

Men in focus.

A practice guide addressing masculinities and working with men in the prevention of men's violence against women

Our
WATCH
End violence against
Women And Their Children

Acknowledgement To Country

“the rigid gender binary that our society now subscribes to is something that was brought to this continent with colonisers in 1788. They then inflicted this rigid gender binary on the First Nations community...the [gender] binary arrived with the boats!”

- Hayden Moon (July 2020)



1800RESPECT

NATIONAL SEXUAL ASSAULT, DOMESTIC
FAMILY VIOLENCE **COUNSELLING** SERVICE

1800 737 732

 **No to Violence**
Leading the change to end male family violence in Australia



Call Men's Referral Service

1300 766 491

**Men in
focus.**

Addressing masculinities and working with men in the prevention of men's violence against women



**Men in
focus.**

The four essential actions responding to the drivers

Driver 1.

Condoning of violence against women

Driver 2.

Men's control of decision-making and limits to women's independence in public and private life

Driver 3.

Rigid gender stereotyping and dominant forms of masculinity

Driver 4.

Male peer relations and cultures of masculinity that emphasise aggression, dominance and control

ACTION 1. **ESSENTIAL**

Challenge the condoning of violence against women

ACTION 2. **ESSENTIAL**

Promote women's independence and decision-making in public life and relationships

ACTION 3. **ESSENTIAL**

Build new social norms that foster personal identities not constrained by rigid gender stereotypes

ACTION 4. **ESSENTIAL**

Support men and boys to develop healthy masculinities and positive, supportive male peer relationships

**Change
the story.**

Essential actions to address the social context in which violence occurs

ACTION 5. **ESSENTIAL**

Promote and normalise gender equality in public and private life



ACTION 6. **ESSENTIAL**

Address the intersections between gender inequality and other forms of systemic and structural oppression and discrimination, and promote broader social justice

Reduce **victim blaming**

Women with disabilities have a right to safety, respect & equality.

ACTION 7. **ESSENTIAL**

Build safe, fair and equitable organisations and institutions by focusing on policy and systems change



ACTION 8. **ESSENTIAL**

Strengthen positive, equal and respectful relations between and among women and men, girls and boys, in public and private spheres



