



## TEXT CHAT TRANSCRIPT

### WEB CONFERENCE

Growing Boys Into Men:  
Countering Traditional Masculinity Through Norms Change

**May 27, 2010**

2:00-3:30 PM Eastern (11:00 AM – 12:30 PM Pacific)

### Presenters and Guests

Annie Lyles, Xavier Morales and Christine Chang, Prevention Institute  
Craig Norberg-Bohm, Jane Doe Inc.  
Jerry Tello, Therapist, Author, and Performer

### Host

David Lee, PreventConnect Project  
California Coalition Against Sexual Assault

*Participant names have been removed from this chat record, unless provided by the participant in text.*

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Good morning ...

Good Afternoon from Eau Claire, WI.

Good afternoon from sunny, warm Vermont!

**David Lee:** Welcome we will start soon.

Afternoon from a beautiful northwest PA

Good Morning from UCSD!

Good Afternoon from Sunny Texas

Glad to be here (virtually) - from Clinton Township, Michigan!

Good afternoon from ODU in Norfolk, VA

Good afternoon from Sunny Toronto It is a beautiful day here.

good afternoon from Denver, Colorado!

good after noon, very warm and muggy in bowling green ohio!

Good afternoon, from Dayton, Ohio.

Hello from Crossville, TN

Good morning from El Centro, CA

Hello, Citizens Against Family Violence, Martinsville, VA

Good morning from rainy Albany, CA!

Hello from Waupaca, WI.

Juliette - I used to work at OU and lived in Rochester, MI before moving to VA last July. I miss that area - but not the winters.

Good Morning Everyone!

Good Afternoon from Atlanta

**David Lee:** We will start soon

Mornin from 'victoria bc', Folks.

Good Afternoon, from NY.

Thea DuBow: Hi - from Westchester County, NY

Hey David..This is actually Ricky. Delores was called away.

Joann - yes, we are happy to have sunny weather in MI now! Glad to hear from a former Michigander

David: do we have to dial in if we have audio on computer?

Good morning and its SNOWING here in Tahoe!

Hi Juliette, I used to live i MI too, I'm a U of M alum!

**David Lee:** If you have audio on the computer you do not have to call in unless you want to ask a question

Hi, this is Jeanne Noordsy and Shannon McLaughlin in Warren & Washington Counties NY (Hi Thea)

Thanks

Enjoy the snow Paul...

Greetings!!! Natalie Boyd/Univ. of Tn at Martin/PSEPP

Kristin - Go Blue! I'm a Wolverine also!

ha thanks.

Hi Jeanne & Shannon.

**David Lee:** We will start soon - where are you from and what is the weather there?

Hi, this is Alana from the NYC Mayors Office to Combat DV

EXCELLENT! Go blue!!!! miss A2, but I enjoy my CA winters so much more than MI

ROBYN SHOPE AND CINDY IBARRA:GOOD MORNING FROM PAHRUMP

Hi all! Casey from Harrisburg, PA - a hot 90 degrees, sunny, and breezy. Perfect swimming weather!

Montana and it is cloudy

Aimee, Theresa and Pam from Northern Michigan- the weather is 88 degrees and sunny!

It's beautiful here in Boston..

Hi, I'm a student at Stanford University. Cloudy and ugly weather over here today unfortunately.

Our weather is gorgeous in Glens Falls NY, after a streak of very hot days it's better today, high 70s or low 80s

Patricia Davenport: Our House, Inc. - Greenville, MS

Hello from Sacramento, CA. The weather is cool and sunny here.

80s or 90s here in Atlanta on a clear and beautiful day

It's pouring rain in San Rafael....there's a nice group of us!

Hi, Sherry Jackson here in sunny Roseville, CA

MT, and it's only getting more cloudy

snowing in tahoe alternating with sunshine... good old springtime.

ROBYN: ITS SUNNY WITH A LITTLE BREEZE IN THE DESERT OF NEVADA

Melanie, where are you in Tahoe?

Hot in Virginia!

Hi to all from Winston-Salem NC-partly cloudy and humid here...

Rainy and in the 50s here in Seattle...like always

Sunny and warm in Northern Indiana

Also from Sacramento, trapped inside at work so no idea what the weather is like

Hi from Cordova, Alaska. Sunny and warm (for us) here today.

Hello from Waco, TX! It's HOT here!

Beautiful blue sky with a little breeze in Northwest PA

Hello everyone from Windy Fresno, CA

DeWanna, love the NC weather. This actually Ricky and I am from Monroe, NC.

hello from Richmond, VA

Beautiful and sunny in Boulder, CO!!

**Chad Sniffen:** If you are listening to the audio for this conference on your computer and the audio quality is bad, please consider calling-in to the conference on your phone.

Warm, sunny, beautiful, 74degrees in MASSACHUSETTS!

Hi to Ricky from Monroe NC!

Hi from Tacoma, WA

what do you hit to mute phones please

thanks

great

Hi from Pueblo West, CO where it is sunny and warm.

Some of you have indicated your organizational affiliation. I would be interested in knowing what connects you to this topic. For my part, I am a trustee with the Toronto District School Board, the largest board in Canada and fifth largest in North America (or fourth - we sort of tie with Miami Dade County). We have an excellent equity department in our board and the coordinator for gender-based violence prevention programs in our board told me about this event. We are currently debating opening an all-boys school in our board, which would be a first. There are concerns on some of our parts around the possible reinforcement of stereotypes that might result.

I am getting an error message

yes

but I have attended and do consider my a regular and I am with a Dual prgraom from NW PA USA

what about BIPS?

What agency, Jill?

YWCA Victims' Resource Center in McKean County

I am with Women's Services, Inc in Crawford County

Our group is Violence Intervention and Prevention Program through our agency, Spectrum Youth & Family Services.

