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In the past we have explored some thought-provoking subjects and we have learned from organizers were working in different fields of social change. We will continue with that today.

We have Chuck with us, he will guide us through how to engage men and boys in the struggle we are all engaged in. Ending violence against women and girls.

Before I handed over to check, -- Chuck I would like to remind you about the purpose of the keynote. Keynote address occupies a important place in the curriculum of advocacy. You are engaged in advocacy so this will be helpful. It is designed to inspire our thinking and provide us with information about social change. That is going on around us.

It allows us to stretch our imagination exercise and the political muscles and really sharpen our advocacy skills. Keynote addresses motivate us to take a look how we advocate and challenge us to do better. It moves us to deliver social change efforts and before I introduce check -- Chuck. Living introduce Liz, she is the faculty member who is on the call today. She is the tech expert who will tell us about how to do things with this virtual machine.

So Liz can you tell us more?

Thank you. Hello everyone. First I will let you know that beeping that you hear is background and the connection with as people are joining. We have a large handful of people who are participate in this session. That is terrific news.

For you who may participate in the session just by telephone only, the phone lines will be muted for the entirety. If you have a comment or question that you would like to pass forward to me you can do so if you send an email to liz@praxisinternational.org.

For the rest of us you are skilled and familiar participants in the webinar process, utilize the chat. Chat in the question box at any time if you have specific things that you would like to share privately you can do so in the privates have. Otherwise the public this the comment -- otherwise the comments will be public.

If you have to to get disconnected, rejoined by telephone or the webinar link that you received. It should get you back where you belong and finally, the session is being recorded if there is anyone who is not able to participate today you can look for the session on the ALC on the Praxis website.

Let me introduce check dairy -- check dairy to you. When he was in his mother's womb [Laughter] -- you are only 3 years old [Laughter]

He provides training and technical assistance nationally and internationally on dynamics of domestic violence. Criminal justice system reform, effective coordinated community response to

domestic Wiseman -- domestic violence. Rehabilitative programs and engaging men in primary prevention strategy. To stop sexual and domestic violence before it starts.

We are honored to have you helping us understand how we work and complete. Most advocates are engaged as I am in working with women and thinking of men as adversaries. This is very helpful to have you. To talk to us.

I am pleased to be here thank you.. It is a continual honored to be working for the last 30 years in the battered women's movement. It has been incredible, and incredible change that has changed my life dramatically. I appreciate the graciousness of the women I work with and willingness to challenge me and be angry with me at times and have major education on how to be a man. And how that plays out in women's and girls lives and men's lives as well.

A couple of things -- number 1, I will use the/she language, I will talk about violence as it occurs in heterosexual relationships or by heterosexual identified men. Occasionally I will use language of violence, examples of male socialization. I will talk about male socialization and social norms and then talk about primary prevention, and then share them prevention initiatives that we have for engaging men to go talk more towards the end about the ways we engage men.

Social norms and name -- may use language for violence. I will just start with the problem which we are familiar with the course of us the statistics change between 1-3 and 1-4 it depends on the women are in the communities that they are in. 1 and three women who are sexually started by has been or boyfriend.

-- Sexually assaulted by husbands or boyfriends, how is this possible? I wonder how many of you have a little garlic is your life? A two-year-old, they are just jumping around. Getting their own personalities. They are just little cuties.

Beautiful.

Little angels. Okay?

So how is it possible that you have anywhere [Indiscernible] of the suite [Indiscernible] of the Suite 2-5-year-old boys growing into abusers? What is happening in the culture? There is no way this many men can be abusing this many women? I want to talk about that. To begin with -- some of you have seen this graphic before I'm sure. How the culture of men who are violent towards women sexually or physically. How do we intend to the cultural norms and individual behaviors?

We had to she smokes -- two key, I have done a lot of work in intervention. The last 25 years of work and more recently doing a lot of primary prevention. How do we stop before it starts question that we have to have effective ways of responding to the harm once occurred as well as stopping in.

Before it starts.

So what I would like to do is ask you -- for a minute, what would it mean to you personally, if there was no social or domestic violence period? Trafficking? What were your world be like personally?

Think about that. I would like you to chat in, if you can summarize their world with no sexual exploitation. In one word, what would that be?

Let's see what you are thinking -- what would it mean to you personally?

Peaceful.

Equal.

Yes.

Unity.

Less stress.

Respect.

Belonging.

Interesting.

Unbelievable, yes.

Freedom to marry.

Freedom and harmony.

Yes.

Freedom from all restrictions.

We would be out of a job, [Laughter]

Freedom, justice, joy -- joy. This is division of primary prevention, this is what we are looking to create.

Basically looking at how we systematically take action before the violence occurs? I will focus on that today, primary prevention.

What are the norms? First thing. Norms that support sexual and domestic violence.

One thing that is interesting about from information you have these things that happen and people take you for granted. And say that is that way that men article I've heard many times, doing groups mental status this is is -- this is how it is it has been this way for centuries and men have always been this way and you will never stop in.

-- Stop it.

Is true for some cultures. Item missing a sign -- it is not true on this continent. If you look at indigenous peoples North America there is very little sexual and domestic violence happening until my people, came over and brought different belief systems.

