

National Resource Center  
on Domestic Violence

February 4, 2015


Engaging Men

Triumphs, Troubles and Tools

Trace Fleming, 2<sup>nd</sup> Chance

Kris Macomber, Meredith College

Ben Atherton-Zeman, Voices of Men



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Welcome!

Trace Fleming  
(formerly, Fleming-Smith)  
Sexual Violence  
Program Director 2<sup>nd</sup>  
Chance, Anniston,  
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@tracefs

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Agreed Upon Definitions

- Violence Against Women
- Intersectionality
- Male and Masculinity

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## Violence Against Women

...“any act of gender- based violence that results in, or is likely to result in, physical, sexual, or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or private life” (WHO, 1997).

<http://www.who.int/gender/violence/v4.pdf>

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## Intersectionality

- Intersectionality is the realization that oppressive institutions are interwoven, each impacting the rest, and cannot be isolated into individual concepts.

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## Male and Masculinity

- Gender is a social construction.

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### Webinar Goals

- Highlight the benefits accompanying men's growing involvement in anti-violence work
- Highlight the challenges accompanying men's growing involvement in anti-violence work
- Examine some of the obstacles in creating effective accountability practices
- Identify practical action steps for implementing accountability at the group and organizational levels

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### Other Goals

- Draw on participants' experiences and insights to shape the conversation
- Build a network and community for ongoing dialogue about engaging men, such as *#engagingmen*




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### My approach to research

- Activist-scholar committed to social justice and social change
- Bridge research-practice gap
- Research interests include: inequality, gender-based violence, intersectionality, men in gender-based movements, and social change




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**Increasing Emphasis on “Engaging Men”  
as Major Turning Point in the Anti-  
Violence Movement**

• **What are the Benefits?**

- Anti-violence messaging is reaching wider audiences
- Re-defining VAW as a “men’s issue” invites men to be agents of change
- As dominating group members, men have access to institutional and ideological power, thus they can influence social change

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**Group Question**

What are your “triumphs” and successes with efforts to engage men?

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**My Main Research Question**

How are the increasing efforts to mobilize men impacting this historically women-led movement?

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### Engaging Men Work: What do we already know?

- How men come to be **involved** (Casey and Smith 2010; Kimball et al. 2013; Picagallo, Lilley, and Miller 2012).
- Barriers and dynamics shaping **bystander behavior** (Casey and Ohler 2012).
- **Effectiveness of programs** that engage men (Gibbons 2013; Lonsway et al 2009).
- **Reproduction of male privilege and gender inequality** (Atherton-Zeman 2009; Flood 2005 & 2011; Macomber 2012 & 2014; Maier 2014).

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### Research Method

#### **Multi-Method Qualitative Study**

- Formal, in-depth interviews with 31 advocates and activists
- Participant observation of anti-violence work
- Archival data collection

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### Overview of Research

#### • **Three Main Processes**

- How men are recruited and mobilized into “engaging men” work
- Confronting inequality and privilege internally
- Ally identity construction

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## Confronting Inequality and Male Privilege

### ***Riding the Glass Escalator***

- ❖ Glass Escalator Effect: Coined by sociologist Christine Williams in 1992 from her research on men in female dominated professions
- ❖ Men sometimes occupy visible leadership positions prematurely
- ❖ Men are afforded more legitimacy and credibility
- ❖ Men's contributions are seen as exceptional and therefore their work and status is elevated

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### **Sheila, Executive Director of Rape Crisis Center**

*"When it's women involved in anti-violence against women work, it's like, "Please, I'm falling asleep, this is so boring." Men involved in anti-violence against women work? Oh my god! Awards, recognition, media attention, money. It's the perfect example of how sexism works in our society: the men get all of this attention for facing something they've been fucking up since humanity started."*

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### **Elsa, Prevention Coordinator at domestic violence organization**

*"In the movement people have been like, 'We need to get men in.' They're very excited about getting men, all men, to participate. We need all men, definitely. But there's risk in doing that because along with their integration, men are replicating sexism. Men's involvement is positive, but with it comes some challenges we need to address. It's a really, really, hard line to walk."*

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### Group Question

What have been your challenges and concerns?