Close To Home Domestic Violence Prevention Initiative [www.c2home.org](http://www.c2home.org)

Nice to meet you Sharon

YWCA, Education Coordinator, Tacoma, WA

You as well Jill

I am sure we've been at trainings together before

ASAC?

The Women's Center, New Bedford, MA, Education Coordinator

Prevention Educator/Assistant, Project Respect [www.yesmeansyes.com](http://www.yesmeansyes.com) the program is part of the Victoria Women's Sexual Assault Center [www.vwsac.com](http://www.vwsac.com)

I am with Domestic Abuse Women's Network, DV agency, I am a DV Bilingual Advocate

**David Lee:** Materials are available at <http://www.preventconnect.org/display/displayTextItems.cfm?itemID=287&sectionID=248>

I am with Hope House, Inc., DV agency in Independence MO, I am a Transitional Housing Advocate

Project Director of Personal Safety Empowerment Partnership Project/Domestic Violence Program on a college campus with our target being incoming freshmen students [www.nboyd@utm.edu](mailto:www.nboyd@utm.edu)

Mission, SD / Rosebud Sioux Tribe, Sicangu Coalition Against Sexual & Domestic Violence, Education Specialist

I am with Voices Against Violence (dual DV and RCC) in Framingham MA

I am with Stand Up Guys in Rochester NY. We are engaging men to prevent violence against women and children. [www.standupguys.org](http://www.standupguys.org)

Shameen Naidu: I am at the Counseling and Careers Development Unit at Wits University in South Africa. We run a Sexual Harassment Office.

Sharon, I was at a PCAR training in Meadville last year.

Danielle Gaylord, YWCA Domestic Violence Intervention & Prevention Program, Lafayette, IN. Planning for our Call to Men campaign

I'm a researcher working with community organizations and the city of Bangalore, India to develop multilevel responses to violence against women. I'm also initiating research on the impact of gender norms and poverty on young men's health (and perpetration of violence).

I was probably there as well, Jill. I enjoy getting as much training as possible

I'm the program coordinator for a peer education program for at risk youth on teen dating violence and healthy relationships in New York City

So do I

Student pursuing my MSW at the University of Pennsylvania, School of Social Policy and Practice, currently in Chisinau, the Republic of Moldova, residing with the Deputy Minister of Social Protection for children and families

I think we are attending the one in Venago County on the 12th of July

I will not be at that one, unfortunately.

Sheryle Burnett: Sexual Assault Victim Advocate for WEAVE, Sacramento CA

My program director went to one on that topic a while back, but i have not so am looking forward to it. We did get some help from Sharon Townsend in tallying the per and post tests

Paul Perales, Sexual Assault Victim Advocate for Family Services of Northeastern Wisconsin's Sexual Assault Center and student of MSW at UW Oshkosh/UWGreen Bay.

Hi Paul! I'm a SAVS advocate for CAP Services in Waupaca, WI.

Hi Rebeckah, good to meet you.

Hi Paul and Rebeckah! Amanda here from CASA at UW-Eau Claire

Hello Amanda, good to meet you.

Hi Amanda.

Megan Eschleman, Volunteer for WEAVE - Women Escaping a Violent Environment, Sacramento, CA

Amanda, what is CASA?

Is it the campus group?

Sorry. lol The Center for Awareness of Sexual Assault.

VOCA funded rape crisis center

Corey, Education and Outreach Coordinator at Rappahannock Council Against Sexual Assault in Fredericksburg VA. (between D.C. and Richmond)

Great! We are VOCA and DOJ funded.

what is VOCA?

Victim of Crime Act Grant

thanks

Hi Everyone. I'm the Bilingual Nonviolence Educator at Safehouse Progressive Alliance for Nonviolence in Boulder, CO.

**David Lee:** Violence is Everywhere

<http://www.preventconnect.org/display/displayTextItems.cfm?itemID=272&sectionID=248>

Hi Everyone, I am Elizabeth, Education Coordinator at George Mason University Sexual Assault Services in Fairfax, VA

would like info of the Culture and Violence webinar

boys will be boys

**David Lee:** that is listed above

**David Lee:** What are some examples you have seen encouraging narrow definitions of manhood?

The expectation that violence is acceptable

athletics

Boys dont cry

boys talking over women

They have the tools to intervene, but don't want to utilize them

men rule

limited clothing

bread winner

utilize

Various stereotypes...don't cry, be a man, macho

entitlement to women's bodies

men wear the pants in the family

use of religious teachings stating men should be dominant

tough and physical

strong

being dominate sexually

male church leaders

tough and non emotional

stoic

don't be a sissy

Be tough, suck it up, act like a man

religious leader

strong secure

the MAN of the house.

heterosexual

boys don't cry

space invaders

Men aren't abused.

many (female) sex partners

Warriors equals Violence

Must have RESPECT, although distorted view of what respect is

Part of a "club"

hip hop/r&b with men of color

always have the answer

in charge, in control

Hi Kristen

rational and thinking

men are suppose to lead

the hero

political leaders

trans men

It's OK men cheat, drink, batter and abuse

women are here to serve men

0% body fat-very muscular

"Man" the table

perpetually immature/irresponsible

aiming for sex only

has lots of girlfriends

must win

telling boys to repress outward display of emotions

Dr. Leonard Sax was brought to speak to our senior administrators and field superintendents and told us boys must move around, like battles and guns, draw machines and, if they are "atypical" sneeze, have allergies and are nerds.

unemotional

aggressive



Size shows masculinity

join the military

Strong and aggressive, ok to show emotions as long as its anger

decision makers

pain is weakness

only can show 2 emotions: anger & lust

Like women, women like them

Don't throw like a girl.

boys can't play with dolls

"performing wifely duties"

strong sex drive

boys don't cry

entitlement, privilege

don't do allies to women work

Men cannot express their feelings

men are harassed when in traditionally female occupations, such as a nurse

Men can "sow their wild oats" and this is seen as okay and even expected, but is looked down upon for women

real men are heterosexual

I am the Youth Program Director with ROSMY a non-profit working with gay, lesbian, bisexual, transgender, and questioning youth...these are all factors that affect the lives of these youth-however the info tends to only subject heterosexual folks, and while I have had a lot of training of GLBTQ domestic violence, I look for some info about this demographic as well.

