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>> Welcome to stories of transformation, an NRCDV radio podcast production. You're listening to our DELTA FOCUS stories series, an initiative of the Prevent IPV project.

I am Yvonne Ortiz, training institute manager at the National Resource Center on Domestic Violence. This series features lessons learned from the CDC's depth of focus grantees who work to prevent intimate partner violence by implementing strategies to change environments and conditions in which people live, work, and play.

In today's episode, our guest host is Casey Keene, director of programs and prevention at the NRCDV. She talks with Justin Carter, engagement coordinator for the Ohio Domestic Violence Network, and Krista D'Amico, director of prevention at the Rhode Island Coalition Against Domestic Violence, about their experiences with engaging boys and men as allies in intimate partner violence prevention.

First we will hear from Justin Carter who is the engagement and program coordinator for the Ohio Domestic Violence Network as well as a coordinator for the Ohio Men's Action Network. Justin is the lead facilitator for The New Playbook, Standing Strong to Promote Known Violence, which is a training that has been reviewed by the CDC and the National Public Health Institute in evaluation assessments. Justin is a recent graduate of the Ohio State University and has been featured in the local Columbus newspaper.

>> All right. Hello, Justin. Welcome to NRCDV Radio's DELTA FOCUS story series. We are so happy to have you with us today to share some of your experiences with engaging men and boys as intimate partner violence prevention allies in your community. Specifically, we'd like to learn more about your work with the Ohio Men's Action Network, or OHMAN, which aims to create a network of men working to promote equitable, nonviolent relationships and social norms change within their spheres of influence. So Justin, can you start just by telling me a little bit about the history of OHMAN and how it has evolved over time?

>> Yes, I can. And I first want to say how glad I am to be here, and thank you for having me.

>> Oh, thanks.

>> Yeah, so the history of OHMAN really starts way back in 2012. OHMAN was established in 2012 by the person that was in my position before me, India Harris-Jones, she was a prevention coordinator, so she was tasked with getting -- getting men as allies and really starting to do the work here in Ohio and so that was back in 2012. But we didn't really start getting funding for

OHMAN through the DELTA project until 2013. And so 2013 we got the DELTA FOCUS, we got the DELTA FOCUS funding, and so we, India, was hired as the violence prevention coordinator, so she was in charge of doing a lot of work with the engaging men but also doing some other stuff as well.

And so OHMAN kind of took a big leap forward with everything going on in here in Ohio. There was a lot of collaborations with the White Ribbon Campaign which is a national organization engaging men. We were able to have Tony Porter come in to give a nice little speech to get some men involved as well with the Ohio Men's Action Network. And moving on, we were able to get more funding for the Ohio Men's Action Network under the DELTA Impact Project and we were able to hire an engagement coordinator which is myself so I'm here today.

One of those things that really brought OHMAN to the forefront was our training called The New Playbook, and I can talk a little bit more about that later, but The New Playbook has been such a huge success here in Ohio, and it has really brought OHMAN past the breaking point of, you know, we are the main organization for engaging men and boys in Ohio.

>> Right. Yeah. No, and I can see it's really clear to me the strength of the project because of the longevity and sort of how it has been sustained over time. So it is really impressive the work that you've been able to do. I am so glad that you're here sharing it with us. So can you tell me kind of over the process and your involvement in the project, what has been surprising to you along the way?

>> I, well there's been a lot of surprising things, to be honest. For one, I think that, for me personally, I didn't think that the way that I would engage men or men would be involved so enthusiastically with this is really, really amazing. And, you know, I talk to men, I've talked to easily, easily, over 500 men right now here across Ohio, and I have talked to each one of them and it's always -- and it all comes down to this sense of being authentic and wanting to help out and knowing that there is a problem within our society and knowing that there's a problem right here in Ohio and wanting to know what men can do with allies. And the amount of support and the amount of questions that I've gotten from men, not just at speaking engagements or events I've done but men who come to me through e-mail or through our Facebook or through our website on how they can get involved is truly amazing. And I don't think that that would be possible if we didn't have the image that we do now with the Ohio Men's New Action Network and The New Playbook. So I think that's the biggest thing that's surprising for me. It is a great thing, for one, fantastic thing.

>> Yeah. No, it's really interesting that you say that, and it makes me think that the surprise kind of comes from the cultural assumption that, you know, these issues are women's issues and that they're not men's issues and so the surprise interest that yes, men do care about this issue and men want to know what they can do to make a difference.

