



**It's On Us Workshop:
ENGAGING MEN
IN VIOLENCE PREVENTION**

Agenda

- Introductions
- Self-Care Check In
- Why Engage Men?
- Masculinit(ies) and Violence
- How to Engage Men
- Overcoming Barriers
- Toolkit Materials + Next Steps
- Self-Care Reminder
- Post-Training Survey

Learning Outcomes

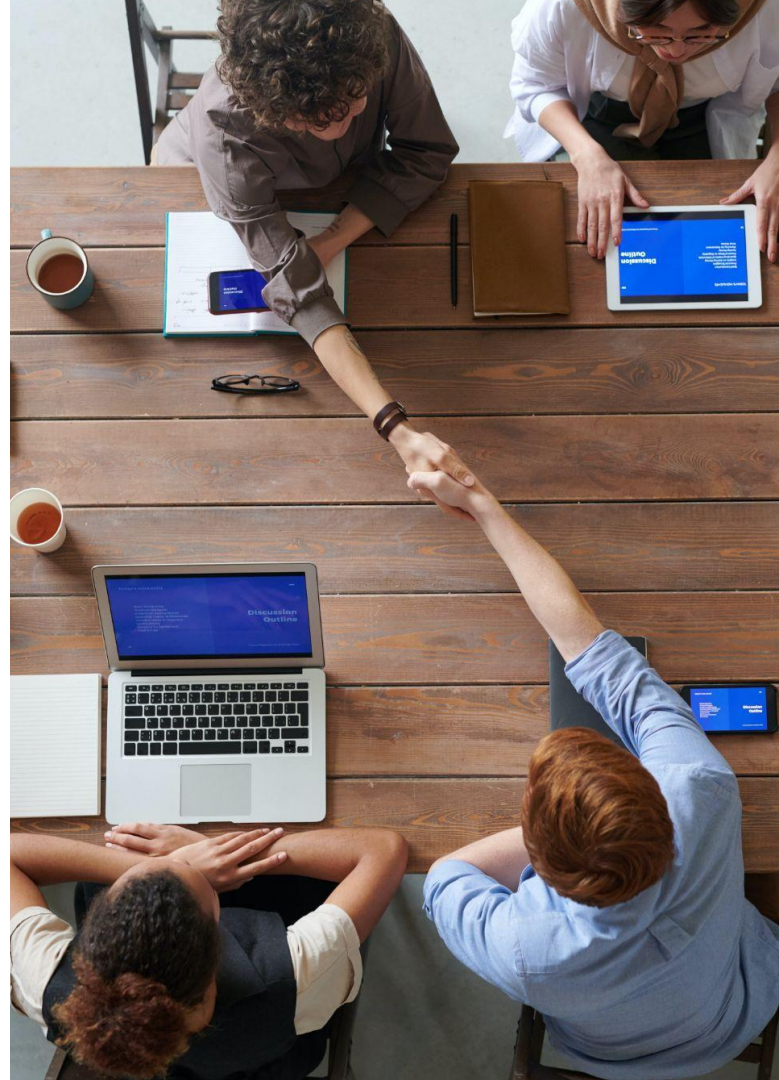
IOU chapter members will understand the importance of engaging men in prevention.

IOU chapter members will discuss barriers to engaging men on campus, especially those who belong to high risk groups.

IOU chapter members will integrate successful strategies for engaging men into their current prevention programming.

IOU chapter members will learn strategies for collaborating with men across campus to own their responsibility in violence prevention.

INTRODUCTIONS



SELF-CARE CHECK



WHY ENGAGE MEN?



SEXUAL AND DATING VIOLENCE AFFECTS ALL OF US.

Anyone of any gender can experience violence. Sexual and dating violence are not solely women's issues. When one person is harmed by violence, the entire community is harmed by that violence.

WE ALL HAVE A ROLE TO PLAY.

When violence is normalized in our culture,
we each have the responsibility to break the silence
and speak out against it.

MEN CAN BE LEADERS.

Men speak the language of other men.

Men know what harmful messages they have been taught and can help other men to unpack them.

MEN CAN CREATE CHANGE.

The vast majority of men want healthy relationships
and sexuality.

Men can promote positive norms and teach healthy
skills for strong relationships.

MASCULINIT(IES) AND VIOLENCE



THE MAN BOX

If a real man entered right now...