**David Lee:** How do narrow definitions of manhood increase the likelihood of gendered violence?

boys/men must be in control

can't blow off steam by talking, so hit instead

the gendered norms justify/excuse violence against women

Women are "objects" to be "used" by males

It's easy to hurt those that are less than you, or vulnerable

Boys are taught that women are inferior

Have to "Save Face" and dominate their women

inability to conform to norms can lead to stress/frustration and violence against women

Men must take care of women, so they can make decisions on the woman's behalf regarding her needs and feelings.

men don't have a way to express feelings without violence

they believe they have to fulfill these roles

boys feel like they need to resort to violence to prove their masculinity

wives have to obey their husbands

violence is an acceptable way to solve conflict for men ---> men go to war for e.g.

that women are at fault for what they wear when it comes to sexual violence because men are visual and sexual in nature and women should know this

boys are expected to rape... it's not even called rape anymore

these definitions gives them the "ok" to be violent. as society makes it "normal"

the narrow focus does not allow for a broad scope of emotional access and anger become not only the emotion of choice but the only valued emotion.

Contributes to a "Rape-Supportive Culture."

males are the target of many video games which are violence

women need to be protected by men, so the men have to be tough, even with their partners

anger is the only acceptable emotion; aggression the only way to express anger

show that they are in control

To Webinar Leaders: Jerry Tello is cutting out of the audio and I am missing some of his comments...

men have to "prove" they're men somehow, it's culturally acceptable to do that through controlling women or even perpetrating violence against women and other men

some religious doctrines justify gender-based violence

men resolve conflicting by getting into physical fights, and then the conflict is solved

men have to be tough to deal with the world...men are emasculated in their jobs so have to assert their "manhood" in the house

**David Lee:** If you are having problems with the internet audio please call in at 1-866-237-3252 Passcode 509 837#

The audio is fine if you listen through the phone.

I agree

If you have a healthy loving relationship, you are "whipped"

or a simp

What is a simp?

wimp?

A simp is a male who has a healthy relationship, it's another term for whipped.

A simp is a calm, caring, kind male

oh that is a new name for me

Hmmm...thanks...definitely new for me too

me too, is it a new teen word, or more mainstream?

its most likely a combo of sissy and wimp

ahhhh. Makes sense

Was this just made up?

There are smaller demarcations, levels of privilege within masculine culture...

=)

ha! probably

I've heard simp used a lot at my teen correctional facility and adult drug/alcohol recovery groups

we live in a patriarchal society

important to note intersectionality of oppression in Jerry's story as well

intersectionality is key and often overlooked

Sumathi what do you mean by intersectionality?

greater amount of violence and normalization of violence in general in our culture.

It's also important to look at the complexities and nuances of how these norms impact folks who identify as Transgender individuals and all the multiple layers of the different intersectionalities of oppression; race, class, gender, sexual orientation, ability, size, age, etc.

I think Amanda might be right, simp may be combination of sissy and wimp

I mean the intersection for example of gendered oppression working together with racial, heterocentric etc oppressions

no system of oppression works alone

thanks, lindsay's and Sumathi's points. great points

Sumathi, thank you.

np =)

I thought it was interesting how the racism created violence between him and his father, "the slap on the back of the head."

absolutely-please feel free to add if I left anything out

the u.s. is mainly patriarchal but not true for most tribal nation.

Lindsay, I think you're right. Boys can increase their manliness even more by ridiculing or assaulting a transgendered women, or someone who is even thought to be slightly androgynous

The price for walking away lasts longer than a bloody nose ... in many cases

The best way I have seen to walk away from it is to engage a religious paradigm.

good point Todd

thank you ...

great point Joy

yes i meant the US sorry should have specified

but also middle class and privileged men with intact families are perpetrating oppression and violence against women

In my community I hear my kids say that their parents tell them they should fight if the situation comes up, and that's told to both girls and boys

absolutely, I have a very similar story to Jerry's, My father was once pulled over by a police officer for "speeding" and treated like he was a heinous criminal with little mental capacity or ability to speak English---and my father just sat there and took it, it was difficult to watch ( my father btw has a PhD in Astrophysics from Boston College)

not that it matters what degree he has, no one should be treated that way

Unfortunately, similar experiences still play out today

Sumathi, I agree no one deserved that treatment

There are many ways to have recognition and respect - sometimes it is by way of a degree or a profession

the term machismo has been co-opted

and I think we're talking about physical strength as a sign of respect

How is that Paul?

interesting because machismo is always used in a negative context in today's society

Sumathi, it is common to reach for the qualifier of degree or class (aspects of power & privilege) to think they will protect us from abuse . I hear ya.-from Ricky

This Noble man approach is good for bi or multi cultural groups ...

as the speaker said, machismo is about honor, respect , responsibility but it has been co-opted by media etc to explain hyper masculine/violent Latino men

Thank you, Paul.

True

This approach is good for everyone!

very true...thanks Delores/Ricky

It is important to keep in mind that the virtues cited are ones that honorable women should also practice.