All these are interconnected in some cultures and then you have European values the state power -- sour -- that say power over. Consequently you have the fruits of these belief systems. In traditional life with many native American communities there are very little sexual and domestic violence. In our area and Minnesota traditional and [Indiscernible] did not have a word for rape.

So what does that mean? For many years, to happen so intricately there is not even a word for it.

-- So infrequently there is not even a word for it.

Equals with women that is the norm for this continent for many of years, only 2-300 years old that we see sexual and domestic violence happening on this continent after the Europeans came. How do we make the changes?

This is the spectrum of prevention funding prevention Institute. Many may be familiar with this, thinking about prevention is tradition -- they look at strength and individual knowledge and skills promoting community education and that is it. Educating providers but oftentimes they stop right there in the prevention. What we know from history, the most impact happens when you are changing organizational practices and public policy. We have examples of this various social change movement, civil rights movement.

Have you seen the movie Selma which I recommend that was 50 years ago African-Americans and was the white people. March from Selma from Montgomery Alabama for voting rights. We would not be talking about domestic and sexual violence, changing laws, organizational practices, responses and prevention. Gay rights movement, in Minnesota a couple of years ago we had a constitutional amendment to ban same-sex marriages.

That failed the constitutional amendment did not pass, shortly following was a law making same-sex marriages legal. It has been amazing when I talk to friends how much support because of the change in law those people who always supported Sam -- same-sex marriages have come out more and more themselves, heterosexual people and giving all types of support to their friends and family.

Smoking. That was obvious, a lot of education and the past and then we had to change organizational practices in workplaces and bars. People say it is impossible if you told people 30 years ago there would be no smoking in any parts of any public places in Minnesota, they would

say you are crazy. It is very common for people to say -- primary prevention is impossible. But we do it anyway.

Here is the slide I missed this is from the sacred circle. Looking out on the right side we have the common beliefs of traditional native life. And then postcolonial you have the fruit of the tree disappear. Because of the beliefs and violence and oppression.

It is a great slide to use when talking to people about the differences in the chain -- the change of norms. North America examples of men and women living together.

What are the norms that are currently impacting? Sexual and domestic violence, violence is acceptable, power over -- private matter let's not talk about it. I want to talk a little bit about -- social norms. Myself I have a boy child in Minnesota.

I was from a working class family, the worst thing that I could be -- when I was about 3 feet tall - - who most of you on the call are. What is the worst thing that could be?

Don't do anything like a girl, cry like a girl, nothing.

Here I am 6 years old I'm in first grade. Thinking about a home run, I am pumping my arms right, acting like a man I am 6 years old. It is not to give up his site is the worst thing that I could be is a girl that obviously boys and better -- are better than girls.

Movie into middle school, puberty, the worst in so I could get -- to be called -- if somebody called me a pussy or a woman, I knew that those were fighting words. If I did not find, I would be a pussy or a woman. And that would be the last thing I wanted to be when I was 13 years old.

And coaches who were motivating us by insulting us by calling us girls. Using that as a and so, ladies stop running like a girls best like a girl or whatever that was --

The thing that was interesting that became more and more clear, anytime you have one group of people the entire group of people who think they are better than another group. You have routine levels of hostility. Not only were we insulting each other by calling each other girls, we were hostile towards girls. There was a male cultural norm of anti-women or women hating interaction.

An easy way to make an example of this cultural acceptance, hostility towards women is the words that we use. When we talk about women, I want you to chime in again, what are some words that men use when they talk about women who are not pretty but are very common.

Let's have examples.

Chuck can I ask a couple of questions?

Sure.

When you talk about changing and then normals in terms of male roles. One of the things that keeps us that is the idea of divine dictate. The norms can be made by human beings but they are given to us -- five -- by a higher power. Did you come across these kinds of issues? How do you counteract these?

Well it depends on the level of understanding of different religious beliefs.

So I think this is a very -- provocative question.

It will take a while to go into it. One of the things I do for instance, I will look at different religions and the in what way did the religion support women and honor women and I will bring that out. Many people who want to use religion as a way to keep women press, will identify those parts -- pick and choose and conceptualize different parts of learning different parts of Scripture or text. In fact support their arguments the oftentimes there are other aspects of the text and teaching them also support and honor women. There are many traditionally spiritual practices that affect do support and honor women.

Being raised a Catholic about -- a Christian boy. One of the things I will talk about at times, I will not go into much detail about this. But Jesus was a radical feminist. Jesus talk to women at the well, that was not heard of. He has a relationship with Mary was about to be stoned by the men in the village. And he says, whoever has without sin throw the first stone. Jesus appeared to after his resurrection was his mother and Mary. Different ways in which we are familiar with different religion, how we can counteract some of the assertions that this is God's will that women are not fear your to men.

That is very helpful.

It is a great question. And it can be touchy at the same time very powerful. There are many places -- there are folks who have delved into this religion that can answer that even more.

So -- anyway we have all of these normalized hostility towards women. It is justified, we've got posted -- places that comes out in language. I was unable to watch the chats but in terms. The C word and that goes on and on, bitch and whore and the men nothing connected to the words.