- What would he look like?
- How would he dress?
- What job would he have?
- What kind of transportation would he use?
- Would he wear any accessories?

THE MAN BOX

- Tall, dark, White but tan, and handsome
- Business suit or designer clothes
- White teeth
- Leather shoes, nice tennis-shoes
- Wears a Rolex or other expensive watch
- Fit, cut, muscular
- Works out daily
- Owns and drives a sports car
- Works in finance or business
- Lives in a city or big house

Describe men who
do not fit this profile.

THE MAN BOX

- Tall, dark, White but tan, and handsome
- Business suit or designer clothes
- White teeth
- Leather shoes, nice tennis-shoes
- Wears a Rolex or other expensive watch
- Fit, cut, muscular
- Works out daily
- Owns and drives a sports car
- Works in finance or business
- Lives in a city or big house

Describe men who do not fit this profile.

Anti-femininity & heteronormativity

- Queer or Gay
- Wears heels or jewelry
- Wear skirts, dresses, or crop tops
- Long hair
- Thin, not toned, or fat

Classism

- Jobless or pink/blue-collar job
- Bikes, uses public transportation
- Thrifted or second-hand clothes

Racism

- Black, Brown, Multiracial

Ableism

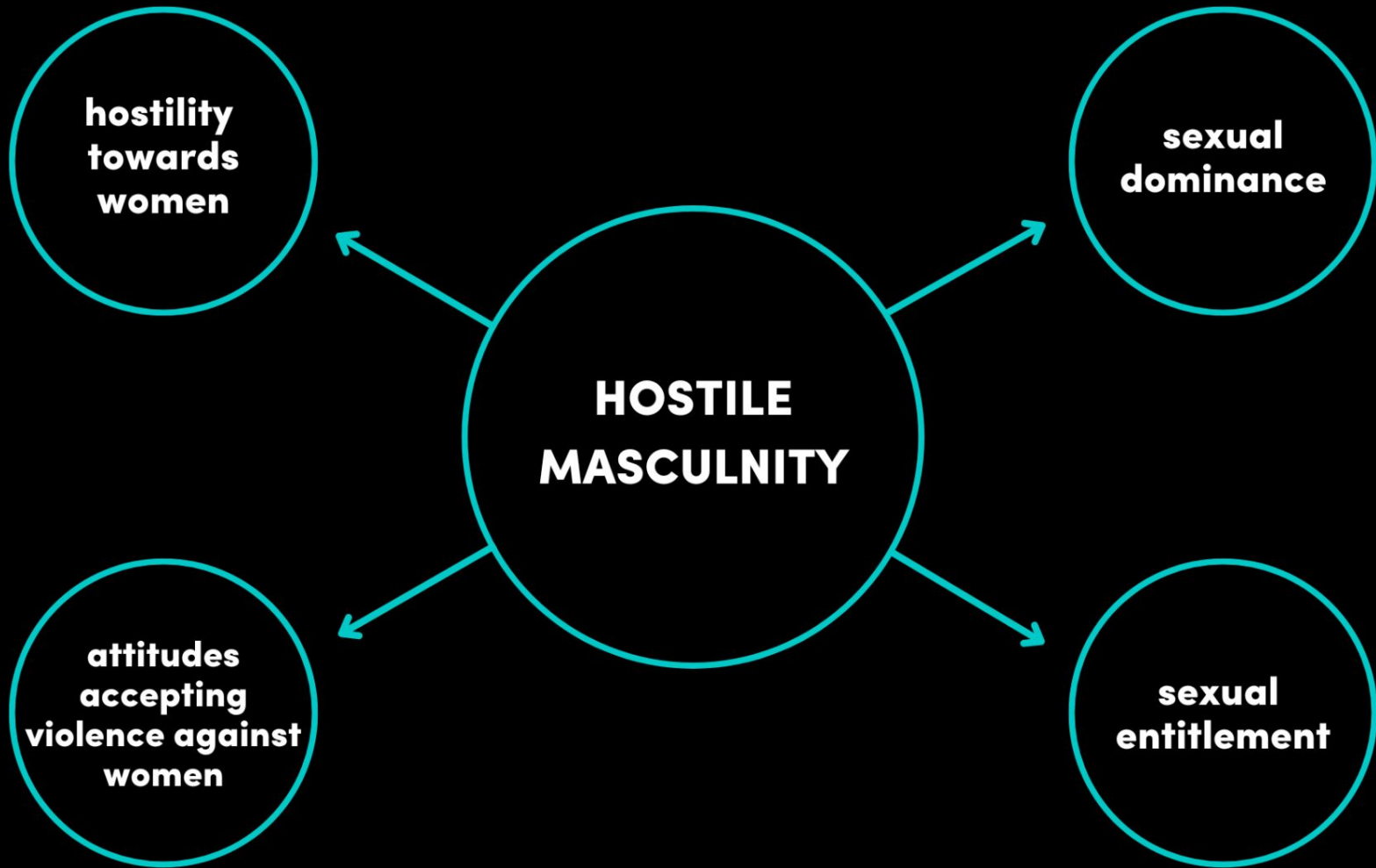
- Physical disability
- Mental health challenges