I really struggle with the inherent heterosexism that pervades the discussion when we discuss engaging men in this work. Anyone have any ideas to help shift the paradigm to include gay and trans men?

I'm hesitant/concerned when focusing solely on stopping men's violence against women, what about DV in homosexual relationships?

absolutely

good question stacie. I've been wondering the same thing.

how do you move men from willing and ready to active leaders

I agree Stacie, I think social constructions of gender is the ultimate culprit

you

great questions.

you\*

Stacie, I think Sumathi makes a good point and broaden the definition of violence to include that within homosexual relationships.

I'm concerned that chivalry is a gendered system where one man needs to protect a woman from all other men. The norm remains that men protect and women need protecting.

not just masculinity, or femininity

Sumathi, just a gentle suggestion to generally avoid the term 'homosexual' - it's a loaded term (for the most part) in the LGBTQ community

in presentations people seem to recognize oppression based on race/ethnicity, but not gender; they understand stereotypes, but are very resistant when it comes to linking VAW to gender roles/stereotypes, even if they admit feeling limited by it. how to get through to them?

is the culture of your agency open to engaging the LGBTQ community?

Stacie, engage in what you know to shift the conversation. Sexuality has been mentioned but it is not the direct experience we have heard yet from the men in dialogue-ricky

They're talking about changing norms. If we can change norms the nonviolence will carry over into all relationships

absolutely

\*absolutely, I apologize sincerely, that was not my intention

My agency works specifically with GLBTQ youth--teaching them these norms can be rather difficult

Do you thing homosexual men are not included because they generally are not violent towards women in the first place. I am speaking from my own experience with gay men.

totally understand

I second Sarah Holdwick's question

there is a lot of violence within the LGBTQ community

it is very rarely reported

and when it is...police never know who to assume responsible...it gets very sticky

yes!

Gay men unfortunately do commit violent acts toward women too.

And not just women are affected by this violence... Numbers/majority of those affected by violence in general are male victims. (Non DV related)

I work with the local LGBTQ community and have very little problem addressing these issues. There are many parallels between sub-dominant cultures.

and there is a lot of violence within the lesbian community, intimate partner violence

Sumathi-to your point; violence impacts the Lesbian, Gay, Bisexual, Transgender, Queer/Questioning, Intersex and two spirit communities and those communities have additional layers of oppression and stigma they have to deal with.

I don't know if its ONLY about one gender construction dominating the other, so much as the frustration that is built up at being so rigidly categorized

women also perpetrate violence against men- the point is how to teach people that relationships need to be based on respect and violence is unacceptable.

exactly

agreed.

yes violence occurs in the lesbian community but isn't this about men and changing norms in this

So true Sumathi...the limits of our language norms

I think the domination aspect DOES matter - it has made my life very different, the fact that anything feminine is automatically less valued, and disempowered

oh absolutely! I am definitely not discounting that

most research demonstrates that IPV happens @ about the same rate in LGBTQ relationships as it does in heterosexual relationships

Thank you Elizabeth!!

I just mean, it can be hindering to our process in eradicating violence to focus only on men and masculinity as being violent against women, because it renders a lot of the violence that is prevalent in all of our communities as invisible

agreed.

Stand Up Guys in Rochester and across New York State are engaging well intended men to join the movement to prevent violence against women and children. Please sign the Stand Up Guys Pledge!  
[www.standupguys.org](http://www.standupguys.org)

Right but today's webinar is about how male gender norms promote a violent environment... so we're talking about male gender norms

**David Lee:** What are strategies at the individual, community education, and educating providers levels that counter narrow definitions of manhood norms?

Sometimes we need to focus on one thing at a time....

White Ribbon Campaign.. definitely.

Annie...are you in NY?

Media Literacy Education

**David Lee:** What are strategies at the individual, community education, and educating providers levels that counter narrow definitions of manhood norms?

Meghan - Yes. Annie Lane is in NY

educating athletic coaches to be intolerant of disrespect toward women.

What's a good resources for media literacy?

poster campaign with photos of local male leaders with a prevention message

What is white ribbon campaign?

Working with college athletic directors to implement bystander programs.

I work with groups of boys

campaigns are only as good as their ongoing commitment to keep a strong presence in the community

Male speakers/survivor speakers

One in Four is GREAT

in her shoes

an ongoing high school boys initiative that is active year-round in a school

in touch with teens

Teachings of the White Buffalo Calf Woman in the Lakota Traditions

do you think schools for boys can be used to counter narrow definitions of manhood? If so, how?

batterer education programs

Sex Signals was also good

Men Of Strength Clubs

Men's Strength Campaign

generally speaking, providing a safe space for men in the community to open up and talk about their experiences

Teen survivor speakers

awareness/educational presentations on college campuses

Passport to Manhood

COACHES ALSO BEING USED WITH YOUTH SUICIDE

The river of rape culture

healthy sexuality education also

check out the Straightlaced video as well! Excellent convo starter

educating our youth on how to be men without degrading women

Men Standing Up Program through MESA: Moving to End Sexual Assault here in Boulder, CO as well as PBJ: Peers Building Justice; counters traditional gender norms and roles

engaging boys preschool & up

Man/Woman Box is very useful

individual: workshops/presentations, community: walk a mile (although it's problematic) also, websites, poster campaigns, youth groups, young men's groups

In our DELTA Project we are building the capacity of our partner agencies about primary prevention and ways to include it in their existing work

mentoring programs

hello david



At Mason we have a group called Mason Strong that is used to counter these narrow definitions through educational programs

Anyone seen/shown Hip Hop: Beyond Beats and Rhymes? \*\*(essential for any lover of hip-hop)

Men against Sexual Violence

great/powerful film!