>> Yes. Absolutely. And I can say personally, myself, I was one of those men who thought this was a women's issue, you know, and I thought, you know, my place to step in or to have a role in ending violence against women. I didn't know I could be an ally until there was the man who was already in the work and got me into the work and told me you can be an ally. Now I feel like I'm an inspiring ally for women in the work and for those who are in the field as well to be the best man I can be for other men to get involved with whether it is the Ohio Men's Action Network or whether it is the White Ribbon Campaign across the nation. So I'm just excited that, I'm excited to be here and I'm glad that this is turning out something that it is.

>> Yay. Yeah, it is amazing. It really makes me think that, you know, once you create space for people to be involved that they will, you know, and so if we can create authentic space and meaningful space that, yeah, it sounds to me like that's been your experience that then men do

want to be -- they do want to be involved.

So let me ask you about kind of your pride and working as a project, because I get that sense from you as you're talking about it and especially with, you know, your excitement around The New Playbook, what makes you most proud when you think about the work that you've done with this project?

>> Yeah, so the thing that makes me most proud is we, in The New Playbook, which is our training our signature training, we've added an action planning piece and then so it is something that we have always had in the training but we didn't really do much follow-up with it. It was just more of, okay, you know the material, now what are you going to do? And kind of like a self-reflection question almost. And I wouldn't say it was a self-reflection question, but it could almost be interpreted as a self-reflection question. And so what I was able to do was bring in an actual carbon copy for men to write down what they are going to do after they leave the training and so whether that is, you know, going into their spheres of influence of, you know, their family at home, at the dinner table, talking about privilege or they're talking about masculinity and maybe not using the word masculinity or talking about intervention with their friends at the bar, what is something that they can do to that can get the word out there to really put them as allies. And something that we've learned from that is that works, men like to have tangible items that they can do to accomplish a task, to really feel like they are involved with the works and so what better way to do that than to give them that paper? They get a piece, I get a piece, I follow back up with them three to six months and then a whole year afterwards, after they've taken the training, so really see where they've come after taking the training and what their action plan says and how far they've gotten with their action plans. And it has been a huge success for us.

>> Yeah. And you know, that really just reminds me that, you know, the whole goal of I think prevention oriented work is the action component, like we have the engagement pieces but to the end, the best of the means and the end is the action, what are you going to do to make change?

>> Absolutely.

>> You know, in your community, in your culture, and so the fact that you're kind of providing those -- the tools or the avenues for that to happen and then following up, and it sounds like you've got, you know, measures of accountability in place to ensure that change is happening, that, I think, you must be seeing just a tremendous impact.

>> Oh, yes, absolutely. And I think the biggest thing with the action plans is, you know, with prevention, a lot of times we know that -- well, we know as preventionists, prevention is slow moving and so you don't get to see a lot of change happen right away like we do on the side of the -- on the intervention side, right? We just see prevention changing over time. And sometimes it can take, you know, ten years, sometimes they can take 50 years, whichever time that takes. But when you're putting it in an action plan, you get to see that work happening right away. Now you can -- it's three months but you get to see the work happening much faster than ten years from now. And the work is still going to be changing and the work is still going to be getting done by those men who have created those action plans 10 to 20 years from now, where they're doing exactly what they wrote in their action plans or those who they have influenced in their action plans, who are still doing the work and so to really see that change start off into the community and then hopefully across the country, so it has been really great to see that.

>> Yeah. That's incredible. So Justin, let me ask you, you know, for those would be interested in kind of replicating something like this in their own communities or states, what kind of resources or tools or partnerships were really critical in the success of this project? What would you say are those key pieces?

>> Yeah. So the number one piece that we have for whether that's the Ohio Men's Action

Network or The New Playbook is our evaluation component. Our evaluation has been everything to us. And so we have a lot of different components within The New Playbook, the training, whether that's talking about healthy gender norms, talking about privilege, talking about bystander intervention, all of those things wrapped up into training to really give those ally skills to our participants who are in the training to really go out and replicate the action plan. But we won't be -- we wouldn't be able to do anything or come as far as we have come anywhere if we did not have evaluation, and so we have an amazing, amazing evaluation -- empowerment evaluator, Dr. Sandra Ortega, who has helped us tremendously with our project, and we have actually gotten evaluation data back from the National Public Health Institute to help us build on our project and to help us move forward with replicable outcomes for other programs that might want to be replicating this. This is something that actually just came out not too long ago with our work with the National Public Health Institute. So yeah, it's great. So my suggestion --

>> Yeah.