**Change
the story.**

Men in Focus - 5 guiding principles to effective practice

Intersectional approaches

Gender transformative approaches

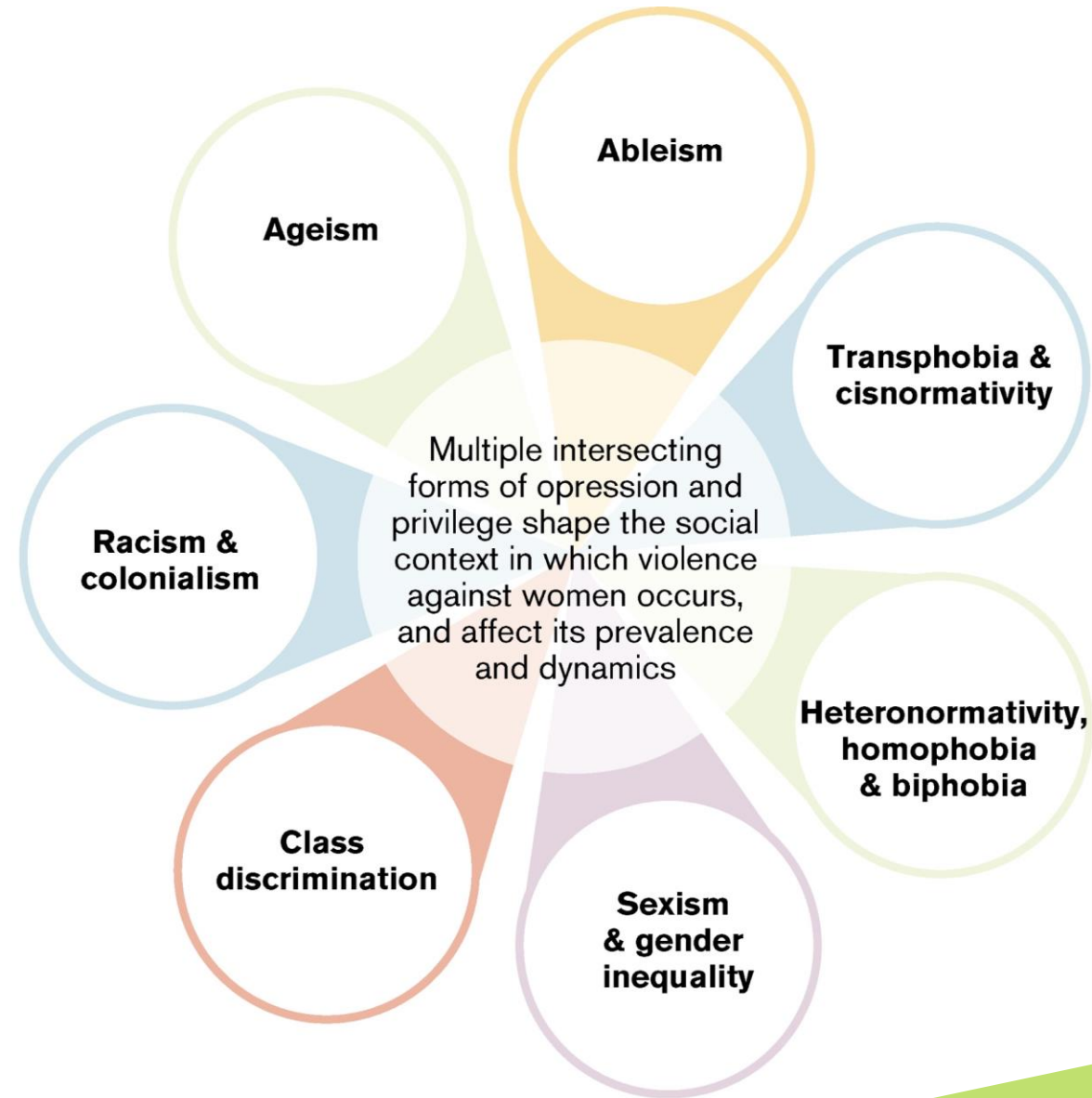
Maintaining accountability

Strengths-based approaches

Solutions across every level of society

Men in focus.

1. Intersectional approaches



Intersectional approaches

- Towards an Aboriginal and Torres Strait Islander violence prevention [framework](#) for men and boys
- [Key issues](#) working with men from immigrant and refugee communities in preventing violence against women
- SNAICC – Genuine partnerships [audit tool](#)
- [Decolonizing Solidarity](#) –for non-Indigenous Australians to develop their abilities to support First Nations Australians struggles for equality



Men in focus.

Practice-based intersectional reflective activities

- Privilege walk

<https://www.buzzfeed.com/nicolaharvey/what-is-privilege>

- Male & other forms of privilege checklists,

i.e. White, cis, able-bodied, class, education, etc.

<https://projecthumanities.asu.edu/content/male-privilege-checklist>

Reflection

- How do you feel after reflecting on these structures of oppression and discrimination and privilege?
- Was there anything that surprised you about this reflection?

2. Gender-transformative approaches



Gender-unequal

Perpetuates gender inequality by reinforcing unbalanced norms, roles and relations.

Gender ignoring (or 'gender neutral')

Often based on claim of being 'fair' by treating everyone the same. Ignores gender norms, roles, relations, and gendered differences in opportunities and resource allocation. Very often reinforces gender-based discrimination.

Gender-sensitive

Considers gender norms, roles and relations, but does not address the inequalities they create.

Gender-specific/ gender responsive

Considers gender norms, roles and relations and how they affect access to resources or create specific needs for women and men. Takes targeted action in response to meet these needs. Makes it easier for women and men to fulfil duties ascribed to them based on their gender roles, without necessarily seeking to shift the allocation of these duties.

Gender-transformative

Actively works to challenge and transform gender norms, roles, relations, power imbalances and their impacts. Seeks to address the underlying causes of gender-based inequities, and foster progressive changes in gendered power relationships.

Activity: is it gender transformative?

Does your work challenge and transform the gender binary, gender essentialism and support gender diversity?

- Refer to Women's Health Victoria – [Towards gender transformative change: A guide for practitioners](#) and use the Key Elements of a GTA on pages 8-11 to guide your reflections. How much do you think your practice follows these principles? What areas for development do you identify?

Activity: challenging and transforming gender norms

- Watch - [48 Things Men Hear In A Lifetime \(That Are Bad For Everyone\)](#)
- **Man Box** activity – see pg. 89 of practice guide

Are these comments familiar, what are some of the real meanings and permissions in the comments?

3. Maintaining accountability

LGBTIQ Refugee GenderDiverse Disabilities
Aboriginal TorresStrait Migrant
women

Maintaining accountability

Reflecting on an organisational level

- Patriarchy, sexism and gender inequality in the [public sphere](#)
 - a) Ensure gender equality in working groups and decision-making
- Accountability [panels](#)
- Partner and/or consult with women's, First Nations, queer, disability, migrant groups
- Fishbowl exercise – pg. 88 of [Men in focus guide](#).