**David Lee:** We will put the text chat on our web site at <http://www.preventconnect.org/display/displayTextItems.cfm?itemID=287&sectionID=248>

yes, Sumathi. Byron came here and he was wonderful

awesome movie!

loved BHurt's movie.

hahaha awesome!

its tougher to heal than to hurt

PBJ (Peers Building Justice) is a collaborative peer education program through Safehouse Progressive Alliance for Nonviolence and MESA: Moving to End Sexual Assault in Boulder, CO

Tough Guise is useful as well

No Sumathi but I saw that and thought about previewing it. I will definitely look at it now

engaging men in county fairs and community events like barbecues and such

DEFINITELY worth it

Girls are allowed to play with dolls and action figures... boys are not given the same CHOICES.

yes, we use BHurt's video all the time in our Domestic Awareness Classes.

we've used BBR in detention centers- always goes over well. the guys really relate to the pressure to be "hard"

(only \$9.99 on Itunes p.s.)

**David Lee:** Byron Hurt of Beyond Beats & Rhymes appeared on a previous PreventConnect web conference <http://www.preventconnect.org/display/displayTextItems.cfm?itemID=257&sectionID=248>

We hold "Men Who Cook" events.. food cooked, and served by males to raise money

and create awareness

Tough Guise is useful. yet, it's not quite accessible (very academic, media is outdated every 2months). yet, the messages are very prevalent.

Ashley, who is the food served to?

that sounds really interesting and creative Ashley

I was involved with Charles Hall's art exhibition, "This is not an invitation to rape me"

Agreed Billy

engaging men at faith campaigns

Question- how do you get men to come to events that are about emotion, without being about spirituality?

yes, tough guises is very instrumental in explaining the struggle from boyhood to manhood.

rites of passage

because the spiritual population is EASY to reach.

hum, i like what's being said here.

Dare--usually I shift the wording away from words like "emotion" and make it about helping survivors and being a good "man" kind of stuff...

I agree with Jerry on this one: thru 40 years of the women's movement women have been expanding their roles and definitions, men were thought to already be "complete". The myth is that women's roles were limited but men's were not. But men's ability to be whole, emotionally healthy, connected beings has been constricted and discouraged, ie: sports is one of the only appropriate avenues for emotional expression. You can't change gender norms by looking only at half the population

The events may be held at someone's home as a house party where they charge their guests, or a local restaurant will host the event and is open to the public

Jeffery Canada's book Stick, Knife, & Gun illustrates the transition from fist-fighting to shootings in urban cultures.

looking at the multiplicity of masculinity, really expands conversations, highlighting intersecting identities

Dare: I think it could be possible to frame it as a "taking your community into your own hands" like using the empowerment model in counseling survivors of SA/DV, community members (male and female) should feel empowered to take charge of their space

Stand Up Guys mission is based on engaging men and Women as allies. We always co-present and share survivor stories.

The mayor and city council holds a "Men Who Cook" each year at a different restaurant.. and wear aprons and cook.

I FEEL THAT THE BLACK MEN SHOULD BE GIVEN HUGS, WHICH THEY DO NOT GET AS A YOUNG BOY.

JERRY-thank you for sharing about this; I love it. It makes a lot of sense. Thanks for bringing focus to the emotional/spiritual side.

all men need more hugs

Good point ... There is a lot of gender programming that must be undone. This goes for young men and boys as well.

I need more hugs.

That's been a big challenge for us as well, being able to get resources to provide a "train-the-trainer". and then letting the knowledge develop, depending on the location of the service providers.

go home and hug your son and tell him you love him

and it is not undoing men's programming, merely augmenting and enhancing the roles that men feel allowed to express

the earth needs a hug right now, specifically the gulf of mexico

to Ashley B: \*hug\*

Hugs are the best and from the African American community I am from it is the norm-ricky

My 22yo son still openly hugs me and tells me he loves me in public.

free hugs campaign

sharon - mine too

IN THE BLACK COMMUNITY, A LOT OF YOUNG BOYS HAVE BEEN TAUGHT THAT THEY NEED TO BE A MAN, AND NOT A CRY BABY LIKE A PUNK.

Thank you for naming that, Craig, we need to remember the queer roots of the this work, for sure

hugs are an interesting thing for many men. many men i know still don't know how to give hugs. especially if they have had past abuse. very sad. \*HUG\*

unfortunately that is in most if not all male cultures...not to be cry babies

that's in the white community as well, darlene.

Though, when visiting schools, often the male teachers, educators, etc... perpetuate these norms. They are not effective as role models, and educating them enough to change is hard to attain.

HUGS ARE VERY ESSENTIAL FOR THE YOUNG BLACK MALE!

Agreed, Darlene

As a young woman, I have been disrespected by the "cool" male teacher in the lunchroom right in front of the students!

i get a lot of comments from people because my son is very sensitive - cries when people hurt his feelings - even with the experience that i have - it is hard to counter the feedback from others and to continue to support his sensitivity

hugs are very essential regardless of color...

it is not just the committing of violence, but the allowing of violence from other men that needs to be addressed.

Darlene, you make a good point. for a lot of young men, it's a safety thing too. they need to at least appear tough to not be targeted by other men

Bystander behavior!

Courtney that must be tough.

cool sometimes can mean maintain hype and false self

True True Ciara

the boys look up to these teachers the most... this male teacher hits on me, and then so does his student

I TEACH MY YOUNG GRAND-DAUGHTERS THAT THEY SHOULD NOT ACCEPT ANYONE CALLING THEM OUTSIDE OF THEIR NAME.

GO MASS!

hahaha, I second that!

Massachusetts?

while it is true all people need deserve affection, I think it is equally important to respect a man's desire not to show affection publicly

Thank you Jerry. Identity - indigenous specifically - includes the whole person which include the essence/spiritual aspect. returning to honor is how we approach our work within the community. again, thank you!

yes?

young women also need tools around how to react to and challenge this behavior reasonably, maturely, and without being reactionary/violent themselves.

