

Meeting Them Where We Were...

(and moving beyond the choir)

Jonathan Grove
Pacific Lutheran
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Men Against Violence

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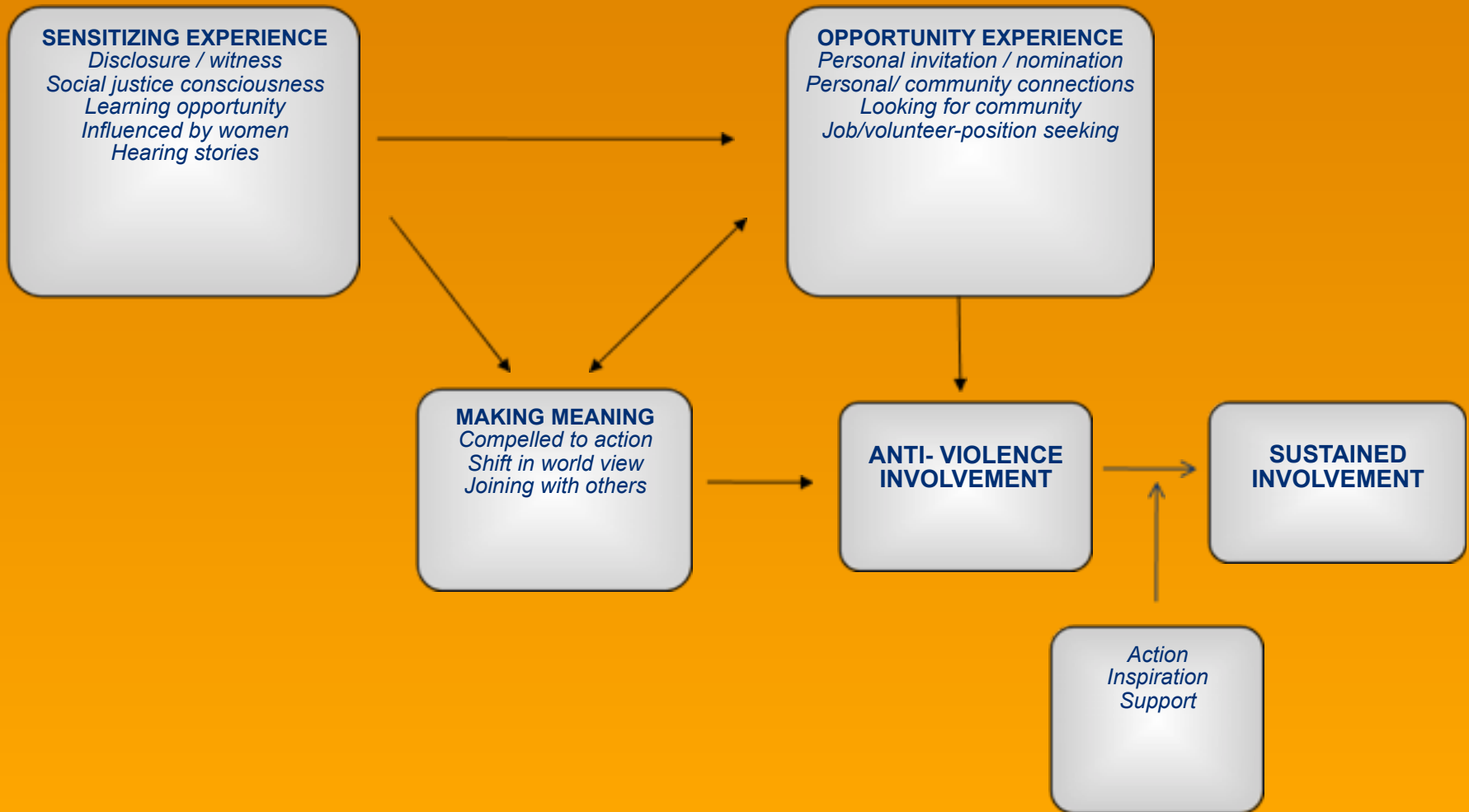
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 - Are there commonalities among men or their experiences who do join that we can replicate?

Engaging Men Study – Dr Erin Casey, UWT

- To examine the factors associated with **recent** initiation into anti-violence work or activities
- To identify current engagement strategies, and assess participants' perception of their effectiveness
- To identify factors that may contribute to the sustainability of men's anti-violence efforts.

Men's Pathways: A Model



Meanings

Compelled to action
Charged with a mandate
Seeing an addressable need
Identifying own strengths
Shift in world view
Awareness of vulnerability of women
Using a structural analysis
Reassessing the past
Joining with others
Feeling connected
Doing masculinity differently

Sustaining Men's Efforts

Action
Getting things done
Being needed
Personal development
Inspiration
Having mentors
Hearing survivor stories
Support
Having a safe space
Support from women
Being in a compelling community

Barriers to Gaining Access

- Non-personal approaches (media, large events, presentations)
- Male privilege / “This doesn’t apply to me”
- Men not identifying with the messenger
- Structural barriers

Some Observations...

- About 60% of men framed their involvement, or the issue of violence against women in terms of anti-sexism or social justice work.
- Few participants spoke about their own behavior, or possible complicity in sexism – they tended to talk about “other” men.
- Although many men spoke of inclusiveness, few framed this in terms of race/ethnicity or sexual orientation.
- Many of the reasons for involvement cited here mirror long-term activists. These participants may not, therefore, represent “typical” men outside the current circles of engagement.

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3. We need to balance involving men, while continuing to confront Patriarchy.