>> -- for anyone who would want to do something like this is to really figure out, you know, what are those needs in your state or maybe it's your community, where are where are those needs in your state and where are those needs in your community, where do those men see the crimes happening, the sexual assault happening but they don't know how to stand up to it, okay, that's a perfect opportunity for you to bring back into it. It is a perfect opportunity for you to bring those conversations on how to have a difficult conversation with what we're calling courageous conversation in your sphere of influence or in a crowd or something like that where you feel like you want to say something, you just don't know what to say and how do you have those types of conversations. And that's all included within The New Playbook. So my suggestion is to really figure out what the community needs, what does the state need, what do men need to feel like they can be allies within the movement to end sexual and domestic violence.

>> Yeah, no, that's wonderful. It's a great tip, and I think it also speaks to the importance of, you know, thinking through your outcomes at the planning stages and sort of how your -- how will you -- how will you measure success, how will you know that you've been successful and building those evaluation components in from the beginning, right?

>> Exactly.

>> Yeah.

>> No, this is great. Is there -- Justin, you've shared so much in just a short amount of time. Is there anything that you -- anything else you wanted to say or anything you wanted to us know about the impact of OHMAN and The New Playbook, you know, before we close?

>> Yeah, so I'll give you a little success -- well, I can give you two success stories that we've had just based off of our action plans that we were talking about earlier.

>> Okay.

>> One is --

>> Great.

>> One is really about -- so one of our members who is in the part of the Ohio Men's Action Network, he's taken the trainings, he's done an action plan, and what he's done is built community conversations within his running club. And so they have about -- I'm not exactly sure what this talks about because I've actually never been on a run with him, I would like to be on a run with him, but the conversations that I hear from him is talking about masculinity or talking about gender equality or maybe it is something that is not related but it is just related to justice as a whole and that came out of The New Playbook book and that came out of the action plan.

And another story that we have is we had a training at one of our major universities here in Ohio and one of the staff members for the athletic department was actually inside our training, little did we know, we had no idea that he was there, and so what he was able to do with the material

that he was given was really fill out the action plan into really lay out what type of person that he was, how could he use his privileges, in which ways and who could he talk to within his department that could move this message forward. And since then he has taken it back to I believe this was on some type of Board that he was doing. But he ended up passing along our messaging up so it went up to a higher status within the athletic department, and so now we are working with a lot of their student athletes, whether that's football, track and field, lacrosse, all of those things that the university offers, and so we're working with all of those athletes, all different athletes. So we just had a training at their university that the students led and it was all about gender-based violence and it was straightly gender-based violence prevention. And none of that would have happened if he did not write that down in his action plan and we didn't follow-up with him. So it was truly a success for us to be on that platform for a major university within Ohio.

>> No, that's amazing and it's amazing to think about, you know, just kind of the ripple effect and the impact that one person can have in their own sphere of influence and how can that spread, you know, like fire through communities, right, which is exactly why we make change, So that's incredible.

So with the running club, are the men talking about these issues while they're running? Or is this, you know, how does that work?

>> That might be a question for the person -- the person running. But I'm pretty sure, from my understanding, they talk about the topics before they go on a run and so I think --

>> Okay.

>> You know, it's really like a stress relief to get that extra stuff that you've probably been holding on throughout your work to get off and it's a great opportunity to talk about those and then to take that on your run to think about it even more. Now, does he have follow-up conversations? I believe. I'm not entirely sure.

>> Yeah.

>> But I do know that they have those conversations. And it's amazing to just take something that is so simple, like a run club, to just have those kind of conversations with a group who is majority men.

>> Yeah.

>> And to bring those conversations to folks who might not hear about it otherwise.

>> Sure. And bringing that kind of outlet and then offering the space to kind of reflect and process and ground yourself, I just, I love that whole idea. And I just think about the applications that you know, each of the men who is involved in this project can bring to their own circles and their own clubs and you know, what that would look like. These are great examples. Thanks so much, Justin, this is amazing work that you're doing.

>> Well, I thank you so much for having me. I'm happy to talk about it. I could talk about it all day, to be honest.

[LAUGHTER]

>> Well, we certainly appreciate it. It has been an absolute pleasure chatting with you. And you know, if people are interested in learning more, do you want to give the OHMAN website?