Also being entertained by violence against women. This is a small WWE wrestling match, you can see on the lower right this is in the Stadium. Multiple levels, thousands of people in the auditorium. If we actually heard the audio, what we hear? Cheering, clapping, get her -- get her. It is bed -- men drink and beer and having a good time. It is predominantly men. This is one example, you see music you see TV and video games etc. This is one example, you see music you see TV and video games etc.

Here I am the worst thing I can be is a girl. Boys are better than girls. Then you have a facility one group thinks they are better than another day raise sexism. Then throw in this into the mix.

When I asked men were did you learn about sex? They will say different things, school, -- but this is where I learned about sex, predominantly with men it identify with sex, pornography.

I have not opposed to sexually explicit material but this type -- this is why I am identifying here. What I mean when I say pornography.

Degradation, domination and violence and objective.

This is what cannot be looks like right now. This is a study that was done in Boston. 90% of the acts of every act and constabulary photography was -- contemporary pornography was aggressive in nature. Right now we're taking some of the most powerful pleasures in a boy and a man's body, heart and mind, tied up directly to women's pain.

This is how old they are when they start to see this stuff and many of them younger.

Right? We have 30 years of research that makes the correlation for the aggression against females from people who use pornography and believe [Indiscernible-low volume]

This thing is not just happening in pornography, we see this aggression, sexual aggression and justification and exportation of women in advertising.

This is fortunate imagine a -- Fortune magazine suggesting that women's career should be stripping.

A billboard cheap satisfaction guarantee, high-speed Internet advertising.

The target field in Minnesota twin Stadium they put it right in the middle, 15 should clubs -- strip clubs. You see the slide, you have three American values, mom, apple pie and baseball and now it is mom, apple pie and strip clubs.

Down at the bottom there is a sales 45-six-year-old -- for 5-6. Quarrels. -- Five-six-year-old girls.

A T-shirt from Kmart, problem solved.

Up in the right dolls that are designed to mimic women who are prostituted. You have a pimp. You have this little girl on the right, I do not know how old she is? 8 years old? What is that doing on her bottom? What is that word doing there? What is the purpose of that?

How is this possible?

Any women want to talk about that to us?

Man haters.

Bashers.

Different ways that we shut that up.

This is the norm that is happening.

Chuck that little girl with her pajamas or pants, that really worries me in what kind of message that we are giving them.

With this be a good time to ask people to ask questions or set of questions in?

Yes.

If you have any questions please put them in the chat box. We will put it to Chuck and go with that. And he will answer some of those.

I may not be able to follow the chat box. If you five questions that you want to give to me, that will be great.

Yes I will do that.

Feel free to check your question. -- Chat your question.

What of the things that I am listening to Chuck, some time ago. There were two films that I saw that were absolutely amazing. Killing me softly and again killing me softly -- have you seen them? Advertising. And the messages the advertising is getting to the women.

Some of the most amazing analysis that I have seen about advertising and how these big companies are putting money in a particular way. Which degrades women day in and day out.

Develops a normal that's prepares women to buy back their material that also attitude of -- by their material -- buy their material and the attitudes of men.

I believe there is a third one out right now.

They are fantastic.

Killing a softly 4 is fantastic.

That is great, thank you.

It is interesting on the slide right here, this T-shirt, problem solved. What you are bringing out, how many people were involved in designing the teacher? They had to think about -- should we have stood children or have children with close on them?

How many frames? Should she fall headfirst or on her back? It is very conscious decision be made on how this is designed and distributed and promoted.

Then you have the buyers from Kmart who are purchasing it. It Association says, yes we will purchase 300 of the T-shirts.

It is the institutionalization of sex which is killing a softly.

Misrepresentation is also an excellent documentary how women are portrayed in media and sales.

I want to bring up one thing, you have been working some international -- internationally on the same subject matter in India that you have been involved in. What are the things that we see? In India at least, even I was say [Indiscernible-low volume] definitely gender segregation. There have been studies done with Indian films these are not pornography we are talking films that show degradation of women or rape scenes. Just violence against women.

On a routine basis, and they develop the norm in men. Men learn how to deal with women or even sexual knowledge from the film. If you have never seen it it may be an interesting experience for you.

Films teach us a great deal about gender relationships. I want to bring that to your attention, and get your thoughts on that?

Yes. There are so many powerful ways when we get the messages about no domination. -- Male domination. And girls how they look at the body top how they can pleasure men or serve men. It is global. As I have done more and more international were, the thing that is most startling to me is that the differences, and how men are responding to women across the globe. It is really similarities.

Regardless of the country what part of the world they are from or religious background or political class background, it is strikingly amazing how male cultural norms across the boundaries. Race and ethnicity will -- where men dominate women.

It can feel like is very overwhelming, right? How do we address and go forward in a meaningful way?

Okay. That is fantastic, if you have questions right away send them into the chat window. We will keep and present at the next break. Let's go on with the presentation of his time.

Chuck?

We're looking at the basics. Violence against women is a pandemic. It is not a epidemic it is not rising is normalized. If you are born a girl in the US you have a 1 in 3 of the sexually [Indiscernible] also social environments can be reshaped, current environment benefit men. Men have a responsibility and unique opportunities to prevent violence against women.

