



**Where We've Been, Where We're Going:
Mobilizing Men and Boys to Prevent Gender-Based Violence**
Summary of the Roundtable Proceedings

22-23 August, 2016
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Where We've Been, Where We're Going: Mobilizing Men and Boys to Prevent Gender-Based Violence

Summary of the Roundtable Proceedings



A Brief History of Mobilizing Men in Prevention

There is a long history of men's involvement in the prevention of sexual assault, domestic violence, dating violence, and stalking. The earliest men's organizations first formed in the late 1970s and focused on providing counseling and education – usually court-appointed – for men who committed domestic violence. Some examples of men's organizations during this early period include Emerge in Massachusetts, Men Stopping Violence in Georgia, the Men's Resource Center of Western Massachusetts, and Rape and Violence End Now (RAVEN) in Missouri.

In more recent years, men's organizations, state government agencies, state and local sexual assault and domestic violence organizations, and college campuses have focused on engaging men and boys in the primary prevention of gender-based violence (GBV),¹ often through bystander intervention. Bystander theory acknowledges that most men do not commit GBV but often fail to intervene when around abusive peers or when confronted with attitudes that dehumanize women and girls. The goal of a primary prevention program focusing on engaging males in bystander intervention is to move men from the bystander position to the role of social change agent – someone who safely intervenes when there are signs leading to abuse or when dehumanizing attitudes are expressed.

Another key aspect of mobilizing males to prevent GBV has increasingly become advocating for healthier, positive, nonviolent forms of masculinity. Traditional unhealthy, toxic masculinity places social pressure on men to play typecast roles associated with aggression, toughness, and various other characteristics, some of which can be linked to risk factors associated with GBV. In terms of sexual assault, for example, risk factors include “having hostility toward women and adhering to societal norms supportive of sexual violence, male superiority, and male sexual entitlement.”² By promoting healthier, nonviolent masculinity, organizations, campuses, and agencies change unhealthy social norms and foster men and boys' participation as women and girls' allies in creating relationships and communities based on respect and equity.

In 2005, the work of mobilizing men and boys to prevent GBV became part of the Violence Against Women Act (VAWA) through the Engaging Men and Youth Program. This part of VAWA was created to support programs that develop or enhance new or existing efforts to engage men and youth in preventing crimes of violence against women with the goal of developing mutually respectful, nonviolent relationships. As a result, many

¹ For the purposes of this report, we assume that gender-based violence is an umbrella term for forms of violence such as sexual assault, domestic violence, dating violence, and stalking, and refer to the Women's Commission for Refugee Women and Children's (2002) description of gender-based violence to understand the term: “any harm that is perpetrated against a person's will; that has a negative impact on the physical or psychological health, development, and identity of the person; and that is the result of gendered power inequities that exploit distinctions between males and females, among males, and among females. Although not exclusive to women and girls, GBV principally affects them across all cultures.”

² Jewkes, R., Sen, P., & Garcia-Moreno, C. (2002). Sexual violence. In E. G. Krug, L.L. Dahlberg, J.A. Mercy, A.B. Zwi & R. Lozano (Eds.), *World Report on Violence and Health* (pp. 147-181). Geneva: World Health Organization.

agencies, organizations, and campuses across the country have implemented Engaging Men and Boys programming under the guidance of the Department of Justice Office on Violence Against Women (OVW), which provides federal leadership in developing the national capacity to reduce violence against women and administer justice for and strengthen services to victims of sexual assault, domestic violence, dating violence, and stalking.

Overview of the Roundtable

Given an almost 30-year history of mobilizing men and boys in the prevention of GBV and a general consensus of those doing the work that men and boys must play a role, it was considered an opportune time to take stock of how the field of mobilizing men and boys can advance to the next level of professionalization. In order to pursue this agenda, OVW convened a day-and-a-half national roundtable discussion (See Appendix B for the agenda) at the Department of Justice building on “Where We’ve Been, Where We’re Going: Mobilizing Men and Boys in the Prevention of Gender-Based Violence.”³ The roundtable brought together a diverse group of men and women who are national and local experts and leaders in their respective fields. Some had worked to engage men and boys for decades, while others specifically focused on youth – boys and/or girls. People from trafficking, domestic violence, and sexual assault organizations participated, including an organization for male sexual assault survivors. Various participants representing people of color, tribal communities, LGBTQ communities, fraternities, athletics, and organizations addressing street violence joined the discussion. Federal government representatives from the Juvenile Justice and Delinquency Prevention played an important role in the roundtable dialogue. A list of participants can be found in Appendix A.