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### The Emphasis on “Men’s Accountability”

- ❖ Along with men’s expanding involvement has come increasing emphasis on “men’s accountability”
- ❖ There is an assumption that holding men responsible for their behaviors can “minimize the damage.”
- ❖ The discourse around accountability is widespread has been successfully integrated into the culture of the movement

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### Obstacles & Barriers for Effective Accountability

- ❖ **Gap between discourse and practice**
- ❖ **Three Major Obstacles**
  - ❖ **Definitional Inconsistency:** accountability means different things to different people.
  - ❖ Despite the emphasis on men holding each other accountable, women still carry the burden of drawing attention to issues of male power and privilege.
  - ❖ Accountability is often practiced on a case-by-case basis, rather than institutionalized within organizational culture.

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### Some Recommendations

- Require/encourage newcomers to receive training and education work before stepping into visible leadership roles
- Men's organizations and groups should/could connected to women's organizations and groups; working in isolation and detached from women's leadership and survivors' voices can be harmful

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### Recommendations (cont'd)

- Implement and institutionalize a process to address issues of privilege internally
- Re-conceptualize accountability to include an emphasis on ***building equity*** within the movement

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### Take Home Points

- As men's involvement in anti-violence work grows and as more men emerge as leaders, the issue of male power and privilege becomes even more salient.
- In turn, a focus on how to implement effective accountability practices is even more critical.

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**Other Questions to Explore**

- How can we be critical of male privilege and inequality without reinforcing the gender binary?
- Are there different nuances occurring in prevention and direct services work?

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**Engaging Men: Triumphs, Troubles and Tools**

