

Barber Shop Talk Series

B L A C K

Men & Misconceptions

FINAL REPORT

BARBERSHOP TALK SERIES: BLACK MEN & MISCONCEPTIONS:

SITTING WITH DISCOMFORT: UNDERSTANDING THE ENTRY POINTS TO VIOLENCE AMONG YOUNG BARBADIAN MEN

**DATE: SUNDAY, AUGUST 31, 2025
LOCATION: GUN HILL SIGNAL STATION,
BARBADOS**



FOUNDER'S MESSAGE



DR. WARREN CLARKE

As we closed another successful Barbershop Talk Series event in Barbados, I want to take a moment to reflect on the journey we've travelled together and express my deepest gratitude to all of you.

Many Black men share a deep and meaningful relationship with their barbers. Since 2018, the Barbershop Talk Series: Black Men and Misconception has been a community-based initiative that leverages the familiar and welcoming atmosphere of the neighbourhood barbershop to create a safe space for Black men and boys. Within this space, participants are invited to engage in open, honest dialogue on topics that are often overlooked in mainstream society.

One of the core themes explored is mental health—specifically how it impacts Black men and boys. These conversations move beyond one-size-fits-all narratives, instead encouraging participants to examine mental health through an intersectional lens. By acknowledging the compounded effects of anti-Blackness, gender bias, and class-based discrimination, Barbershop Talks fosters a deeper, more nuanced understanding of the unique mental health challenges facing Black communities. Through these engaging and culturally grounded conversations, Barbershop Talks not only breaks the silence around mental health but also affirms the lived experiences of Black men and boys in a space rooted in trust, culture, and care.

This past August 2025, we hosted our fourth Barbershop Talk Series event, in partnership with RBC Barbados. This partnership would not have been possible without the invaluable contributions of Winnipeg-based, also Barbadian, RBC Canada Executive Durand Blackette and Vice President, Commercial Banking and Managing Director, Shimon McIntosh. Your unwavering support and generosity have empowered us to make a lasting difference in the lives of many Black men and boys, as well as the broader Barbadian community. Thank you for believing in our vision and for helping us continue these essential conversations in Barbados.

Looking ahead, we remain committed to fostering an environment where Black men and boys can feel empowered, supported, and celebrated. We are excited about the opportunities the future holds, and we look forward to continuing this important work together.

With heartfelt gratitude,

SPECIAL THANKS



**University
of Manitoba**

*Gillian
Trotman*
CATERING



**Barbados National Trust
Gun Hill Signal Station
Mr. Kevin Rowe**

A SPECIAL THANKS TO ROYAL BANK CANADA & BARBADOS, KEVIN ROWE- BARBADOS NATIONAL TRUST, GUN HILL SIGNAL STATION, GILLIAN TROTTMAN CATERING AND THE UNIVERSITY OF MANITOBA FOR THEIR GENEROUS FINANCIAL SUPPORT. YOUR COMMITMENT TO THE BARBERSHOP TALK SERIES IS TRULY APPRECIATED.

PARTICIPATING BARBERS & COMMUNITY ACTIVISTS

Thank you



ABOUT THE AUGUST 2025 BARBERSHOP TALK

The 4th Annual Barbershop Talk Series: Black Men & Misconceptions, titled *Sitting with Discomfort, Entry Points to Violence Among Young Barbadian Men*, brought together community members, academics, policymakers, advocates, and barbers to engage in a critical conversation on the pathways to violence among young Barbadian men.

This year's forum explored the social, cultural, economic, and psychological forces that shape young men's experiences in Barbados. Through an open, honest, and intergenerational dialogue, the event created a safe space for Black men and their communities to challenge harmful narratives, examine structural barriers, and reimagine pathways to empowerment.



The August 2025 installment focused on understanding the entry points to violence — examining the intersection of poverty, masculinity, mentorship, and shifting gender roles while exploring new ways to heal, connect, and transform communities.

This year's discussion revealed deep-seated social, cultural, and systemic dynamics influencing violence among young Barbadian men. Drawing from academic research, lived experiences, and community knowledge

EMERGING THEMES - AUGUST 2025

Five key themes derived from the event:

Masculinity & Performativity

Mentorship & Social Capital

Family Structures & Gender Dynamics

Mental Health & Emotional Intelligence

Accountability & Healing

MASCULINITY & PERFORMATIVITY

DURING THE GROUP DISCUSSION, BOTH THE IN-PERSON AND ZOOM AUDIENCES AGREED THAT MANY YOUNG MEN STRUGGLE WITH INTEGRITY, RESPECTABILITY, AND ACCOUNTABILITY WHEN NAVIGATING CONFLICTING EXPECTATIONS OF WHAT IT MEANS TO “BE A MAN.”