After Neil Irvin, Executive Director of Men Can Stop Rape, and Bea Hanson, the Principal Deputy Director of the Department of Justice Office on Violence Against Women, made opening remarks, the participants spent time discussing barriers and gaps to more broadly engaging men and boys; how healthier forms of masculinity can play a role in mobilizing a broad spectrum of men and boys; strategies to build the capacity to collaborate with local, state, and national stakeholders; and next steps to guide and inform a national movement to mobilize a wide spectrum of men and boys in the prevention of GBV. During the course of the discussion, the following themes emerged:

- Create Systemic Impact.
- Recognize Barriers and Challenges.
- Identify Gaps and Expand the Sphere of Influence.
- Describe Healthy Masculinity.

Participants employed narrative storytelling and shared real-life examples. A number of recommendations also emerged, each of them playing a role in institutionalizing the mobilization of a wide spectrum of male leadership that role models healthy, nonviolent masculinity and healthy relationships, and that works to create cultures free from gender-based violence. These recommendations included:

- Establish a National Mobilizing Boys and Men Collaborative.
- Practice Accountability inside the Field and Meet Boys and Men Where They Are.
- Address Gaps in the Sphere of Influence and Conduct Research.
- Promote a Positive Approach in the Field of Mobilizing Men and Boys.

This report is a summary of the discussions on August 22 and August 23.

³ Men Can Stop Rape provided logistical and staff support for the roundtable discussion.

Roundtable Themes

The four themes identified above especially stood out in the course of discussion and dialogue, repeatedly appearing throughout the day-and-a-half or receiving emphasis as especially important, indicating their value. Below are explanations of how and why they were considered important.

Theme 1: Create Systemic Impact. Creating systemic impact is essential to the broader engagement and mobilization of men and boys in the prevention of GBV. Developing a strategy and approach to establish conditions ripe for widespread culture shift requires a firm foundation of setting realistic goals and objectives, building structures, and maximizing diversity and inclusion efforts (including bringing youth to the table). Participants noted that historically the work largely began from the bottom up, originating with small grassroots efforts; only recently has there been more top down work – the military and the White House, for example.

It was also observed that these shifts in the mobilizing men profession have emerged in linear fashion, from being a movement to a field to increasingly an institution. The shift to a field can be seen in the transition from primarily men’s organizations conducting prevention trainings with men and boys to now men and women at an array of organizations, agencies, and campuses conducting prevention trainings with men and boys. Also, there is an increasing need on the part of men and women in these training positions to develop their professional skills in the area of mobilizing men and boys. To maximize the impact of this evolution, it is important to determine and make available the necessary resources for the kind of society and systems the field ultimately wants, versus the sole pursuit of merely working against the system currently in place.

Theme 2: Recognize Barriers and Challenges. A number of significant successes in mobilizing men efforts were identified at the roundtable. More men are involved than ever before. More men are assuming ownership of sexual assault, domestic violence, dating violence, and stalking. Men working to prevent GBV are serving as witnesses to the violence against women experience. There are more resources that can be used to inform and shape efforts to mobilize men and boys. We are increasingly recognizing the importance of strategic and comprehensive approaches and are learning to apply them.

Even though there have been these successes, it is necessary to recognize and appropriately address the challenges that exist in the mobilization of men and boys to prevent GBV. It was observed that the nation’s history and identity have cultivated, preserved, and protected traditional gender, race, class, and sexual orientation roles – as well as narrow definitions of who the perpetrators and survivors of GBV are based on historically and systemically disenfranchised groups. The entitlement of some and not others not only perpetuates GBV and myths about GBV, it inhibits our ability to practice intersectionality – a term used multiple times throughout the roundtable. In other words, we are challenged to do better at addressing the ways gender, class, race, sexual orientation, ability, and ethnicity intersect in men and women’s lives and how those intersections relate to power and GBV. Doing so would challenge myths about perpetrators and survivors, as well as open the door to being more inclusive and making programing more culturally relevant.

