Welcome,

This Web Conference Will Begin Soon

Healthy Masculinities
Mobilizing men and boys to foster positive gender norms
How to use this technology

- Raise hand
- Text chat & private chat
- PowerPoint slides
- Polling questions
- Phone
- Closed captioning
- Web conference guidelines

Please send a private chat message for help.
Call iLinc Technical Support at 800.799.4510.
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

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(she, her, hers)

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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

People

Place

Opportunity
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

taken for granted

behaviour shapers

communicate regularity in behavior

sanction behavior

attitudes, beliefs, ways of being
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.

Imagine this cluster of stars (genders) are women. Some of these women are tomboys, others love wearing lipstick. Some were assigned female at birth, others were not and perhaps have transitioned. Each knows they are a woman, however their personal definitions of womanhood and gender expressions vary.

Maybe this cluster of stars are men. Some of these men love sports, others watch romantic comedies. Some are cisgender, others are transgender. They all identify as men, however their definitions of manhood vary.

Perhaps this galaxy represents bigender people—some of whom identify as both man and woman at the same time, others whose genders switch between those identities at different times.

With as many named and unnamed genders as there are people...

And these clusters might be people who are genderqueer. And non-binary over here...

As well as pangender androgyne neutrois gender-variant AG cyborg genderfluid two-spirit trigender glitterbutch stud...

Don’t forget that there are people who are agender and genderless—they don’t have a gender at all, though they recognize that other people do have genders.
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.
Halloween Costumes

Purrry Kitty Child Costume

Item #00133649

Devil Girl Child Costume

http://www.spirithalloween.com
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
“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
Mobilizing men and boys as allies

A CALL TO MEN
The Next Generation of Manhood
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.
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.
“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
Corporate Leaders Engagement
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

PIRATES CHRIS STEWART NO MORE PSA

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)
A Framework for Engaging Men

Self Interest* Barriers

Altruism* Barriers

Social Justice* Barriers

On good days we reach

Created by Jonathan Grove, image by Bobbi Hughes, and drawn from the work of Dr. Erin Casey, Rus Funk, Dr. Dorothy Edwards and Dr. Keith Edwards.
# Aspiring Ally Identity Development

**Partial Summary**

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

MAN Box = Value

- Unemotional
- Tough/No Fear
- Stoic
- Strong
- Powerful
- Muscular/Ripped
- Provider/Protector
- Intimidating
- Athletic
- Dominant
- Leader
- Independent
- Courageous
- Aggressive
- Team-player
- Pimp
- Handyman/trades
- Handyman/trades
- Wealthy
- Self-sacrifice
- All the answers

Me

Prevention Institute
PreventConnect
What do we mean by ‘Man’?

**MAN Box = Value**

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- Stoic
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- Provider/Protector
- Intimidating
- Athletic
- Aggressive
- Team-player
- Self-sacrifice
- Wealthy
- All the answers

**Me**

- BEER
- Proud
- Independent
- Leadership
- Handyman
- (hyper-hetero)
- Me
- Power
- Dominant
- Independent
- Provider/Protector
- Intimidating
- Handyman

**Keywords**

- soft
- faggot
- girly
- bitch
- pussy
- whipped
- queer
- gay
- woman
- pansy

**Prevention Institute**

Prevention and equity at the center of community well-being
What do we mean by ‘Man’?

<table>
<thead>
<tr>
<th>What’s missing: (“Woman”)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Vulnerable</td>
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</tbody>
</table>

<p>| |</p>
<table>
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<tr>
<th></th>
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</thead>
<tbody>
<tr>
<td>Compassion</td>
</tr>
<tr>
<td>Collaboration</td>
</tr>
</tbody>
</table>
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.
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

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Applying the Framework - Step 1

Focus:
Men’s Project
1. Entry Point
2. Masculinity
3. Self-Interest

Goal: Know
- Attend Men’s Retreat
- Speakers/presentations
- Mentee-ship
- Opposition connections

Strategy: Bridge (entry point & activism)
1. Interest and relation-ability
2. Easy, high reward, first step
3. Avoid Barriers
4. Clearly defined (active) positive role

Next Steps:
1. Learn
2. Connect

Goal: Speak
- Healthy masculinity modeling activity
- Bystander education

Goal: Show
- Mother’s Day Brunch*
- Take Back the Night solidarity
- White Ribbon Campaign
Next Steps...

They only need to take one!
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

Goals: 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 programing

Goals: 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
What are important considerations in engaging men and boys without reinforcing patriarchal norms?
Challenges: #1 Intersectionality

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

v/s Intersectional & Systemic

- White Supremacy (Racism)
- Capitalism (Classism)
- Hetero-Patriarchy (Sexism, Trans & Homo-phobia)
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
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

www.preventioninstitute.org

Photo credit: Emily Barney
Jonathan’s Resources

- [http://tacoma-washington.academia.edu/JonathanGrove](http://tacoma-washington.academia.edu/JonathanGrove)
- jkgrove@gmail.com

**PAPERS**

- Engaging "Average Joe" Part 2: The Mother's Day Brunch
  - Download | 38 | More

- How Liberals Endorse White Supremacy: The White Trash Exception
  - Download | 162 | More

  - Download | 17
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

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Coaching Boys Into Men: A 3-Part Series on Program Design, Community Engagement, and Adaptation
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Wiki: wiki.preventconnect.org

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preventconnect.org/Twitter
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preventconnect.org/LinkedIn
preventconnect.org/Pinterest