

DELAWARE COALITION  
AGAINST DOMESTIC VIOLENCE

# Engaging Men: Theory, Practice and Everything In-Between

July 20<sup>th</sup>, 2015  
1-2 PM

## Today's Presenters:

- ▶ **Noël Sincere Duckworth** and **Matt Leibowitz**, Training and Prevention Team, *Delaware Coalition Against Domestic Violence*
- ▶ **Harry Lewis**, Vice President, Men's Action Network @ UD, *University of Delaware*
- ▶ **William H. Wightman III**, Major, U.S. Army Reserve

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- **Courtney Winkler**, DCADV
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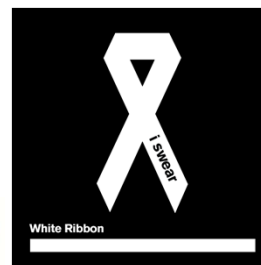
## What is Engaging Men?

- ▶ At its core, engaging men work is based in the belief that while intimate partner (IPV) and sexual violence are typically thought of as women's issues, we need to reach and involve men in the conversation to prevent future violence and change the culture around violence.

**Engage: Men**



## National Engaging Men Work

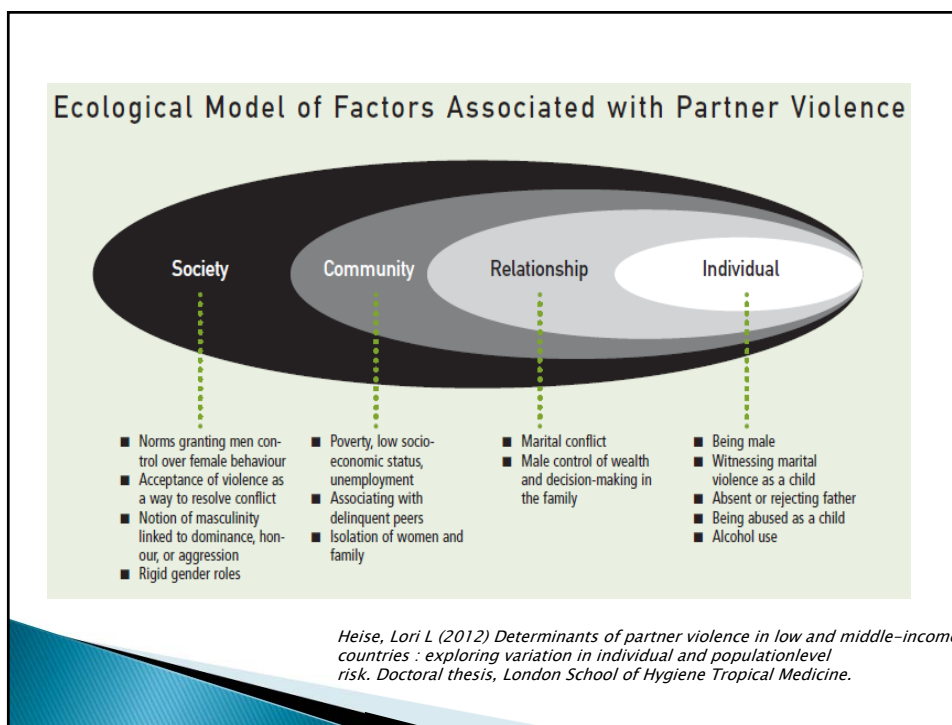
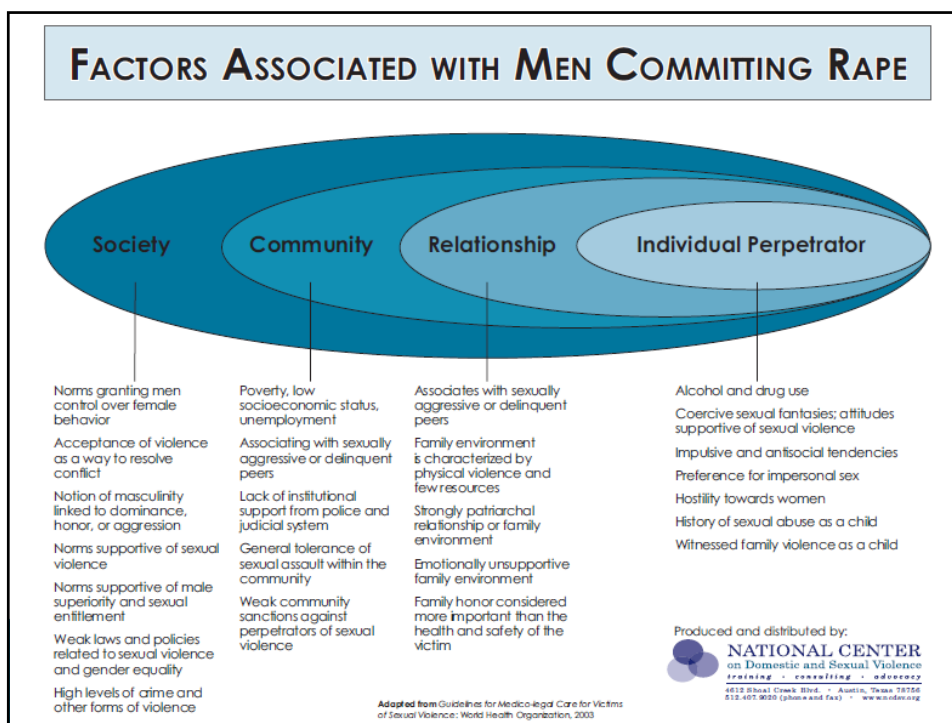


