from the threat and impact of SGBV across the world.

Alternatively, you can read out this pledge written for churches and Christian groups, asking participants to repeat the phrases after you.

The Transforming Masculinities pledge

I commit to promoting positive masculinities and gender equality in my life, home, workplace, church and community. (REPEAT)

I commit to model it in my personal and professional relationships, in all spaces and spheres of my life. (REPEAT)

I commit to maintaining personal and relational accountability practices so that I'm accountable for my thoughts and actions. (REPEAT)

I commit not to use violence, violent behaviours or words to hurt myself or others in my community. (REPEAT)

I commit not to blame victims of SGBV, not to shame or stigmatise them (REPEAT)

but to offer my support and my love to help them on their journey of healing and restoration. (REPEAT)

I commit to work with my local church to work towards a community free of SGBV. (REPEAT)

I commit to model gender equality in my words, relationships, day-to-day life, so that I can be a role model for the younger generation. (REPEAT)

I believe that God the Trinity created us equal in God's image. (REPEAT)

I believe that sin broke this image, and put enmity between God and me, and between men and women. (REPEAT)

I believe that through Jesus I was redeemed and restored. (REPEAT)

To this restoration I commit my life to work together for a better life for all. (REPEAT)

This is my commitment to my family, my church, my community, my faith and myself. (REPEAT)

And by the grace of God I will do all that I can to keep my commitment. (REPEAT)

This prayer has been written for use in a Christian context, but a different prayer could be written for a Muslim or mixed-faith group.

Read the prayer and ask participants to repeat it after you.

Prayer

We pray and ask for wisdom, grace and strength from Christ Jesus, (REPEAT)

who is our ultimate model, helper, healer and friend. (REPEAT)

We believe that in and through Jesus all things are possible (REPEAT)

if we believe and commit ourselves to this process of transformation. (REPEAT)

We commit ourselves in the name of Jesus Christ, Amen. (REPEAT)

ADDITIONAL MATERIAL FOR FACILITATORS

ICE-BREAKERS AND ENERGISERS

Ice-breakers

Ice-breakers can be used either at the start of the workshop for participants to get to know each other and feel relaxed and comfortable, or they can be used after a tense, sensitive discussion to help participants clear their minds or reconnect with one another.



Note: You will be aware of cultural sensitivities, so please don't use any of these if they are not culturally appropriate in your context, instead adapt them to make them fit your context.

MY FRIEND

In pairs, have people turn to the person next to them and share their name, how many children they have, and three other facts about themselves that others might not know. Then, have each pair introduce *their partner* to the group. This helps strangers get acquainted and helps people feel safe. They will get to know at least one other person, and do not have to share information directly with a big group at the beginning of the meeting.

TRUE OR FALSE

In a large group, have everyone write down two true statements about themselves and one false one. Then every person reads their statements and the whole group must guess which one is false. This helps participants get acquainted and relaxed.

MY FAMILY

- Ask the participants, individually, to think of a family member or close friend whom they admire for their love and compassion. It could be their mother, grandfather, former teacher, aunt, etc.
- Then ask the group to pair up with the person next to them and take turns to explain why they have chosen that particular caregiver and the things they admire about their actions, attitudes and values.
- After about five minutes, each participant will present to the group the family member or close friend chosen by the other person in the pair.

BALL GAME

In the first round, each person says his or her name before throwing the ball to someone else, who then says their name and throws the ball on to a third person. Continue to pass the ball until everyone has said their name. The facilitator begins in order to demonstrate the game, and the ball is passed back to the facilitator to end the first round of the game. Now repeat the whole game for a second round. This time, after a participant says their name, they should put their hand on their head to signal that they have had their turn. Continue the second round until everyone has had a go.

WHAT'S IN THE BAG?

Ask everyone to go look in their bag and find one thing that represents them. Give them time to think about the items in their bags and what they will choose to say. Participants will take a turn in describing themselves through the item they chose. Give them a limit of three to five sentences per person.

ANIMAL GAME

- Have everyone in a circle (standing or sitting up).
- One person says their first name, the name of an animal that has the same first letter as their name, and a sound associated with that animal. (For example, 'I'm Dana, a duck, quack quack!')
- Then, the person next to her/him will need to repeat what the first person has said, before adding his/her own name, animal and sound. (For example, 'Dana, duck, quack quack! I'm Charlie, a cat, meow...')
- The third person will have to repeat what the first and second person said, then add her/his name, animal and sound. (For example, 'Dana, duck, quack quack! Charlie, cat, meow. I'm Barbara, bird, chirp chirp.'). And so on, until everyone in the circle has said their name. The game ends when the first person has said everyone's names, animals and sounds.