At the same time, men doing the work may be responsible for the perpetuation of the status quo through their own attitudes and behaviors. Accountability was not only brought up as an issue for the men we are trying to reach but also for the men doing the work. Participants expressed that men working within the field must be the change they seek by “walking the talk” – challenging their own personal biases and the sexist and patriarchal cultural norms they might unknowingly or knowingly practice. They also must hold other men in the field accountable for their actions.

Near the end of day one of the roundtable, the facilitator asked, “What haven’t we talked about?” The answers suggested further areas of challenge: sex trafficking; pornography and technology; the myth of the “loss of privilege”; the role of parents; schools (K-12); gun policy; status of the Global South; and interconnected outcomes due to domestic and sexual violence, such as gang violence and addiction.

Theme 3: Identify Gaps and Expand the Sphere of Influence. In order to identify the gaps where outreach exists and expand the field’s sphere of influence, participants were asked the following questions. Who is missing from this work? Who could be influential? Who could be credible? Who could mobilize men and boys from other fields, in other walks of life?

Participants named an extensive list of categorical opportunities for engagement and outreach, where engagement is currently minimal or altogether non-existent. There is a high likelihood of identity overlap among these groups. This list includes (in no specific order): youth; parents; K-12 educational institutions; fraternities; clergy; corporate America; organizational leaders/decision makers, e.g., C-suite, athletic directors, policy; unions; all levels/offices of government; artists; entertainment industry; celebrities; media; law enforcement; military; criminal justice; juvenile justice (for young men and women who are disproportionately incarcerated rather than receiving services for trauma); formerly incarcerated individuals; gun violence activists; researchers; Asian Pacific Islander men; Native American men; rural, poor white men. Participants noted that mindfulness of the barriers and challenges previously identified is important as we develop unique strategies and approaches for targeted outreach.

Theme 4: Describe Healthy Masculinity. Developing a cross-cultural, multi-dimensional understanding and description of healthy masculinity is an important step for mobilizing men and boys and institutionalizing a positive model for the work.

Participants were asked to brainstorm words or phrases that embody examples of healthy masculinity. Their responses included authenticity; trust; consistency; caring; loving; present; perceptive; empathy; modeling best self; supportive; non-judgmental; reliable; vulnerability; kind; reflective; asking for help; flexible; sharing responsibility; and, embracing community and others to be themselves. Participants posited that men already have the answer, but asked what mechanisms of masculinity prevent them from acting on their own sense of equality and justice? What support mechanisms do they need?

The following considerations were discussed when developing a standard for healthy masculinity:

- Masculinity is not static, it means different things across community and through history.
- There are multiple kinds of masculinity embodied by one person.
- There is a difference between men being loving, caring and healthy as part of their roles as fathers and caregivers but not internalizing those beliefs outside of their role as caregivers.
- When we talk about the performance of healthy masculinity, it is in part tied to literal health, e.g., drinking, smoking, or eating, that has a physical impact which influences quality of life and life expectancy.
- We must share responsibility and interrupt harmful dynamics of sexism and racism in a way that is loving, being careful to not re-traumatize.
- Holding space and expressing vulnerability and emotion can authorize other men to do the same.
- The absence of unhealthy masculinity is the embrace of one’s humanity. Healthy masculinity is about reflecting that humanity.
- A trusting and nurturing environment can authorize men to honestly embody their truest, healthiest, nonviolent selves.

Recommendations and Next Steps

Participants regularly made recommendations that supported the goal to institutionalize efforts to mobilize a wide spectrum of male leadership that role models healthy, nonviolent masculinity and healthy relationships, and that works to create cultures free from gender-based violence. The most notable recommendations participants identified were establishing a National Mobilizing Boys and Men Collaborative; practicing accountability inside the field; meeting boys and men where they are; addressing the gaps in influence and research; and identifying what we are for.

