



Create the Conditions

Module 8:

Inviting Meaningful Conversations on Gender Equality.

Theme: Encouraging open, heart-centred discussions about gender and power in a way that fosters understanding rather than resistance.

01

(1 min)

Introduction and Learning Objectives

Conversations about gender equality and gendered violence can be difficult, especially in spaces where perspectives differ. People are more likely to listen and engage when they feel invited into a conversation rather than being confronted or forced into it. Change happens through dialogue, connection, and reflection, not debate where defensiveness is present. When we work with young people, we play a key role in shaping safe, thoughtful discussions around gender and power dynamics.

By the end of this module, you will:

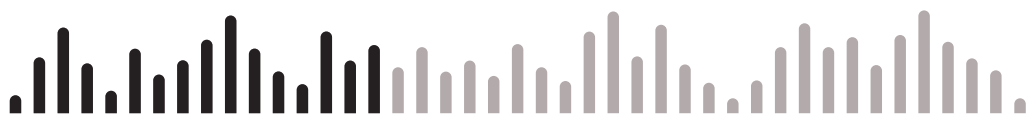
- 1. Understand** why people resist discussions on gender equality and how to navigate that resistance.
- 2. Learn** strategies for inviting open, meaningful dialogue rather than forcing opinions.
- 3. Practice** asking thought-provoking questions that spark reflection rather than defensiveness.
- 4. Develop** techniques to foster safe and inclusive spaces for discussions on gender and power.

02

(5 min)

Guided Visualisation

This visualisation will help you step into a space where meaningful conversations on gender equality take place. As you engage, notice what makes the space feel welcoming and how different perspectives can be honoured without fear or judgment.



03

(20 min)

Reflective Journaling & Self-Inquiry

Continuing on from the visualisation, take 20 minutes to journal your thoughts. There are no right or wrong answers, this is your personal reflection space to engage with the prompts as deeply as you are able.

Journal Prompts:

How do I personally feel when conversations about gender equality or harmful attitudes displayed, arise? Do I feel confident, hesitant, frustrated, hopeful?

When have I experienced resistance in conversations about gender or power?

- a. How did I respond?
- b. What could I have done differently? or withheld?

What are common reasons people resist discussing gender equality?

How can I respond to resistance in a way that encourages reflection rather than defensiveness?

What's one way I can create a safe space for others to explore their perspectives on gender?

Trauma-Informed Reminder

Conversations about gender can be deeply personal and tied to lived experiences. The goal is not to 'convince' but to create space for honest, reflective dialogue.

04

(20 min)

Interactive Activity: Reframing Conversations

This activity helps participants reframe conversations on gender equality in a way that encourages dialogue rather than defensive debate.

Instructions:

- Write down a list of common resistance statements you've heard about gender equality. Eg: Men and women already have equal rights.
- Rewrite it into a reflective question that invites curiosity rather than defensiveness. Instead of: 'That's not true—there's still gender inequality everywhere' try 'That's an interesting perspective, what do you think equality looks like in daily life?'
- Ask a reflective question for every statement on your list. Practice responding with openness and curiosity, rather than frustration or correction.
- Reflect on how this could shift your approach and impact your work with young people.

Reflection Questions After the Activity:

- How does asking questions instead of arguing change the tone of a conversation?
- What are some open-ended questions that could spark genuine reflection?
- How can I create a space where people feel safe enough to reconsider their perspectives?

05

(10 min)

Personal Reflection

Take time to reflect (or write if you prefer) on the following:

- What challenges do we face in discussing gender equality with young people?
- How can we respond mindfully when someone shuts down or gets defensive?
- What role do you think storytelling play in shifting perspectives?
- How do I want to show up in conversations about gender?
- What's one question I can ask this week to encourage thoughtful discussion rather than resistance?

06

(2 min)

Closing Takeaway & Action Step

Key Insight:

People are more likely to engage in meaningful conversations about gender equality when they feel invited, not attacked. True change happens through connection and dialogue, not confrontation.

Actions for the week ahead:

Practice asking one thoughtful question about gender in a real-life conversation. Notice how people respond; do they reflect, engage, resist? Adapt your approach based on what fosters the most open and honest discussions.



Thank you

Thank you for taking the time to explore how we can invite others into meaningful conversations about gender equality. Change does not happen through force, it happens through dialogue, through connection, and through meeting people where they are. The work you do matters. Every conversation you have, every question you ask, and every space you hold for learning has the potential to plant seeds of change. Young people are watching, listening, and learning from the way we engage with these topics ourselves.

By choosing to open doors rather than close them, you are helping to create a world where equality is not just an ideal but a lived reality. Thank you for your dedication to this work, and for being a voice that invites others into the conversation.