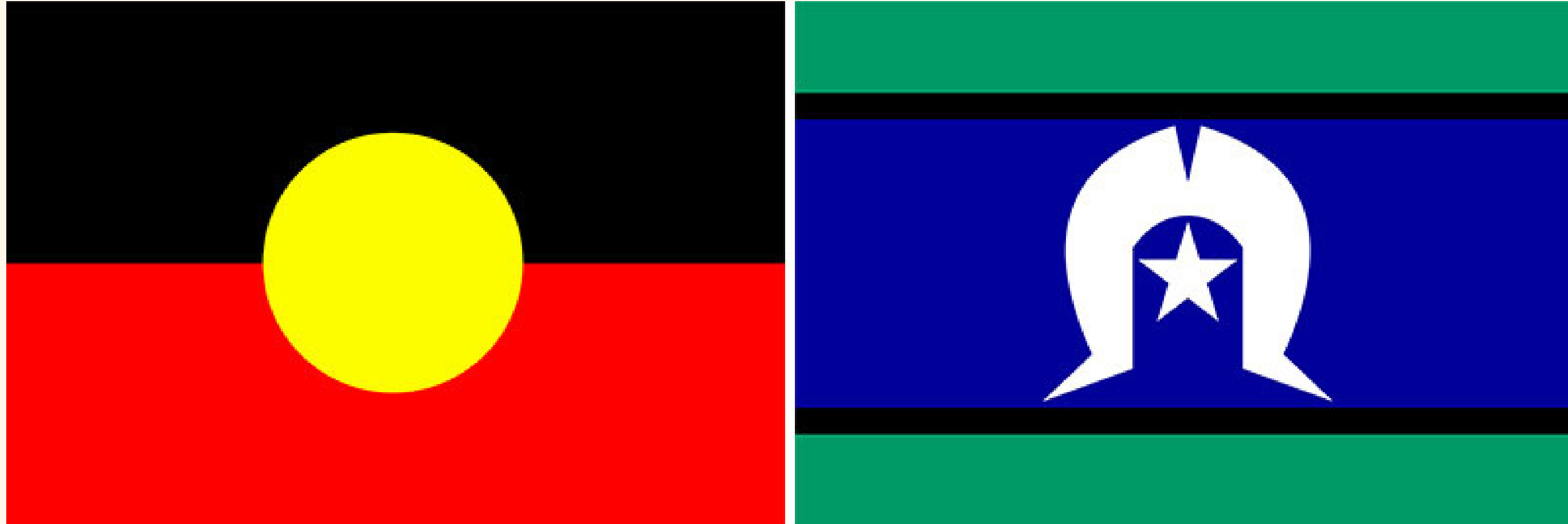


Engaging Boys and Men

in Good People Act Now

Alexandra Mahany, Amanda Lota,
Kathryn Juliuson, Nathan Rubio





We acknowledge the Traditional Owners of the land we have conducted our research on and recognize their continuing connection to the land, waters, and culture. We pay our respects to the Wurundjeri peoples of the Kulin nation and their Elders past and present.

Meet the Team!