EXTREME EMOTIONS

- The object of this activity is to have each participant over-react to a situation and have the rest of the group guess what scenario the participant is reacting to.
- You need to determine if the participants will be allowed to speak or if they will just mime their reactions.
- You should prepare scenarios on sheets of paper ahead of time. Think of situations that would work for your participants. Scenarios can include:
 - o you've just won the lottery
 - o your hair is on fire
 - o you just got your dream job
 - o you're arguing with someone on the phone
 - o you're about to give birth
 - o your friends just threw you a surprise birthday party
- Then randomly give a scenario to each participant. One good way to do this is to put the folded sheets of paper in a box and ask everyone to select one and pass the box on.
- Give them time to plan their over-reactions.
- Then each one takes their turn in over-reacting to their scenarios, and everyone tries guessing.

WRITE YOUR NAME IN THE AIR

Ask participants to write their name in the air – first with their right hand then the left; and then with both hands, elbow, nose, knee or foot.

Energisers

Energisers can be used to raise energy levels among participants after an exhausting discussion or even after breaks. As a facilitator you need to be able to gauge people's energy levels or you can always ask if they would like to do an energiser. Some of the most interesting energisers always come from the group, so ask first if anyone would like to do an energiser for the group. If no one volunteers you can choose one of the following or something you already know!



Note: Choose energisers that are most culturally appropriate in your context.

ENERGISER 1

- Tell group members to think silently about their favourite animal.
- Tell group members that, without talking, they need to arrange themselves in a line, from the largest to the smallest animals.
- Group members can only make gestures and the noise of their animal.
- After they have arranged themselves in a line, each group member announces what animal they were supposed to be. Check if the order of the line is correct!

ENERGISER 2

- Have participants stand in a tight circle, shoulder to shoulder.
- Explain that when you (the facilitator) say, 'Look down,' everyone must look at the ground. And when you say, 'Look up,' everyone must look up and stare directly at the face of another person. If two people look up and stare at each other, they must scream, or yell a pre-determined word (eg they can scream 'Out!' or 'Caught!'), and then step out of the circle. The rest of the participants who didn't make eye contact with another person will continue staring until the facilitator says, 'Look down' again. Play continues until there are only two or three people left in the circle.

ENERGISER 3

This is a fast-moving activity. Participants stand in a circle, both arms out to the side. They stand with left hand palm up, and the index finger of their right hand pointing down and touching their neighbour's outstretched left palm. The facilitator says, 'When I say the word "go", do two things: grab your neighbour's finger pointing down on your left hand, and prevent your right finger from being grabbed.' Then count down '3... 2... 1... [to add suspense] Go!' Repeat several times.

ENERGISER 4

The group forms a tight circle. Everyone sticks his or her hands into the centre. With one hand, everyone grabs the hand of another person. Then, using the other hand, grab a hand of someone different. The object of the game is to get untangled without letting go. By climbing, crawling, and wriggling around, participants can create one large open circle or, sometimes, two unconnected ones. If they are totally stuck, you can tell them they can choose to undo one link, and then reconnect once that person has turned around, and see if that works. This energiser is fun and creates a nice physical bond between participants. It also subtly communicates the idea of working together to accomplish a task.

ENERGISER 5

- Ask participants to walk around the room. They should spread out and walk in all directions, maintaining eye contact with other participants passing them.
- Give the following instructions while they are walking: Walk fast. Walk slowly. Walk like a man. Walk like a woman. Walk like a child. Walk like an old woman. Walk like an old man. [Add more variations here.]
- Change instructions every few minutes.
- Ask participants to share how they felt acting like a man/woman. Were they comfortable or uncomfortable? Encourage them to discuss reasons for how they felt.

ENERGISER 6

Fruit salad

- The facilitator stands so there is one chair less than the number of people playing the game. Everyone else is seated.
- Ask the participants to name their favourite fruits and choose any four fruits with the help of the participants, for example: apple, orange, guava and banana.
- Write the four fruits on the flipchart. Tell participants that they are now going to become a fruit. The facilitator goes around the group, giving each participant the name of one of the four fruits. For example, the first participant is an 'apple', the second is an 'orange', the third a 'guava' and the fourth a 'banana'. The next is 'apple' again, and so on.
- Tell the participants that they have to quickly change their seat if the name of their fruit is called out. So, if the facilitator calls out 'apples', all the 'apples' have to change their seats. If the facilitator shouts 'fruit salad', then all the participants change seats with each other. The facilitator also takes part and tries to get a seat after calling out. Whoever gets left without a seat calls out the names of fruit in the next round.

ENERGISER 7

- Ask the group to stand in a circle.
- Tell them that they are going to count from 1 to 50. The first participant calls out 1, the next calls out 2 and so on. Participants who get the number 5 or its multiples (10, 15, 20...) have to clap instead of calling out the number.
- If someone makes a mistake (for example calling out the number instead of clapping), he/she is out of the game and the next participant starts counting again from the number 1. If the next participant does not start the counting again from 1, he/she is also out.



