



## **Tools to Build African Australian & CaLD Men as Leaders in the Prevention of Domestic Violence Project**

### **WORKSHOP: GENDER, CULTURE AND POWER**

**Time: 60 – 90 minutes**

By the end of this workshop, participants should be able to:

- Understand gender, gender roles and gender stereotypes.
- Be aware of the impact on males and females of cultural values and norms around gender and power.

Make sure you have the following for this session:

- Flipcharts
- Marker pens
- Masking tape
- Strongly agree, Strongly disagree, Agree, Disagree signs for Activity 2
- Cards/papers with power roles on them for Activity 3

#### **ACTIVITY 1: Icebreaker: What we have in common**

**20 minutes**

Bring all participants together and welcome them all. Ask everyone to introduce themselves and share the name they would like to be known by during the workshop and their country of origin.

Explain to the group that the workshop is going to be very interactive and that the process of learning is about getting involved, participating and sharing.

Ice-breaker:

- Start by calling out a characteristic of people in the group, such as having children e.g. say “All those who have children should move to one corner of the room/space”.
- Call out more characteristics, such as ‘all those who like football or soccer’, moving participants from space to space.
- After doing this several times bring the group together and briefly reflect on the exercise. What did they like about it? What can they take from it?

Introduce the topic for the workshop as ‘gender, culture and power’ noting that we all have things in common, and that we all belong to many different groups.

## **ACTIVITY 2: GENDER AND GENDER ROLES (30 MINUTES)**

**Time: 60 minutes in total**

**Participants: African Australian males**

**Step 1: Introduce the participants to each other and briefly outline the workshop (20 minutes).**

Provide the group with a sheet with the following definitions (see the DEFINITION OF TERMS in the Toolbox) and introduce the meaning of the terms.

Sex

Gender

Gender roles

Culture

Power

**Step 2: (20 minutes) Divide the participants into smaller groups of 4 or 5**

Ask each group to appoint a recorder and to talk about the typical roles and responsibilities that men and women were expected to fulfil in their particular country or cultural group when living in Africa.

- What were typically women's roles and men's roles?
- How were these roles different?
- In what ways are the gender roles you have outlined equal or unequal?
- If you can imagine what it would be like to be in the shoes of a woman in your family (or your partner), would you consider the division of roles between you to be fair or unfair and why?

**Step 3. Large group discussion (20 minutes)**

Using the questions above, lead a discussion in the large group about

- traditional women's and men's roles and their status in society when in Africa
- whether or not, and how, the roles and status of men and women (in their particular cultural group) have changed in the process of migration to and resettlement in Australia.
- what actions could be taken to make women's and men's roles and status fairer now they are in Australia.

Summarise this discussion, making sure that all the key points listed on the next page are covered.

## **Key Points for the Facilitator**

Women and men have different roles in many traditional African cultures.

- Women and men do different things during the day.
- Women usually work longer hours. Men usually have more leisure time.
- Women have more varied tasks, sometimes doing more than one thing at a time.
- Typically, a woman's role is that of caregiver and mother, and a man's role is that of provider (breadwinner), protector and authority/head of the household.
- Women's work in the home is not viewed as work
- Women's roles carry a lower status – and are often unpaid.
- Even when women work outside the home, they also do a substantial amount of household work as well.
- Women's work outside the home is often paid less than men's work, even if it is the same.
- Men's work is usually outside the home, is usually paid and is valued as 'work'.
- More of women's work is unpaid, compared to men's work
- Gender roles are not only different; they are also unequal.
- Men's roles (breadwinner, authority figure and protector) carry a higher status and give men more power and privilege in society.

Key message: **Cultural values, attitudes, beliefs and practices change over time.**