**Amanda
Lota**



**Alexandra
Mahany**



**Kathryn
Juliuson**

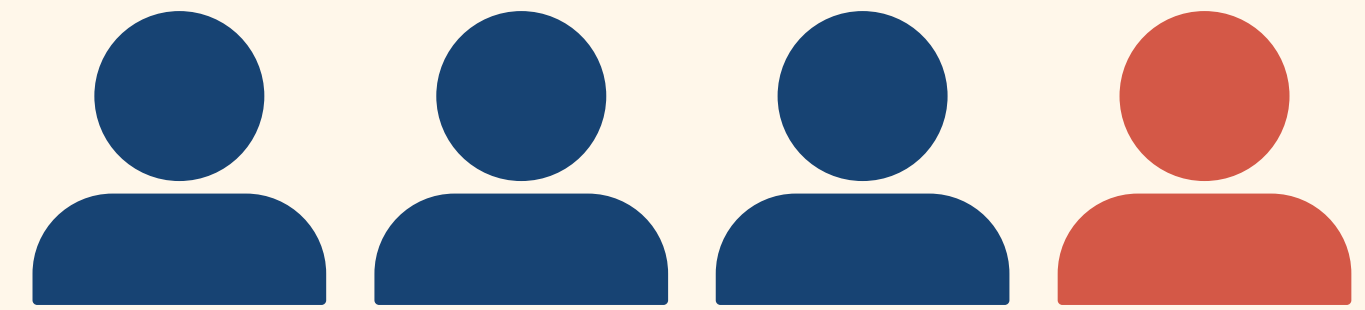


**Nathan
Rubio**

Gender-Based Violence



One in three women in Australia experience physical violence from a former or current partner



One in four women in Australia experience emotional abuse from a former or current partner

Good People Act Now

Youth Action Group

Run by Banksia Gardens
Community Services

Reduce gender-based
violence through education
and advocacy



GPAN Timeline



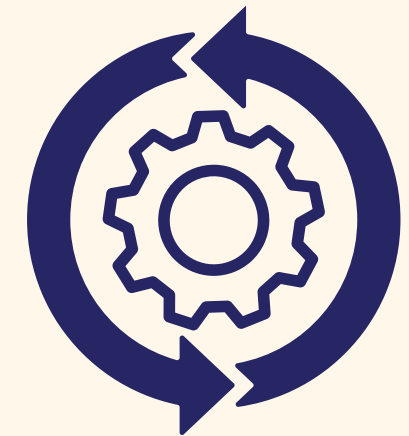
**Recruitment period
once a year**

Jan - Feb



**Training program
after recruitment**

Feb 21st - March 27th



**Recruits become part of
the youth action team!**

Fortnightly meetings

Out of 15-25 participants a year,
how many do you think are **male**
identifying?

8

Out of 15-25 participants a year,

0-2

are

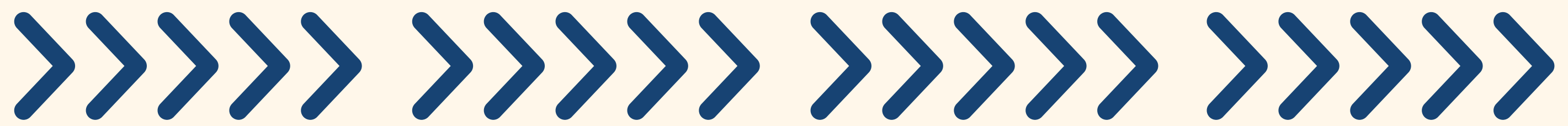
MEN

Men perpetrate **95%** of violence
in Australia.

Project Goal

Our goal was to **increase male involvement in GPAN** by **examining the factors contributing to low engagement and proposing effective strategies to increase male participation, engagement, and retention.**

Objectives



Research Methods

Survey



Interviews



Focus Group





**DPV
Health**



THE MEN'S TABLE
MEN SERVING MEN



**FITZROY
FOOTBALL CLUB**
INCORPORATING THE FITZROY REDS

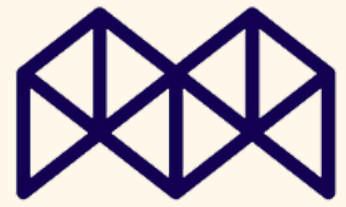


**WOMEN'S HEALTH
IN THE NORTH**
voice • choice • power

**SAFE+
EQUAL**



**Brotherhood
of St. Laurence**



**MELBOURNE
POLYTECHNIC**



**WIN A \$50 GIFTCARD
& MERCH!**

**EXPLORING MALE
INVOLVEMENT IN THE
COMMUNITY**



TAKE OUR **SHORT SURVEY**
TO HELP US UNDERSTAND
YOUR PERSPECTIVES



ARE YOU A MAN?