So the way we do this of look at the interplay of the spectrum of prevention. How -- the only reason that we do awareness building, or educational programs for men is a great a social will and political capital necessary to change organizational practices and public policy.

When we start looking at how we're perceived and engage men question how can we use influence and use influence to make the social changes that are necessary.

Minnesota men's action is up in the came out of the 2005 Minnesota Department of Health of sexual violence prevention department. Once you find a way to engage men. I was contracted with them and Frank for the peacemakers into a movement. We did a statewide assessment of male involvement throughout the year, it had been sporadic in different areas of the state. There is still widespread encouragement to engage men.

The men's action network was developed. One of the first things we did is listening to women. Grady focus groups, we are building this work off of over 30 years of women's advocacy work in Minnesota. We knew the first thing we needed to do is listen to women at show women are presentation and let us be checked out. What we were saying to them and so they can give us feedback. We asked the applicants with of the challenges opportunities and threats of the male engagement?

These are some the things that came up, we have the focus group report on the Minnesota men's action network, the website. You can get to the website through Google.

You will get a lot of information that I am talking about today. The focus group one of the things that came up was keeping gender-based perspective on domestic and sexual violence and also feeling pressure to have planes human sensibility. This is my concern, being a battered women's women and made -- watching amazing things women have done. One of the reasons they could make such changes as they did not listen to the sensibility of men. Did not have been on their board initially, that I had men and their staff and consequently not worried about what they said in front of the men so the men did not feel bad. They do not have to deal with the men say Al -- not all men are bad etc.

I was concerned we do not take the political edge off of feminist women's work in making changes for gender justice. That was my concern, one of the challenges for us to continue to be honoring women and talking to men as I was -- as allies and partners. Not guys coming in saying you should do it this way or that way.

Predominantly limited opportunities how can then use influence consumer to change -- use their influence to change how their five-year-old son talks about girls?

Change how they are 25-year-old house or friends in the locker room talk about women?

Change how the organization hires and the salary -- pay equity in the organization?

The list will go on and on of the opportunities of engagement.

Some of the threats, men in organizations will squash women's rights. What is motivating meant to be involved in the issue? Men who are abusive will actually join groups like Minnesota men's action network to make themselves look good and maybe get a child custody case. Or what we have found from the late 80s when I was first working, men will say they are part of the groups

as a way to get women sexually interested in them as well. We have to be very mindful of how as men we do the work, doing that well, we are watchful for any kind of signs of disrespect or may not being accountable.

This becomes a critical piece of the an outline -- outline -- ally. You have to listen to women and acknowledge women and understand it and feel it. And except women's leadership.

Acknowledge her own entitlements -- your own entitlements. When resident to do this work, I thought this would be interesting. I wonder how they are different from me? The most amazing piece for me and what is challenging, not how many were different from me, how much I was like them and how much they were like me.

The key for me not the difference, how I don't like them. That starts a difficult conversation. And the challenging kinds of representation of how you want to be a bad and how I am accountable.

-- How I want to be a man and how I am accountable.

We did advocacy focus groups throughout the state, we will get men to the table with great success. If we did a forum about sexual and domestic violence we were being clear we will calling on men. We want men to participate this is a forum to could -- to discuss. If you just say it is a sexual and domestic violence meeting or form, then do not show up. Maybe 1-3 do. If you are clear in the title an explanation of presentation, meeting or event and your really calling on men inviting them to come. Generally they will show of.

We did not have men -- have problems getting men to the table but we do not do -- we did not know what to do with them once they got there. We had to originally asked men, what we wanted at the end of the three-hour form our purpose was to get for guys in the rooms that said yesterday would do a follow-up to talk about this.

We had advocates in each of the forms as well. And everyone we had about seven men who raise their hands and willing to do a follow-up meeting we did not have the resources, funding and support to reconnect. One week later. Given the technical schools they needed to go forward advocacy programs did not have the capacity for that as well.

In so consequently because we could get them to the table, but did not know what we should do with them, we step back and started to create initiatives. That could be used.

So this is where I will move into now, share with the -- share with you the initiatives developed that are for the communities that others can use. We will start moving into the phase of reconnecting with men throughout the state. Promoting these changes.

Chuck maybe we can stop for a moment before you move on to the actual lessons. There are a couple of questions here -- they set of a movements in upstate South Carolina called man up state.org, this is the engagement work that is going on a lot.

Or at least somewhat indifferent places. Some of the pieces you brought in are so important. Some of the challenges and some of the threats -- I want to see if somebody has any questions? For example, for me the first question that comes up, two questions actually -- when men come in because they have a lot of corporate understanding. And institutional experience, they need -- they immediately start taking over the organization. We have to listen to women, whether that happens with everybody and how do we do that? That becomes a question for me.

I know when men move then we had to be pretty [Indiscernible] know you cannot do that. -- No you cannot do that. Some men remained and some said yes, that is the way it should be. Some felt -- that is not going to be me.

How do we address that kind of an issue? That is a question, the second question -- competition for funding. Whether we like it or not men are still valued more and men's work is valued more in society to the they bring in more funding for their own work rather than diverting into women and women's work.

I would like you to kind of address those issues before we move on? Or maybe you can keep it for later -- whatever is easier for you.