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 - b) Rather, we’re trying to recruit men who probably are guilty of some level of dominance and support sexism/sexist violence, through ignorance not malice.
5. Men have empathy and are just as

Final Assumption:

6. If we expect “Average Joes” to join us, we need to be willing to go there – meet them where they are and balance our values with negotiating the ideas they live with and support. By doing so, we aren’t selling out, but rather finally reaching a huge population who can (and will) help us achieve social change.

Where Are We?

- What are your goals around engaging men?
- How do you reach men?
 - Do you have a guiding framework or model?
- What do you do to reach men?
- Are you successful?
 - What would you like to be different?

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- Men who are highly involved tend to come from some type of privilege, or contrarily, have had direct experience

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- What we are asking

Where Are We?

Strategies used by Casey's participants to engage men they have access to:

- Meeting men where they are
 - Use of Self
 - Positive approach to men
 - Survivor stories
 - Embedded in broader conversations about relationships, sex
 - Creating compelling communities
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- What are your barriers?
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- Observations about engaged men

Some Observations... *Dr. Erin Casey*

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Edwards, Keith; *Aspiring Social Justice Ally Identity Development: A Conceptual Model*

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 - Motivation: for people I know and love (must be present)
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- “Activist Joe”
 - Opportunities to teach and further grow
 - Support & connection to peers/mentors
 - Opportunities to further the “cause”