4. Strengths-based approaches



A word cloud of terms related to strengths-based approaches. The most prominent word is "motivation" in large red font. Other words include "commitment" in large pink font, "values" in large green font, "emotions" in red font oriented vertically on the left, and "allyship" in blue font oriented vertically on the right. Smaller words include "sons" (green), "friends" (blue), "colleagues" (blue), "brothers" (green), "fathers" (green), and "empathy" (pink).

emotions
sons
commitment
allyship
friends
colleagues
brothers
motivation
fathers
values
empathy

Activity: why men?

Discussion: Why is it important for men to be active in preventing violence against women? Why *should* men get more involved in this work?

Activity: building empathy & positive male peer relations

- Ask men – *what do you do to stay safe when you go out at night?*
Then ask women the same question.
- Ask men – *how often do you talk to other men about rape and how to stop it from happening?*

Note: this is not to take away from the fact that the most dangerous place for a woman to be is in her own home

Working with emotions

If men are unable to acknowledge women's pain, they are unlikely to know how they and the society they live in contribute to that pain and what is required of them to address it ... Men must be able to see women's pain as a precursor to seeing how they are implicated in the causes of that pain, and must take responsibility for it.

Bob Pease (2019) Facing patriarchy

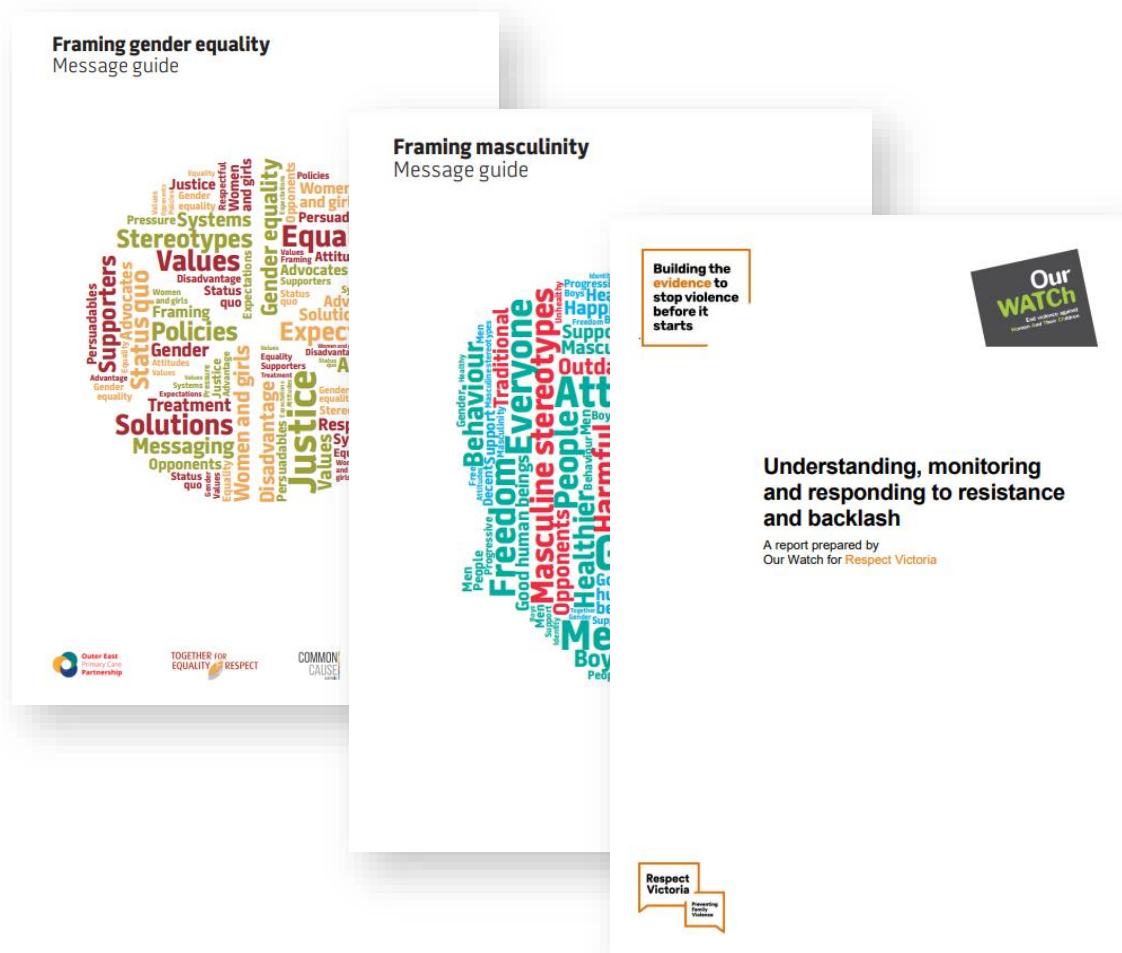
Activity: working with emotions

Reflect: How can men learn to see women's pain and the causes of that pain, especially with regards to gender inequality and men's violence against women?

