

**Welcome,
This Web Conference
Will Begin Soon**



Healthy Masculinities

Mobilizing men and boys to foster positive gender norms

PreventConnect
1215 K Street
Suite 1850
Sacramento CA
95814

Website: preventconnect.org

Email: info@preventconnect.org

Email Group:

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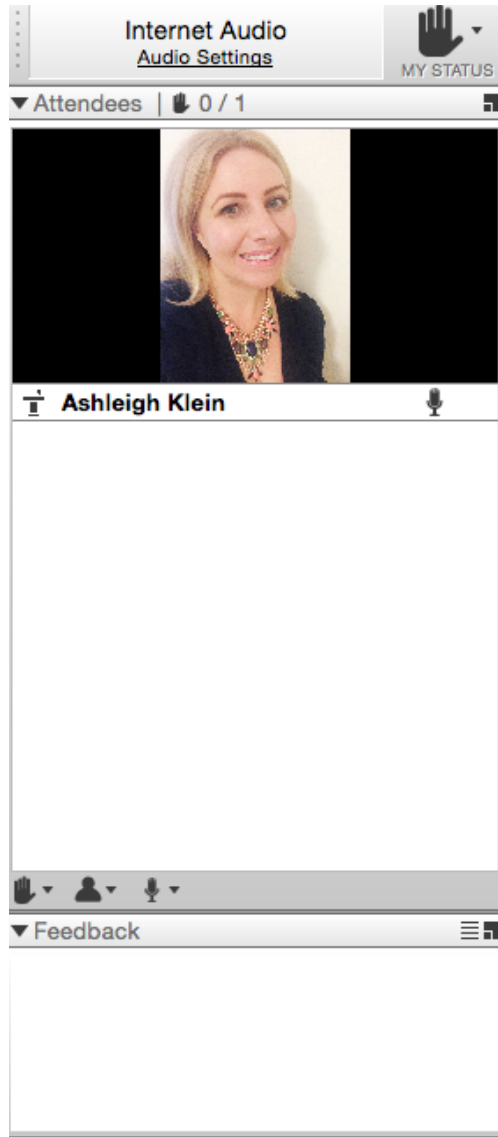
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- Polling questions
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PreventConnect

- Domestic violence/intimate partner violence
- Sexual violence
- Violence across the lifespan, including child sexual abuse
- Prevent before violence starts
- Connect to other forms of violence & oppression
- Connect to other prevention practitioners



Towards Community Health and Justice

January 25: Back to basics and moving beyond: A prevention approach to sexual and domestic violence

February 15: Intertwined and aligned: Supporting health equity and justice in sexual and domestic violence prevention

March 15: How do we Connect the Dots? Local approaches to preventing multiple forms of violence

May 31: Healthy masculinities: Mobilizing men and boys to foster healthy gender norms

June 28: From private to community accountability: Building capacity to make sexual and domestic violence prevention a community responsibility

July 19: Organizing for economic opportunity : Movements and strategies to improve economic opportunities for sexual and domestic violence prevention

August 16: A safe place to call home: Strategies and movements to transform the physical/built environment for sexual and domestic violence prevention

September 20: From research to practice: Addressing shared underlying factors to prevent sexual and domestic violence





Healthy Masculinities

Mobilizing men and boys to foster healthy gender norms

May 31, 2017

11am-12:30pm PT; 2pm-3:30pm ET

PreventConnect.org is a national project of the [California Coalition Against Sexual Assault \(CALCASA\)](#) and is sponsored by the [U.S. Centers for Disease Control and Prevention \(CDC\)](#). The views and information provided in PreventConnect.org activities do not necessarily represent the official views of the United States Government, the CDC, or CALCASA. For more information, visit [PreventConnect.org](#).

Prevention Institute Team



Alisha Somji, MPH
Program Coordinator
(she, her, hers)



Lisa Fujie Parks, MPH
Associate Program Director
(she, her, hers)



Ali Goodyear
Program Assistant
(she, her, hers)

Objectives

- Explore what is meant by gender norms and masculinities
- Discuss why engaging men and boys can help counter harmful aspects of gender norms that contribute to SDV.
- Learn from local work to engage men and boys in SDV prevention
- Engage in a candid discussion on challenges and considerations in promoting healthy masculinities in the context of patriarchal norms

THRIVE: A Community Resilience Framework and Tool



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Sociocultural Environment

PEOPLE

- **Harmful norms & culture**
 - Norms that support gender inequities in relationships
 - Norms supportive of violence
 - Norms of non-intervention in family matters
- **Weak social networks and trust**
- **Weak community sanctions against DV**

Norms

more than a habit

based in
culture & tradition

sanction behavior

taken for granted

attitudes,
beliefs,
ways of being

behavior shapers

communicate regularity
in behavior

Universe Model of Gender

Imagine that every person's gender is a star in the universe—unique and distinct, yet clustered into galaxies. Men and women aren't two opposite ends of a spectrum, with everyone else's gender defined "in between" and dependent on that binary. They are just two of the many genders that exist in our amazing world.