ONGOING PRESSURES TO CONFORM TO TRADITIONAL NOTIONS OF MASCULINITY WERE HIGHLIGHTED AS A SIGNIFICANT CONTRIBUTOR TO VIOLENCE.



“MEN ARE NOT TAKEN SERIOUSLY IF THEY ARE VULNERABLE, OR THEY'RE GOING TO BE CONDEMNED FOR EVEN TALKING ABOUT THEIR VULNERABILITIES.” - IN-PERSON ATTENDEE

MENTORSHIP & SOCIAL CAPITAL

THE GROUP DISCUSSED HOW MANY YOUNG BARBADIAN MEN OFTEN TURN TO PEERS OR OLDER MEN WHO MAY NORMALISE HARMFUL BEHAVIOURS, CONTRIBUTING TO CYCLES OF VIOLENCE. FOR MANY YOUNG MEN IN BARBADOS, THERE IS A LACK OF CONSISTENT AND POSITIVE MALE MENTORSHIP, WHICH CAN BE A KEY FACTOR LEADING TO VIOLENCE.

SOCIAL CAPITAL - MANY YOUNG MEN LACK ACCESS TO SUPPORTIVE NETWORKS, OPPORTUNITIES, AND SYSTEMS THAT CAN INFLUENCE POSITIVE LIFE PATHS. INSTEAD, THE ABSENCE OF POSITIVE MALE ROLE MODELS OFTEN LEADS THEM TOWARD VIOLENCE.



“YOUNG MEN ARE BEING SOCIALIZED BY ‘NO GOOD MEN.’ THIS RELATIONSHIP IS ENCOURAGING MEN TO NOT SEE VALUE IN THEMSELVES AMONG OTHER MEN.” - IN-PERSON ATTENDEE

FAMILY STRUCTURES & GENDER DYNAMICS

TRADITIONAL BAJAN HOUSEHOLD STRUCTURES AND THE CHANGING ROLES OF MEN AND WOMEN WERE EXAMINED THOROUGHLY. THE AUDIENCES (BOTH IN-PERSON AND ZOOM PARTICIPANTS) HIGHLIGHTED THE SIGNIFICANCE OF BLACK WOMEN'S PERSPECTIVES AND SOCIAL EXPERIENCES IN UNDERSTANDING THE EVOLVING DYNAMICS OF CAREGIVING AND IDENTITY DEVELOPMENT, WHICH, AT MANY POINTS, DO NOT VALIDATE MEN'S SOCIAL EXPERIENCES.

