

Welcome to Coworker #GuyTalk!

How great is it that you're arranging a guytalk? The greatest! What follows are some short instructions that can help before you start the conversation.

Before the conversation

- Divide into groups of 3-5 people.
- Decide that what is shared is said in confidence and stays in the room.
- Select a moderator whose mission is to keep the discussions respectful and on topic. This role can be switched up during the Guytalk.
- Make sure that everyone gets about the same amount of talking time. It is common to do rounds.

During the conversation

- Start with the warm up statements and then choose which questions to discuss.
- Speak from your own life experiences. Say "I" instead of "men/us men".
- When others are speaking it's important to remember that we all have different experiences and like different things. Don't judge and never question somebody else's experiences.
- Interpret kindly. It takes courage and trust to share your experiences.
- Support and listen to each other, even if you might not fully agree.
- Make sure that everyone can ask if there's something that they don't understand. The goal is not to say the "right" thing.
- Feel free to ask follow up questions, even though no one is required to answer them.

After the conversation

- Do a final round where everyone gets a say on what it felt like to discuss the questions.
- Remind each other that what was shared during the Guytalk stays in the room.
- Set a date for the next Guytalk.
- Feel free to take a photo and share under the hashtag #Guytalk.

Warm up statements - answer yes or no:

- When I hug another man I often finish with a firm pat on the back
- Sometimes I occupy a lot of space in conversations at others expense
- I'm more comfortable in groups without harsh jargon
- I've felt stressed about my job without being able to talk about it
- I'm not comfortable in groups consisting only of men

Questions

- **Does the way you speak change when you only have men around you? How?**
Follow up question: Do you speak differently if you're in a group with no other men present? How?
- **When do you think it might be perceived as offensive/tiresome if you flirt with someone?**
Follow up question: How do you know if somebody is consenting to you "checking them out"?
- **How would you act if a coworker sexually harassed another coworker?**
Follow up question: In addition to not exposing others for sexual harassment, what can you do to stop it at your workplace?
- **If somebody new starts at your workplace, what would they think of the jargon?**
Follow up question: How do you contribute to an atmosphere in which people feel relaxed and welcome?
- **Is it hard for you to be honest about your well-being with your coworkers?**
Follow up question: How can you make sure your coworkers are comfortable being honest about their well-being?
- **How does it feel being questioned by someone in front of others?**
Follow up question: Does it make a difference regarding who's questioning you?
- **If you feel like or see a coworker flirting or in another way subjecting another coworker for unwanted advances, how do you act?**
Follow up question: Do you feel it's easier to turn a blind eye to the problem in fear of it becoming "a thing", or that it's "their business"?
- **In what way can men in groups talk or act so that only men feel welcome? Give examples.**
Follow up questions: How can you make everyone, regardless of gender, feel welcome?
- **Formal responsibility is one thing, but who takes the informal responsibility for combating sexual harassment at your workplace?**
Follow up questions: If a manager is a part of the sexist jargon or subjecting someone to sexual harassment – what can you do?

Coworker #GuyTalk is a project from the equality foundation Make Equal. The ambition with Coworker #GuyTalk is to give guys and men a chance to begin with themselves in the fight for an equal workplace free from discrimination.