Note: The facilitator should encourage participants to count at a brisk pace. Some other variations can also be used, for example: Clap at number 7, multiples of 7 (14, 21, 28...) and at all the numbers ending with 7 (17, 27, 37...). Clap at 5 and numbers that end with a 5 (15, 25, 35 and so on....) but click at 10 and multiples of 10 (10, 20...).

ENERGISER 8

Ask the participants to pair with another. Now ask one person in the pair to make a fist, and the other to try and open it. Give them a few minutes to do so. Then ask them to reverse the roles. After a few minutes, ask the participants who was able to open their partner's fist easily, and why. Did anyone find it difficult? Give time for responses.

After they have responded, ask them if anyone asked their partner to just open their fist. If yes, why? If no, why not? You can conclude by saying that sometimes, because of the way we have been raised, we think the only way to get things done is by the use of force, and sometimes even violence. We therefore forget to ask, to communicate and negotiate.

For more energisers, please visit the following websites to get ideas and adapt them to your context and programme:

sailorstraining.eu/admin/download/b7.pdf

trainerbubble.com/downloads/category/free-energisers

eyp.org/EYPInfo/GuidesMaterials/Guides/Energisers_2011.pdf

ENERGISER 9**Touch blue**

Ask participants to walk around. When you shout 'Touch blue', each player has to find something blue on another player and touch it. Then give other instructions: 'Touch... someone with a beard, wearing glasses, something yellow, someone wearing sandals, etc.' Each time, participants must touch what the leader calls out.

ENERGISER 10**Who is the leader?**

Participants form a circle. Someone volunteers to leave the room. A leader is chosen. Her job is to lead the group in a series of rhythmic actions or movements that the whole group copies (eg clapping, raising hands over head, swaying back and forth, etc). The volunteer then tries to guess who is leading the actions. The group protects the leader by not looking at her. The leader must change the action at regular intervals without getting caught. When the volunteer spots the leader, he joins the circle and the person who was the leader leaves the room while the group selects another leader.

ENERGISER 11**Who has it?**

Participants sit in a circle while one person stands in the centre. While he/she closes his/her eyes, participants pass a small object from person to person. The person at the centre gives a signal (like 'Stop!', a clap, or raising his/her hand), opens their eyes and tries to guess who has the object. He/she has three guesses. Meanwhile, the object continues to pass behind people's backs.

PERSONAL REFLECTION, EVALUATION AND FEEDBACK FORMS

Personal reflection forms: female participants

This is to be filled in at the end of the programme. If participants are not able to read and write, the facilitator can help them do this.

Statements	Yes	No	N/A	Comments
I have spent time reflecting on my own behaviour, knowledge and attitudes on gender and masculinities, which are sometimes harmful.				
Based on these reflections I have tried to demonstrate positive behaviours this week (provide examples in comments).				
I was able to have an honest conversation with my husband/partner about gender and masculinities.				
I have reflected on the scriptures relating to gender, masculinities and SGBV as shared during this programme and understand them clearly.				
I feel empowered and that I have the space within my home, church and community to aspire to a life of abundance.				

Personal reflection form: male participants

This is to be filled in at the end of the programme. If participants are not able to read and write, the facilitator can help them do this.

Statements	Yes	No	N/A	Comments
I have spent time reflecting on my own behaviour, knowledge and attitudes on gender and masculinities, which are sometimes harmful.				
Based on these reflections I have tried to demonstrate positive behaviours this week (provide examples in comments).				
I was able to have an honest conversation with my wife/partner about gender and masculinities.				
I have reflected on the scriptures relating to gender, masculinities and SGBV as shared during this programme and understand them clearly.				
I know that the use of violence is unacceptable in any context, and the word of God condemns it.				
I understand the importance of an equal relationship, and that healthy relationships are not violent.				
I understand the alternative ways of being a man from the positive masculinities model, and from the example of Jesus (please write one aspect that you have tried to change/model).				

Sample pre- and post-training questionnaire on participant knowledge, attitudes and practices

Please read the following statements and tick the appropriate box for your response.

	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
Statements	1	2	3	4	5
God created man and woman in his own image, as equals.					
Women were created as helpers for men, and therefore are inferior.					
Men have no role in promoting women's rights.					
Men shouldn't be involved in addressing sexual and gender-based violence issues.					
Men should be involved in household work such as cooking, cleaning and washing clothes.					
Being a good father means being stern and disciplining children, not showing emotions.					
Men are restricted from caring for their children and wife, because of rigid gender roles.					
Headship means to control, dominate and correct when someone is wrong.					
Men and boys aren't affected by sexual and gender-based violence: it affects only women.					
I understand that gender inequality is the cause of sexual and gender-based violence in most instances.					
It is a woman's fault when she is raped.					
There is no such thing as marital rape: a man is entitled to a woman's body.					
Shared responsibilities is a better way for better relationships.					
Jesus sets the ultimate model for being a man, even for us in our current context.					
Gender equality is not a biblical concept; it's a Western cultural idea.					
When we were saved, we were also saved from the harmful practices of our cultures.					
Gender equality is important to address SGBV in our communities.					
Change in harmful attitudes, behaviours and knowledge on gender and masculinities is important to end SGBV.					