I think -- it is really -- I mean that is the one of the things to know when you align with men, are they willing to take this to issue? And listen to women. I like what you say about no this is not how it will be here. Women are leaders under the circumstances. What" take -- what men will be allies.

A lot of times it is a direct conversation with men around expectation. If you have other male allies I would utilize them to have conversations with men, new staff members in the program or on the board. Have someone to come in and have a conversation, how do we act responsibly as men in programs addressing sexism? And sexual violence and domestic violence? How do we respect the leadership?

There are key points to be made with men about that, about privilege, about expectations in the world we live in. That can be helpful for men to understand the importance of FEMA leadership. Women -- of female leadership. Women have the best sense of what needs to change. And what is critical and how to change can happen.

The competition for funding is also a global concern as men get more involved. There is a way in which we need to be conscious both -- when we write grants we often do it in cooperation with coalitions or advocacy groups. We were looking for funding that does not a part of the normal funding stream for services for survivors.

And so through the collaboration we are looking for funding that isn't dependent -- we have to be conscious about in men's groups. And continue to have this -- critical to have women who are involved in the structural way and personal ways, professional way so we have this ongoing process of understanding how we can be accountable? And the work be useful and helpful? You are right, I used to do presentations with my partners and we will get up and rose. The

presentation and then she would do 45 minutes and then I would come on and say -- I will say exactly the same thing because I in the guide and now you will listen.

You will listen to a man versus a woman. You have to be conscious of our privilege that we bring to the world it does not go away. It is not something like we can take off like a coat. How do we use the privilege to further the goal of gender justice and equality?

Christie says, it seems like most anti-violence against women organizations have engaging men [Indiscernible] the challenges said is how to sustain?

Maybe you can -- take us through the lessons learned in the answers.

To some degree we will have the answers [Laughter]

The funding is an ongoing struggle for all of us. The status quo anytime you want funding change the status quo -- of course it is ongoing. It is a struggle.

We are looking at the interplay of the spectrum of prevention, not just education, awareness pills make. -- Awareness building. How do we institutionalize from the training we have? Once we get men to the table what do we want them to do?

I will give you some examples of things we created that can be used.

One of the things we couldn't is a [Indiscernible] project. Men are ripping their fabric of our communities apart from domestic and sexual violence. This is a pro bono services initiative is focused on male oriented traditionally, run businesses and ask them to provide free or reduced cost goods and services for survivors of sexual and domestic violence including trafficking.

Men can organize, working in partnership with the advocacy program, where they can contact businesses, and providers, and request pledges. Work with the advocacy program who can provide a certificate of hope for survivors.

If they need services or goods, they provide this certificate of hope to the appropriate business. For the free or reduced cost business services. For instance, a lot of times women want to get other domestic violence relationships, a lot of times a garbled/or tires -- a guy were slash her tires. Who will provide to free sets of tires and [Indiscernible] per quarter. Under the circumstances. The tire shop has a little plaque on the countertop it says, project.

A woman is able to go in and get a free sets of tires or half-price tires. You begin to undermine his ability to financially control her. You have autobody shops, keep using cars as his example [Laughter]. You will get free when shall -- windshield repair or egotistical because she has lost her teeth because of the violence he has inflicted upon her.

They will provide free dental care or a landlord. This is being done in Duluth Minnesota against sex trafficking helping people get out of the life of prostitution. Talking to landlords and hotels

for reduce cost free or reduced cost housing. Landlords maybe they will -- wave the damage deposit and maybe reduce the rent for the first 6 months. For instance.

Or maybe a caramel cracker or a drugstore the list goes on and on. All the documents necessary to engage community men in the work of mending the harm.

Is online Is online@themendingproject.org. All the documents that you need are right there. And I am also available for comments.

It is a great opportunity for measuring, for -- for mentoring. You have college-age men at community men who are conducting with high school juniors and seniors and the college age men and high school senior boys are together going out and soliciting these businesses. It could be banks for a loan, again there are 60 different services that are listed that we have from the advocacy program to indicate what is needed by women were trying to survive sexual and domestic violence.

To be a therapist or Dr., landlord etc.

Part of this came out of the -- raising the bar. On male involvement. We have a lot of things, take back the night, walk a mile in her shoes. A guy shows up and he is a hero, thank you. For showing up, the bar is about 2 inches off of the ground. All it takes for me to be good guys show up at a walk a mile in their shoes event. We want to raise the bar higher. We put money where our mouth is. We create a norm change in the community. It will not be tolerated. It breaks the silence.

So that is the mending project. We also do the coaching for change. Online training for coaches. We work with men as peacemakers in Duluth Minnesota. And Minnesota state high school league training for coaches about 30 minutes.

They have to take. It is mandated for 25,000 high school coaches that they have to take the training to get license. It talks about the cultural norms, conversations. If they catch boys in the locker room and what is sharing essential text -- text -- asexual text or photo that he shared with one of his buddies. They are having a conversation about the photo, how does the coach intervene?

This is designed for girls and boys teams, and design for male and female coaches who are coaching both boys and girls teams. There is been about 17,000 Minnesota coaches who have taken this so far it was just released in August.

We're doing in her law -- parallel training that will be done at the end of January for community athletics. Middle school age young athletes and coaches who coached them. 10-14-year-olds. This is on the link to the website, you can go to the website you will find the link.