Allan G. Johnson in *The Gender Knot*:

“When all is said and done, masculinity and femininity do a terrible job of describing women and men as they actually are...they do describe us as we are **supposed** to be. As the reasoning goes, masculinity and femininity make up ‘gender roles’ that define how men and women are expected to appear and behave”.



THE
MASK
YOU
LIVE
IN



Allan G. Johnson in *The Gender Knot*:

“Men’s acceptance of the cultural association of manhood with control makes them complicit in its consequences, including the use of violence. Acceptance need not be conscious or intentional. Individual men need not be violent themselves. Mere silence—the voice of complicity—is enough to accomplish the effect, and to connect them to the violence that other men do.”

Aspirational Masculinity

The philosophical approach to engaging men in a positive and deliberate examination of male identity, the relationships and behaviors of and between boys and men and, is focused on fostering a broader understanding of being male that includes empathy, vulnerability and emotional honesty around critical issues impacting relationships, sexual behavior and personal growth.

- Don McPherson



Aspirational Masculinity

POSITIVE

What we want and hope for boys and men, promotes the positive and intentional examination and pursuit of authentic and a complete male identity.

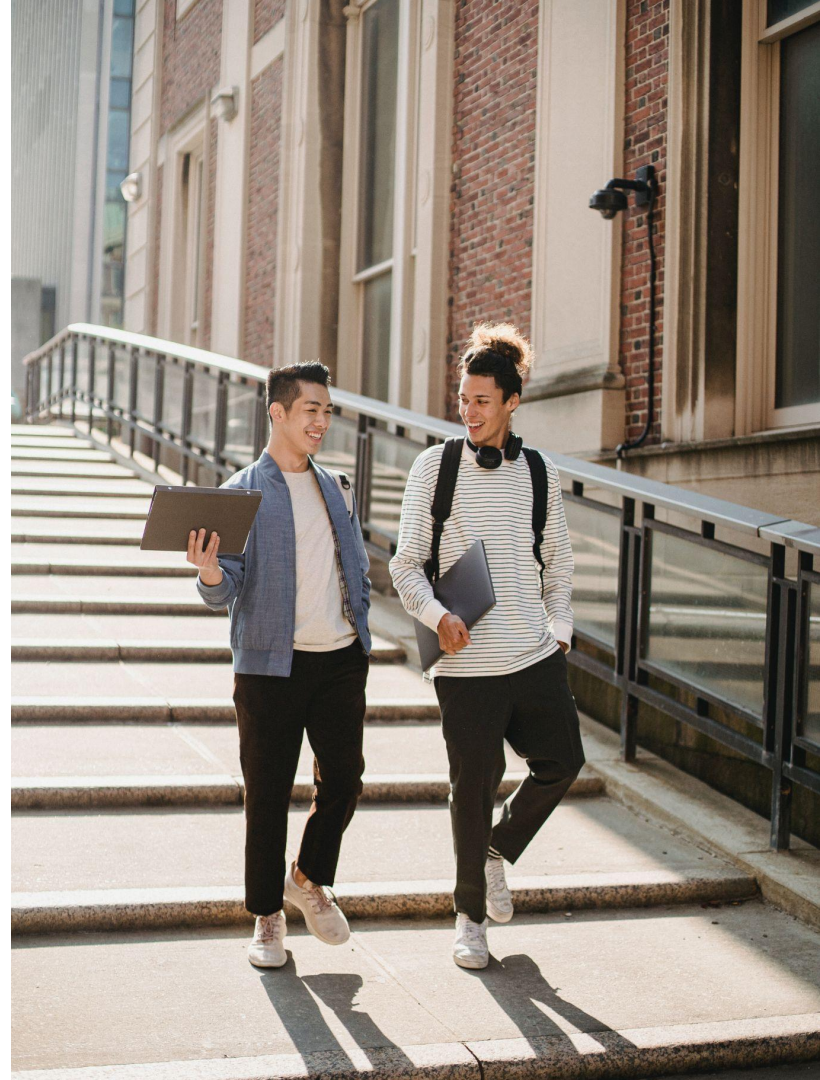
DELIBERATE

Recognizes the roots of examining men's behavior in the work to end men's violence against women.

RELATIONSHIPS

Prioritizes "relationships" with and among men in their influential affinity groups.

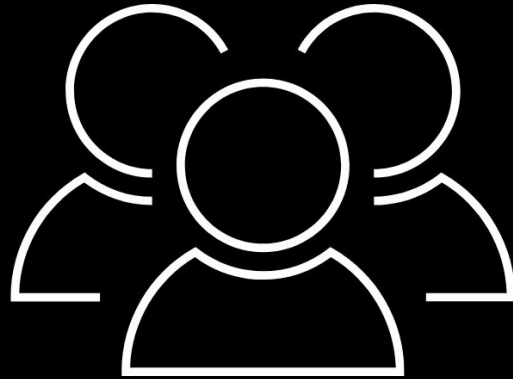
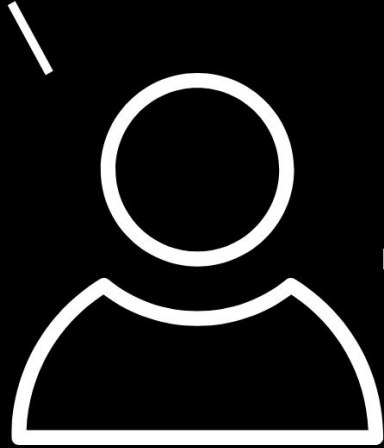
HOW TO ENGAGE MEN



QUICK ACTIVITY

Crocs vs. Not

They all think this is ok.

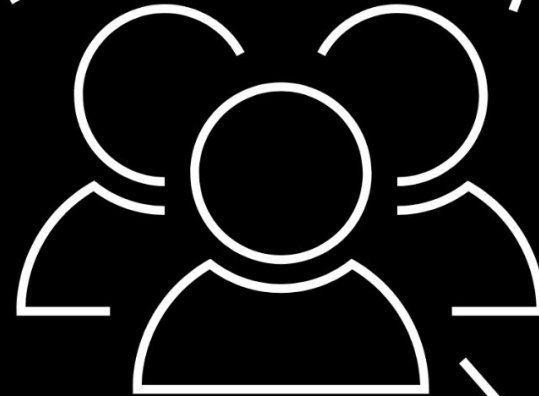
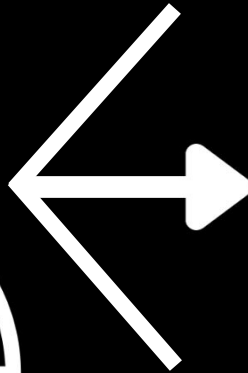


laughter

They all think this is ok.



I'm so uncomfortable!



I don't know how to respond to that...

laughter

That was a weird joke to make.