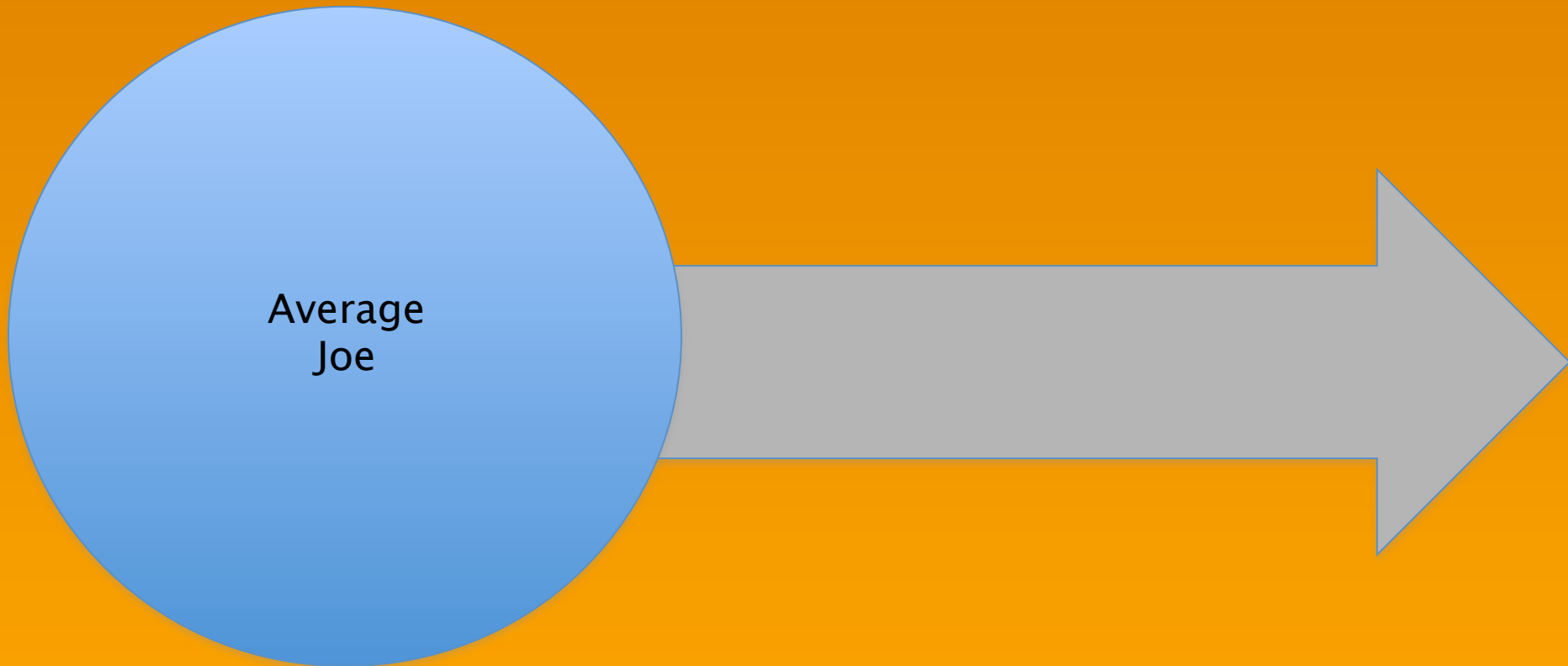
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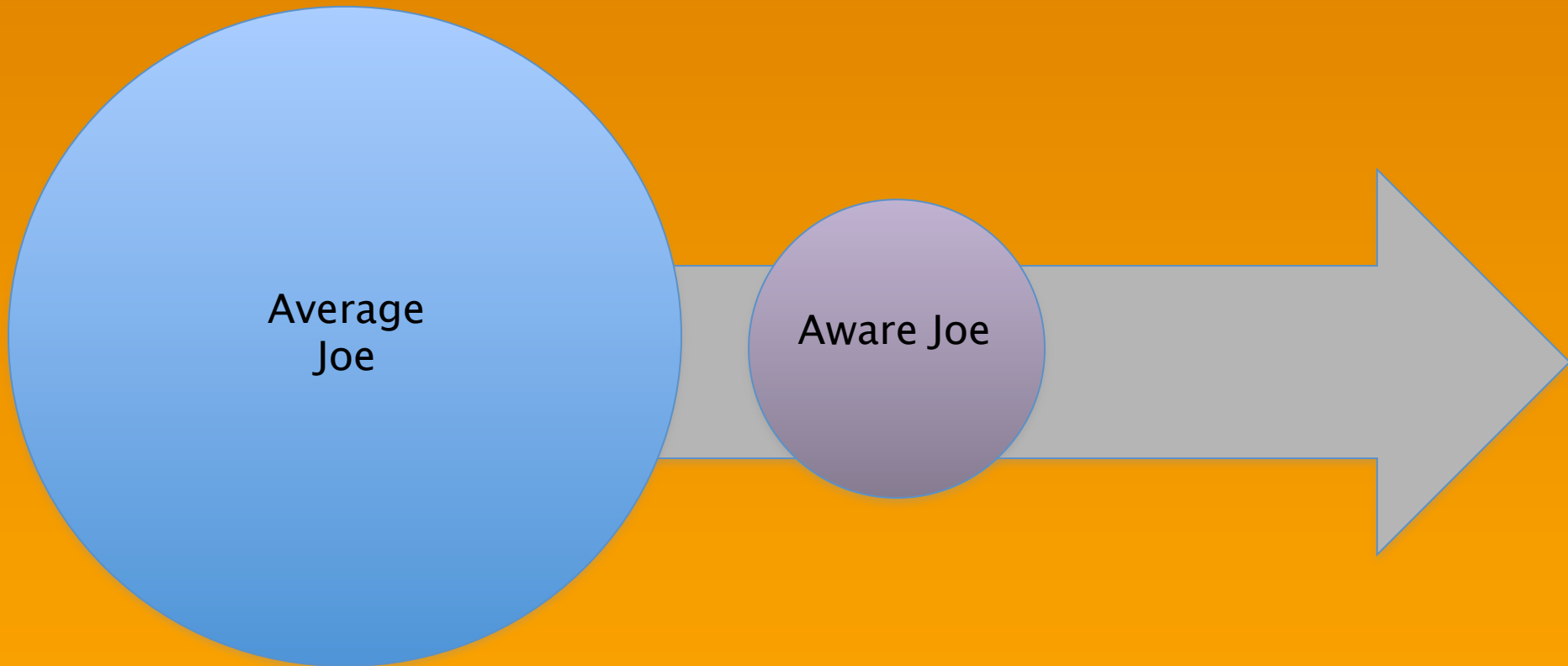
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