Whereabouts

hahaha

I'm from Voices Against Violence in Framingham

THE TRUE NATURING SHOULD START FROM THE TIME THEY UNDERSTAND THE DIFFERENCE BETWEEN THEM BEING A BOY RATHER THAN A GIRL.

Wonderful.. I'm familiar.. The Women's Center, New Bedford. Were you at the Nan Stein training recently? Your name is familiar (believe it or not)

but what makes that difference - just that they have a penis?

In fact, some men do not go to church because prayer circles... other activities have women's natural way of expressing emotion/affection in mind more so than what has been considered tradition man's way of expressing emotion

good question courtney!!

agreed courtney. That is why we are here, breaking down those rigid gender definitions

it's the meaning that we attach to it

We have to move away from the gender binary.

exactly - we attach it - I don't think children look at their genitals and decide how to behave  
agreed!

A friend of mine explained it as a gender galaxy. I quite like that idea.

i like that too

wow, that is beautiful.

that is good Billy

I AGREE, WE NEED TO ADDRESS THE ISSUE OF THEM AS AN INDIVIDUAL.

props to your friend

Def

we need to address why we insist on labeling and identifying people's gender

we need to meet people where they are.

MA also has MVP - Mentors in Violence Prevention - male college students educating

well, to reconstruct something, i feel it's helpful to deconstruct what we have

not following you, billy

Julia Serrano's book addresses this topic beautifully. Read it. <http://www.amazon.com/Whipping-Girl-Transsexual-Scapegoating-Femininity/dp/1580051545>

agreed.

YOU ARE SO RIGHT COURTNEY, BECAUSE THAT IS ANOTHER FORM OF RACISM

we have to unlearn all the gender stuff we've been taught from birth

Great book

Right?

young girls need to be taught at an early age what their value is

literally FROM BIRTH, like the first question anyone asks when someone is pregnant or gives birth is "Boy or Girl?" and then clothes that are only either pink or blue--its ridiculous

Yea I really did learn some things about how I construct gender and how society has played a large part in how I conceptualize boy and girl

That is a BIG question.

agree..all colors are beautiful!!

like Mr. Tello said, boys aren't born being violent, they learn to behave that way through our culture, not strictly because of anatomy. we learn to devalue females, or anything considered "feminine"

encourage men to take paternity leave

Im going to dress my daughter in all shades of blue

Although in the last couple years I've noticed the trend for new baby things being yellow and green which I feel is a step moving away from this

awesome idea marsha

my kids will wear black and gold

most men in the US don't get afforded paternity leave!!

why are we so uncomfortable if we don't know someone's gender? our culture has told us that not masculine is weak - so men are forced to prove their masculinity so as not to be weak

good for you Christina and Andrea!

good questions

there's an article on paternity leave in this month's Ebony

I am going to let my children dress in the colors they want to wear and paly with whatever toys they want too

exactly Jerry! as you look at the oil spill and people are saying we are all connected. We have been living that lifeway for century. as a whole, people, community...

Andrea - I personally prefer green

I;ll have to check that out Sarah--thanks

**David Lee:** What are strategies at the organizational practice and policy level that counter narrow definitions of manhood?

Personaly, I agree with you Courtney. unpacking that is challenging. have you read Project Baby X?

In toys things are still very boy or girl oriented, with girls things mostly "princess" of TV character things

Green works too!

I agree with courtney - the larger problem is gender construction as a whole... I'm starting to wrap my mind around the fact that we have to start where people are though - they are currently divided by gender, so at least broadening their concepts of those genders is a baby step toward being free

The problems that follow are the issue. What happens when a man steps outside of the box? It traps them inside.

IT IS SO UNFORTUNATE, THAT IF A MALE IS A VICTIM, THAT HE WILL NOT SEEK HELP OR ASSISTANCE FROM ANYONE BECAUSE OF ALL THE STIGMAS, ESPECIALLY BLACK MEN. I SEE IT HAPPENING EVERYDAY AS RECENT AS THIS MORNING.

Encouraging better paid paternity and maternity leaves would be good... the lack of support for new parents devalues the caretaker role, regardless of the parent's gender identity

Page 26-7! "Fathers Navigate Paternity Leave"

NO man wants to knock of the door of "The Women's Center"

we have to address this issue with women, too - women at are shelter who are escaping violence, still perpetuate the strict gender roles - they won't let their boys play with dolls, makeup, etc

our shelter -oops

agreed courtney

how about for this question--organizational practices of the US military

Courtney, agreed, we have residents get upset when they see male volunteers

I have always enjoyed the Women's Ctr. -ricky

Even WEAVE used to be called women Escaping a Violent environment..not males.. I do know that is no longer the case

I was speaking to some of my classmates and they said that fathers teach their sons gender norms to protect them from being ridiculed from other boys. They argued it was just easier to make them conform then step outside of the box which just made me sad

i mean, don't ask don't tell?--insanity

because they understand the danger in transgressing powerful social norms. there's a cost.

specific messaging in prevention efforts, totally

Ashley - this man loves the Women's Center at the University of Pennsylvania and spends lots of time there

How DO you reach men who are hostile/disinterested?

We have a male as our director and another male who does Prevention Education and we have never had a problem in our shelter

That's wonderful to hear.

Sumathi-Yes! so insane! who says you can't serve your country just as well as anyone else if you happen to be LGBTIQ?!?

and its not religion its spiritual

so many other cultures have men and women in their military - we still persist that women/feminine won't be strong enough to protect our country?