Social Norm Misperception

**No one is
responding.**



**They must
think it's ok.**



**I won't say
anything.**

**Most of my
peers do it.**

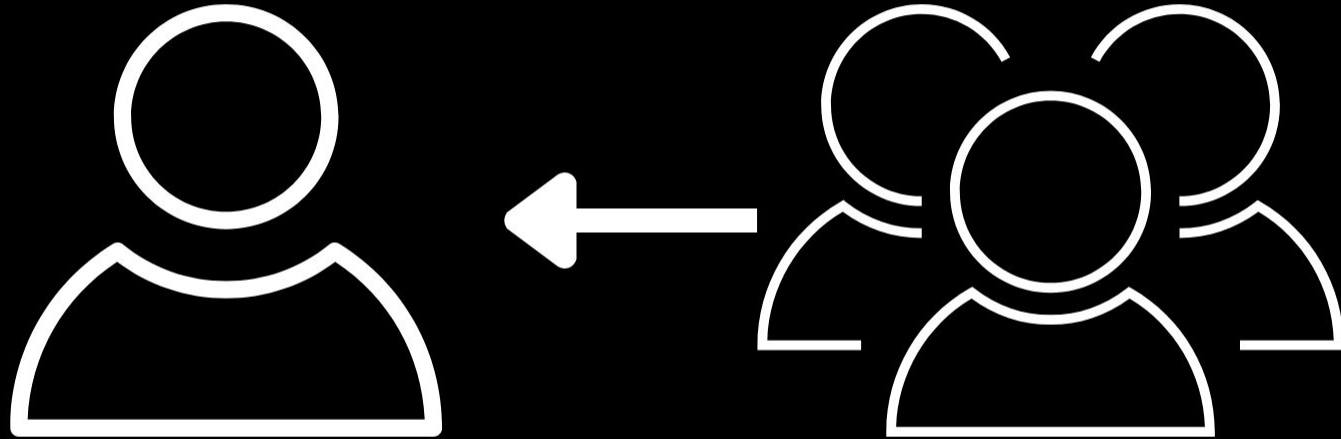


**They must
think it's ok.**



**I should
also do it.**

Influence of peers



It's all about how you approach it.

Tone and Messaging

ABUNDANCE

It's easy to get stuck in a scarcity mindset – focusing on what we don't have. Instead, we can focus on and get creative with the resources our community **does** have.

STRENGTHS

Rather than telling our audience what **not** to do, we focus on sharing tips and tricks that they **can** do, and build upon their strengths.

SKILLS

Historically, prevention has focused on teaching people to recognize violence. Instead, we can focus on building skills that will promote healthy, fulfilling communities.

Shift the Focus

Fun, engaging prevention first!

- Start at zero.
- Avoid putting men on the defense.
- Men may not see themselves as survivors, even if they are.

Start with Questions

Get the conversation going.

- Ask if they've ever had sexuality education.
- Ask how old they were when they first learned about sex.
- Ask if they've ever been taught about men's mental health.

Make Space

Lead judgement-free

- Create an atmosphere accepting of joking and humor.
- Admit that no one is perfect.
- Focus on the future.

Meeting Men Where They Are

COLLABORATE

- Partner with athletics.
- Co-host fundraisers with Greek Life.
- Give a workshop to student organizations that are mostly men.

USE MEN'S SPACES

- Host men's circles with a supervisor or counselor.
- Host activities on men's floors in dorms.
- Host a meetup lunch for men to talk about mental health.

NETWORK

- Invite your friends and classmates who are men.
- Have attending men bring a friend or two.
- Give incentives to men for recommending your programming to other men.

OVERCOMING BARRIERS



Challenging Question #1

Can't men be victims too?

Challenging Question #2

What about false accusations?

Challenging Question #3

What if I thought it was consensual in the moment but find out later it wasn't?

Challenging Situation #1

A man makes a victim blaming comment.

Challenging Situation #2

A man makes a rape joke or says something inappropriate.

Challenging Situation #3

Someone discloses that they or a friend has committed harm. Or shares a specific example.



**It's On Us Toolkit:
TITLE HERE**

DAILY HABITS



- Drinking enough water
- Eating filling foods
- Getting enough sleep
- Talking to friends or family

Taking care of basic needs is the beginning!

SELF-SOOTHING



- Taking a bubble bath
- Getting a massage
- Zoning out on social media
- Cooking a cozy meal
- Doing something fun with others

Take time to tune out daily stressors.

MANAGE EMOTIONS



- Meditating or spiritual practices
- Exercising
- Snuggling up to a favorite movie
- Listening to calming music
- Venting to a friend

Practice regulating your nervous system with familiar things.

EMOTIONAL WORK



- Journaling
- Counseling & therapy
- Reflecting
- Feeling emotions fully
- Practicing coping skills

Work through your emotions towards healing.

HEALING WITH COMMUNITY



- Participating in cultural practices
- Engaging in spiritual or religious gatherings
- Group dancing or singing
- Advocacy and activism
- Group discussion or reflection
- Sharing a meal

Intentional community with others is the ultimate path to healing!

Post Training Survey

NEED NEW SURVEY LINK HERE