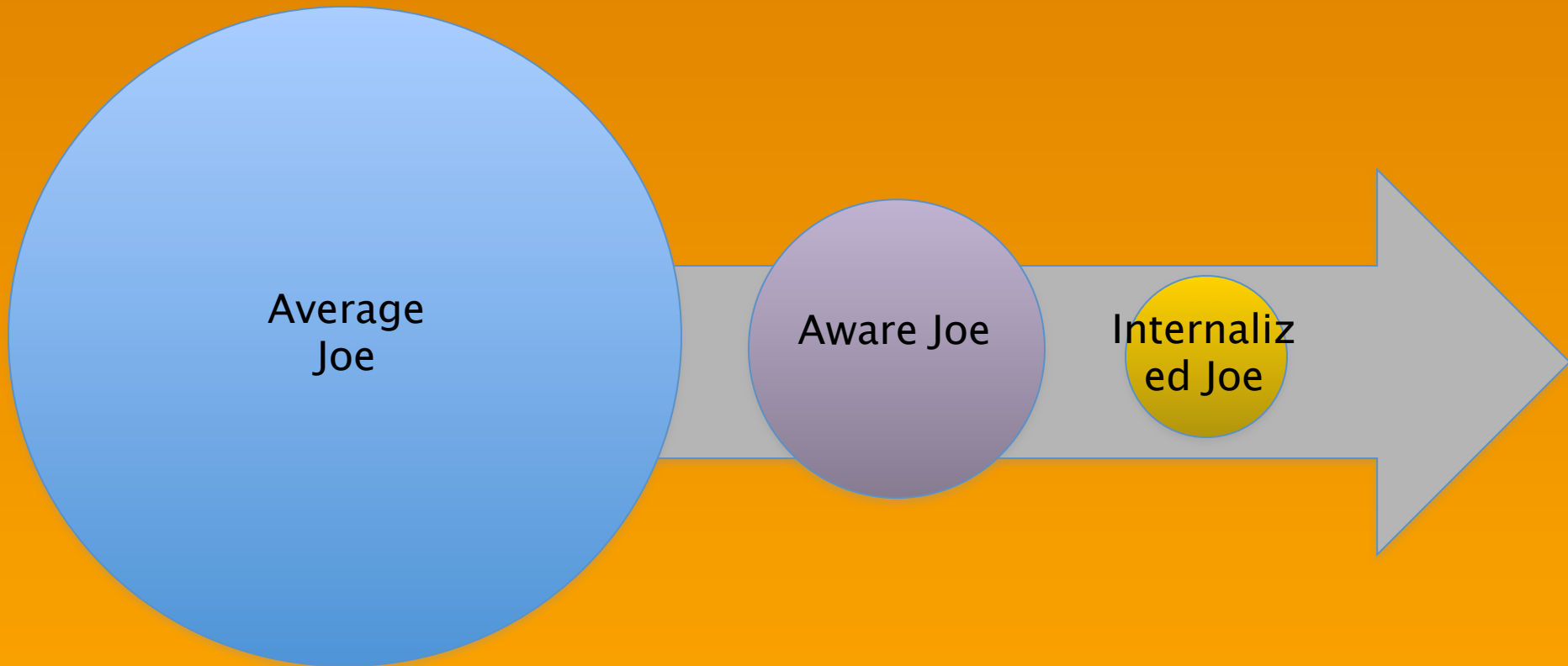
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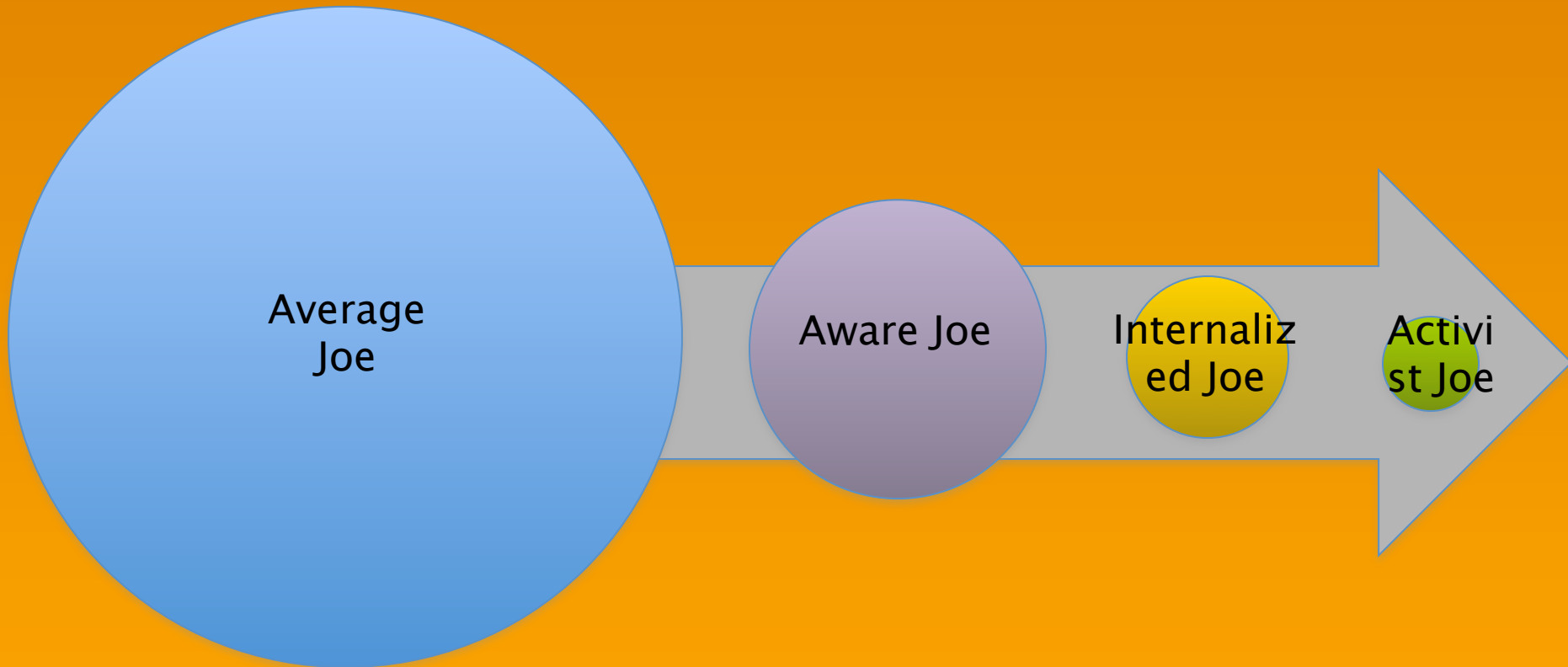
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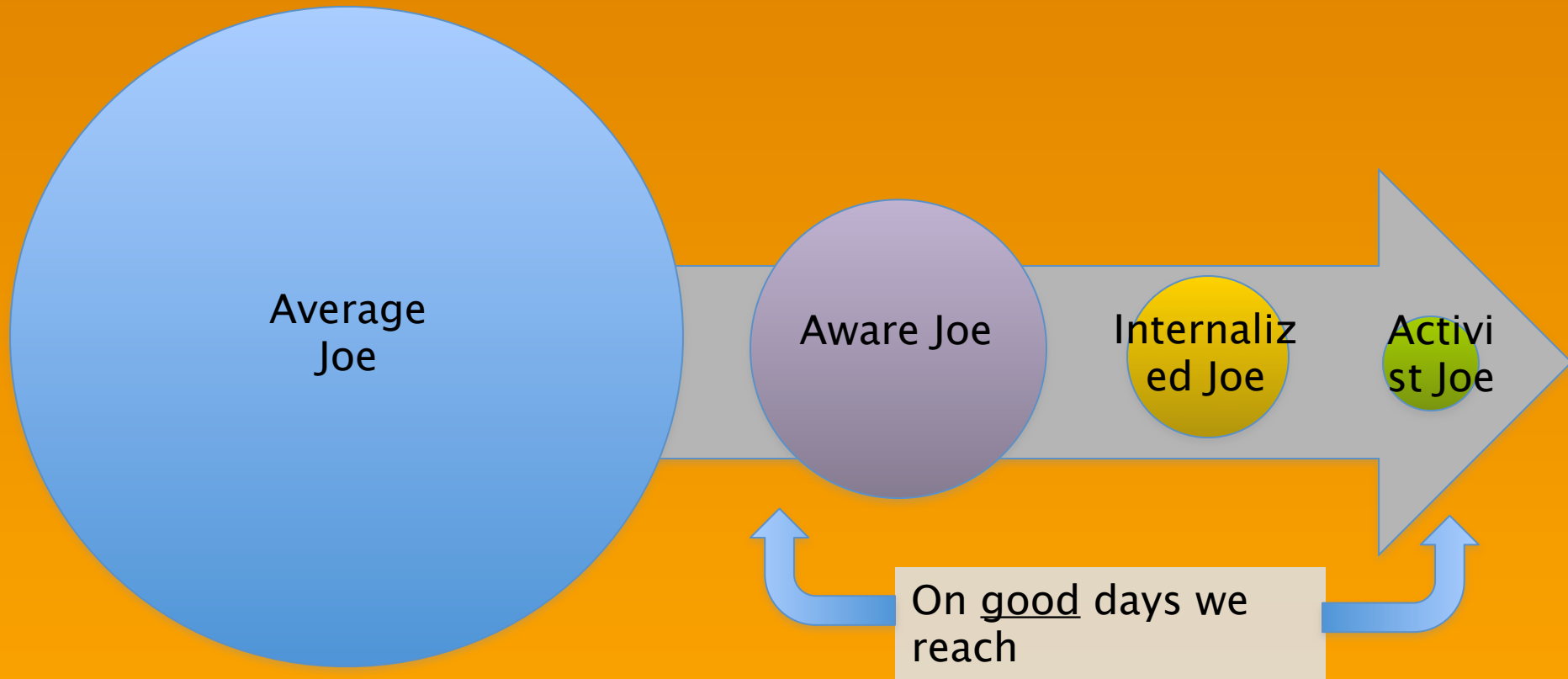