You can go to the Minnesota state high school link and you will find a link as well.

Many years ago, we were at the University of Minnesota in Duluth. We were going to speak to students about primary prevention. I said to my colleague, Ed who was about 25 years old at the time. A few years out of college, we will talk to the college students and we will talk to them about organizational practice change of public policy. We will use a language and what will they do question mark he said -- their icicle back into their heads and they will go to sleep -- their eyes will go back into their heads and they will go to sleep.

How do we encourage college students the reshaping of the environment. Where do we go? Parties.

Other organizational practices at parties? Yes. Actually there is, you have been dying job it is to sell the red cup. And keeping people away from the keg so others can get beer or let the women to go to the front of the line to be able to get the beer first and another guy making sure the women's drinks are full making the Jell-O shots. Another guy controls the music is being played and the lighting. Have the upside is -- upstairs rooms were people are looking up are getting high.

Always -- all different ways of the party environment is designed to meet a certain goal. We created a best party model. To actually look at how would you reshape this party environment we still have a wild party, there would be no sexual violence? Or domestic violence?

They did this by talking to college-age women. And asking them things when you go to a party, you look around at the party would of the things you look for deciding what you will stay or not? What are the key elements?

The music, dance floor, talking about the lighting they cannot see their feet anymore they get groped. And so what we developed is a this party model, a college grant. It is an amazing vehicle for getting onto the campus. We have done so much work -- how many doors have opened up. We talked about the parties, they are very dangerous atmospheres for women. Men use alcohol and drugs as a way to sexually assault women and girls.

On the campuses, we have done this -- it really opened up what is happening at the parties and the residential halls, the physical and social expectation of the social hall. It includes athletics, on this campus we are working on right now, two major party houses that hockey and baseball teams. They do not have a very good reputation. We worked with athletics and admin on the campus to include key athletic players into the trainings for best party revolutionary. Dilute Minnesota is determined to be the best party town in the statement we have a group called party revolutionary's. Training students how to throw amazing parties, but are safe for women and consequently more fun.

One of the first things we did Minnesota clean hotel initiative. All of this information is on the Minnesota men's action network website. This initiative, there is an employee of Minnesota DOT -- Department of Health which a victim's conference and Minnesota. Went to a breakout session all-day about sexual violence prevention and how to respond effectively? And she went to her room at the convention center and turn on the TV, there was pornography on the TV.

What am I doing? Spending all day at the convention center talking about how we had such a worse -- had sexual violence and there is pornography in the hotel room. It is an amenity, we have video games and adult pay-per-view pornography. Working with Minnesota Department of Health created a initiative which is an employee and event planning travel policy, and event planning policy. Travel policy says we were reversible is when the state -- stay at hotels that do not offer adult pay-per-view pornography. Likewise, will only hold events and conferences and convention centers and hotels that do not offer adult pay-per-view pornography in the sleeping rooms.

We're not tried to get people from watching pornography, they can pull out their phones these days. What this is is a small simple divestiture policy, as it organization or public entity we will not use tax dollars to support businesses that are making profit on women's pain. Sexual exporting women as sexual objects for men's use.

This has been very effective as we begin to start thinking about stopping the demand and how we change the social norms? Sexual assault ration of women become more normalized.

The model policy and presentation and framing and messaging of this is on the website. And Southeast Minnesota they adapted this. And it was very interesting because what they have heard is -- I could've gone into the county and in a one-time presentation on pornography and the harms. Instead we did a policy. We had an administrator and county board and men's group who is working with us as well as primary prevention collaborative. Men and women together who work with us to create a policy.

What happened, this conversation about pornography is tied to violence against women. Became a water cooler conversation in the town. The purpose of this is to be at the revenue stream. What happened a great story I heard from them about what you're after they put this together. The chief deputy and sheriffs department contacted the holiday in which is in the city, there was a statewide law enforcement conference happening the chief deputy was calling because of the policy to see if the hotel sold adult pay-per-view photography in the sleeping rooms. The women said yes we do and the deputy said I am sorry we are not able to stay in the hotel due to the policy.

How long to make a final decision C-set? He said we have about 10 days. She said I will get back to you.

She emailed him within five basic they pulled pornography because we want government business.

This is exactly what we are hoping for and we have seen this happen more than one occasion. The conference center that has sold pornography it was a resort of in greater Minnesota. -- Grander Minnesota. We were going to do a conference there, and had one previously at the location before we develop a policy.

The person who book the events asked me -- if we want to do the conference she had been contact with me. We like the placement you so pornography in the sleeping rooms and we do not

do that because the policy. Most of the competition does not have pornography and she asked how long to make a decision? She got back within one week and said they had pulled the pornography.

It is very interesting it is a way of actually making people aware of the heart of pornography. The ties of correlations against violence -- for violence against women. Using our monetary ability to support environments of business that are not exploding women and children.

I have a question -- quickly -- I think it is close to what you are saying. Pornography or having the freedom to watch anything they want to is a privilege. And you save by -- saved by policy you curb that change it.

Now individually will that change the people -- is that the question?

-- Those single kind of action have the primary impact.