With Kris Macomber and  
Trace Fleming

*Ben Atherton-Zeman, Maynard, MA*



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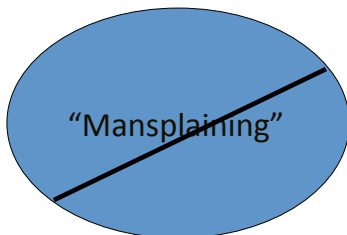
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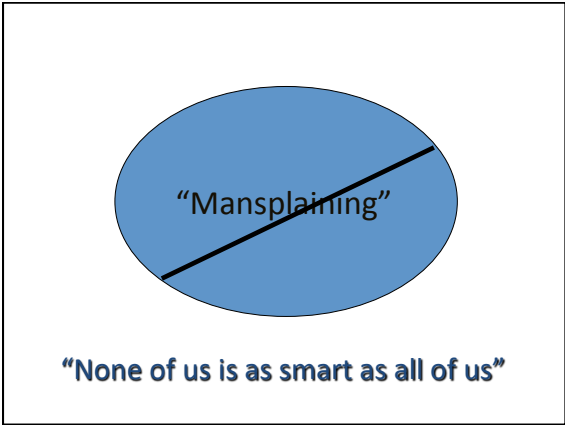
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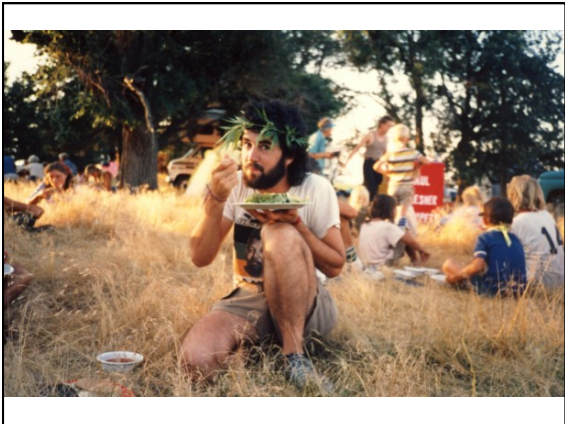
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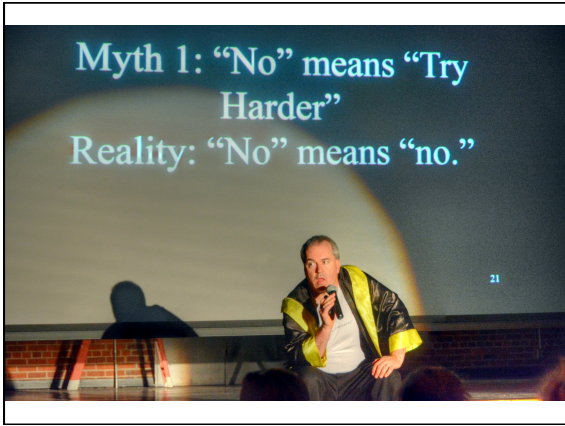
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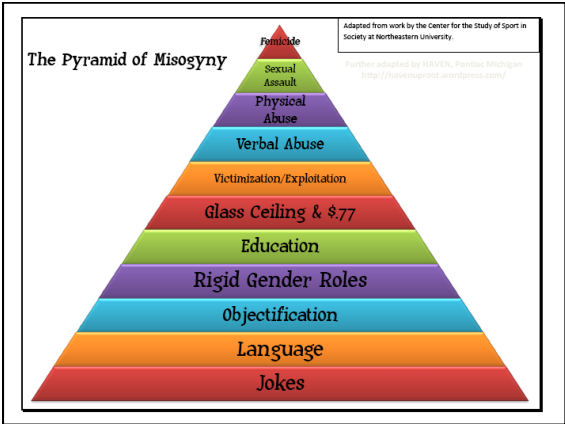
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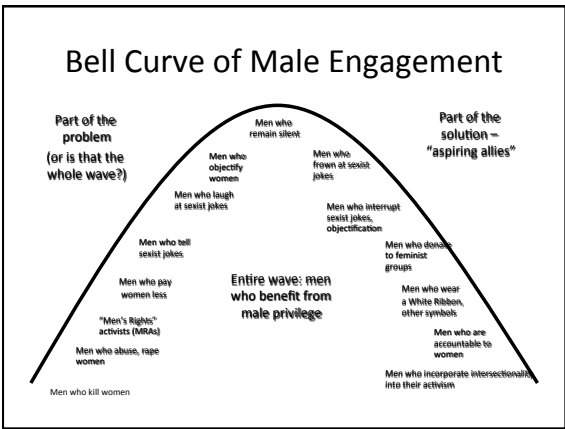