Recommendation for Theme 1: Establish a National Mobilizing Boys and Men Collaborative.

Currently the field lacks a center. While there are a number of different entities doing mobilizing men work, there is no centralized place to turn for field standards and resources. Participants suggested the need for a coalition or collaborative body that focuses on developing field standards; collecting, creating, and sharing resources; and promoting research. The establishment of a National Mobilizing Boys and Men Collaborative would centralize the professionalization and advancement of the work, supporting and sustaining a more systemic approach to mobilizing men through prevention. “Collaborative” is used rather than “coalition” to more intentionally and overtly emphasize the crucial role of collaboration to the field. The National Collaborative would serve as a clearinghouse of and for those who work directly with men and boys as a means of education and information sharing. The collaborative could have the following five goals:

- Serve as a clearinghouse for professional resources and set standards for professional development – standardization of curricula, resources, and professional certifications
- Recommend resources for direct service based on professional standards – training and technical assistance; capacity-building for individuals and organizations; programmatic work with men and boys
- Advance advocacy – influence at the local, state, and national level to advance policy and criminal justice reform regarding prevention and mobilizing men and boys
- Establish a National Mobilizing Boys and Men Youth Advisory Team – input and guidance on all youth-related efforts
- Pursue public relations – awareness-raising efforts with media; engagement of credible influencers; public outreach

The U. S. military’s recent efforts to certify Sexual Assault Response Coordinators could be looked at as a model for certifying those doing mobilizing men work.

Recommendations for Theme 2: Practice Accountability inside the Field and Meet Men and Boys Where They Are. Participants recommended a parallel path approach to overcoming barriers and addressing the challenges to mobilizing men and boys in the prevention of GBV – work within the profession and work outside the profession. Within the profession participants identified multi-level accountability as a key factor in overcoming barriers – accountability to each other, to those impacted by violence, and to the men and boys the field serves and is working to engage. To bolster accountability, participants proposed establishing national core values that are central to mobilizing men work. Some of the values suggested included cultural humility, empathy, healing, accountability, equality, justice, and community, among others. It was suggested that some documents already in existence representing core values for mobilizing men and boys could serve as a starting place. The National Mobilizing Boys and Men Collaborative could oversee the establishment of the core values.

Meeting men and boys where they are, it was suggested, could be realized through a “soft on people and hard on systems” approach, suggesting that the field be hard on the roles social systems play in constructing and perpetuating traditional, unhealthy, violent masculinity; and that the field help people, especially men and boys, understand the effects of the system on them and others, especially those who are survivors of GBV. This requires a “calling in” approach instead of a “calling out” approach to securing men and boys’ investment in and commitment to prevent GBV. The positive lens approach based on leveraging the power of healthy masculinity can serve as a “calling in” – an invitation for men and boys to participate in prevention in a way that benefits everyone. This does not mean, however, that accountability – the “calling out” – would be ignored, but that it would be focused on later, after the “calling in.”

Work with youth requires additional programmatic and interpersonal considerations. Participants identified the importance of including young voices – and giving youth the platform or space to have their voices heard and thinking valued. Developing youths’ media literacy was considered important, especially around the concept of consent. And lastly, participants noted the relevance and effectiveness of employing hip hop and pop culture to reach young people. As suggested earlier, the National Mobilizing Boys and Men Collaborative could play a role in creating a national platform for young voices.

Recommendations for Theme 3: Address Gaps in the Sphere of Influence and Conduct Research. The National Collaborative could also provide more legitimacy to mobilizing men work, thus potentially increasing the field’s sphere of influence, broadening its reach to some of the groups currently under-involved, be they corporate America, clergy, the entertainment industry, and the host of others named earlier. Also, since there is only scattered knowledge of mobilizing men work among federal agencies, participants from the Office on Violence Against Women and the Office of Juvenile Justice and Delinquency Prevention proposed creating an interagency task force to more intentionally coordinate and collaborate federal efforts to mobilize men. They also suggested trainings for the Department of Justice, informing leaders in government and policy-makers on men’s positive role in preventing GBV.