>> Yeah. If you want to learn more about the Ohio Men's Action Network, you can go to OHMAN-Ohio.org and you'll figure out -- you'll find out everything, you'll see The New Playbook training, you'll see some stories that have been shared with our organization, so yeah, feel free to check out our website.

>> Okay. Well, thanks, Justin. I really appreciate you spending time with us today.

>> I'm glad to be here. Thank you for having me.

>> Next we'll hear from Krista D'Amico, director of prevention for the Rhode Island Coalition

Against Domestic Violence. Krista served as a communication liaison and provided program support to the Ten Men initiative for five years during DELTA FOCUS. In her current role, she oversees and helps coordinate the coalition's primary prevention strategies supported by DELTA Impact, including Ten Men.

>> Hello, and welcome, Krista. Thank you so much for joining us today on NRCDV radio on DELTA FOCUS stories series to talk about your work with Ten Men, to mobilize male community leaders in Rhode Island to prevent intimate partner violence.

So first, Krista, can you offer listeners some background about Ten Men and the history of the project?

>> Absolutely. Thank you so much for the opportunity to be here and to talk about Ten Men. So Ten Men is a statewide initiative of the Rhode Island Coalition Against Domestic Violence, and it's funded through the Centers for Disease Control and Prevention. It is currently in its seventh year. And it consists of male community leaders who are striving to break the silence around men's violence against women and challenge harmful gender norms that contribute to the problem. Ten Men members raise awareness through public awareness campaigns and multimedia, work to educate the community through presentations and workshops, and really try to engage their spheres of influence and their networks to create community-based solutions for preventing violence.

>> Okay. So seven years is a long time to sustain a program like this.

>> Yes.

>> And so I can only imagine kind of like the learning curve and the learning that's happened over those seven years. So can you talk a little bit about what you've learned along the way and how your approach might have changed since, you know, your original vision of the project?

>> Sure. So we really take a developmental data to action approach and an empowerment evaluation approach to the work.

>> Okay.

>> So all of the learning that has happened has been really instrumental to the project and the program and how it has evolved and how we've moved forward. We really feel we had to go through what we've gone through to learn what we've learned and have been open to shifting and changing as we go so we can be responsive to the data, to the feedback, and to needs and opportunities as we learn what those are. So that approach has been really integral to the process.

And we've definitely learned some things along the way that have shaped the program. For example, how to identify men that were a right fit for the project and then how to authentically engage them in the efforts once they were at the table and formally involved, whether that's been through informal networking events or immersive retreat experiences. We've done a men's summit that is open to the community, to all men, including trans men who can gather to have these conversations. And, for example, through the summit, through based on responses to the summit and interest in the summit from others in the community, we also recently held community conversation back in April which was our first one facilitated by Ten Men that was open to people of all genders where community members, including some advocates and survivors in our network, could come together to engage in a dialogue since the men's summit was closed to men, so we were able to open it up to people of all genders to have that conversation.

>> Okay. No, that's great. So I mean, in terms of how to identify men, you know, to bring in to the project, what -- what did you learn there? Like I can remember reading in your story that you developed a tool, some kind of screening tool that helped you identify, you know, who might

be a good fit?

>> We have, yes. We call it our member engagement description where it really outlines the expectations, also the benefits of being part of the program, but the expectations and responsibilities --

>> Okay.

>> -- of Ten Men members and sort of what we're looking for in folks who want to engage in this work at this -- in this way which is a demonstrated commitment to social justice, to -- who have demonstrated alignment with feminist and social justice values and principles. Since these are not -- we're not really doing training with the men, we definitely build skills and understanding in the dynamics of domestic violence and in many different topics, but it's really a program that aims to mobilize folks in the community who are sort of already on board with this is a problem, we need to address it, and so we're giving them tools and experiences and a space where they can explore what steps they can take and get that peer support from one another, so to have that, that tool that we can use during recruitment and screening so that our immense engagement coordinator Lee, he'll sit with folks and we can have that on paper so they know what they're committing to, they know if -- they can also assess if they're a good fit so that they're sort of poised to, once they've -- as they undergo this experience, to really be proactive bystanders and culture changers and change agents, so they're sort of positioned already at the beginning to take those steps and to get more involved in their communities with the support from the program, so that's been really cool.

>> Yeah, no, that makes so much sense. Yeah, and I mean, it really emphasizes how important readiness is, you know, when it comes to our prevention initiatives and them being successful and them creating change. So --

>> Right. Absolutely.