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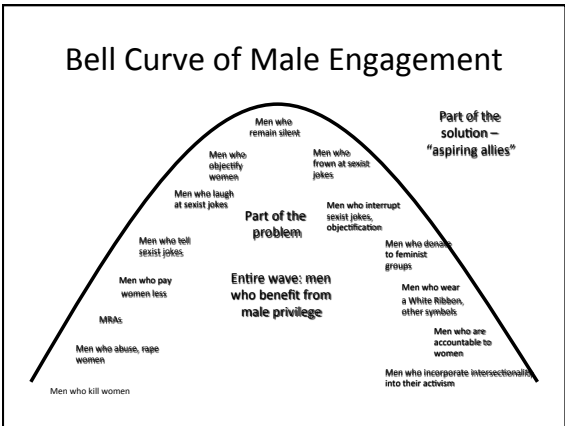
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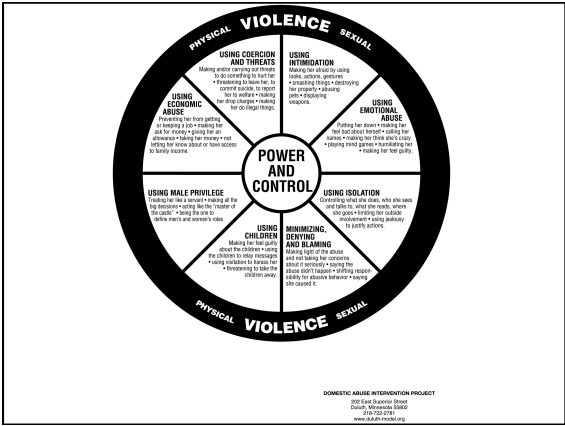
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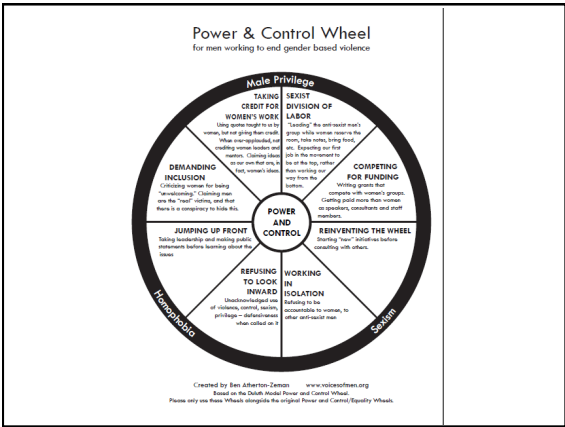
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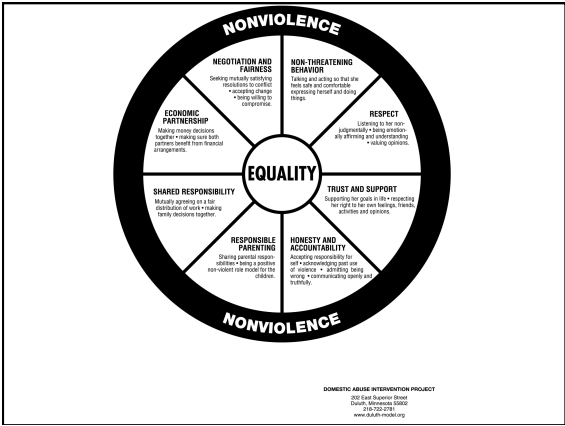
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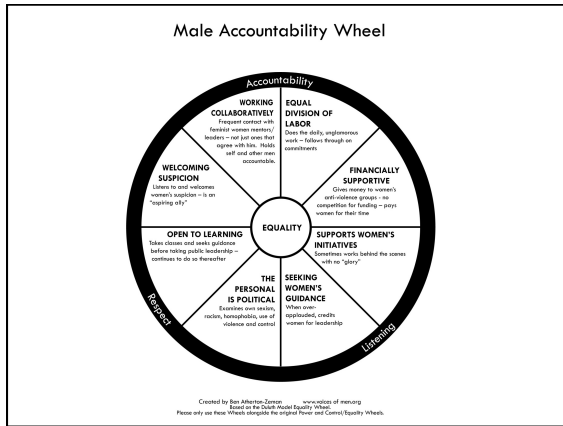
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## Organizational Accountability