Participants also noted that gaps exist within research and more evidence-based data is required as part of the ongoing work to institutionalize efforts. It was suggested that the Center for the Study of Men and Masculinities could serve as a valuable resource for furthering this knowledge. The Center could head up a Mobilizing Boys and Men Research Collaborative that could be an arm of the National Mobilizing Men and Boys Collaborative. The Research Collaborative could serve the important function of facilitating relationships between mobilizing men practitioners and researchers.

Recommendations for Theme 4: Promote a Positive Approach in the Field of Mobilizing Men and Boys. Historically, the men-as-allies movement has identified around what men and boys can work to prevent or stop. This bears out in the names of numerous roundtable participant organizations, e.g., Men Can Stop Rape, Men Stopping Violence, Mentors in Violence Prevention, coalitions against/for the prevention of sexual assault and domestic violence. Participants proposed instead an alternative “pro” identification model based on what allows individual men to do the right thing and be their healthy, nonviolent, authentic selves, e.g., support infrastructure, material resources, self-awareness, and relationships and interconnectedness.

In order to facilitate this identity shift, participants recommended several approaches to foster the adoption of this new mindset: create working definitions of healthy masculinity across multiple communities; leverage the power of positive narratives and storytelling; honor the truth that men experience physical, sexual, and emotional abuse; and use hip hop and pop culture as tools for helping youth to connect with and understand more positive, healthier forms of masculinity. The National Engaging Boys and Men Collaborative could play an important role in furthering this identity shift.

Looking Forward

Roundtable participants expressed great enthusiasm for the gathering and the interactive cross sector discussions, which produced a strategic vision for next steps. There was a strong consensus for establishing a national collective body that would mobilize individuals, organizations, and institutions, along with government agencies and private and public partnerships. The collaborative body would maximize current resources in the field of mobilizing boys and men, while also extending invitations to non-traditional partners to join with/make the connection to the field's vision for mobilizing men and boys. Planning for the collaborative would include creating a centralized clearinghouse for resources as well as developing strategies and messaging campaigns to significantly broaden the reach of mobilizing boys and men efforts. Roundtable participants recognized how much the strategic and strength-based approach that was a thread throughout the gathering would serve the needs of young women and girls and young men and boys. The experts appreciated how productive, genuine, and compelling the conversations had been throughout the day-and-a-half.

APPENDIX A: Participants

Facilitator:

Lori Crowder, MSW, has worked on both local and national initiatives to end violence against women for almost 20 years. Currently she is the Executive Director for the Alliance of Local Service Organizations (ALSO) in Chicago, which prevents and intervenes in community and family violence through training, technical assistance and community-building, both locally and nationally.

Participants:

Jim Antal, Associate Administrator of the Youth Development, Prevention, and Safety Division for the Office of Juvenile Justice and Delinquency Prevention (OJJDP).

Juan Carlos Areán, activist, public speaker, trainer and facilitator, and author

Gary Barker, President and CEO, Promundo

Ed Davies, former Executive Director, DC Children and Youth Investment Trust Corporation

Ulester Douglas, executive director, Men Stopping Violence, licensed psychotherapist, and adjunct professor, Emory University

Dr. Dorothy J. Edwards, Executive Director, Green Dot, etc.

Comanche Fairbanks, consultant, working with youth and adults in communities of color who have experienced a life of poverty, violence and substance abuse to begin the process of healing

Tia Farmer, Program Outreach Specialist, U.S. Department of Justice (DOJ), Office on Violence Against Women

Patrick Fergusson, Senior Policy Attorney, RAINN

Will Foran, Vice President of Campus Operations, North-American Interfraternity Conference (NIC)

Rachel Friedman Deputy Director, Men Can Stop Rape

Bea Hanson, Principal Deputy Director, United States Department of Justice, Office on Violence Against Women

Dwight Hollier, Vice President, Wellness and Clinical Services, National Football League and former player with the Miami Dolphins and Indianapolis Colts

Monika Johnson Hostler, Executive Director, North Carolina Coalition Against Sexual Assault (NCCASA) and board president, National Alliance to End Sexual Violence (NAESV)

Neil Irvin, Executive Director, Men Can Stop Rape

E. Bomani Johnson, senior leader in designing, leading and managing social change initiatives in the philanthropic and nonprofit sectors

Darlene Johnson, Associate Director, U.S. Department of Justice, Office on Violence Against Women

Darrell Johnson, senior management team, Nonviolence Chicago

Jonathan Kalin, Founder, Party With Consent

Rebecca Kaplan, Director, It's On Us

Jackson Katz, Ph.D., co-founder, Mentors in Violence Prevention (MVP), author, lecturer, and creator of the award-winning *Tough Guise* videos.