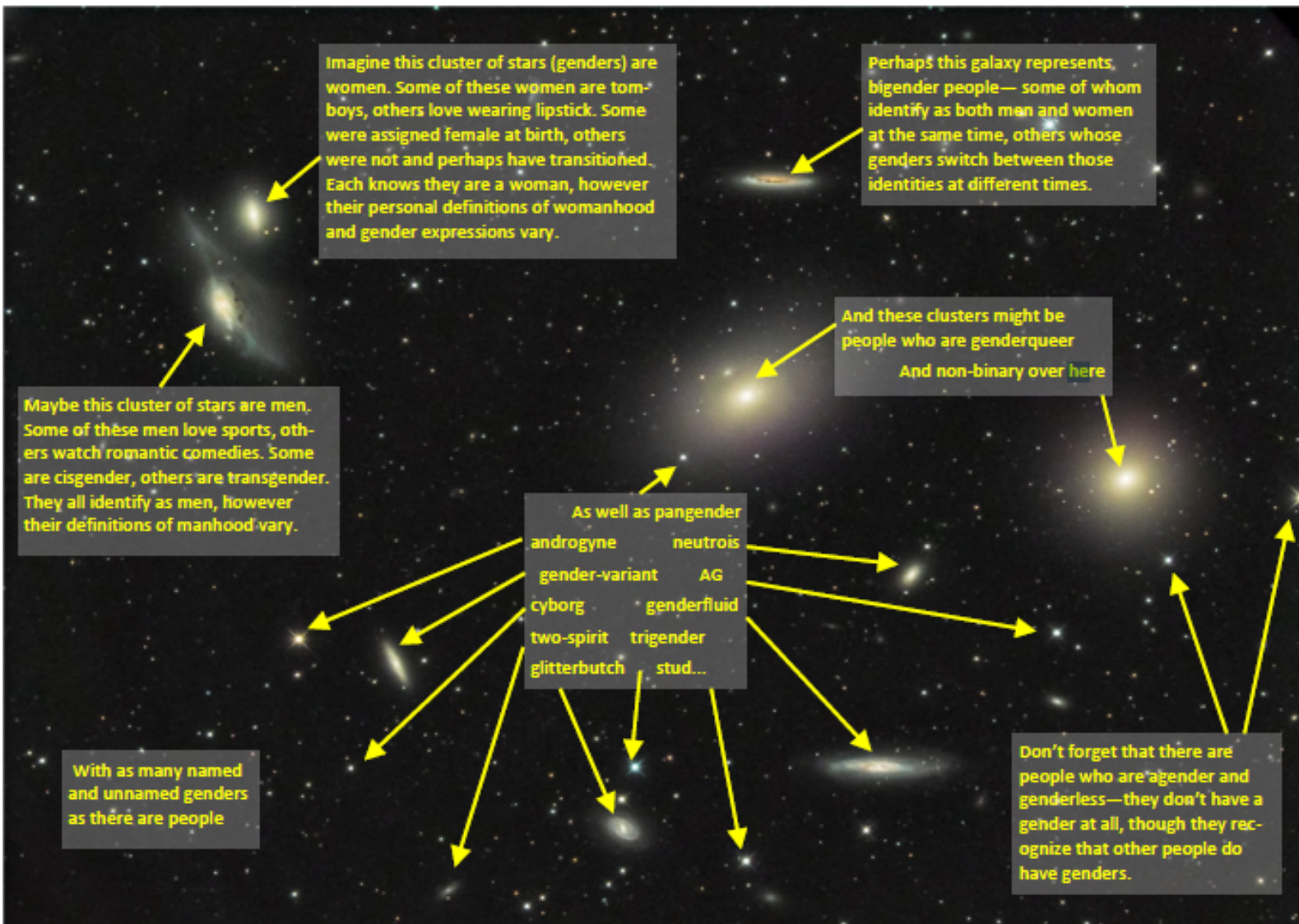


Image (cc) cfaobam on Flickr. Universe Model adapted from "overlapping clouds" model created by Elizabeth Erickson, Claire Bidwell, & Uet Wexler, 2011.

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From CDC Technical Package



STOP SV:

**A Technical Package to
Prevent Sexual Violence**

National Center for Injury Prevention and Control
Division of Violence Prevention



Preventing Intimate Partner Violence Across the Lifespan:

**A Technical Package of Programs,
Policies, and Practices**

Studies show that individuals and communities adhering to restrictive and harmful social norms are more likely to perpetrate physical, sexual, and emotional violence against women

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Halloween Costumes



Purrrty Kitty Child Costume
Item#00193649



Devil Girl Child Costume



What are masculinities?



Masculinities are not equivalent to men; they concern the position of men in a gender order. They can be defined as the patterns of practice by which people (both men and women, though predominantly men) engage that position.

- Raewyn Connell

“Not only does feminism give women a voice, but it also **clears the way for men to free themselves from the stranglehold of traditional masculinity.** When we hurt the women in our lives, we hurt ourselves, and we hurt our community, too.”

- Byron Hurt,

Award-winning documentary filmmaker and anti-sexist activist



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“In order for the violence to end, we as men have to be part of the dialogue and part of the solution.”

- Don McPherson

Activist, Educator, Feminist, Entrepreneur
College Football Hall of Famer



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Mobilizing men and boys as allies



A CALL TO MEN

The Next Generation of Manhood

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Text Chat Question



**How are you
mobilizing men and
boys to change
gender norms?**

Southwest PA Says No More



Kristy Trautmann
Executive Director
FISA Foundation
(she/her/hers)



Kiandra Foster
Program Manager,
United Way of Southwestern Pennsylvania
(she/her/hers)

Southwest PA Says No More

*We cannot build enough women's shelters to end violence against women. We cannot focus only on helping girls and women reduce their risk of being raped and beaten. **We need to stop gender-based violence from happening in the first place.***





Women's Center & Shelter of Greater Pittsburgh



community. transformation. hope.



A Leadership Issue

“Ending violence against women is a leadership issue. It's an issue of having the public and political will to act.”

DR. JACKSON KATZ



Cultivate new relationships



Back to the audience



Coaching Boys Into Men



- National dating violence prevention program from Futures Without Violence
- Trains athletic coaches to talk with high school male athletes about integrity, healthy relationships and respect for women
- Proven to decrease perpetration; increase bystander intervention
- Visit www.CoachesCorner.org
- www.CBIMVideoSeries.org

Regional CBIM work



- **30 schools, colleges and community athletic programs** have adopted CBIM.
- **100+ coaches, athletic directors and administrators** attended advisory summits at Robert Morris University and Point Park University.

Quote from a local coach

“Only a handful of the young men who play for me will go on to the NFL. But every single one of them can go on to be good students, men of character, good citizens.”

- George Novak, head football coach and athletic director, Woodland Hills High School

Father's Day Pledge

I will work to end gender violence and pledge to:

- Not use violence of any form in my relationships.
- Speak up if another man is abusing his partner or is disrespectful or abusive to women and girls. I will not remain silent.
- Be an ally to women who are working to end all forms of gender violence.
- Mentor and teach boys about how to be men in ways that don't involve degrading or abusing girls and women. I will lead by example.

www.SouthwestPASaysNoMore.org

*Concept by Quentin Walcott, CONNECT NYC
Pledge adapted from Jackson Katz' "Ten Things Men Can Do"
Now statewide campaign by PA Coalition Against Domestic Violence*

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Corporate Leaders Engagement



Text Chat Question

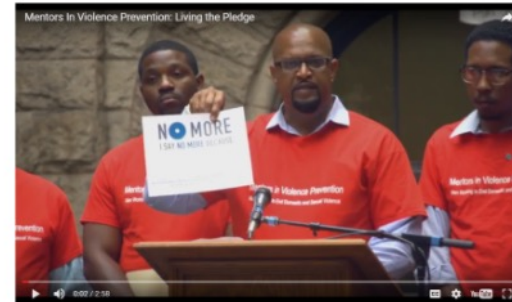


Where do you see opportunities to have these conversations outside of the chorus?