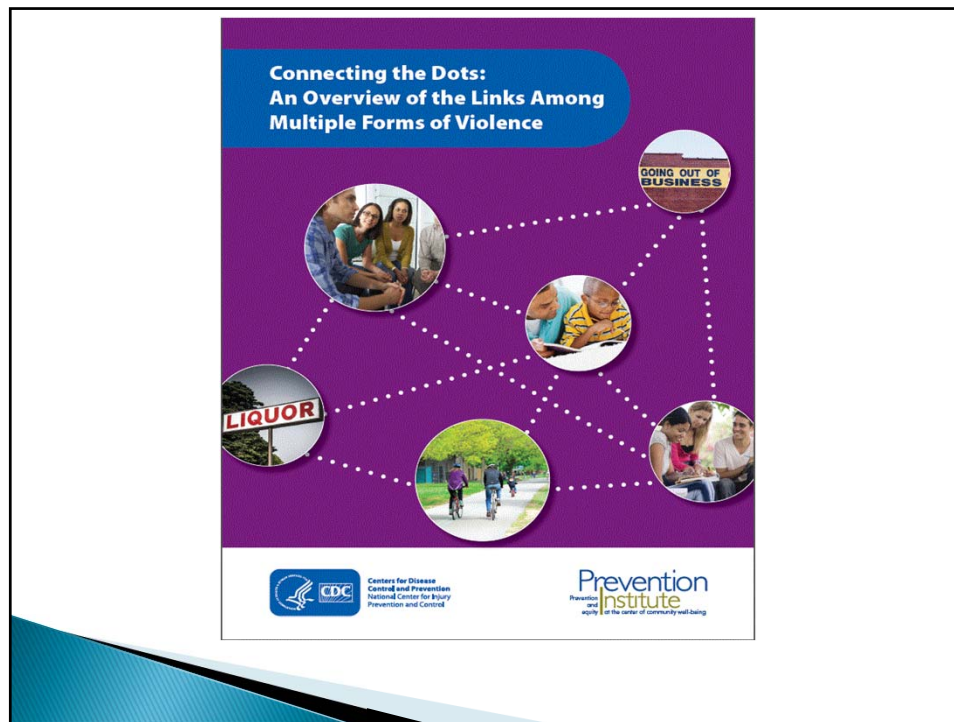
**A CALL TO MEN**  
Ending Violence Against Women