>> So I wonder if you can reflect on the impact that your project has had either just on an individual level or on a community level, what kind of changes are you seeing?

>> Sure. Most recently, our cohort, 2018, 2019 cohort, ended and we just are starting up our next group and, with that, with the previous group, we, toward the end of the program and with a project focus group, and it's always amazing to sit in on that conversation and hear about the individual impacts, the relationship impacts among one another and their families and their friends, their workplaces, and to hear from them this most recent group really in their own words, you know, some of the things we're hoping to hear and some of the things we're hoping we're accomplishing, to really hear them say in their own words that that has been their experience, has been really rewarding, and that, you know, some of the things like there's -- once you turn on this light, once that light switch is flicked, you can't turn it off and I look at everything differently now, from media, you know, media headlights around sports to what I'm saying to my son, you know, on the soccer field, and it's really cool to hear that.

And then when we look at the data, we're still in the process of looking at this most recent group's data, but the cohort previously, to hear that they're -- to see that they're reporting changes in areas like understanding the dynamics of abuse, understanding barriers of women in leaving abusive relationships, understanding the root causes of violence, how gender norms negatively impact, you know, members of our community, to see that data is I think 100% of our most recently evaluated cohort is showing, you know, shifts along those issues and positive changes in those areas, how gender socialization contributes to IPV, to intimate partner violence. So and also their readiness to intervene when they witness a situation or suspect a situation, feeling positive about their own abilities to challenge others', you know, harmful attitudes towards women or towards violence.

So to see that data and then to also hear it in their own words through the focus group and through other conversations, to have all of that is always so excited to, you know, it is very inspiring to be able to feel what the impact has been.

And we're also really excited because we're working with a doctoral student who is leading a social network analysis among the Ten Men, so that is currently underway, and that is looking at the impact that the Ten Men have had within their spheres of influence and among the men that they know. So how are the Ten Men sort of being these hubs of action in the community so we can hopefully get a better sense of not only the impact that the program is having on the Ten Men themselves but then how they're going in to their communities and impacting others, so that's really exciting.

>> Oh, that's awesome, and I know that's always been the goal of the project, and so it will be really amazing to see kind of what that change has been and how your efforts are making a difference within these spheres of influence. That's really cool.

>> Mm-hmm. Yeah. And I think our communications work too, the raising the visibility of men engaged in these efforts is part of -- is an intentional part of the work because it is counter cultural to have men talking about this issue and wanting to be engaged in these efforts, so it sort of takes it from that individual relationship level to a state level where we can have statewide public awareness campaigns and media opportunities that features the Ten Men which is necessary for social norms change, obviously.

>> Yeah. And so you can flip more switches, right?

[LAUGHTER]

>> Yeah, exactly.

>> I really loved the way that you described that, like it's really -- and I have seen that happen where the switch is flipped and you can't unswitch it and that's a -- that's a really tangible pivot, you know, that people make. So

>> Absolutely.

>> That's cool. That's really great. So for people who want to, who are interested in replicating or adapting this project in their own community, what advice would you give? Yes, we're always really excited when folks reach out. We've had folks from different states and even within our state reach out to learn more about the program because they're interested in exploring what that work could look like in their community, so we've been having a lot of those conversations recently and we always say don't be afraid to start, don't be afraid to start small. I think our first Ten Men cohort was four to six men, and we've, you know, grown over time. And not only grown by cohort but now cohort to cohort, you know, we're now we're building, you know, a critical mass of men in Rhode Island who have been -- who are engaged and leaders on this issue. So, you know, definitely listen and have humility and a willingness to change directions or to change different elements of the program based on feedback and data. And be open to sort of co-creating the program and the experience with the participants.

And I think, you know, it's culture change work so there's no recipe book and it doesn't -- it's not going to happen overnight so being patient, and that meaning making, you know, allowing that to happen over time. We've definitely been fortunate to have continuity of staff and continuity of fund something that's allowed us to explore and aspire toward, you know, really deeply understanding the work and where we want to go towards our goals of broader culture change. So that's sort of been -- that's not always the case. But we've been fortunate to have that continuity of staff and funding.

And I think to really utilize the resources that are available, so we've had opportunities through

partners in this work, including NRC DV and the Prevent IPV Project, Prevent Connect, of course the CDC, other colleagues in the work through DELTA and also, you know, other states, so the support we've received and the resources we've been able to sort of lean on have really been invaluable as well because we're certainly not doing this work in a vacuum and we're not the only ones, you know, doing this work, even though it is, you know, a more emerging aspect of the field, we've really relied on those thought partners and that information sharing and idea sharing amongst dates, and that dialogue at the national level continues to inform our work.