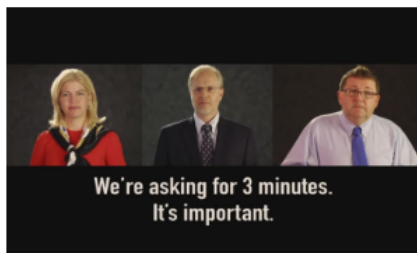
Partnerships

- FISA
- United Way
- Business community and corporate leaders
- Pirates
- Steelers
- Coaches
- Pennsylvania Coalition Against Domestic Violence
- And more ...

Partnerships



MVPs Live the Pledge



An important message from Pittsburgh's corporate and civic leaders to you



Patrick Gallagher Speaks about Campus Sexual Assault



Learn more at www.SouthwestPASaysNoMore.org/video



Our next guest



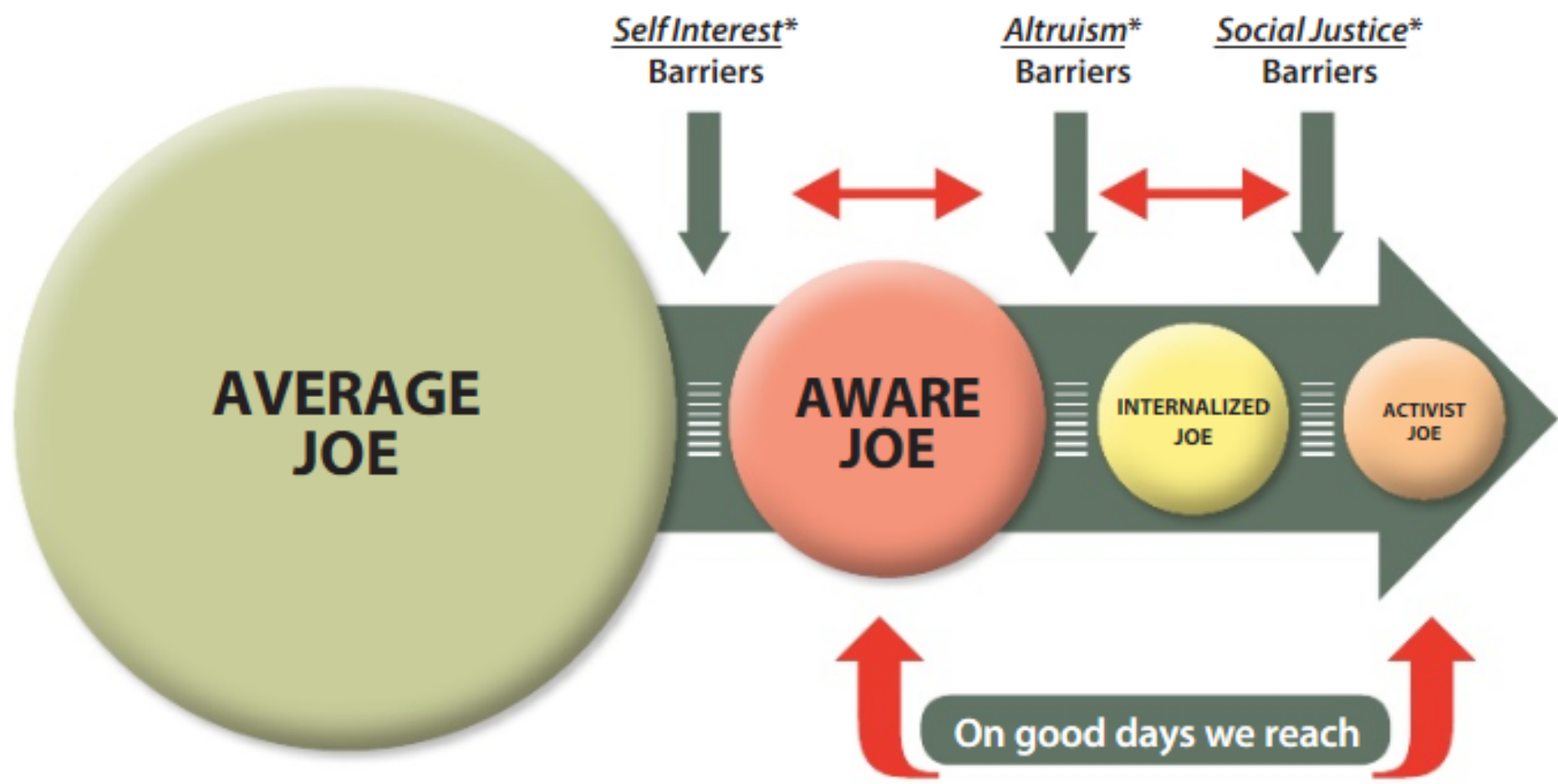
Jonathan Grove
Masculinities and Violence Prevention
Consultant
(He, him, his)



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A Framework for Engaging Men



Aspiring Ally Identity Development

(Partial Summary)

Dr Keith Edwards

Aspiring Ally for:	Self-Interest	Altruism	Social Justice
Motivation	Selfish – for people I know and love	Other - I do this for them	Combined Selfishness and Altruism – we do this for us
Ally to...	A person	target group	an issue
Relationship to system	Not interested in systems – just stopping the bad people	An exception from the system, yet ultimately perpetuates it	Seeks to escape, amend, and/or redefine the system
Privilege	Doesn't see privilege – but wants to maintain status quo	Feels guilty about privilege and tries to distance self from privilege	Sees illumination of privilege as liberating
Power	I'm powerful - protective	Empower them – they need our help	Empower us all
Admitting Mistakes	I don't make mistakes – I'm good, and perpetrators are just bad people	Difficult– struggles with critique or own issues – highly defensive about behavior	Seeks critique and admits mistakes – has accepted own isms and seeks help
Focus of the work	Perpetrators	Other members of the dominant group	My people – doesn't separate self from other agents

The Men's Project at Pacific Lutheran University



“To foster a cross-campus brotherhood of male-identified students and professionals, within which to develop and model the standard of responsible, engaged manhood to which we aspire.”