It helps to have them do some speaking engagements to male groups because they are heard

There's a misconception we do not serve men here.

yes, a social cost to breaking out of societal norms, but a greater spiritual cost if the boys do not -- and girls, too

I think it's a lot to expect of women who are currently in crisis in a shelter, to be the ones we target about their parenting norms. Maybe later when they're not in shelter?

Ashley- the name of an agency can be very influential as to who comes through the doors

Paul, Agreed

Yes.

The misperception is sometimes reinforced by not reaching for male participation in some areas. -ricky

not target about parenting norms - but we talk about gender norms - just to get them thinking about those things

Well using the current social structure can be problematic in that it can perpetuate patriarchy

I work at Tahoe women's Services, the male employee, and trying to engage men is difficult just based on the exclusivity in the name

We try to target high risk male groups.. in transition homes, GED programs, all male assemblies, etc.

Ashley, what program are you from again?

\*name

We would love a male educator

Also, the staff themselves can influence who comes through the doors. having an all white counseling staff is an example of why racialized and indigenous folks Won't come in.

It can be a problem for men saying "this is the way to do things. I'm a leader and you need to follow these norms"

does anyone know of any primarily male firms/offices who offer childcare

?

The Women's Center in New Bedford - Education/Outreach

I like that comment about being asked to add a "male flavor" to campaign that already exist ...

Resiliency seems to be a really important part of this concept. Identifying strengths and working with them.

Yes Billy!

I am from WEAVE that used to stand for women escaping a violent environment

Billy, you are so right

agreed.

**David Lee:** What are indicators that will measure progress towards countering narrow definitions of manhood in the family?



YES, exactly! but how do we help people understand that we ALL have so much to gain by changing rigid gender roles/stereotypes? it's hard to get through! there is not a real great understanding of what gender means, much less systemic oppression based on it \*sigh\*

Hiring practices, anti-oppressive policies. not easy

when co-parenting, there are dual responsibilities with child care

concepts of roles within the home

the way children and parents communicate with each other

It's been discussed, but more men taking advantage of paternity leave

Indicators: more men valuing family/fatherhood

stay at home dads.

equal treatment of sons and daughters, and also adjusting to challenge the current norms

% of men who are primary caregivers for their children in the home.

When men are teaching their children respect, equality and safety

division of household tasks - who does what? laundry vs. mowing the lawn etc.

all children no matter their gender have equal access and opportunity to all activities and sports

Are there individual level SHORT TERM interventions that have had measurable success about attitudes toward women/ as opposed to support groups.

More stay at home dads

more young men speaking against relationship violence

I think indicators is more males not engaging in aggression, men being helpful to others, stepping away from the norms

indicators: changes in beliefs and attitudes, more equitable

And dual responsibilities in protecting. Women not getting their children taken because of "failure to protect" because it is the man's responsibility just as much to not only protect but not be the one harming a child

gender equality in education, employment, etc.

powerful indicator: how do children in the home view the roles of each parent

demand for parenting classes for men

more dads taking kids to doctor

When men refer to co-parenting as parenting rather than as "baby sitting" their children when not in the immediate of the mother

dads just being involved in their children's lives

Or, more men simply Staying With the family

Exactly DeWanna

yes! dewanna

I guess, you could look at statistics of things like incidences of DV/ DV homicides, but I love the idea of interviews and stories, gauging the effect by peoples personal accounts---anyone a fan of storycorps?

Parenting classes for both parents

State of CA offers paternity leave and I'm seeing many of my co-workers taking advantage of that now.

I like this idea of measurement.

I hate it when i hear men say they are baby sitting... u dont baby sit your own kids1

LOVE story corps! so, so powerful. it's an NPR program

Yay, storycorps

Talks/classes offered in school PTA programs that target fathers as well as mothers as parents

YES Christinia!!

Ditto on loving Story Corps

Classes could be taught along with lamazze classes

Storycorps is awesome, but many programs prefer qualitative data

great program in California:

<http://www.goldenlifefskills.com/Programs/MenInfantsandChildrenMIC/tabid/22384/Default.aspx>

is there any information on the chemical release when men hold babies?

we're familiar with the term single mom - but do we hear single dad often?

yes

<http://storycorps.org/>

I'm not sure what I'm doing right, but I have absolutely no problem getting men on my campus volunteering and involved.

**Prevention Institute:** jerrytello.com

good job amanda

**David Lee:** What are indicators that will measure progress towards countering narrow definitions of manhood in communities?

tell us Amanda! How do you do it?

change norms in a school

thanks sarah

**Prevention Institute:** janedoe.org

there's a good organization called "stay at home dads"... don't know website...but good group

community groups/organizations offering classes that are designed for father and child

increase in neighborhood networks/civic engagement

I have a booth at just about EVERY event, have prevention efforts geared towards men, and have volunteer sign up sheets everywhere I go...

day cares and preschools should encourage all play, no gender stereotypes

**David Lee:** Materials and links to the speakers are available at  
<http://www.preventconnect.org/display/displayTextItems.cfm?itemID=287&sectionID=248>

Here in Vermont, I can say that UVM (University of Vermont) has been holding forward-thinking conferences regarding gender for several years. Very pro-active in many other areas. (P.S. I don't work for UVM, actually work for another college)

bystander intervention in dv/ipv

Female wealth levels/money distribution

taking a survey of men who show up at Take Back the Nights and if they came because they want to or if they got extra credit for being there

dad and children social groups...not dating daughters or marrying them -ricky

men supporting each other in alternative expression of manhood

i think it is still important to honor families where the mother is at home, though and the father is still a vital part of his children's lives

whao, that was fast

where did the time go?

city councils/boards reflect gender ratio in population

men's groups where they can talk about parenting/manhood

good job PreventConnect!!!

what about mixed gendered groups?

love it.. more women in politics

as well

good job to everyone out there doing this work to end personal violence.