Michael Kimmel, Executive Director, Center for the Study of Men and Masculinities and Distinguished Professor of Sociology and Gender Studies, Stony Brook University (SUNY), author, and consultant

Dr. Sislina Grocer Ledbetter, Associate Vice President of Student Development, University of the District of Columbia, psychologist, lecturer, researcher and counselor

Ron LeGrand, Vice President of Public Policy, National Network to End Domestic Violence Alliances and

Corporate Social Responsibility

Steve LePore, founder of 1in6, and Non-Profit Executive Director

Latinisha Lewis, Grant Program Specialist, U.S. Department of Justice, Office on Violence Against Women

Robert L. Listenbee, JD, Administrator of the Office of Juvenile Justice and Delinquency Prevention

Patrick McGann, Ph.D., Director of Strategy & Planning, Men Can Stop Rape

Nicholas McGinty, Training and Technical Assistance Manager, Men Can Stop Rape

Don McPherson, former NFL quarterback, member of the College Football Hall of Fame, and board member of Stony Brook University's *Center for the Study of Men and Masculinities*, author of forthcoming book, *You Throw Like a Girl*

Monique W. Morris, Ed.D., Co-Founder and President, The National Black Women's Justice Institute, 2012 Soros Justice Fellow, author, and social justice scholar

Brian O'Connor, crafts national and international violence prevention campaigns for Futures Without Violence

Jason Page, head of Youth Development Department, Men Can Stop Rape

Catherine Pierce, Senior Advisor to the Administrator, Office of Juvenile Justice and Delinquency Prevention, U.S. Department of Justice, former Acting Director of DOJ's Office on Violence Against Women

Tony Porter, co-founder of A CALL TO MEN, author, educator, and activist

Heather Pratt, Title IX Officer, American University

Daniel Rappaport, Grant Management Specialist, District of Columbia Government, Office of Victim Services and Justice Grants under the Executive Office of the Mayor and former Sexual Assault Prevention Coordinator at American University

Dr. Johnny Rice II, senior program associate, Supervised Visitation Initiative, Vera Institute of Justice – Center on Victimization and Safety

Lynn Rosenthal first-ever White House Advisor on Violence Against Women

Joslyn Sanders, Esq., EEO Officer and Title IX Coordinator, University of the District of Columbia

Sultan Shakir, Executive Director, SMYAL (Supporting and Mentoring Youth Advocates and Leaders)

Pheng Thao, Statewide Men and Masculine Folks Engagement Coordinator, Men and Masculine Folks Organizing Project

Dave Thomas, Senior Advisor, US Air Force Sexual Assault Prevention and Response Office at the Pentagon, and advisor to the Director, Major General James C. Johnson

Yasmin Vafa, co-founder and Executive Director, Rights4Girls

Adrian Valdivia, Director of Training and Technical Assistance, Men Can Stop Rape

Arlene Vassell supervises the National Resource Center on Domestic Violence's Capacity Building & Education and Communications Teams, overseeing key initiatives such as the Domestic Violence Awareness Project and PreventIPV

Quentin Walcott, Co-Executive Director, CONNECT

Tim Wise, anti-racism writer, educator, and lecturer

AGENDA

Roundtable Goal:

Institutionalize efforts to mobilize a wide spectrum of male leadership that role models healthy, nonviolent masculinity and healthy relationships, and that works to create cultures free from gender-based violence.

“Mobilize” in this instance means inciting and organizing men and boys on a large scale to take united action, even when/while we’re all working with different communities and populations, from primary prevention to crisis intervention.