The Men's Project Goals

1. **KNOW**

Identify what positive masculinity looks like and language to describe it, which can then begin to replace the negative images of masculinity in the culture.

2. **SPEAK**

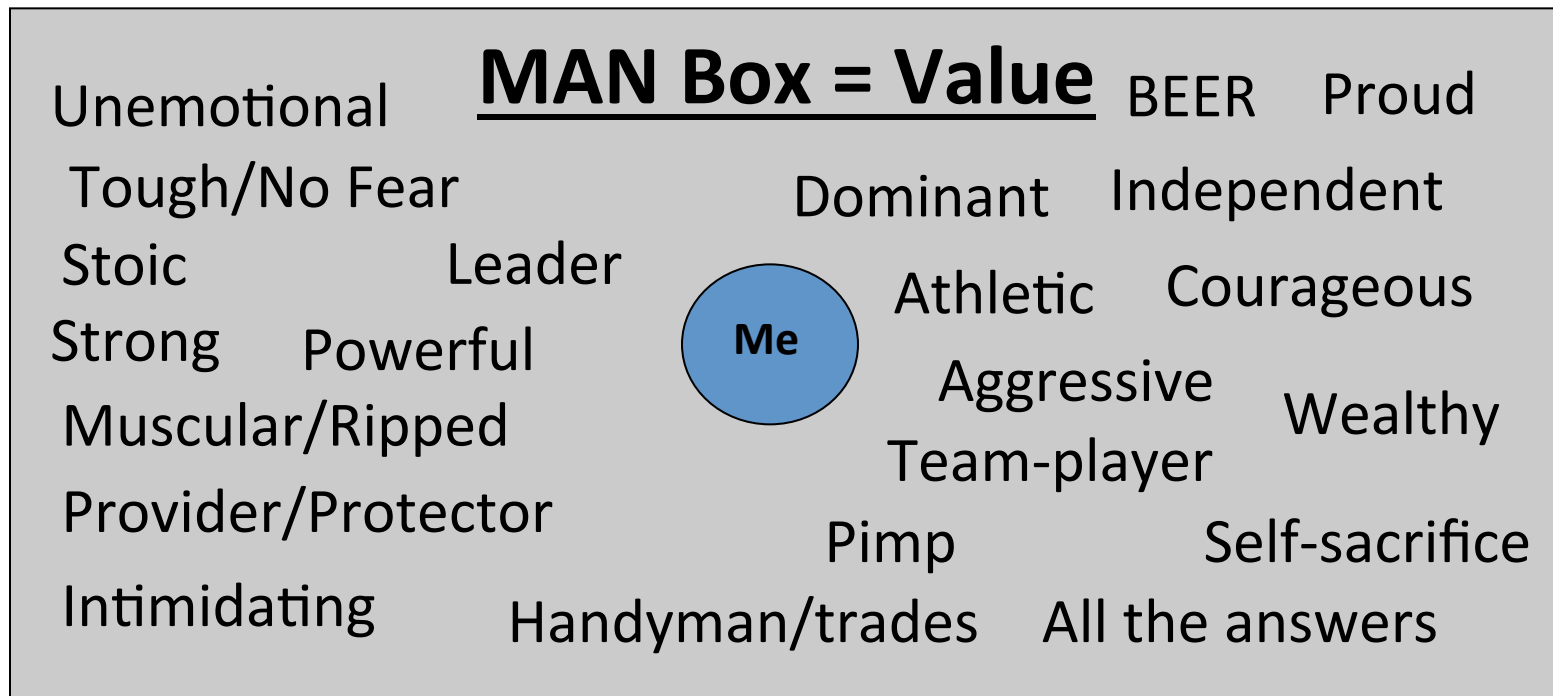
Mentor and talk to other guys about what it means to challenge stereotypes and live a life of positive impact - creating community and a path for others to follow.

3. **SHOW**

Put it into practice and demonstrate to the wider community what it looks like when men foster positive masculinities and support those around them.



What do we mean by 'Man'?



What do we mean by 'Man'?

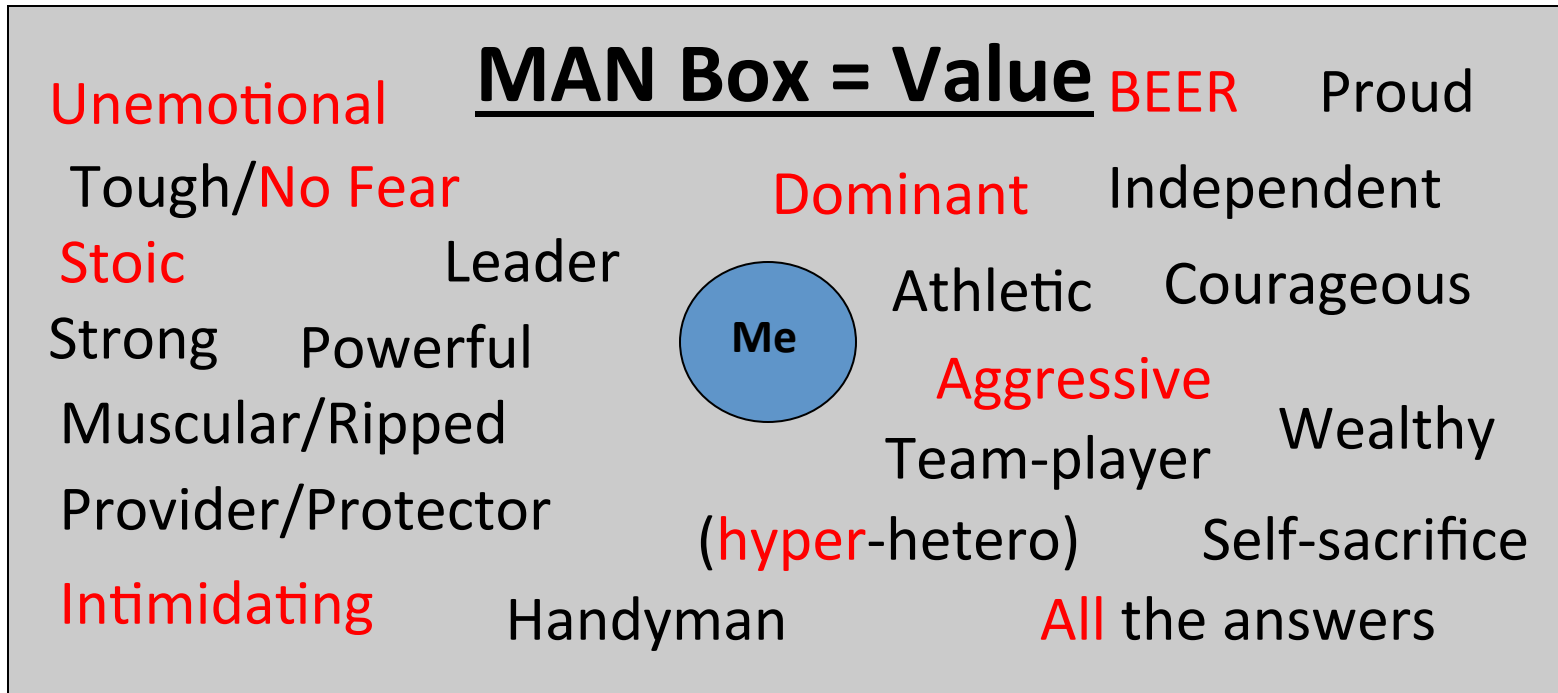
soft
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faggot
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girly
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bitch
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pussy
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whipped
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queer
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gay
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woman
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pansy
↑