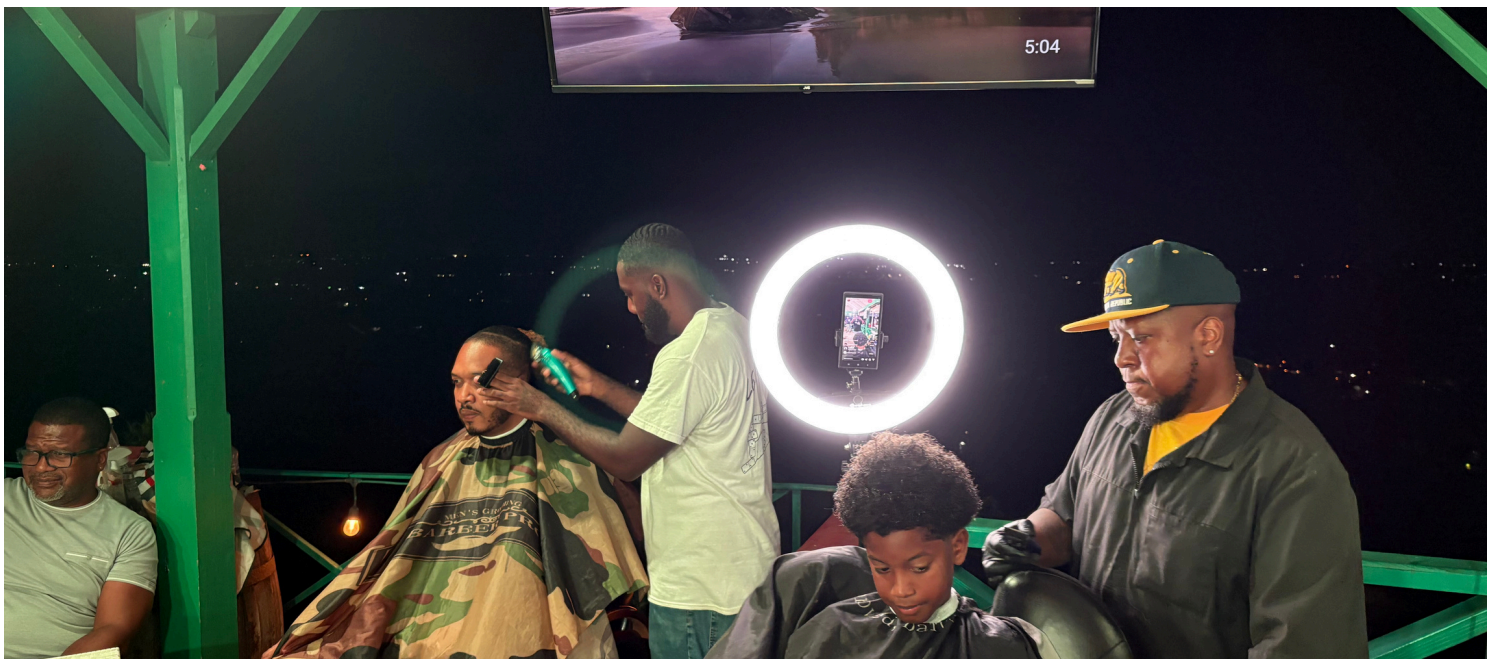


“THERE ARE SUPPORT SYSTEMS FOR WOMEN TO ALLOW WOMEN NOT TO TAKE RESPONSIBILITY FOR WHAT WE DO AGAINST MEN. WOMEN GET THIS KIND OF STAMP OF APPROVAL, WHETHER IT'S PRETTY PRIVILEGE, PRINCESS PRIVILEGE — WE GET AWAY WITH SO MUCH.”

- IN-PERSON, WOMAN, ATTENDEE

MENTAL HEALTH & EMOTIONAL INTELLIGENCE

THE CONVERSATION REVEALED A GENERATIONAL GAP IN EMOTIONAL AWARENESS. THE AUDIENCE DISCUSSED THAT OLDER GENERATIONS OFTEN “UNINTENTIONALLY DEHUMANIZE” BOYS THROUGH EMOTIONAL NEGLECT. AS A RESULT, YOUNGER MEN STRUGGLE TO EXPRESS VULNERABILITIES DUE TO FEAR OF JUDGMENT OR SHAME. THIS LACK OF PSYCHOLOGICAL SAFETY CONTRIBUTES TO CYCLES OF ANGER, MISTRUST, AND ULTIMATELY, VIOLENCE.



“IF YOUNG MEN DON'T HAVE AN OUTLET, THEN WE SHOULD EXPECT THEM TO BE FRUSTRATED AND ANGRY.”

- IN-PERSON ATTENDEE

ACCOUNTABILITY & HEALING

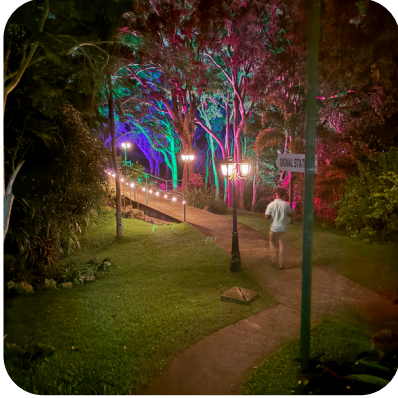
THE AUDIENCE HIGHLIGHTED THE IMPORTANCE OF SHARED RESPONSIBILITY BETWEEN MEN AND WOMEN IN FOSTERING HEALTHIER RELATIONSHIPS—ESPECIALLY IN ENCOURAGING HEALTHY AND POSITIVE BEHAVIOURS AMONG BARBADIAN MEN AND BOYS. AS A SOLUTION, THE AUDIENCE CALLED FOR INTENTIONAL SPACES WHERE MEN CAN SPEAK OPENLY AND LEARN TO COMMUNICATE EFFECTIVELY WITH WOMEN, WHICH WERE CENTRAL TO THE DISCUSSION.



“WE NEED TO LEARN HOW TO SPEAK WITH ONE ANOTHER.”

- IN-PERSON ATTENDEE

COMMUNITY IMPACT & OUTCOMES



THE EVENT FOSTERED TRANSFORMATIVE CONVERSATIONS AND CATALYZED PARTNERSHIPS BETWEEN COMMUNITY ORGANIZATIONS, BUSINESSES, AND POLICY STAKEHOLDERS.



KEY OUTCOMES:

- **BASED ON TESTIMONIALS AFTER THE AUGUST 31ST EVENT, THE BARBERSHOP TALK SERIES IS ENCOURAGED TO CONTINUE PROVIDING COMMUNITY-BASED PROGRAMS IN BARBADOS THAT FOCUS ON VIOLENCE PREVENTION AMONG YOUNG MEN AND BOYS ON THE ISLAND.**
- **CONTINUE TO PROMOTE GREATER AWARENESS OF HOW MASCULINITY, CLASSISM, AND SYSTEMIC INEQUITIES INTERSECT AMONG YOUNG MEN AND BOYS.**
- **BUILD MOMENTUM TO MOTIVATE THE GOVERNMENT AND OTHER SOCIAL SERVICE AGENCIES TO COLLABORATE WITH BARBERSHOP TALK ORGANIZERS.**

AUGUST 31ST ATTENDANCE



85

In-person



60

Zoom attendance



2300+

Social Media Streams -
Marketing the event/IG
Live interviews leading
to the event

**THE EVENT FOSTERED TRANSFORMATIVE CONVERSATIONS
AND CATALYZED PARTNERSHIPS BETWEEN COMMUNITY
ORGANIZATIONS, BUSINESSES, AND POLICY
STAKEHOLDERS.**

OUR IMPACT

AUDIENCE FEEDBACK

100%

HELPFUL?