[WWW.ACALLTOMEN.ORG](http://WWW.ACALLTOMEN.ORG)


**VAWnet.org**  
National Online Resource Center on  
Violence Against Women

SPECIAL COLLECTION: MEN AND BOYS:  
PREVENTING SEXUAL AND INTIMATE PARTNER  
VIOLENCE





## Societal Risk Factors

	CM	TDV	IPV	SV	YV	Bullying	Suicide	Elder Abuse
Norms supporting aggression*	X	X	X	X	X			X
Media Violence				X	X	X	X	
Societal income inequality	X		X		X	X		
Weak health, educational, economic, and social policies/laws	X		X	X			X	
Harmful gender norms*	X	X	X	X	X	X		

NOTE: CM (Child Maltreatment), TDV (Teen Dating Violence), IPV (Intimate Partner Violence), SV (Sexual Violence), YV (Youth Violence)

\*Norms are generally measured at the individual level

Source: Wilkins, J., Tsao, B., Hertz, M., Davis, R., Kleven, J. (2014). **Connecting the Dots: An Overview of the Links Among Multiple Forms of Violence**. Atlanta, GA: National Center for Injury Prevention and Control, Centers for Disease Control and Prevention; Oakland, CA: Prevention Institute.

“Men who batter do so as a choice, and they get permission from those of us who are well meaning men. As well meaning men we give men who batter permission in several ways, and one of the most basic and dangerous ways we do this is through silence. “

- Tony Porter, Co-founder,  
- A CALL TO MEN

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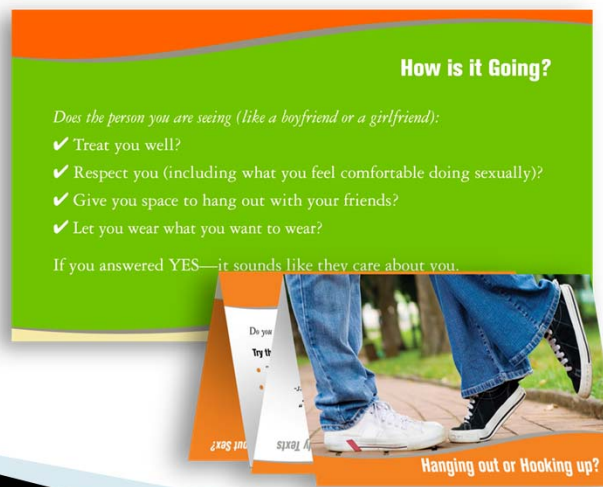
## Hypermasculinity to Healthy Masculinity



- **Can mitigate risk of perpetration of IPV/SV.** When masculinity is defined by power and aggression, intimate partner and sexual violence is the result
- **Can promote academic achievement.** Resistance to stereotypes of masculinity associated with higher scores in reading and math among boys  
*(Santos, 2010)*
- **Can lead to increased life expectancy in men.** Hypermasculinity promotes risk-taking and risky behaviors  
*(Doyal, 2000)*

## More than a Question on a Form *Universal Education is Critical Component to Healthcare Response*

Male patients need to hear same messages as female patients about the importance of healthy relationships, consensual sex, and consensual contraception



## Key considerations for engaging men

- ▶ Summary of Articles
- ▶ Michael Flood, Alan Berkowitz

## Engaging men programs – Key Considerations

- ▶ Should not include approaches which suggest that particular qualities are essentially or exclusively male
- ▶ Should not only focus on fostering empathy for victims
- ▶ Should not only focus on promoting individual change or skill-building