What do we mean by 'Man'?

What's missing: ("Woman")

Vulnerable Nurture

LOVE (for self and others)

Compassion

Mistakes

Fear

Collaboration

What do we mean by 'Man'?

Competition also means we have to do it not better, but BEST... Perfect.

#1

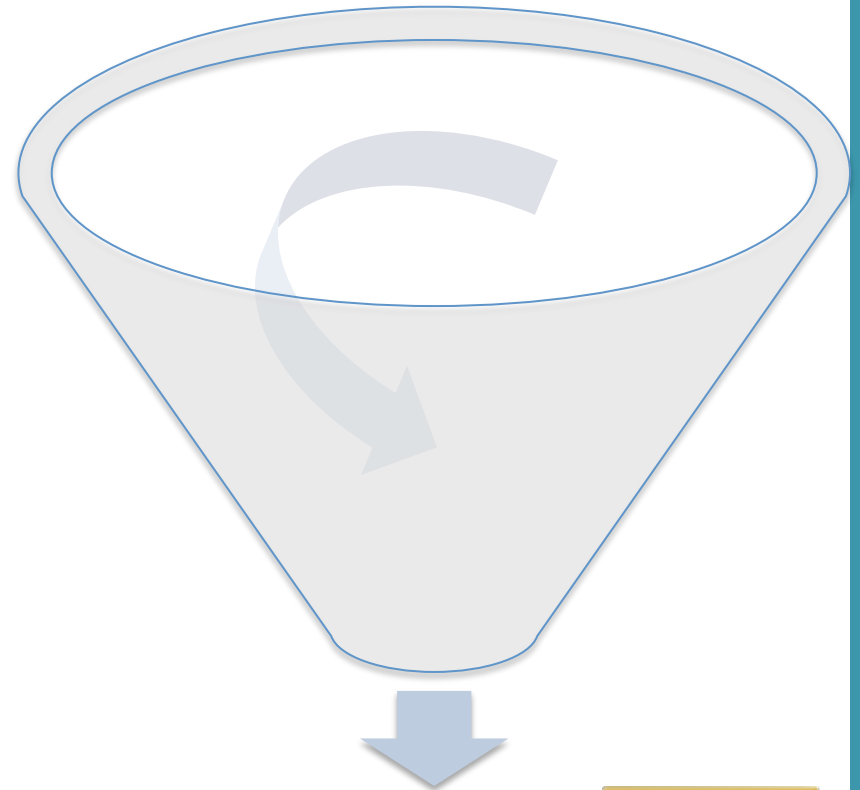


That's completely impossible.

Yet when we feel insecure, we re-double our efforts to "Be a man"

What do we mean by 'Man'?

We are taught the
MAN Box = Value,
but by definition...
**self-worth can't be
found in the box.**



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*THIS system of being hurt everyone,
though differently to be sure.*

Why are men disengaged and
how do we do this?

The Men's Project

Strategy:

To provide low “threat,” high-impact opportunities for young men to start along a process designed to deepen their engagement in challenging oppression.

How:

A series of activities that describe and demonstrate a positive maleness that increasingly require deeper participation.

Why (does it work):

Being a “man” has lots of negative associations and changing that story is empowering.



The First Steps...

1. Assemble influential partners
2. Define terms and use them
3. Program to support the process

The Men's Project Goals

1. **KNOW**

Identify what positive masculinity looks like and language to describe it, which can then begin to replace the negative images of masculinity in the culture.

2. **SPEAK**

Mentor and talk to other guys about what it means to challenge stereotypes and live a life of positive impact - creating community and a path for others to follow.

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Applying the Framework - Step 1

Focus:

Men's Project

1. Entry Point
2. Masculinity
3. Self-Interest

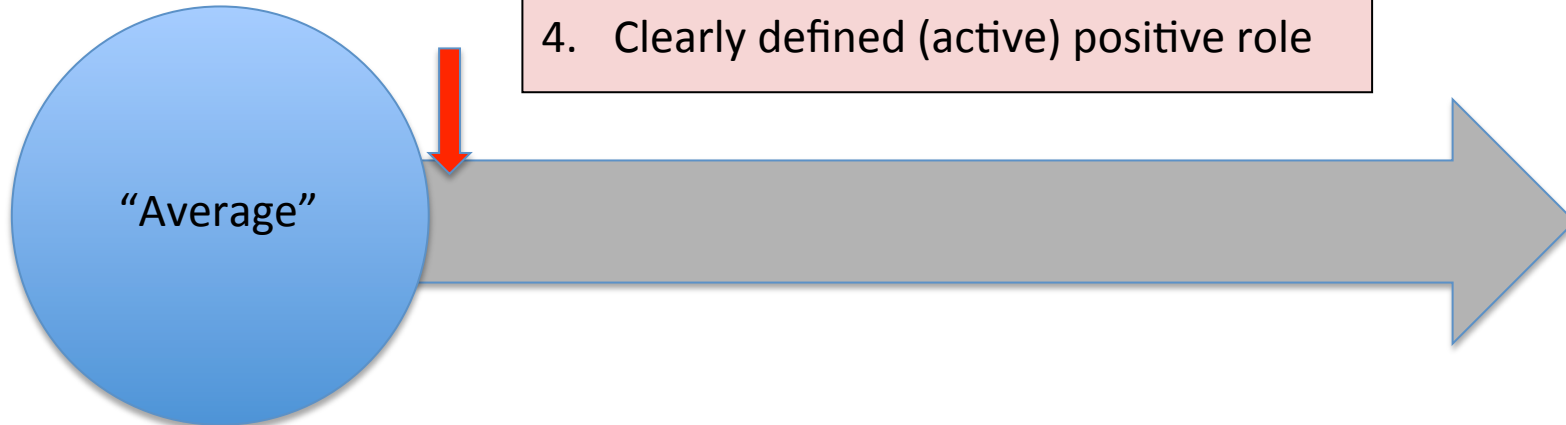
Strategy:

Bridge (entry point & activism)

1. Interest and relate-ability
2. Easy, high reward, first step
- 3. Avoid Barriers**
4. Clearly defined (active) positive role

Next Steps:

1. Learn
2. Connect



Goals: Know

- Attend Men's Retreat
- Speakers/presentations
- Mentee-ship
- Oppression connections

Speak

- Healthy masculinity modeling activity
- Bystander education

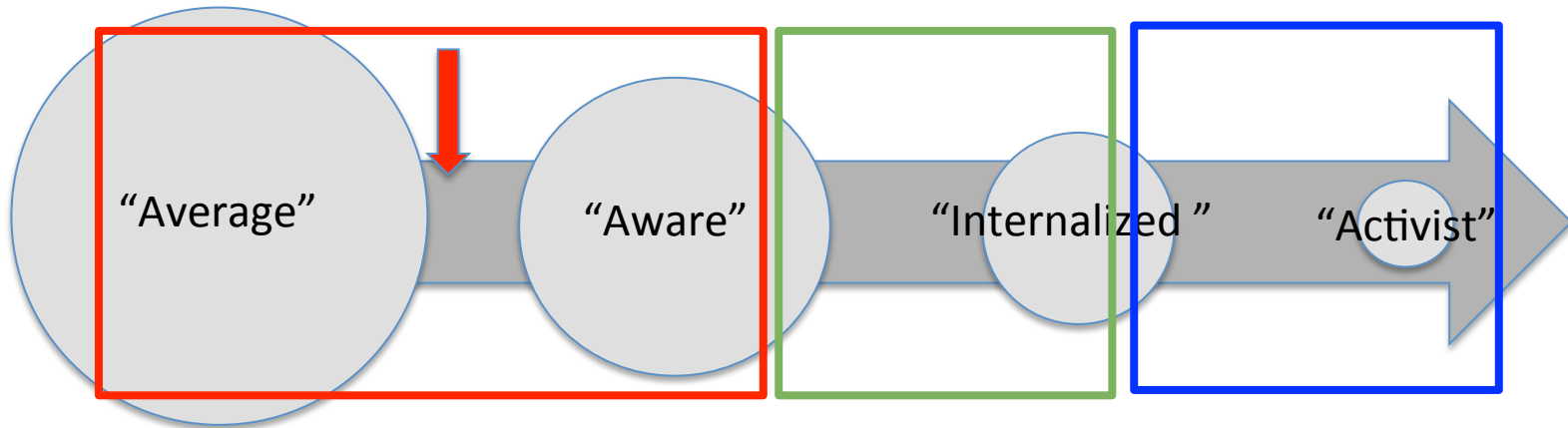
Show

- **Mother's Day Brunch***
- Take Back the Night solidarity
- White Ribbon Campaign

Next Steps...

They only need to take one!

Applying the Framework - 4 Steps



Goals: Know

- Attend & Plan Men's Retreat
- Speakers/presentations
- Mentee/or-ship
- Active men's group, peer ed
- Oppression connections
- Program concept & plan
- Involvement with other social justice initiatives; ie racial, economic, & gender justice, first generation and ability access

Speak

- Ultimate/Mentorship leader
- Tabling organizer
- Bystander & peer ed recruiter
- Vocal about intersections systems of domination
- Describe role of *aspiring ally*
- Engaging with friends
- Intersectional programming

Show

- Brunch, White Ribbon organizer
- Men's group lead
- Peer Educator
- Lasting local & regional impact ie: Host community event, conf. presentation
- Visibly support Take Back the Night
- Fundraise for anti-violence and/or equity organization