“Creating cultures free from gender-based violence” means changing the cultural, attitudes, assumptions, beliefs, behaviors and traditions associated with patriarchy, sexism, misogyny, homophobia, etc. that have created an environment/nations where men’s violence against women, girls, boys and other men is normal and accepted.

Roundtable Objectives:

- Review and learn from successful national and international efforts to mobilize men and boys in the prevention of gender-based violence;
- Build a collective understanding of healthy masculinity and the role it can play in mobilizing a broad spectrum of men and boys;
- Identify gaps and barriers to more broadly mobilizing men and boys through healthy masculinity;
- Discuss strategies to build and improve the capacity to partner and collaborate with local, state, and national stakeholders;
- Identify next steps to guide and inform a national initiative to mobilize a wide spectrum of men and boys who role model healthy masculinity and work to create cultures free from gender-based violence.

In line with Adult Learning theory, the format of the round table will focus on interaction and collaborative learning and leadership consisting of small and large group work. We will also include workshop activities and interactive sessions that require cross discipline interaction and planning.

ROUNDTABLE DAY 1

8:00 am – 9:00 am: Registration

9:00 am – 9:30 am: Introductions and Ice Breaker (Word Clouds)

- Neil Irvin, Executive Director, Men Can Stop Rape, introduces Bea Hanson, Principal Deputy Director of the United States Department of Justice Office on Violence Against Women (OVW)
- Bea Hanson shares introductory remarks
- Neil Irvin introduces the roundtable facilitator, Lori Crowder, Executive Director of Alliance of Local Service Organizations (ALSO)
- Lori Crowder leads ice breaker

9:30 am – 10:10 am: Opening gesture: Reflecting on Men in the Violence Against Women Movement

From supporting the anti-rape women’s movement in the 1970s to practicing primary prevention of gender-based violence to creating healthier masculine cultures, men have joined women as allies in the Violence Against Women movement. This discussion is a reflection on the different shapes and roles of men’s involvement during past decades.

- Lori Crowder introduces the opening conversationalists.
 - **Monique Morris, Ed.D.**, President and Co-Founder, National Black Women's Justice Institute, and author and social justice scholar
 - **Michael Kimmel, Ph.D.**, Executive Director of the Center for the Study of Men and Masculinities at Stony Brook University (SUNY) and masculinity studies author and scholar
 - **Tony Porter**, Co-Founder and Co-Director of A CALL TO MEN
- Each conversationalist speaks for up to five minutes.
- Large group discussion about men's roles during past decades.

10:10 am – 10:20 am: Break

10:20 am – 11:45 am: Challenges and Successes Mobilizing Men and Boys

After 40 years of mobilizing men and boys to prevent violence against women, we can point to challenges and successes, and why we have faced challenges or been successful. The success and challenges might look differently depending on who is being mobilized – law enforcement, military, higher education, K-12, advocacy, business, faith communities, athletics, and so on. Many of us have anecdotal evidence of these challenges and successes.

- A discussion from a historical perspective of challenging and successful practices mobilizing men and boys in the gender-based violence prevention movement with people who lived the movement.
 - Opening Gesture: **Yasmin Vafa**, Executive Director at Rights4Girls, **Pheng Thao**, Statewide Men and Masculine Folks Engagement Coordinator for the Men and Masculine Folks Organizing Project, and **Sultan Shakir**, Executive Director at SMYAL (Supporting and Mentoring Youth Advocates and Leaders) each share a story representing their experience of ways the work to mobilize men and boys has been effective or challenging.
 - Responses to the storytellers.
 - Small group discussions – a sharing of personal and/or professional examples of ways the historical movement has been effective or challenging and why.
 - Small groups report out, capturing examples of challenges and successes and reasons why.

11:45 am – 1:00 pm: Lunch

1:00 am - 2:15 pm: Describing Healthy Masculinity

Many of us are familiar with how the risk factors for gender-based violence can be connected to masculinity. One strategy for prevention that can effectively mobilize men and boys is to build prosocial masculine norms that challenge the risk factors. Examples of this are healthy masculinity, positive masculinity, and healthy manhood. The most popular movement right now is built on healthy masculinity.