Sample training/workshop evaluation form

Please rate your response on a scale of 1 to 5 as follows:

- 1: strongly disagree**
- 2: disagree**
- 3: neutral**
- 4: agree**
- 5: strongly agree**

The workshop was educational and informative. _____

The contents of the workshop were easy to grasp and well planned. _____

The information and knowledge from the workshop is relevant and applicable to my context. _____

The sessions were timely, and not too long. _____

The time management of the workshop was good. _____

This information has empowered me to engage men and boys in SGBV prevention even in small ways. _____

The content and discussions were useful and non-harmful. _____

The sessions had a good balance of scriptural reflections and other activities to train us. _____

The techniques and activities taught are very useful and can be easily replicated in my community/church. _____

The activities are adaptable to work with both Christian and non-Christian men and boys. _____

The facilitators communicated clearly, and used appropriate learning methods to conduct the training. _____

I understand now the key role men and boys play in preventing SGBV and their role in promoting gender equality. _____

I'm confident that I can conduct training/workshops for others using this Transforming Masculinities approach. _____

BIBLE PASSAGES

Genesis 1:26–28

²⁶ Then God said, 'Let us make mankind in our image, in our likeness, so that they may rule over the fish in the sea and the birds in the sky, over the livestock and all the wild animals, and over all the creatures that move along the ground.'

²⁷ So God created mankind in his own image, in the image of God he created them; male and female he created them.

²⁸ God blessed them and said to them, 'Be fruitful and increase in number; fill the earth and subdue it. Rule over the fish in the sea and the birds in the sky and over every living creature that moves on the ground.'

2 Samuel 13:1–22

¹ In the course of time, Amnon son of David fell in love with Tamar, the beautiful sister of Absalom son of David.

² Amnon became so obsessed with his sister Tamar that he made himself ill. She was a virgin, and it seemed impossible for him to do anything to her.

³ Now Amnon had an advisor named Jonadab son of Shimeah, David's brother. Jonadab was a very shrewd man. ⁴ He asked Amnon, 'Why do you, the king's son, look so haggard morning after morning? Won't you tell me?'

Amnon said to him, 'I'm in love with Tamar, my brother Absalom's sister.'

⁵ 'Go to bed and pretend to be ill,' Jonadab said. 'When your father comes to see you, say to him, "I would like my sister Tamar to come and give me something to eat. Let her prepare the food in my sight so that I may watch her and then eat it from her hand."''

⁶ So Amnon lay down and pretended to be ill. When the king came to see him, Amnon said to him, 'I would like my sister Tamar to come and make some special bread in my sight, so that I may eat from her hand.'

⁷ David sent word to Tamar at the palace: 'Go to the house of your brother Amnon and prepare some food for him.' ⁸ So Tamar went to the house of her brother Amnon, who was lying down. She took some dough, kneaded it, made the bread in his sight and baked it.

⁹ Then she took the pan and served him the bread, but he refused to eat.

'Send everyone out of here,' Amnon said. So everyone left him.

¹⁰ Then Amnon said to Tamar, 'Bring the food here into my bedroom so that I may eat from your hand.' And Tamar took the bread she had prepared and brought it to her brother Amnon in his bedroom.

¹¹ But when she took it to him to eat, he grabbed her and said, 'Come to bed with me, my sister.'

¹² 'No, my brother!' she said to him. 'Don't force me! Such a thing should not be done in Israel! Don't do this wicked thing.' ¹³ What about me? Where could I get rid of my disgrace? And what about you? You would be like one of the wicked fools in Israel. Please speak to the king; he will not keep me from being married to you.' ¹⁴ But he refused to listen to her, and since he was stronger than she, he raped her.

¹⁵ Then Amnon hated her with intense hatred. In fact, he hated her more than he had loved her. Amnon said to her, 'Get up and get out!'

¹⁶ 'No!' she said to him. 'Sending me away would be a greater wrong than what you have already done to me.'

But he refused to listen to her. ¹⁷ He called his personal servant and said, 'Get this woman out of my sight and bolt the door after her.'

¹⁸ So his servant put her out and bolted the door after her. She was wearing an ornate robe, for this was the kind of garment the virgin daughters of the king wore. ¹⁹ Tamar put ashes on her head and tore the ornate robe she was wearing. She put her hands on her head and went away, weeping aloud as she went.