Text Chat Question



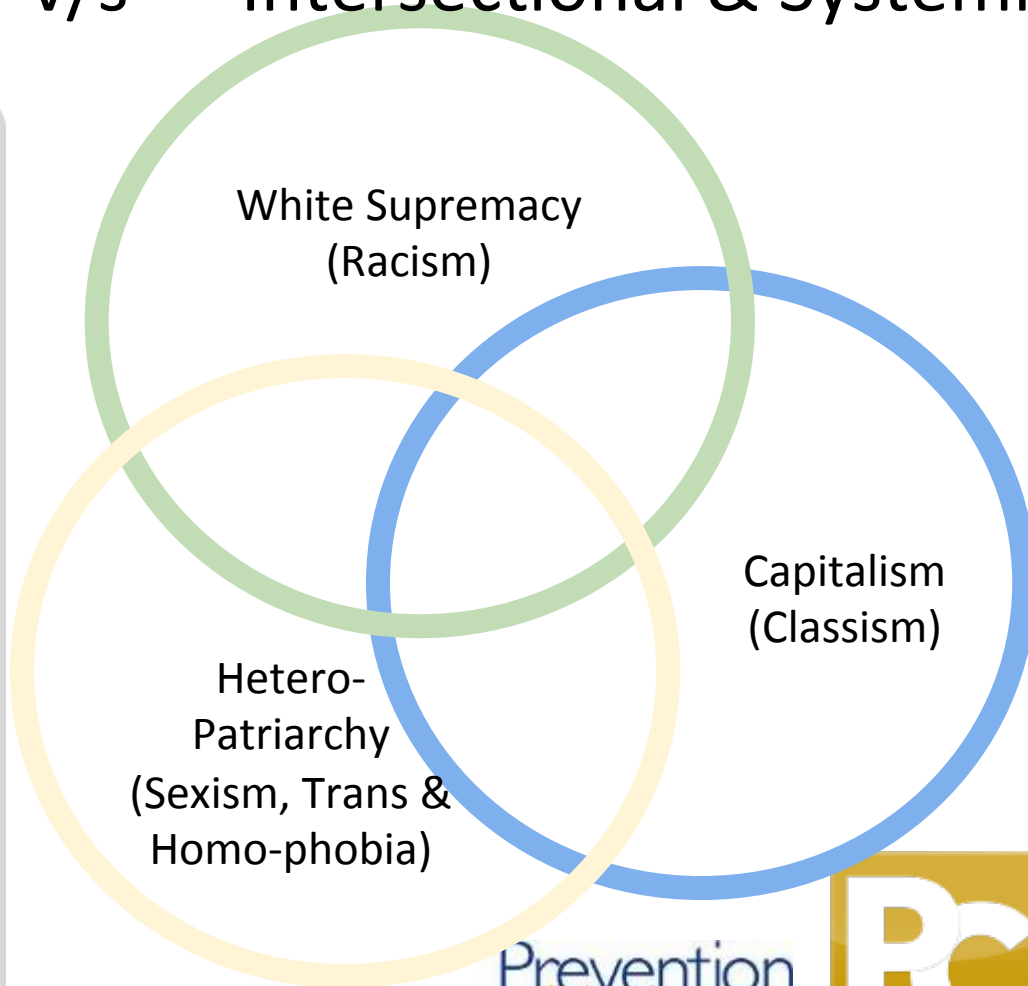
What are important considerations in engaging men and boys without reinforcing patriarchal norms?

Challenges: #1 Intersectionality

v/s Intersectional & Systemic

CHECKLIST

- Race
- Gender
- Sexuality
- Class
- Ability
- Citizenship
- Education
- Religion
- Sub/Urban/Rural
- Discipline
- Hobbies



Challenges: #2 Accountability

Assume multiple systems of oppression are always present, making it especially necessary for those who benefit to;

- Cultivate and practice **humility**.
- Help, yet **learn** to be led and taught.
- Be **constantly aware of how you are read** and the space you take.
- Contextualize and accept criticism as **beneficial feedback** in your journey toward collective liberation.
- Seek and build networks (across oppressions) with those committed to offer feedback, support, and **lovingly challenge** one another.

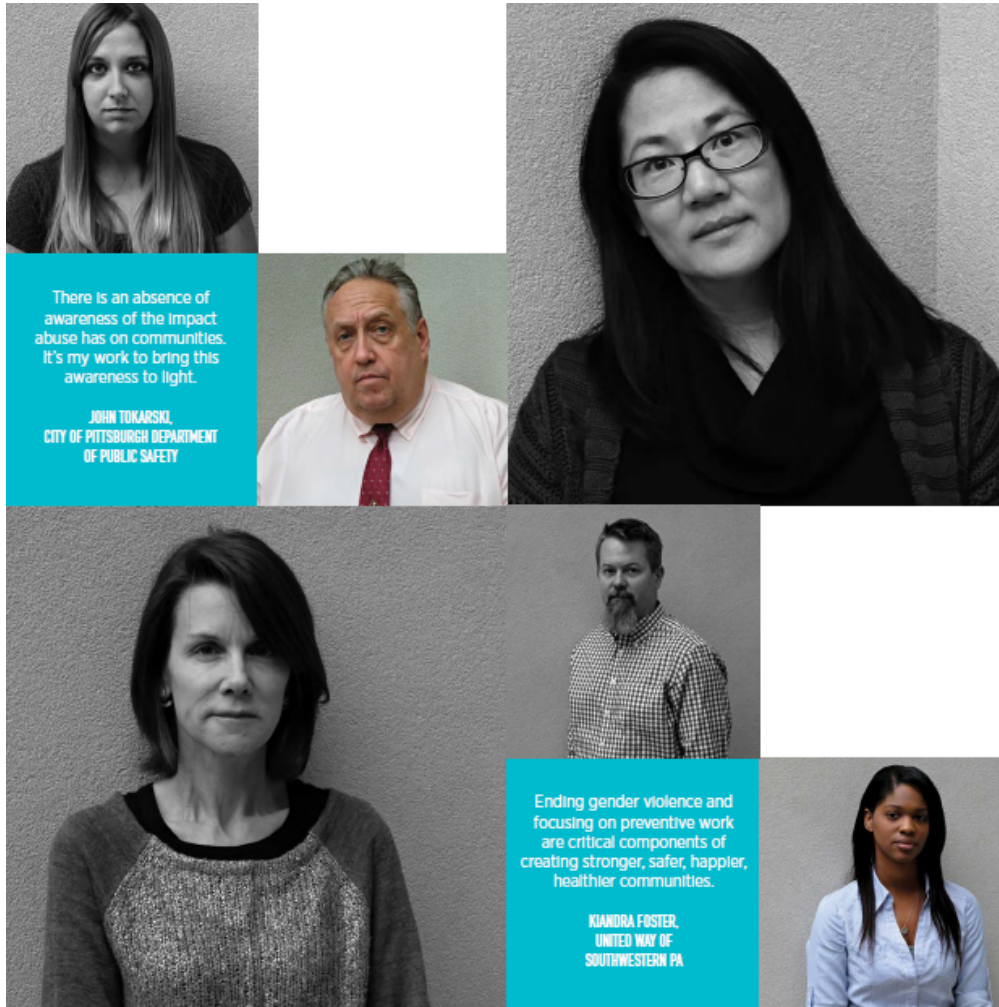


Moving beyond the binary

Start at how patriarchy affects people.