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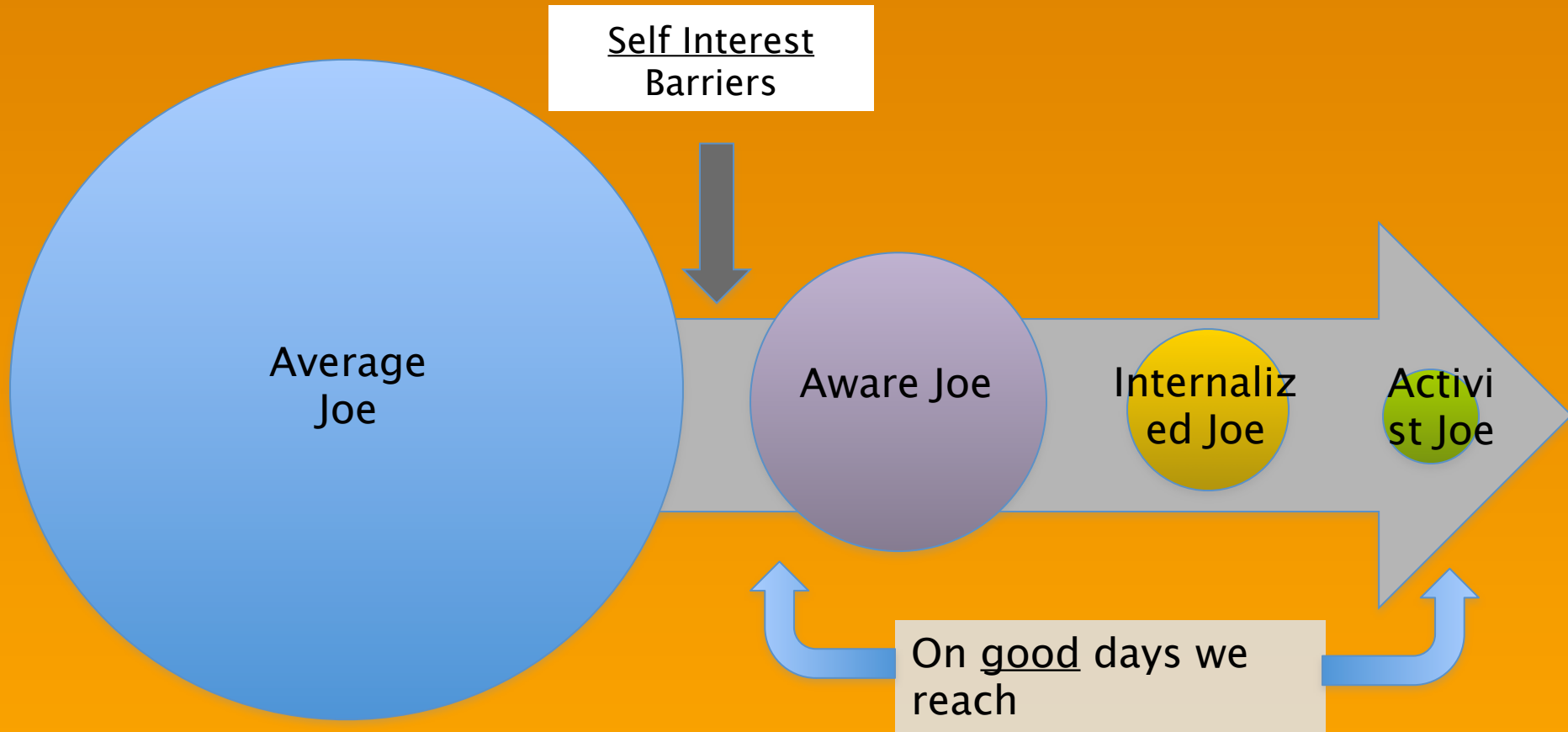
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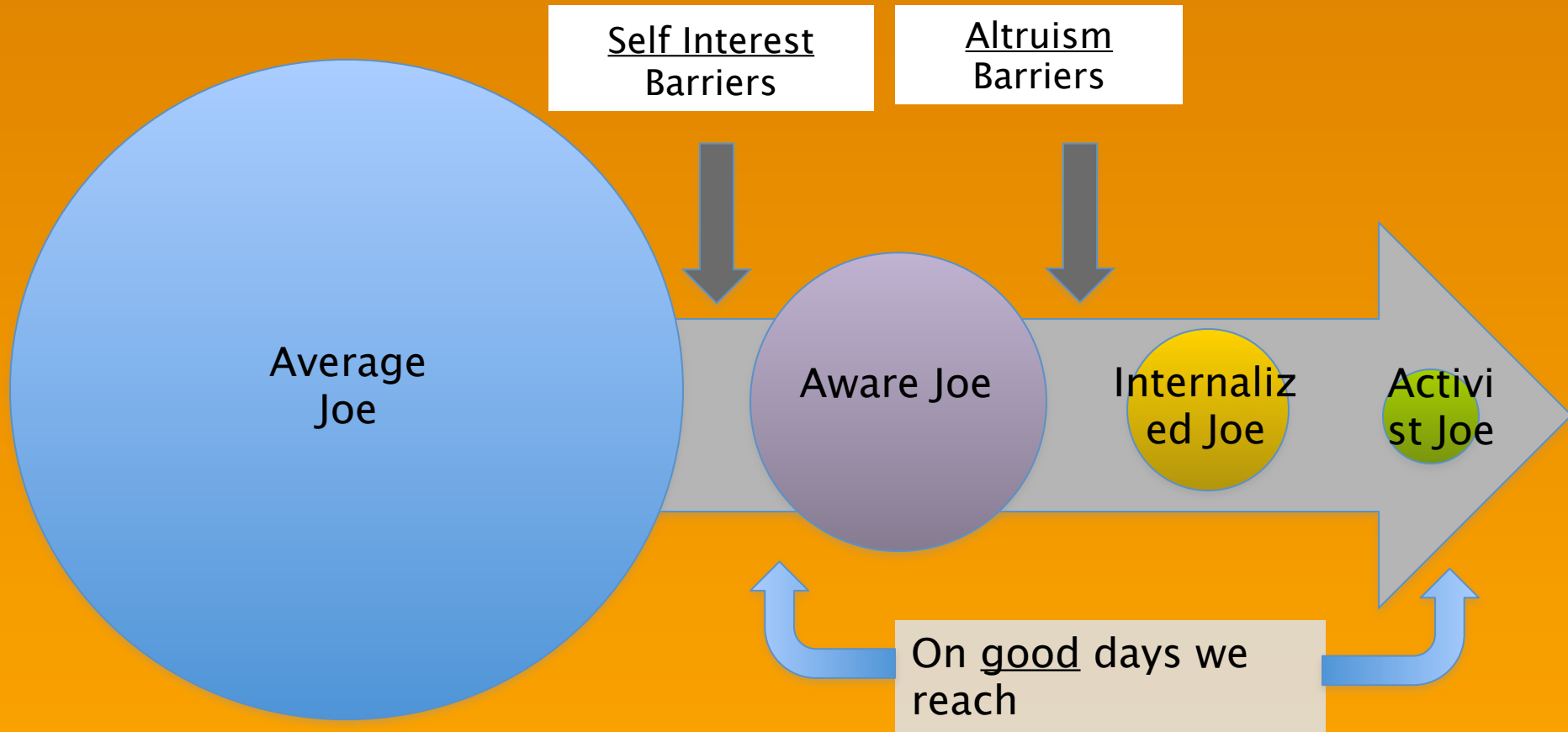