*This is traditionally where the work is*

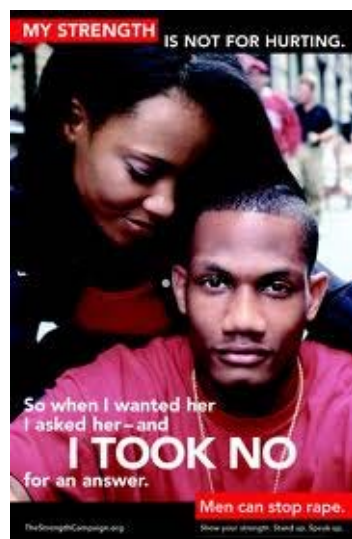
## Engaging Men Programs – Key Considerations

- ▶ Define manhood as non-violent
- ▶ Include Men Speaking Out
- ▶ Be Comprehensive
- ▶ Be Intensive
- ▶ Be Relevant to the Audience
- ▶ Deliver Positive Messages



## Engaging Men Programs Key Considerations *(Cont.)*

- ▶ Focus on Quality and Process
- ▶ Apply Bystander Interventions
- ▶ Include Re-socialization experiences
- ▶ Include social marketing and social norms marketing
- ▶ Focus on a specific type of violence or male violence in general
- ▶ Combine educational program w/ supportive media campaigns
- ▶ Not be hesitant to be considered feminist
- ▶ Draw on Masculine Culture





## It's On Us: Bystander PSA



### What limitations might there be with bystander intervention?

- ▶ Meeting where we are narrative, need to go further
- ▶ One type of intervention – in the moment of an assault
  - We know that many assaults won't have bystander present
  - Can focus on the victim, not perpetrator
- ▶ "Protection" Narrative
- ▶ Is it intersectional?
- ▶ Good men vs bad men

**WHERE DO YOU STAND?**

**IT'S ON  
US**

## What is “Engaging Men” Missing? – Culture Change

- ▶ Does it ask men to address privilege?
- ▶ Does it have a gendered lens?
- ▶ Will it change attitudes, beliefs, behaviors
- ▶ Will it change structures/policies that contribute to a culture of violence against women?

What about....

**Healthy Masculinity Lens**

## Intersectional Engaging Men



## What Does Healthy Masculinity Mean to You?

*Post your response in the Q&A Box*



Healthy Masculinity engages men by addressing the negative effects of gender norms on men, which in turn challenges the norms which create a culture in which

Men are taught that to be “like women” is shameful, therefore they prove masculinity by treating women as inferior

## So how do we do it?

- ▶ Creating a safe space for fluid masculinity
- ▶ Getting men to define and challenge the norms of traditional masculinity
- ▶ Getting men to define and embrace healthy masculinity
- ▶ Getting men to define and challenge the norms of traditional masculinity outside of the safe space
- ▶ Getting men to promote norms of healthy masculinity outside of the safe space

## We are redefining masculinity



## Safe spaces are important for engaging Men work

- ▶ Challenging engrained norms around masculinity can be difficult
  - In some communities, men cling to traditional masculinity as means of survival
- ▶ There can be trauma in the room
- ▶ Important to recognize the diversity in masculinities in the room, both because of identity and experience

## How does Engaging Men help Male Victims

- ▶ Challenges norms that keep male victims from reporting
  - Worry that this makes them gay, weak, less of a man
  - Worry that no one will believe them or that they will assume they must have liked it
- ▶ Connects men with resources



## Embracing all forms of masculinity

- ▶ Diversity in expression/emotion
- ▶ Diversity in hobby
- ▶ Diversity in interest
- ▶ At all ages, different masculinities



## Can we view bystander intervention through this lens?

- ▶ Calling out sexist jokes
- ▶ Calling out catcalling
- ▶ Calling out the enforcement of traditional masculinity
- ▶ Challenging traditional masculinity in your own life



## Risks with healthy Masculinity

- ▶ Reinforcing oppression/privilege
  - Still creating one form of masculinity, even if a more positive one



## Challenges of engaging men work



## Culture change is tough stuff



## Where do we set the bar?



We highlight men for small amounts of effort (male privilege)