²⁰ Her brother Absalom said to her, 'Has that Amnon, your brother, been with you? Be quiet for now, my sister; he is your brother. Don't take this thing to heart.' And Tamar lived in her brother Absalom's house, a desolate woman.

²¹ When King David heard all this, he was furious. ²² And Absalom never said a word to Amnon, either good or bad; he hated Amnon because he had disgraced his sister Tamar.

Proverbs 31:8–9

⁸ Speak up for those who cannot speak for themselves, for the rights of all who are destitute.

⁹ Speak up and judge fairly; defend the rights of the poor and needy.

Isaiah 1:17

Learn to do right; seek justice.

Defend the oppressed.

Take up the cause of the fatherless;

plead the case of the widow.

Isaiah 58:6–12

⁶ 'Is not this the kind of fasting I have chosen:

to loose the chains of injustice
and untie the cords of the yoke,
to set the oppressed free
and break every yoke?

⁷ Is it not to share your food with the hungry
and to provide the poor wanderer with shelter –
when you see the naked, to clothe them,
and not to turn away from your own flesh and blood?

⁸ Then your light will break forth like the dawn,
and your healing will quickly appear;
then your righteousness will go before you,
and the glory of the Lord will be your rear guard.

⁹ Then you will call, and the Lord will answer;
you will cry for help, and he will say: Here am I.
'If you do away with the yoke of oppression,
with the pointing finger and malicious talk,

¹⁰ and if you spend yourselves on behalf of the hungry
and satisfy the needs of the oppressed,
then your light will rise in the darkness,
and your night will become like the noonday.

¹¹ The Lord will guide you always;
he will satisfy your needs in a sun-scorched land
and will strengthen your frame.
You will be like a well-watered garden,
like a spring whose waters never fail.

¹² Your people will rebuild the ancient ruins
and will raise up the age-old foundations;
you will be called Repairer of Broken Walls,
Restorer of Streets with Dwellings.

Matthew 25:35–36

³⁵ For I was hungry and you gave me something to eat, I was thirsty
and you gave me something to drink, I was a stranger and you
invited me in, ³⁶ I needed clothes and you clothed me, I was sick and
you looked after me, I was in prison and you came to visit me.'

Luke 4:18–19

¹⁸ 'The Spirit of the Lord is on me,
because he has anointed me
to proclaim good news to the poor.
He has sent me to proclaim freedom for the prisoners
and recovery of sight for the blind,
to set the oppressed free,

¹⁹ to proclaim the year of the Lord's favour.'

Luke 7:36–50

Jesus Anointed by a Sinful Woman

³⁶ When one of the Pharisees invited Jesus to have dinner with
him, he went to the Pharisee's house and reclined at the table.

³⁷ A woman in that town who lived a sinful life learned that Jesus was
eating at the Pharisee's house, so she came there with an alabaster
jar of perfume. ³⁸ As she stood behind him at his feet weeping, she
began to wet his feet with her tears. Then she wiped them with her
hair, kissed them and poured perfume on them.

³⁹ When the Pharisee who had invited him saw this, he said to
himself, 'If this man were a prophet, he would know who is touching
him and what kind of woman she is – that she is a sinner.'

⁴⁰ Jesus answered him, 'Simon, I have something to tell you.'
'Tell me, teacher,' he said.

⁴¹ 'Two people owed money to a certain moneylender. One owed
him five hundred denarii, and the other fifty. ⁴² Neither of them had
the money to pay him back, so he forgave the debts of both. Now
which of them will love him more?'

⁴³ Simon replied, 'I suppose the one who had the bigger
debt forgiven.'
'You have judged correctly,' Jesus said.

⁴⁴ Then he turned toward the woman and said to Simon, 'Do you see
this woman? I came into your house. You did not give me any water
for my feet, but she wet my feet with her tears and wiped them with
her hair. ⁴⁵ You did not give me a kiss, but this woman, from the time
I entered, has not stopped kissing my feet. ⁴⁶ You did not put oil on
my head, but she has poured perfume on my feet. ⁴⁷ Therefore, I tell
you, her many sins have been forgiven—as her great love has shown.
But whoever has been forgiven little loves little.'

⁴⁸ Then Jesus said to her, 'Your sins are forgiven.'

⁴⁹ The other guests began to say among themselves, 'Who is this
who even forgives sins?'

⁵⁰ Jesus said to the woman, 'Your faith has saved you; go in peace.'

Luke 8:43–48

⁴³ And a woman was there who had been subject to bleeding for
twelve years, but no one could heal her. ⁴⁴ She came up behind
him and touched the edge of his cloak, and immediately her
bleeding stopped.

⁴⁵ 'Who touched me?' Jesus asked.
When they all denied it, Peter said, 'Master, the people are crowding
and pressing against you.'

⁴⁶ But Jesus said, 'Someone touched me; I know that power has gone
out from me.'