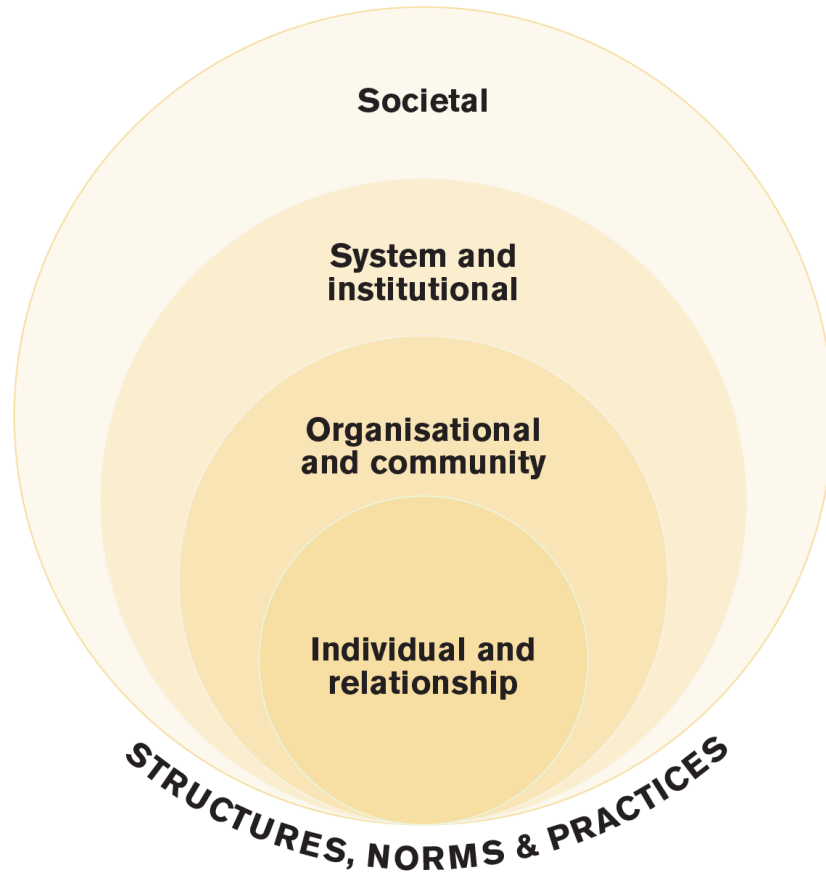
Note: Think of safe, respectful and ethical ways for men to do without imposing themselves on women, on victim/survivors, without re-traumatising or reinforcing gender privilege in pursuit of developing this empathy

Messaging and language

- VicHealth's [Framing gender equality - messaging guide](#) and [Framing masculinity - messaging guide](#)
- Common Cause framework, working with 'persuadables'
- [Understanding, monitoring and responding to resistance and backlash](#)



5. Solutions across all levels of society



Early childhood and primary and secondary education



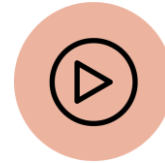
Tertiary education (including unis, TAFEs and VET)



Workplaces, corporations and employee organisations



Sports clubs and institutions



Media

Activity: masculinity at all levels of the socio-ecology

Discuss: How are socially dominant forms of masculinity displayed, expressed or evident at each of the different levels of the socio-ecological model? Provide examples.

Activity: challenging and transforming norms, practices & structures

Discuss: What opportunities are there to transform norms, practices and structures within the scope of your work?

Next steps

- Find out about professional development opportunities and new resources by signing up to our newsletter:
<https://handbook.ourwatch.org.au/newsletter/>
- Email us: training@ourwatch.org.au
cameron.mcdonald@ourwatch.org.au

- Follow us:



www.linkedin.com/company/our-watch/



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Commitment

Identify one action you will take to continue on your primary prevention journey.

Thank you.

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