THANK YOU FOR A GREAT INFORMATIVE WEBINAR AND FOR THE WORK YOU'RE ALL DOING

courtney-most of the research I've seen shows that men learn best and are more honest with an all male group

I think we all need to just avoid gender stereotypes, don't engage in them and teach everyone can do anything they put their mind to

more women as CEOs and owning businesses

I'm in Eastern Europe right now.. and the male gender norms are pretty horrific

There are father and daughter dating programs that have fathers ceremoniously marry their daughters to protect their virginity.

Very informative. A lot of practical examples we can incorporate in our Male Involvement Program.

We are very excited now, very eager to take more of these webinars, and especially are now excited to share what we've learned with our co-workers. Thank you!

I agree about Eastern Europe Matthew, well I don't know if I can generalize like that, but I'm from Bosnia originally

I love how Craig's picture is front of a My Strength Poster!!! Nice job Craig!

wow Delores that is disturbing... where is that?

i have concerns about that, dolores

Need to create supportive environment/community groups for alternative expression of manhood esp. for young men - positive peer pressure

social media messages and ongoing analysis of narrow messages

men in positions of authority taking on issues of VAW, like police chiefs or CEO's

Yes.. in foreign nations, I have heard this.

I'm pretty sure that happens in the states, with the purity balls? That's what it seems like, at least.

i like that, positive peer pressure

Ritual to take daughters virginity too.

Thank you Jerry for mentioning the fathers' rights concern!!!

Right - I see it here in Moldova, and saw it in Central Asia - Kazakhstan. But work in South America has been very very promising

They do it in Dorchester too as did the leaders on White Ribbon Day

Laurie... I have seen these programs throughout the country especially in christian conservative movements -this is ricky

WHERE ARE FATHERS DATING THEIR DAUGHTERS? THAT IS INCEST!

no ones talking about their son's virginity!!

How do you get Jerry Tello to South Dakota?

Paul Kivel- Boys will be Men is an amazing book for dads!

wow I didn't know about that, would like to learn more and see if it's happening where we are

Yes Courtney!

I like Aisha's idea of presenting an alternative to this narrow vision of manhood. guys need to SEE that they have options

omg, virginity is such a subject unto itself.

That is a helpful book.

<http://www.athomedad.org/>

Any outreach/community ideas or suggestions surrounding Father's Day?

I live in a small rural community where we are just beginning primary prevention, there are not many ways yet for men to become involved, so I appreciate all the comments here today and thank you to the speakers for their input. it surely will help in our future prevention efforts

thank you jerry! our daughter's aren't "ours" to give away!

Thank you Jerry!

THIS WEB CONFERENCE IS VERY, VERY INFORMATIVE. WE NEED MORE OF THESE!

Any outreach/community ideas or suggestions surrounding Father's Day?

The dating in not actual romantic dating Darlene but more figurative to protect them in some ways and show them what a real relationship should be. -ricky

Things communities can do: Sex-positive, bystander intervening, oppression challenging communities. practice self and community love.

Any outreach/community ideas or suggestions surrounding Father's Day?

And he just mentioned "giving away a daughter". Discussion on wedding and marriage norms?

Men of Strength BBQ

love that - wedding and marriage norms

like it..

art based activities, open discussions about being a "man"

We're planning a kite making/flying event with dads and their children. fun!

any event promoting men as allies

Host a screening of Jackson Katz' "Tough Guise"

I love Jackson Katz's work

Marriage norm--> women taking last name of her husband, she loses herself to become his/like him

Dr. Katz was here for our SAAM events

thank you

paint me jealous

Both parents should give their daughter hand in a progressive manner and not from a place of ownership  
-ricky

ONE LAST THING, SPIRITUALITY PLAYS A VERY STRONG PART IN THE PREVENTION

just saw a movie where the man was ridiculed for taking his wife's name

pila miya!

sad.

hot tub time machine?

yes!!

haha

bad movie

that would be good indicator- ok for men to take wife's name, or more co-hyphenating

Thanks everyone -ricky

horrible but that interesting scene

Thank you Jerry, David, Annie, and everybody that put this together!

Ditto =)

facilitating a breakout session at a community wide event - stop the violence, rebuild the community.  
hosting patrick crough - author of the book, serpents among us.

Thank you everyone!

""

Thank you for a very interesting webinar

This was great, thanks!

I agree with that Dolores . They are both parents

thank you great work everyone!!!!!!

Thanks PreventConnect!

Great webinar thank you!

We're all worked up now...

=)

Thank you all GRACIAS!!!

tyvm

Thank you. Excellent Webinar!!

thanks to everyone in this chat for engaging in some great discussion--I greatly appreciate your insight

ha, totally ash

Thank you!

Thank you all.

Thanks very much! It's good to be in network with each other

Thank you all!

Great information! Thank you.

oops excellent! no spell check!

Thank you! very informative

**Prevention Institute:** Thank You Everyone!

I'm really glad I participated in this webinar. Thank you for making it available to so many participants!

Are we able to have access to the public chat from yesterday, too?

Great Webinar. Thank You

Great!!!

So the discussion continues on [www.preventioninstitute.org](http://www.preventioninstitute.org), right?

Excellent! I got a lot of information. It was hard to listen and read the chat and write all at the same time!

Totally.

**Chad Sniffen:** Actually, the discussion continues on the Prevent-Connect Yahoo Group:  
<http://groups.yahoo.com/group/Prevent-Connect/>

**David Lee:** follow up at [www.PreventConnect.org](http://www.PreventConnect.org)

Thank you all prevention of violence against is moving forward here in Or right now and were trying to put together a clear message that is culturally understood.