⁴⁷ Then the woman, seeing that she could not go unnoticed, came
trembling and fell at his feet. In the presence of all the people, she told
why she had touched him and how she had been instantly healed.

⁴⁸ Then he said to her, 'Daughter, your faith has healed you. Go in peace.'

Luke 10:30–37

³⁰ In reply Jesus said: 'A man was going down from Jerusalem to Jericho, when he was attacked by robbers. They stripped him of his clothes, beat him and went away, leaving him half dead. ³¹ A priest happened to be going down the same road, and when he saw the man, he passed by on the other side. ³² So too, a Levite, when he came to the place and saw him, passed by on the other side. ³³ But a Samaritan, as he travelled, came where the man was; and when he saw him, he took pity on him. ³⁴ He went to him and bandaged his wounds, pouring on oil and wine. Then he put the man on his own donkey, brought him to an inn and took care of him. ³⁵ The next day he took out two denarii and gave them to the innkeeper. 'Look after him,' he said, 'and when I return, I will reimburse you for any extra expense you may have.'

³⁶ 'Which of these three do you think was a neighbour to the man who fell into the hands of robbers?'

³⁷ The expert in the law replied, 'The one who had mercy on him.' Jesus told him, 'Go and do likewise.'

Luke 10:38–42

At the Home of Martha and Mary

³⁸ As Jesus and his disciples were on their way, he came to a village where a woman named Martha opened her home to him. ³⁹ She had a sister called Mary, who sat at the Lord's feet listening to what he said. ⁴⁰ But Martha was distracted by all the preparations that had to be made. She came to him and asked, 'Lord, don't you care that my sister has left me to do the work by myself? Tell her to help me!'

⁴¹ 'Martha, Martha,' the Lord answered, 'you are worried and upset about many things, ⁴² but few things are needed – or indeed only one. Mary has chosen what is better, and it will not be taken away from her.'

John 4:4–26

⁴ Now he had to go through Samaria. ⁵ So he came to a town in Samaria called Sychar, near the plot of ground Jacob had given to his son Joseph. ⁶ Jacob's well was there, and Jesus, tired as he was from the journey, sat down by the well. It was about noon.

⁷ When a Samaritan woman came to draw water, Jesus said to her, 'Will you give me a drink?' ⁸ (His disciples had gone into the town to buy food.)

⁹ The Samaritan woman said to him, 'You are a Jew and I am a Samaritan woman. How can you ask me for a drink?' (For Jews do not associate with Samaritans.)

¹⁰ Jesus answered her, 'If you knew the gift of God and who it is that asks you for a drink, you would have asked him and he would have given you living water.'

¹¹ 'Sir,' the woman said, 'you have nothing to draw with and the well is deep. Where can you get this living water?' ¹² Are you greater than our father Jacob, who gave us the well and drank from it himself, as did also his sons and his livestock?'

¹³ Jesus answered, 'Everyone who drinks this water will be thirsty again, ¹⁴ but whoever drinks the water I give them will never thirst. Indeed, the water I give them will become in them a spring of water welling up to eternal life.'

¹⁵ The woman said to him, 'Sir, give me this water so that I won't get thirsty and have to keep coming here to draw water.'

¹⁶ He told her, 'Go, call your husband and come back.'

¹⁷ 'I have no husband,' she replied. Jesus said to her, 'You are right when you say you have no husband. ¹⁸ The fact is, you have had five husbands, and the man you now have is not your husband. What you have just said is quite true.'

¹⁹ 'Sir,' the woman said, 'I can see that you are a prophet. ²⁰ Our ancestors worshiped on this mountain, but you Jews claim that the place where we must worship is in Jerusalem.'

²¹ 'Woman,' Jesus replied, 'believe me, a time is coming when you will worship the Father neither on this mountain nor in Jerusalem.'

²² You Samaritans worship what you do not know; we worship what we do know, for salvation is from the Jews. ²³ Yet a time is coming and has now come when the true worshipers will worship the Father in the Spirit and in truth, for they are the kind of worshipers the Father seeks. ²⁴ God is spirit, and his worshipers must worship in the Spirit and in truth.'

²⁵ The woman said, 'I know that Messiah' (called Christ) 'is coming. When he comes, he will explain everything to us.'

²⁶ Then Jesus declared, 'I, the one speaking to you – I am he.'

John 8:1–11

¹ Jesus went to the Mount of Olives. ² At dawn he appeared again in the temple courts, where all the people gathered around him, and he sat down to teach them. ³ The teachers of the law and the Pharisees brought in a woman caught in adultery. They made her stand before the group ⁴ and said to Jesus, 'Teacher, this woman was caught in the act of adultery. ⁵ In the Law Moses commanded us to stone such women. Now what do you say?' ⁶ They were using this question as a trap, in order to have a basis for accusing him.