- Create and Implement Policy
- [www.nomias.org](http://www.nomias.org)

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## Five Steps

1. Education/Consciousness raising
2. Small task/commitment
3. Take a class or volunteer training (longer commitment)
4. Mentoring
5. Leadership

During the whole process:

- a. Make us work and
- b. Build in accountability

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## Some “Step Two” activities

- What sort of “Step Two” activities have you done? Or heard of?  
Please type them into the text chat!
- Online activism
- Signature ads
- Donate money
- Take Back the Night
- Men’s Moment of Silence
- Wear a T-Shirt, Button, Sticker
- Attending the Vagina Monologues
- Contact local DV, SV program to see what they need
- [www.whiteribbon.com](http://www.whiteribbon.com), [www.themendingproject.org](http://www.themendingproject.org)
- Join menagainstviolence Yahoo group
- Watch for the Glass Escalator!

**Another Man Against  
Men's Violence Against Women**

1 pledge to never commit, condone or remain silent about men's violence against women. • [menagainstviolence.org](http://menagainstviolence.org)

## Engaging Men – Step One

- Education/Consciousness Raising

Engaging Men step one table.xlsx - Excel

|   | A                | B    | C        | D                                       | E                                  | F                                       | G                  | H                  |
|---|------------------|------|----------|---|------------------------------------|---|--------------------|--------------------|
|   |                  | Date | Location | Topic covered - primary victim services | Topic covered - primary prevention | Topic covered - (circulation for media) | Number in audience | Number of men/boys |
| 1 | Presentation     |      |          |   |                                    |   |                    |                    |
| 2 | Poster/flyer     |      |          |   |                                    |   |                    |                    |
| 3 | Media appearance |      |          |   |                                    |   |                    |                    |
| 4 |                  |      |          |   |                                    |   |                    |                    |
| 5 |                  |      |          |   |                                    |   |                    |                    |
| 6 |                  |      |          |   |                                    |   |                    |                    |
| 7 |                  |      |          |   |                                    |   |                    |                    |
| 8 |                  |      |          |   |                                    |   |                    |                    |
| 9 |                  |      |          |   |                                    |   |                    |                    |

## Step Two: Small Task

Engaging Men step two table.xlsx - Excel

|    | A                        | B                  | C                                       | D                                  | E                            | F |
|----|--------------------------|--------------------|---|------------------------------------|------------------------------|---|
|    | Date                     | Number of boys/men | Topic covered - primary victim services | Topic covered - primary prevention | Topic covered - engaging men |   |
| 1  | Donations                |                    |   |                                    |                              |   |
| 2  | White Ribbons            |                    |   |                                    |                              |   |
| 3  | Take Back the Night      |                    |   |                                    |                              |   |
| 4  | Walk a Mile in Her Shoes |                    |   |                                    |                              |   |
| 5  | Vagina Monologues        |                    |   |                                    |                              |   |
| 6  | Fundraising Breakfast    |                    |   |                                    |                              |   |
| 7  | Online Activism 1        |                    |   |                                    |                              |   |
| 8  | Online Activism 2        |                    |   |                                    |                              |   |
| 9  |                          |                    |   |                                    |                              |   |
| 10 |                          |                    |   |                                    |                              |   |
| 11 |                          |                    |   |                                    |                              |   |
| 12 |                          |                    |   |                                    |                              |   |



### Step Three: Take a Class

|   | A                                     | B                 | C                           | D                             | E                                  | F                          |
|---|---------------------------------------|-------------------|-----------------------------|-------------------------------|------------------------------------|----------------------------|
| 1 | Name of man taking volunteer training | Dates of training | Date of training completion | Reactions to "male privilege" | Reactions to "male accountability" | First volunteer assignment |
| 2 |                                       |                   |                             |                               |                                    |                            |
| 3 |                                       |                   |                             |                               |                                    |                            |
| 4 |                                       |                   |                             |                               |                                    |                            |
| 5 |                                       |                   |                             |                               |                                    |                            |
| 6 |                                       |                   |                             |                               |                                    |                            |

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### Step Four: Mentoring

|   | A                          | B          | C                             | D                             | E                             | F  | G                          | H  |
|---|----------------------------|------------|-------------------------------|-------------------------------|-------------------------------|--|----------------------------|--|
| 1 | Name of man being mentored | Mentor one | Event/training date, location | Event/training date, location | Event/training date, location | Confronted on mistake date/mistake/re solution | Mentor two (if applicable) | Confronted on mistake date/mistake/re solution |
| 2 |                            |            |                               |                               |                               |  |                            |  |
| 3 |                            |            |                               |                               |                               |  |                            |  |
| 4 |                            |            |                               |                               |                               |  |                            |  |
| 5 |                            |            |                               |                               |                               |  |                            |  |
| 6 |                            |            |                               |                               |                               |  |                            |  |