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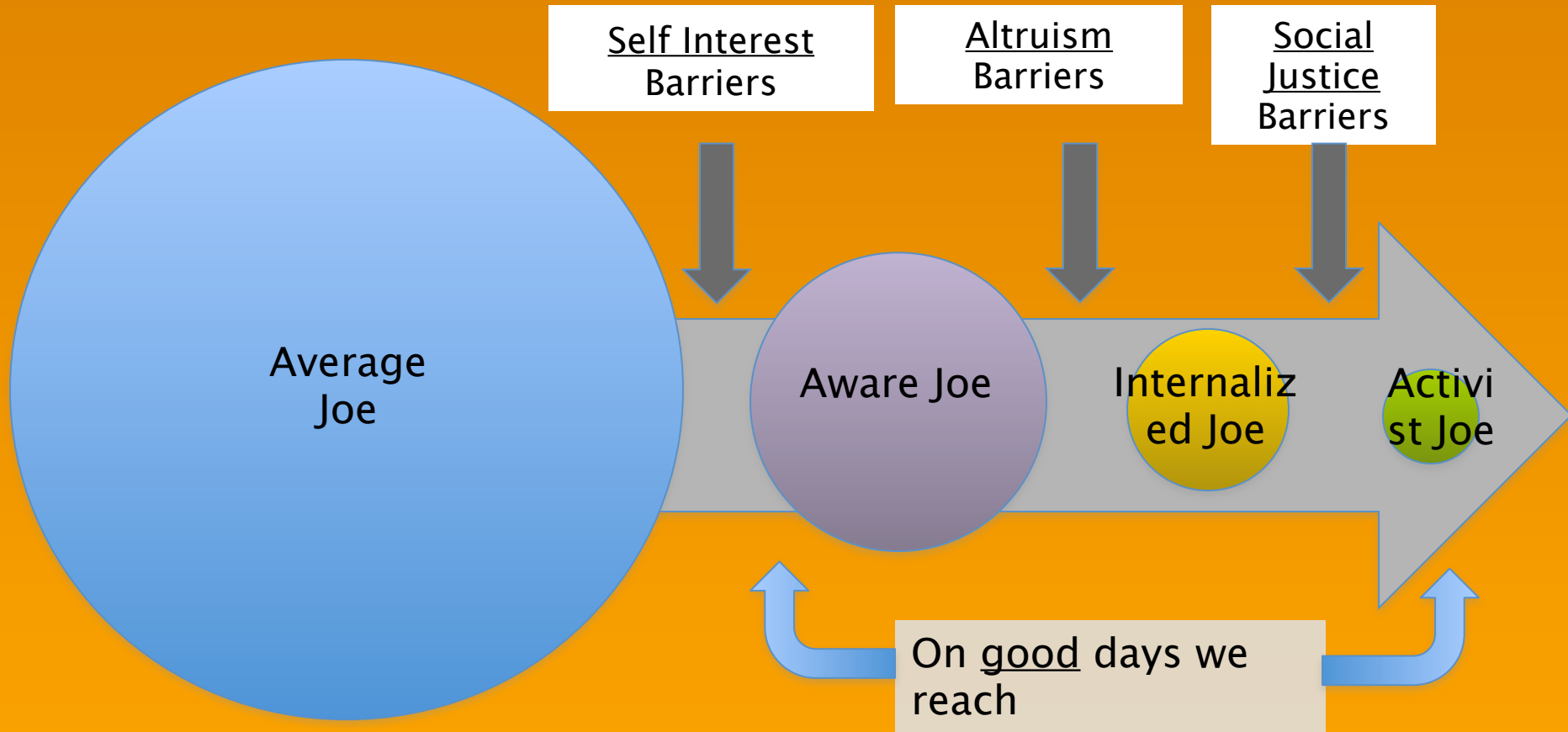
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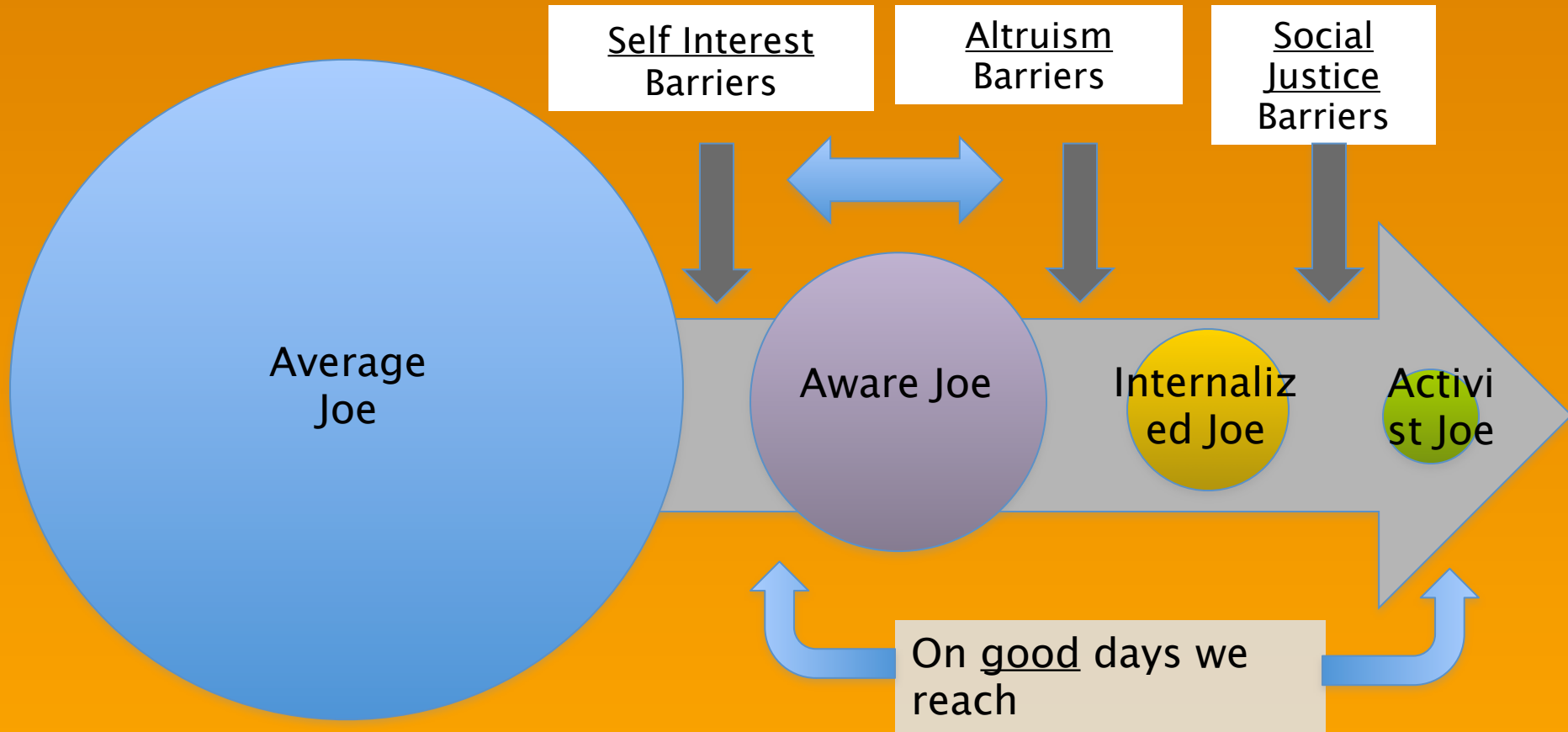