## Privilege: participants

If you don't  
have to think about it,  
**it's a privilege.**

### CHECK YOUR PRIVILEGE:

- |                                    |                                       |
|------------------------------------|---------------------------------------|
| <input type="checkbox"/> WHITE     | <input type="checkbox"/> CISGENDER*   |
| <input type="checkbox"/> MALE      | <input type="checkbox"/> ABLE-BODIED  |
| <input type="checkbox"/> CLASS     | <input type="checkbox"/> HETEROSEXUAL |
| <input type="checkbox"/> CHRISTIAN |                                       |

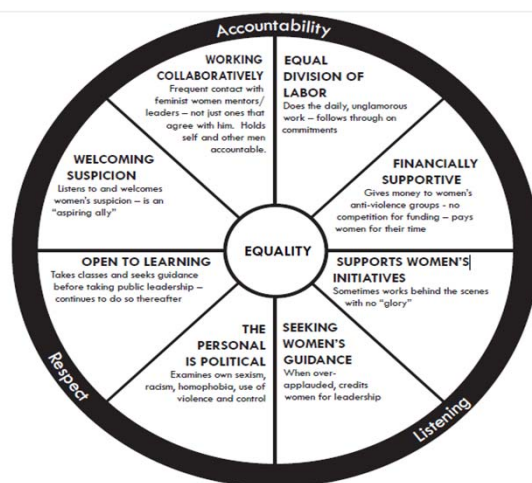
privilege: unearned access to social power based on membership in a dominant social group

Presented by Dr. Walker (Psychology Dept.), Dr. Poole (School of Management, Marketing Dept.), Professor Murray (Design Program), and Student Life. Poster designs by Camille Espinoza, Ray Chiu, Veronica Cabanero and Cui Bagg.

\*CISGENDER: a description for a person whose gender identity, gender expression and biological sex all align

The above presented content does not necessarily reflect the position of the University of San Francisco.

## Privilege: Prevention educators



Created by Ben Atherton-Zeman [www.voicesofmen.org](http://www.voicesofmen.org)  
Based on the Duluth Model Equality Wheel.  
Please only use these Wheels alongside the original Power and Control/Equality Wheels.

**Male Accountability and Power/Control Wheel -**  
[http://www.ncdsv.org/images/VM\\_Power-and-control-wheel-for-men-working-to-end-GBV-train-the-accountability-wheel.pdf](http://www.ncdsv.org/images/VM_Power-and-control-wheel-for-men-working-to-end-GBV-train-the-accountability-wheel.pdf)



## What is it?

- ▶ A collaboration of campus, military, and community-based organizations working to develop and sustain best practices for engaging men in sexual and domestic violence prevention
- ▶ Membership Agreements
- ▶ Delaware MEN provides
  - Training
  - Technical Assistance
  - Collaborative Space
  - Resources
  - National connections

## University of Delaware – M@n at UD



▶ <https://www.youtube.com/watch?v=GvOSpRIWt00>

## Dover Air Force Base



- ▶ Leadership Training
  - 1<sup>st</sup> Sergeants as culture change agents
  - Addressing relationship level of social-ecological level
  
- ▶ Goal: Help network partner understand best practices when it comes to audience and timing

## Partner Organizations of Delaware MEN take action by

- ▶ Starting student groups/task forces in their community
- ▶ Mobilizing key leaders in their community to address this issue and support their efforts.
- ▶ Developing community-specific initiatives to engage men.
- ▶ Attending trainings and conferences on engaging men in their communities.
- ▶ Bringing in national leaders and campaigns.
- ▶ Engaging in best-practices.
- ▶ Working collaboratively with other Delaware MEN partner organizations
- ▶ Being there to start the conversation!

Visit [www.delawaremen.org](http://www.delawaremen.org) for more resources and information on healthy masculinity and engaging men!

To Get Involved, go to <http://www.delawaremen.org/contact.html> or email us at [info@delawaremen.org](mailto:info@delawaremen.org)