>> So yeah, no, and so I totally appreciate that. I think that, especially the shoutouts to Prevent IPV and NRC DV, thank you for that, I think it is really important to know we're all learning from each other and we're all doing this from each other, but the one, you know, point of learning that you share is really consistent among all of the DELTA Focus projects that we've been learning from which is following the lead of the participants and following in the direction they want to go in and be willing to be flexible when it comes to doing that, and I'm hearing you say that, and it is just I want you to know that that advice is echoed, you know, all across the board.

>> Yeah, it's a balance of meeting the men and the participants where they are, moving with their willingness, being responsive to the culture of masculine tease and creating that space and bringing in our expertise of our field and sort of pushing the participants along and having advocates voices at the table and having women's voices at the table and really, you know, living in to what we want to see, where we're creating the space for these men to have these conversations and it is an ally ship with the women and advocates who have been at the forefront of the movement, you know, for many decades. So it's definitely striking that balance and making sure we're listening and we're being responsive to what that, you know, how that experience is unfolding.

>> Great. No, thank you for that. So then when it comes to kind of your future work and where you see it going, like what do you think the growth edges for your project?

>> We've been talking a lot about modeling the values we're trying to change and shape in the larger culture through our work, through our organizing committee that, you know, coordinates the project through the program itself, including modeling gender equity in all spaces. Again, we're creating the space for the men and it's not in isolation and it is in partnership with, for example, the facts staff who identify as women who are on the organizing committee, being at the meetings and finding space for those voices and we're exploring, you know, how do we do this men's engagement work without reenforcing the harm that can be caused by binary, by the gender binary around making sure that we're addressing the acknowledging the spectrum of gender-based violence and addressing homophobia in the conversations, for example. So we're really sort of now that we feel like we're in a place where we can push, where we can look at, okay, these have been the gaps and this is where we can push a little bit more, this you know, what the space can look like going forward and let's figure that out. And so we're also exploring how and where we can build in tools to hold ourselves accountable to that want to our larger vision and values of, you know, antiracism, anti-oppression across issues. So we're considering, you know, after every meeting, our men's engagement coordinator who works outside of the office so let's make sure, you know, we always have sort of a informal debrief after the meeting but it might only be a select number of staff so let's make sure we're scheduling a call so we can talk immediately after about anything that might have happened that we think we can learn from after the meeting or identifying more concretely what the learning objectives for which meeting are, just really starting to nail down some of those pieces and our empowerment evaluator, Cynthia, has raised importance of principles focussed evaluation as being an area, sort of a growth edge that we might want to lean in to where we're identifying what those overarching principles of our work, not only with the Ten Men but amongst the staff who are coordinating Ten Men, making sure we're always going back to those principles and

those values that we're wanting to align with, like accountability, like gender equity and gender inclusivity. So those are some of the things that we feel ready to now that we have a really strong infrastructure and framework and a lot of, you know, great data that we're hearing this has -- this is being impactful, where are we going next, you know, what can we push towards, so those are some of those areas.

>> Yeah, no, that's wonderful. I applaud you. I think it's amazing that you are exploring ways, you know, to be inclusive, to be responsive to the complexities of people, you know, gender identities and experiences. And I'm really excited to see what comes out of that. I think that the field has a lot to learn in that area. So that is wonderful.

>> Thank you.

>> Good. If people want to connect with you or learn more about Ten Men, what should they do?

>> We have a page dedicated to Ten Men on our website, so it is [RICADV.org/TenMen](http://RICADV.org/TenMen), and you can see the different members of the cohort and their different backgrounds, some of the communication materials and videos that we put together in public awareness campaign materials with the Ten Men, so that's a great resource. And also just reaching out to the coalition, if you want to have a conversation, we're always willing to jump on a call and talk through, you know, what the programs look like and what the work is looking like in Rhode Island and how it might, you know, how there might be some lessons learned for other states and other communities. So we're always open to those conversations.

>> Wonderful. Well, thanks so much, Krista. It has been an absolute pleasure to talk with you about Ten Men and the exciting work that you're doing in Rhode Island, so thanks again for joining us today.

>> Thank you so much. It has been our pleasure.

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