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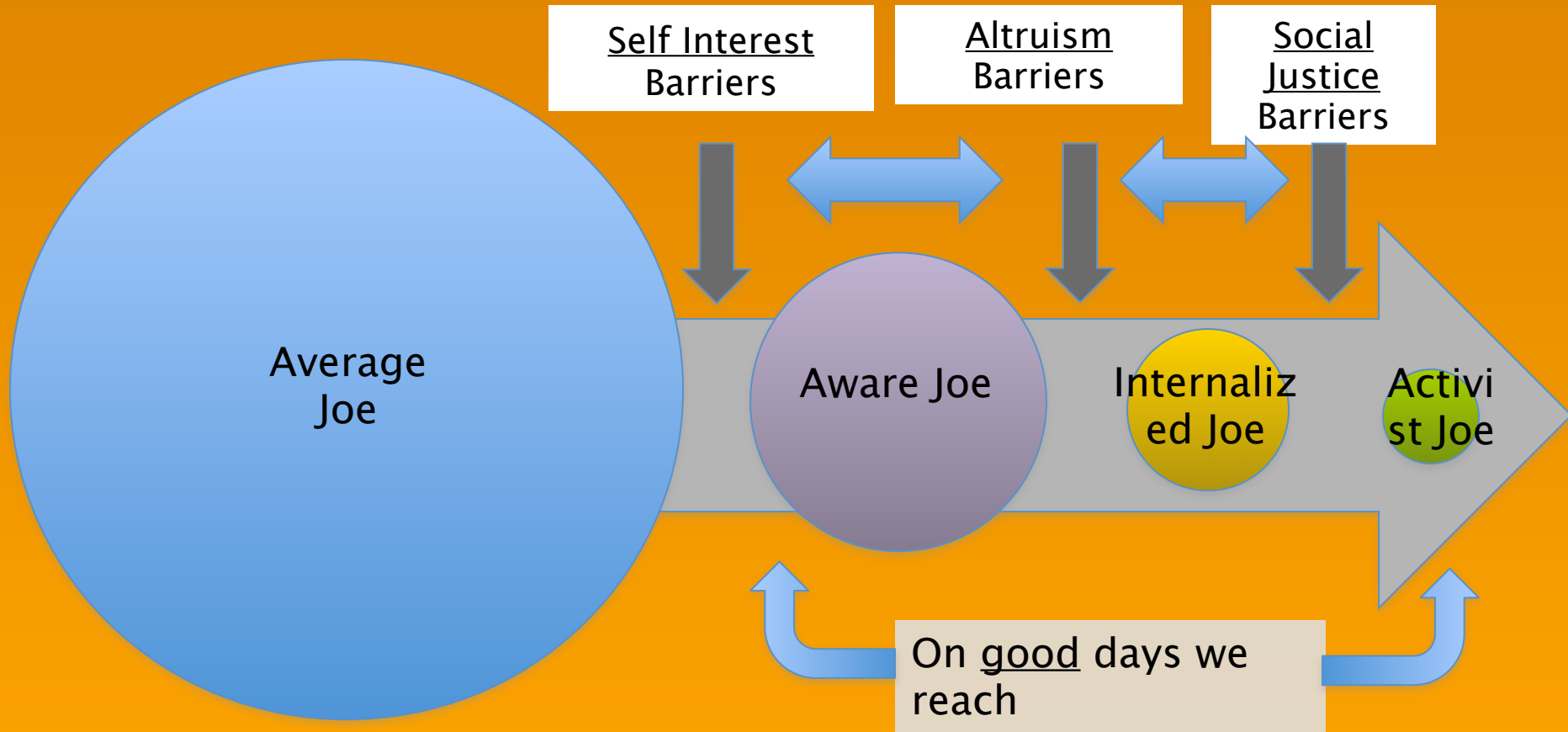
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Beyond the Choir: The Future of Engaging Men