- Move beyond female = victim & male = perpetrator
- Those outside the binary are further marginalized beyond the "lesser" status of female.
- A feminism that prioritizes power over oppression is bankrupt. So we must learn from - and center - marginalized voices.
- We all pay a price and have a vested interest in undoing the system

Next Steps for Southwest PA Says No More



Add nuance to message:

- Intersectionality
- Gender norms

Expand action steps

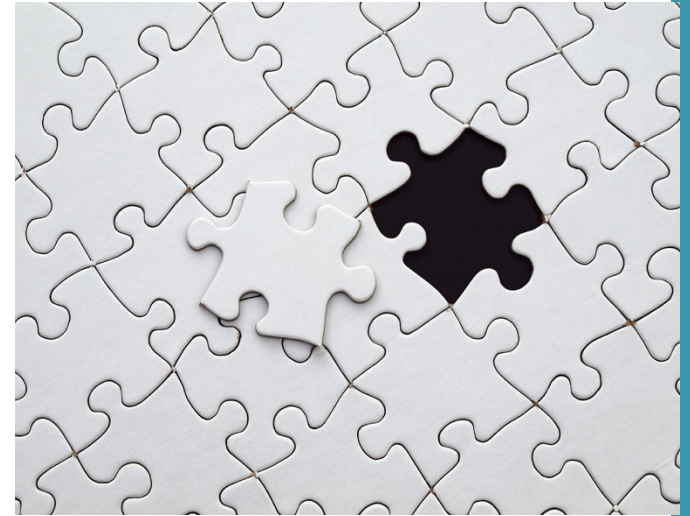
Policy agenda

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Tips from Jonathan

- Rethink and re-center
 - Start at how patriarchy affects people.
- Be intersectional
 - To fix problems, you have to see it in full.
 - Learn from, and center the most marginalized voices.



Tips from Southwest PA Says No More

- The time is ripe for thoughtful engagement of boys and men.
- It is important to look outside of the traditional choir for new partners.
- Build CHAMPIONS by starting with baby steps towards long term goals.
- Be open to shifting engagement strategies and learning from community champions.
- Partnerships must be strategic, and partners must recognize opportunities and limitations to effectively build a movement.

Tools and Resources



Photo credit: Emily Barney

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Jonathan's Resources

- <http://tacoma-washington.academia.edu/JonathanGrove>

jkgrove@gmail.com



Jonathan K Grove

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Grove, J. (2011/Summer). A framework for engaging Average Joe. Partners in social change: Engaging men, 7-10

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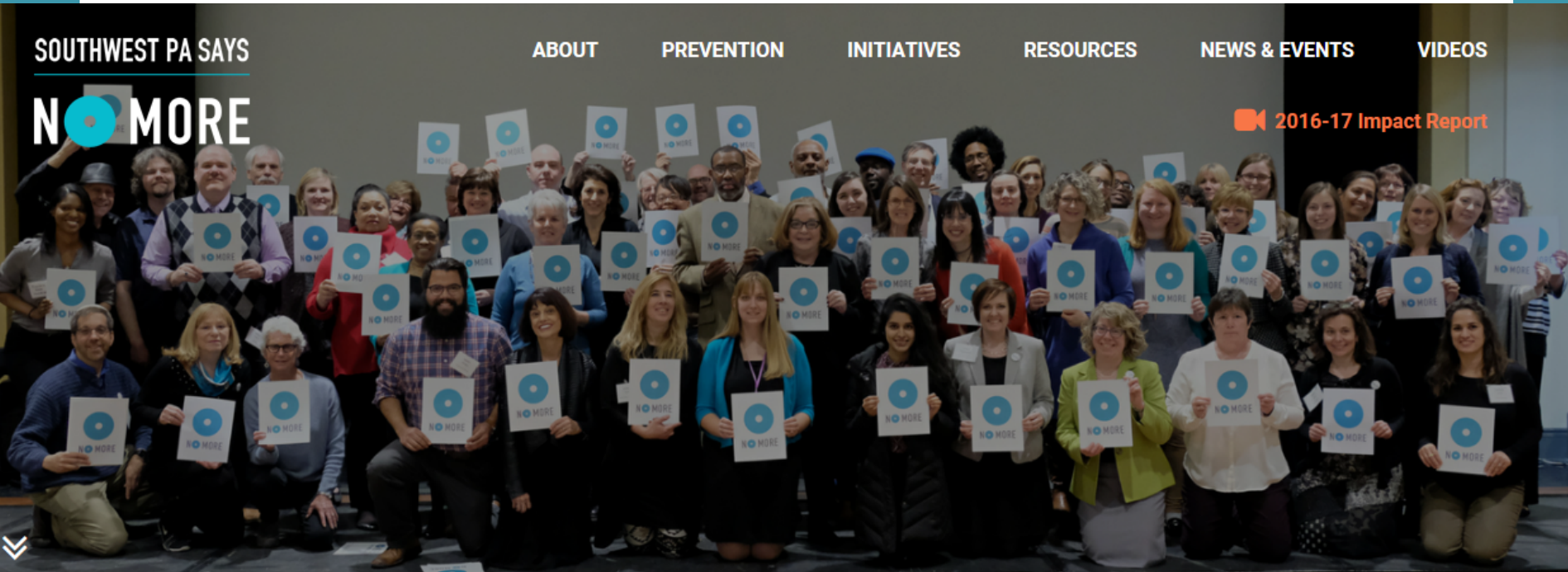
Jonathan's Resources

- **Accountability**
 - *The Will to Change: Men, Masculinity, and Love*, bell hooks
- **Intersectionality**
 - “Report from the Bahamas,” June Jordan



Southwest PA Says No More

www.southwestpasaysnomore.org



Kristy Trautmann

FISA Foundation

kristy@fisafoundation.org

Kiandra Foster

United Way of Southwest PA

Kiandra.Foster@unitedwayswpa.org

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PreventConnect 3-Part Series

Coaching Boys Into Men: A 3-Part Series on Program Design, Community Engagement, and Adaptation



CDC SV Technical Package



STOP SV: A Technical Package to Prevent Sexual Violence

National Center for Injury Prevention and Control
Division of Violence Prevention



Preventing Intimate Partner Violence Across the Lifespan: A Technical Package of Programs, Policies, and Practices

221 Oak Street
Oakland, CA 94607
Tel: (510) 444-7738

Prevention Institute

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Sacramento CA
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