I think about smoking, smoking is banned sex. Of course. I think about smoking and I think about how the first initiative, the first policy in California was to restrict smoking. They have a non-smoking areas and restaurants and non-smoking. The people who put that together at a time, Larry Cohen said at the time it felt like a loss. So 40% of the place is non-smoking meanwhile the 60% of the place is smoking and I still have the secondhand smoke.

But it took traction. What happened, overwhelmingly more and more organizations decided to restrict smoking because of the harm to others. And then the law was made about no smoking. Currently when you talk about individual behavior, if I go to a conference not only in Minnesota but other states. I see people going out to smoke my they are kind of like -- embarrassed that they are smoking.

That is a radical change from 20 years ago. 40 years ago people were smoking inside of the conference. 20 years ago they were outside, you have never seen anybody who was embarrassed or ashamed. You see more more people nowadays at the conferences that is occurring.

This is one piece of any -- many ways we can begin to not only ways -- not only raise the harm of sexual sortation and harm against women. -- Exhortation and harm against women. You create policies that should behaviors, and attitudes. It comes from the top down saying no this is a problem. Pornography harms women. We support women in our community. We will not support those businesses.

So --

Think. That is really helpful.

It is interesting, when you go into making policy development, practice changes. All of these conversations happen. We want to raise awareness, when McCready initiatives, the Cree policy and practice changes. It creates more awareness that you can manage by simple events or presentations.

The other thing, I will do a couple more here and then we'll talk about the male engagement survey we get.

We partner with the Minnesota coalition against sexual assault did you community champions and have pilot sites in two cities in Minnesota. How do we get community collaboratives? To come together and looking at what specifically in their community can work to begin to address the social climate that is supported so much sexual and domestic violence?

On the website and the other website you can find really good resources around primary prevention. Webinars, they have all kinds of documents that you can use if you try to organize in your feedback -- your community collaborative. There are really good how to resources on that.

Encourage people to look.

As we go forward, one of the things that we do -- it was created by two white guys myself and Frank Jewell. Regardless of what the efforts are, in connecting with men across the state that creates barriers. For men's involvement that represent every community in the state.

So having conversations with allies men of color and women of color. How do we -- hit the start button? Working now to bring in men from -- that represent all of the ethnic and racial communities in Minnesota and begin to have a conversation about -- how do we collectively together as men representing every community in Minnesota. We want to end sexual and domestic violence.

We listen, to the women and what they would like from the man. As the men sit together as white men and needed men and men of color talk about the multiple layers of privilege and oppression. Looking at white privilege and what does that mean? How do I understand what that means to men of color and from different backgrounds.

Then we will work into a conversation about -- talking about shared privilege as a man in each of opportunities. -- In each of our communities. With can we do in partnership with women to make this change.

We are looking at sexual exploitation policies that deal with newspaper and magazine ads and marketing for sexual businesses. I would like to get into a larger conversation in the future, looking at sexual exploitation policies as it relates to procurements statewide policy. The vestige or policies as well. -- The vestige or -- divesture policies as well.

We are doing step best stuff -- we are doing stuff with how we intend six trafficking and prostitution. My partner in Duluth Minnesota we have a men against sex trafficking group. And a boy scarves -- Boy Scouts gender Ogilvie -- gender equity.

Boy Scouts have done very little, it is a mentoring process. Having older Scouts mentoring the older Scouts this is like athletics. Boys and men are interacting quite a bit and that may be useful.

Lastly, there are a number of organizations in the US and Canada, who are engaging men responsibly. Which is the key point. Called [Indiscernible-low volume] in New York stopping violence in Atlanta.

Stopping rape in Washington DC, White ribbon campaign. Michael flood from Australia this is an excellent resource -- number 5. And amazing resource how to engagement in research and information about that.

Prevent connect future against violence. It is a major national and international primary prevention institution.

Men's work out of Louisville. Men engaged global alliance, all of these websites are great to look at.

The global alliance has, that started in 2004. The coach [Indiscernible] from Brazil, and South Africa. They have networks we have South American network, African-American, self Asian, and started North America. To be a part of the global alliance, they have SELA politics and have -- solid politics and have excellent campaigns going on right now and what is called in care -- men care. How do you embed gender equity into your work? An excellent program that is global.

The other one is sexual and reproductive health and rights initiative. Looking at that as well throughout the globe. How men could be involved in supporting the sexual and reproductive health and rights of women as well as their own responsibilities to maintain that.

So -- the other thing that happened with me -- men engaged global, they created a accountability standard. I think this is a very good document. That can be used if you look at engage men -- engaging men. There are men's organizations in your state or community this is an excellent resource to look at. Eligibility is the bottom line, the foundation in which we do any work of integrity. How are we accountable to women? How are we accountable to all of those who are oppressed? What ways do the oppression intersect? How do we use our allies how do we work to further the gender equality?

So this is just brand new, I was pleased that they created the accountability standards to look into.

So I will stop for just a minute to see if there are any questions. This was a lot of information that I gave to you on the different initiatives.

And then I will end with a little bit of conversation about the Minnesota mail -- male engagement survey within about 2-3 years ago to assess the level of engagement in the state.

This is fantastic.

This is fantastic work going on Chuck. Thank you for sharing.