But Jesus bent down and started to write on the ground with his finger. ⁷ When they kept on questioning him, he straightened up and said to them, 'Let any one of you who is without sin be the first to throw a stone at her.' ⁸ Again he stooped down and wrote on the ground.

⁹ At this, those who heard began to go away one at a time, the older ones first, until only Jesus was left, with the woman still standing there. ¹⁰ Jesus straightened up and asked her, 'Woman, where are they? Has no one condemned you?'

¹¹ 'No one, sir,' she said.

'Then neither do I condemn you,' Jesus declared. 'Go now and leave your life of sin.'

John 10:10

The thief comes only to steal and kill and destroy; I have come that they may have life, and have it to the full.

John 11:17–43

Jesus Comforts the Sisters of Lazarus

¹⁷ On his arrival, Jesus found that Lazarus had already been in the tomb for four days. ¹⁸ Now Bethany was less than two miles from Jerusalem, ¹⁹ and many Jews had come to Martha and Mary to comfort them in the loss of their brother. ²⁰ When Martha heard that Jesus was coming, she went out to meet him, but Mary stayed at home.

²¹ 'Lord,' Martha said to Jesus, 'if you had been here, my brother would not have died. ²² But I know that even now God will give you whatever you ask.'

²³ Jesus said to her, 'Your brother will rise again.'

²⁴ Martha answered, 'I know he will rise again in the resurrection at the last day.'

²⁵ Jesus said to her, 'I am the resurrection and the life. The one who believes in me will live, even though they die; ²⁶ and whoever lives by believing in me will never die. Do you believe this?'

²⁷ 'Yes, Lord,' she replied, 'I believe that you are the Messiah, the Son of God, who is to come into the world.'

²⁸ After she had said this, she went back and called her sister Mary aside. 'The Teacher is here,' she said, 'and is asking for you.' ²⁹ When Mary heard this, she got up quickly and went to him. ³⁰ Now Jesus had not yet entered the village, but was still at the place where Martha had met him. ³¹ When the Jews who had been with Mary in the house, comforting her, noticed how quickly she got up and went out, they followed her, supposing she was going to the tomb to mourn there.

³² When Mary reached the place where Jesus was and saw him, she fell at his feet and said, 'Lord, if you had been here, my brother would not have died.'

³³ When Jesus saw her weeping, and the Jews who had come along with her also weeping, he was deeply moved in spirit and troubled.

³⁴ 'Where have you laid him?' he asked. 'Come and see, Lord,' they replied.

³⁵ Jesus wept.

³⁶ Then the Jews said, 'See how he loved him!'

³⁷ But some of them said, 'Could not he who opened the eyes of the blind man have kept this man from dying?'

Jesus Raises Lazarus From the Dead

³⁸ Jesus, once more deeply moved, came to the tomb. It was a cave with a stone laid across the entrance. ³⁹ 'Take away the stone,' he said.

'But, Lord,' said Martha, the sister of the dead man, 'by this time there is a bad odour, for he has been there four days.'

⁴⁰ Then Jesus said, 'Did I not tell you that if you believe, you will see the glory of God?'

⁴¹ So they took away the stone. Then Jesus looked up and said, 'Father, I thank you that you have heard me. ⁴² I knew that you always hear me, but I said this for the benefit of the people standing here, that they may believe that you sent me.'

⁴³ When he had said this, Jesus called in a loud voice, 'Lazarus, come out!'

John 13:1–17

¹ It was just before the Passover Festival. Jesus knew that the hour had come for him to leave this world and go to the Father. Having loved his own who were in the world, he loved them to the end.

² The evening meal was in progress, and the devil had already prompted Judas, the son of Simon Iscariot, to betray Jesus. ³ Jesus knew that the Father had put all things under his power, and that he had come from God and was returning to God; ⁴ so he got up from the meal, took off his outer clothing, and wrapped a towel round his waist. ⁵ After that, he poured water into a basin and began to wash his disciples' feet, drying them with the towel that was wrapped round him.

⁶ He came to Simon Peter, who said to him, 'Lord, are you going to wash my feet?'

⁷ Jesus replied, 'You do not realise now what I am doing, but later you will understand.'

⁸ 'No,' said Peter, 'you shall never wash my feet.'

Jesus answered, 'Unless I wash you, you have no part with me.'

⁹ 'Then, Lord,' Simon Peter replied, 'not just my feet but my hands and my head as well!'

¹⁰ Jesus answered, 'Those who have had a bath need only to wash their feet; their whole body is clean. And you are clean, though not every one of you.' ¹¹ For he knew who was going to betray him, and that was why he said not every one was clean.

¹² When he had finished washing their feet, he put on his clothes and returned to his place. 'Do you understand what I have done for you?' he asked them. ¹³ 'You call me "Teacher" and "Lord", and rightly so, for that is what I am. ¹⁴ Now that I, your Lord and Teacher, have washed your feet, you also should wash one another's feet.