Most college men underestimate the extent to which other men feel uncomfortable with language or behavior which objectifies and /or degrades women.

(Berkowitz, 1994 & Kilmartin, 1999)

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- has pain associated with rigid gender roles
- is frustrated that women fear them

Strategies For Delivering The Message

Strategies used by Erin's participants to engage men they have access to:

- Meeting men where they are
 - Tailoring conversations
 - Using masculinity
 - Men see themselves reflected
- Use of Self
- Positive approach to men
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Ground work:

- We need to do our own work...we have LOTS of assumptions and fears that do not allow them an opportunity to engage.
- Set realistic goals and benchmarks.
- Ask... Be honest and genuine, appeal to what is relevant for them, and ask for their help. You'll be surprised!

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- Challenge them to ask the hard questions of themselves, friends, family, etc.

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- They need tangible “wins” both at the individual

Perspective:

"We aren't about judging men from wherever they are coming to this conversation -- lord knows it was only a few short weeks/months/years since any of us were sitting in very similar places -- really NOT wanting to hear whatever it is that "those feminists" have to say about these issues. And yet, here we are."

Thank you!

Thank you!

Thank you all for the work you do, get paid far too little for, and receive even less thanks.

You ARE helping to make the world a better place!

Additional thanks to:

Erin Casey, Keith Edwards, Rus Funk, Bobbi Hughes, Jennifer Warwick, Caitlin Back, Joshua O'Donnell, Dorothy Edwards, Ben Atherton-Zeman, Kim Eby, Rebecca Walter, Connie Kirkland, Christine Mathias, Advocates around the country, and countless women and men who have come before, taught and inspired me, and made this presentation possible.