If you have any questions for Chuck. Put them in the checkbox we're getting a lot of great comments right here.

Very complimentary to you and Jane says, thank you for the excellent information and the mind expanding conversation.

Yes. It certainly is.

Ask applicants to post their own engaging men's programs on the Facebook page. That is a fabulous idea learning from each other.

Everything seems to be very -- people are engaged. They are turning their thinking caps on right now.

Send in any questions that you have we're getting to the end of the session time.

Please continue --

This is Liz.

I wondered about whether or not your PowerPoint can be shared? Can we post that on the ALC website for people to access?

Yes. We can make it to in -- make it into a PDF to share.

I will be certain to do that so anyone who is interested in a lot of the resources and the website references that Chuck identified in the PowerPoint. It will be available under this session listing on the ALC class webpage.

One thing I want to do is, talk about the coaching thing again. Minnesota men's action network, the webpage is on the peacemaker website. What Ed did a classic prevention strategy, the error heard -- arrowhead soccer facility they have 3000 kids and 1000 coaches. The largest programs in the country. They want to do something about -- violence and gender justice and violence.

He could have been a presentation to all of the coaches. Instead he goes in any talks with the director, looked at the mission statement.

Why don't we change the statement -- that is what they did.

By using the approach, they set up a presentation and training. As a part of that mission of the arrowhead youth soccer Association. It is part of the director's job to make sure that gender equity and respect is embedded in the program. It is how you institutionalize the goals and objectives of your presentation?

Men as peacemakers developed a impact, that is called -- program for coaches.

Community athletics and that is on the website small -- as well and that gets into moving beyond the training. How do you change policy and practice, embedded the change to culture and environment? The honors and supports people athletes and women in general.

We did the smell engagement survey. In the latter part of 2011. The report came out in 2012. We broke this into three sections, MSc programs, and specifically and general community.

51 women and 22 men responded.

I want to point out a couple of things.

What we see -- it people in the last 5 years were seen increase male involvement?

The advocacy programs said -- in the community on campus and they saw about half said yes increase and the other have said no it is the same. In the agency however they were saying that the a moment of men had increased.

Men serving they were overwhelmingly saying, yes we see more minutes on as well the general community.

We see the rise in involvement, part of what we did as well. In the report, look at how often were they involved question mark what were they involved in?

I thought that we would see 95% of the results would be the men had gone to a one-time event.

Takeback the night or walk a mile in their shoes or a breakfast or a luncheon during the awareness week.

Actually at least half of the folks respondent a cemented at two or more events. Half of them had been at over five events different types of activities. Spent I was surprised

I was surprised that the broad spectrum of activities. Anywhere from staff to the Board Members, coming to the event to help with fundraising. Being part of a collaborative. It was quite broad and I was surprised.

The level in which men were involved. It is still remarkably small. I am really -- I do not know -- what you notice in other parts of the country? In Minnesota I see or men step up. The global symposium for engaging men and boys and the global alliance in New Delhi India. They had 1200 participants. Expected 800-900 and they had 1200 participants. 65% were men.

We see the change occurring. The question is, how do we do this while? -- This while -- this well?

Someone asked to be a board member and they didn't. Another guy said they saw too much abuse in their life. It is interesting, it got to the question about -- will keep you involved?

When we talk about the methods to engage we listen to several things what was effective was the face to face contact.

When we start looking at what keeps you engaged? The men who are engaged, these the kind of things that we came up with. This is tied to the strategy to engagement and keep them. Do we convince them and say -- self interest to be involved? How do we get them engaged?

There is research there is research on a Washington state and others -- they came up with similar things that show up right here.

Suffering and hope.

A sense of justice.

That is why I am involved.

Women's life's art forever changed by assault and behavior.

Making it different -- difficult for women to trust men.

Native men that support and believe in the cause people living in a community where all members are safe.

's sister or a mother that helps me stay involved.

Collaborations with other men.

This information shows us, the reason that men were involved in what kept them has to do with cultural is an. -- culturalism.

This is fantastic.

I want to connect heads with hearts I do not care if they are offenders are men in the community I want to connect heads with hearts, understand the pain and how they participate in a culture that perpetuates pain routinely.

Silence is a part of the problem. Silence and action is part of the problem.

Chuck we are getting to the end of our time.

I will close --

Here are the images that we start to see of men.

Sexual and domestic violence needs to stop.

We start getting branches on that he -- on the tree and leaves an apples and we bring balance back in.

Thank you so much.

I am sorry to interrupt. This is so fantastic.

That gives me a lot of hope for the work that we do.

I want to close, really listening to Chuck talking a -- about how to engagement and the fabulous work that is going on.

Having men taking responsibility to engage other men. Socializing sons and boys towards the quality.

This is a fantastic. We really can hope to see a true change, and perhaps a balance. With the work that is going on. I really think you Chuck I am honored -- thank you Chuck and honored that you are guiding us through the work.

Thank you for joining us today and the next keynote address scheduled for April 22. We will have another really exciting speaker for you.

I hope we will have much more [Indiscernible-low volume] then we are having now.

Praxis and staff members are always available to you for support. On behalf of all of us, thank you again Chuck and thank you for joining us today. Stay warm.

Goodbye.

Conclude -- [Event Concluded]