- Participants will develop a shared understanding of what healthy masculinity is and how it might bolster efforts to mobilize a wide spectrum of men to create cultures free from gender-based violence.
 - In small group discussions roundtable participants share a personal story or a story involving a male-identified person that represents aspects of healthy masculinity.
 - Small group members discuss qualities and values of healthy masculinity that the stories represent.
 - Small groups report out, collecting qualities and values, noting overlaps and similarities.
 - Large group discussion of the role healthy masculinity can play in mobilizing a broad spectrum of men and boys.

2:15 pm – 3:30 pm: Part One: Men and Boys in the Gaps

It is important to take the next step in engaging men who are influencers in institutions that are not

traditionally in the gender-based violence prevention field yet play a key role in the social and professional lives of boys and men – fields of technology, education, athletics, politics, etc. Key influencers are those decision-makers and role models outside the field who can have a positive, widespread impact on large numbers of people at a systemic level.

- A discussion about men and boys who haven't been successfully mobilized, why we need to mobilize them, and barriers to mobilizing them. Small groups will do the following:
 - Identify categories of men and boys who are key influencers – men and boys who are in position to influence large scale change within their communities.
 - Discuss whether the field as a whole has effectively mobilized them, and if not, what the barriers have been to mobilizing them.
 - Small groups report out on key influencers and barriers.

3:30 pm – 3:45 pm: Break

3:45 pm – 4:45 pm: Part Two: Men and Boys in the Gaps

- Groups formed in Part One: Men and Boys in the Gaps continue to work together, engaging in a dialogue about strategies to overcome barriers to engage key influencers.
 - Group members, taking into account earlier discussions about successes to mobilize men and the potential role of healthy masculinity, discuss what strategies could be used to overcome barriers to engage key influencers and why they might be effective.
 - Report out on effective strategies to engage key influencers and why they might be effective.
 - Large group discussion on results of the report out.

4:45 pm – 5:00 pm: Final Thoughts of the Day

5:30 pm – 7:00 pm: Reception at the Courtyard Marriott, 1325 2nd Street, NE, Washington, District Of Columbia 20002. A time for us to socialize, connect, and build relationships.

ROUNDTABLE DAY 2

8:30 am – 9 am: Day One Review

9 am – 10:00 am Examples of Culture Change that Might Inform Our Work

Women gain the right to vote. Smoking cigarettes in public spaces is banned. Gay couples can marry. How did these cultural changes take place? We know that a comprehensive, coordinated, integrated approach to mobilizing men for the prevention of gender-based violence is the most strategic and effective approach to culture change. What large-scale examples of culture change can we draw on from outside the field that might inform how we do our work?

- Participants will form small groups to explore examples of large-scale change that might inform mobilizing men work by asking the following questions.
 - What are comprehensive, coordinated, integrated large scale models from outside the field that we can point to as examples for large-scale efforts to mobilize men and boys? Why were they effective?
 - How would the models have to be adapted and altered to apply to mobilizing men and boys?
 - Report out by the small groups.

10:00 – 10:15 am: Break

10:15 am – 11:30 am: Next Steps to Institutionalize National Efforts

How do we use the last 40 years to institutionalize working boys and men from conception throughout the life cycle as part of creating cultures free from gender-based violence? What is the policy that would leverage the

past 40 years of work for the next 40 years, like Title IX has done?

- This session participants will gather in small groups and begin drafting goals, objectives, and actions to mobilize men and boys through healthy masculinity related to the following categories.
 - Develop steps to communicate effective practices to mobilize men and boys.
 - Develop steps to institute national policy related to mobilizing men and boys.
 - Develop steps to increase the national visibility of mobilizing men and boys through healthy masculinity.
 - Develop steps to create a comprehensive, coordinated integrated structure for local, state, and national efforts to mobilize men and boys.
- Groups will do the following:
 - Use the strategic planning form to develop goals, objectives, and actions.
 - Share goals, objectives, and actions with the larger group.

11:30 am – 12:00 pm Closing Gesture: Making Commitments and Reflections by Darlene Johnson, Associate Director of the United States Department of Justice Office on Violence Against Women (OVW)