¹⁵ I have set you an example that you should do as I have done for you. ¹⁶ Very truly I tell you, no servant is greater than his master, nor is a messenger greater than the one who sent him. ¹⁷ Now that you know these things, you will be blessed if you do them.

John 13:34–35

³⁴ 'A new command I give you: love one another. As I have loved you, so you must love one another. ³⁵ By this everyone will know that you are my disciples, if you love one another.'

John 21:10–14

¹⁰ Jesus said to them, 'Bring some of the fish you have just caught.'

¹¹ So Simon Peter climbed back into the boat and dragged the net ashore. It was full of large fish, 153, but even with so many the net was not torn. ¹² Jesus said to them, 'Come and have breakfast.' None of the disciples dared ask him, 'Who are you?' They knew it was the Lord. ¹³ Jesus came, took the bread and gave it to them, and did the same with the fish. ¹⁴ This was now the third time Jesus appeared to his disciples after he was raised from the dead.

Galatians 3:28

There is neither Jew nor Gentile, neither slave nor free, nor is there male and female, for you are all one in Christ Jesus.

Ephesians 5:21–33

²¹ Submit to one another out of reverence for Christ.

²² Wives, submit yourselves to your own husbands as you do to the Lord. ²³ For the husband is the head of the wife as Christ is the head of the church, his body, of which he is the Saviour. ²⁴ Now as the church submits to Christ, so also wives should submit to their husbands in everything.

²⁵ Husbands, love your wives, just as Christ loved the church and gave himself up for her ²⁶ to make her holy, cleansing her by the washing with water through the word, ²⁷ and to present her to himself as a radiant church, without stain or wrinkle or any other blemish, but holy and blameless. ²⁸ In this same way, husbands ought to love their wives as their own bodies. He who loves his wife loves himself. ²⁹ After all, no one ever hated their own body, but they feed and care for their body, just as Christ does the church – ³⁰ for we are members of his body. ³¹ 'For this reason a man will leave his father and mother and be united to his wife, and the two will become one flesh.' ³² This is a profound mystery – but I am talking about Christ and the church. ³³ However, each one of you also must love his wife as he loves himself, and the wife must respect her husband.

Philippians 4:13

I can do all this through him who gives me strength.

1 Corinthians 7:4

The wife does not have authority over her own body but yields it to her husband. In the same way, the husband does not have authority over his own body but yields it to his wife.

1 Corinthians 12:12–27

Unity and Diversity in the Body

¹² Just as a body, though one, has many parts, but all its many parts form one body, so it is with Christ. ¹³ For we were all baptised by one Spirit so as to form one body – whether Jews or Gentiles, slave or free – and we were all given the one Spirit to drink. ¹⁴ Even so the body is not made up of one part but of many.

¹⁵ Now if the foot should say, 'Because I am not a hand, I do not belong to the body,' it would not for that reason stop being part of the body. ¹⁶ And if the ear should say, 'Because I am not an eye, I do not belong to the body,' it would not for that reason stop being part of the body. ¹⁷ If the whole body were an eye, where would the sense of hearing be? If the whole body were an ear, where would the sense of smell be? ¹⁸ But in fact God has placed the parts in the body, every one of them, just as he wanted them to be. ¹⁹ If they were all one part, where would the body be? ²⁰ As it is, there are many parts, but one body.

²¹ The eye cannot say to the hand, 'I don't need you!' And the head cannot say to the feet, 'I don't need you!' ²² On the contrary, those parts of the body that seem to be weaker are indispensable, ²³ and the parts that we think are less honourable we treat with special honour. And the parts that are unpresentable are treated with special modesty, ²⁴ while our presentable parts need no special treatment. But God has put the body together, giving greater honour to the parts that lacked it, ²⁵ so that there should be no division in the body, but that its parts should have equal concern for each other. ²⁶ If one part suffers, every part suffers with it; if one part is honoured, every part rejoices with it.

²⁷ Now you are the body of Christ, and each one of you is a part of it.

Revelation 21:1–5

¹ Then I saw 'a new heaven and a new earth,' for the first heaven and the first earth had passed away, and there was no longer any sea.

² I saw the Holy City, the new Jerusalem, coming down out of heaven from God, prepared as a bride beautifully dressed for her husband.

³ And I heard a loud voice from the throne saying, 'Look! God's dwelling place is now among the people, and he will dwell with them. They will be his people, and God himself will be with them and be their God. ⁴ "He will wipe every tear from their eyes. There will be no more death" or mourning or crying or pain, for the old order of things has passed away.'

⁵ He who was seated on the throne said, 'I am making everything new!' Then he said, 'Write this down, for these words are trustworthy and true.'

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By Prabu Deepan

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