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### Step Five: Leadership

|   | A                             | B          | C                               | D                               | E                               | F  | G                     | H  |
|---|-------------------------------|------------|---------------------------------|---------------------------------|---------------------------------|--|-----------------------|--|
| 1 | Name of man taking leadership | Mentor one | Educational event attended/date | Specific "grunt work" done/when | Specific "grunt work" done/when | Confronted on mistake date/mistake/re solution | Leadership taken/date | Confronted on mistake date/mistake/re solution |
| 2 |                               |            |                                 |                                 |                                 |  |                       |  |
| 3 |                               |            |                                 |                                 |                                 |  |                       |  |
| 4 |                               |            |                                 |                                 |                                 |  |                       |  |
| 5 |                               |            |                                 |                                 |                                 |  |                       |  |
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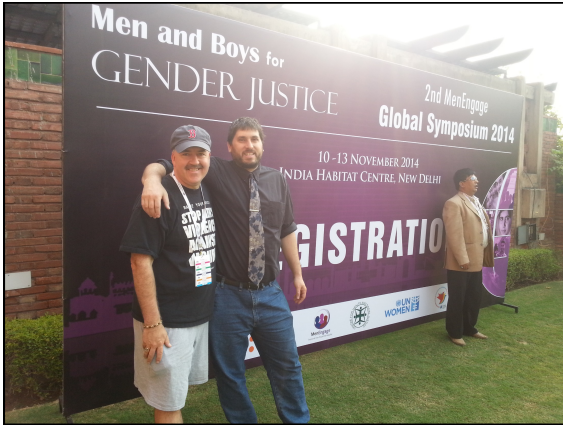
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### Thank you! 😊 Questions?

- Kris Macomber, Meredith College
- Trace Fleming, 2<sup>nd</sup> Chance, WISE
- Casey Keene, VAWNet, National Resource Center on Domestic Violence
- Survivors, advocates, mentors
- You! 😊
- *Help Wanted: someone to make cold calls for 15% commission: can work from home. Please contact me for details!!*
- Ben Atherton-Zeman, Maynard, MA USA  
[benazeman@hotmail.com](mailto:benazeman@hotmail.com)
- [www.voicesofmen.org](http://www.voicesofmen.org)
- @feministben
- [www.facebook.com/benazeman](https://www.facebook.com/benazeman)

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### Resources on Engaging Men

- 1 is 2 Many  
<http://whitehouse.gov/1is2many>
- A Call to Men  
<http://www.acalltomen.org/>
- Coaching Boys Into Men, Futures Without Violence  
<http://www.futureswithoutviolence.org/engaging-men/coaching-boys-into-men/>
- The Coexist Initiative  
<http://www.coexistkenya.com/>
- Men Can Stop Rape  
<http://www.mencanstoprape.org/>
- Men as Peacemakers  
<http://www.menaspeacemakers.org/>
- Men Engage  
<http://menengage.org/>

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### Resources on Engaging Men

- My Strength  
<https://www.facebook.com/MyStrength>
- National Compadres Network  
<http://www.nationalcompadresnetwork.com/nlffi/nlffi.html>
- Men Stopping Violence  
[www.menstoppingviolence.org](http://www.menstoppingviolence.org)
- The White Ribbon Campaign  
<http://www.whiteribbon.ca/>
- No More  
<http://nomore.org/>
- Voices of Men  
<http://www.voicesofmen.org/>
- Breakthrough  
<http://www.breakthrough.tv/o/explore/campaign/bell-bajao/>

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### Resources on Engaging Men

- Founding Fathers  
[www.founding-fathers.org](http://www.founding-fathers.org)
- Men's Resources International  
<http://www.mensresourcesinternational.org>
- American Men's Studies Association  
<http://www.mensstudies.org/>
- Ted Blog  
<http://blog.ted.com/2013/05/29/the-end-of-sexual-violence-and-domestic-abuse-a-resource-list-of-organizations-working-toward-this/>
- Men Against Sexual Assault and Rape  
<http://www.students.haverford.edu/masaf/front.htm>

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### Resources on Engaging Men

- Men Against Violence Against Women ([www.mavaw.org](http://www.mavaw.org))
- A Call To Men (<http://www.acalltomen.com/>)
- One in Four (<http://www.oneinfourusa.org/index.php>)
- No To Violence ~ Male Family Violence Prevention Association (<http://ntv.org.au/>)
- V-Day Men (<http://www.vday.org/meet-vday/v-men>)
- Other readings and :
  - XY Bibliography [www.xyonline.net](http://www.xyonline.net)

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### Other Resources

- For male survivors
- <http://malesurvivor.org/>
- <http://www.1in6.org>
- <http://www.1bluestring.org>
- Self-Care For Advocates
- <https://www.facebook.com/groups/Selfcareforadvocates/>

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