97%


RELEVANCE?

97%

CLEAR

100%

MORE EVENTS?




BLACK
Men & Misconceptions

**BARBERSHOP
TALK SERIES
BLACK MEN &
MISCONCEPTIONS**

**JOIN US
TO UNDERSTAND THE ENTRY POINTS TO VIOLENCE AMONG YOUNG
BARBADIAN MEN**


AUGUST 31st, 2025
Time - 5:30 PM-8:30PM
GUN HILL SIGNAL STATION, ST. GEORGE - BARBADOS

**FREE HAIRCUTS FOR MEN & BOYS
GIVEAWAY PRIZES FROM TOP BRANDS**



**FOR IN-PERSON OR ONLINE PARTICIPATION
PLEASE SCAN THE QR CODE BELOW OR
VISIT WWW.WEAREACMP.COM**

ALL ARE WELCOME



ACKNOWLEDGMENTS

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WE EXTEND OUR GRATITUDE TO:

- **ALL PANELLISTS, BARBERS, AND COMMUNITY LEADERS WHO SHARED THEIR EXPERTISE AND EXPERIENCES.**
- **RBC BARBADOS AND WINNIPEG-BASED RBC EXECUTIVE DURAND BLACKETT FOR THEIR CONTINUED PARTNERSHIP AND INVESTMENT IN COMMUNITY WELL-BEING.**
- **THE ATTENDEES, BOTH IN-PERSON AND ONLINE, WHO MADE THIS CONVERSATION POSSIBLE**
- **BIG SHOUTOUT TO ALEXCIA SYBBLISS. YOUR CONTRIBUTION AND APPRECIATION FOR THE BARBERSHOP TALK SERIES ARE VALUED. WE APPRECIATE YOU.**

THE PANELLISTS



BARBERSHOP TALK SERIES BLACK MEN & MISCONCEPTIONS

FEATURED GUEST



HEFE ARCHER
OWNER
OF DEAL CENTRE



ALLISON GOTIP
DIRECTOR OF
CLINICAL SERVICES



SHANE ARCHER
YOUTH ADVOCATE



BRIAN CLARKE
ATTORNEY AT LAW



FABIAN SARGEANT
FOUNDER OF
MEN EMPOWERMENT
NETWORK SUPPORT



**MINISTER SPEAKER
BROTHER
ABDUL RAHMAN**

FEATURED RBC GUESTS



GERMYN ABBOTT
BUSINESS ELECTRONIC
SALES SPECIALIST



CAMERON SOBERS
MANAGER, INITIATIVES,
IMPLEMENTATION &
PHYSICAL CHANNELS

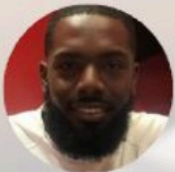


HAMID HENRY
RELATIONSHIP MANAGER
BUSINESS
BANKING



CHE WAITHE
SENIOR MANAGER,
STRATEGIC INITIATIVES

FEATURED BARBERS



KIAN OWNER & OPERATOR
OF LEVEL UP BARBER SALON



NATURE THE BARBER
OWNER & OPERATOR
OF HAIR FORCE ONE



JAY OWNER & OPERATOR
OF ACE OF FADES



SCRILLA OWNER & OPERATOR
OF VILLAGE BARBERSHOP



PHOTOS FROM THE AUG 31ST 2025 EVENT



PAST BARBERSHOP TALK SERIES EVENTS

Winnipeg



Free haircuts and Giveaways



Barbados



Montreal



20+

EVENTS TO DATE

1500+

ATTENDANCE TO
DATE

10

LOCATIONS TO
DATE

CONTACT US

Reach out to our dedicated team for any inquiries, assistance, or information you need.

carletonacmp@gmail.com



www.weareacmp.com



acmpcanada



@barbershoptalkseries



acmpcanada



THE BARBERSHOP TALK SERIES CONTINUES TO REAFFIRM ITS MISSION: TO CREATE SAFE, TRANSFORMATIVE SPACES FOR BLACK MEN AND THEIR COMMUNITIES TO CONFRONT STIGMA, CHALLENGE MISCONCEPTIONS ABOUT MEN AND BOYS, AND FOSTER COLLECTIVE HEALING.