WE WANT YOUR OPINION

**WIN A \$50 GIFTCARD
& MERCH!**

TAKE OUR **SHORT SURVEY**

TO HELP US UNDERSTAND
YOUR PERSPECTIVES



**EXPLORING MALE INVOLVEMENT
IN THE COMMUNITY**





24 responses

15 men

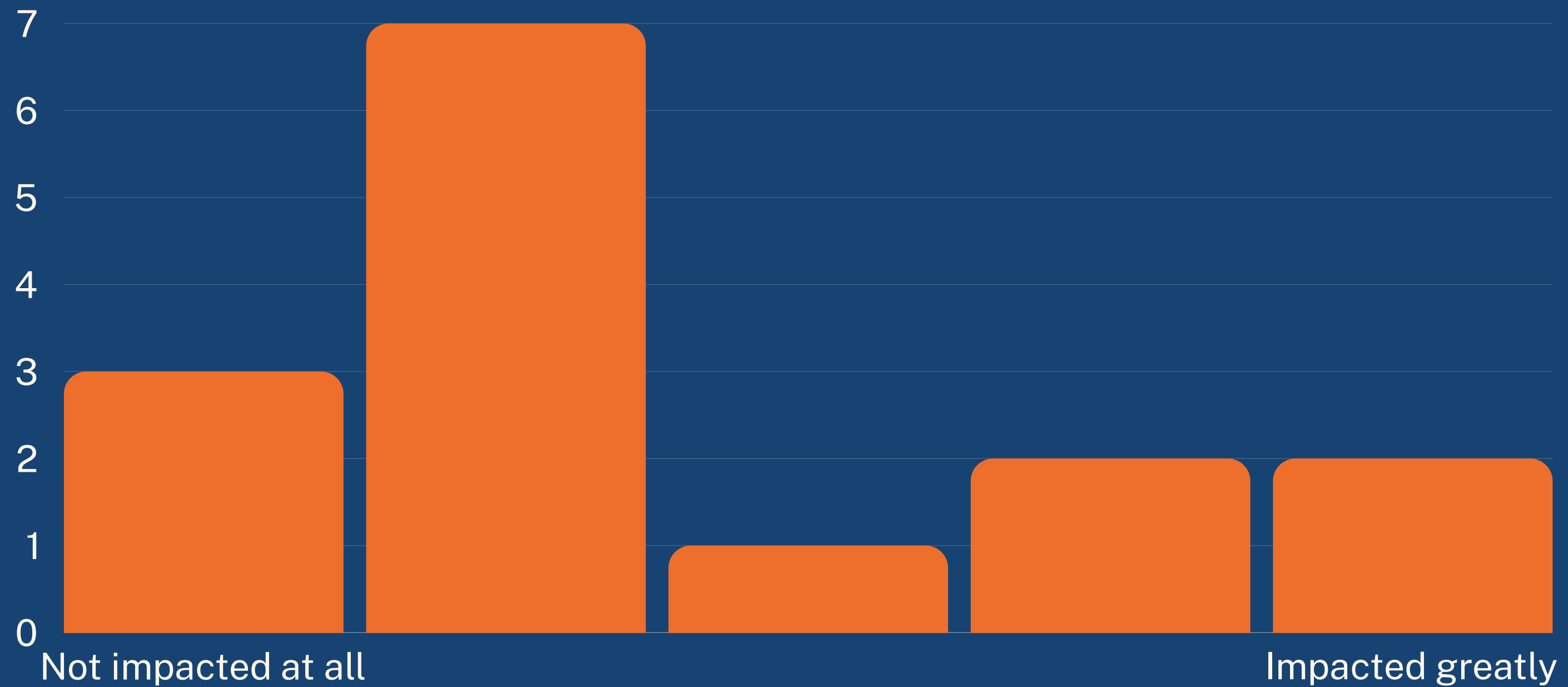
11 have heard of GPAN

11 are between ages of 18-25

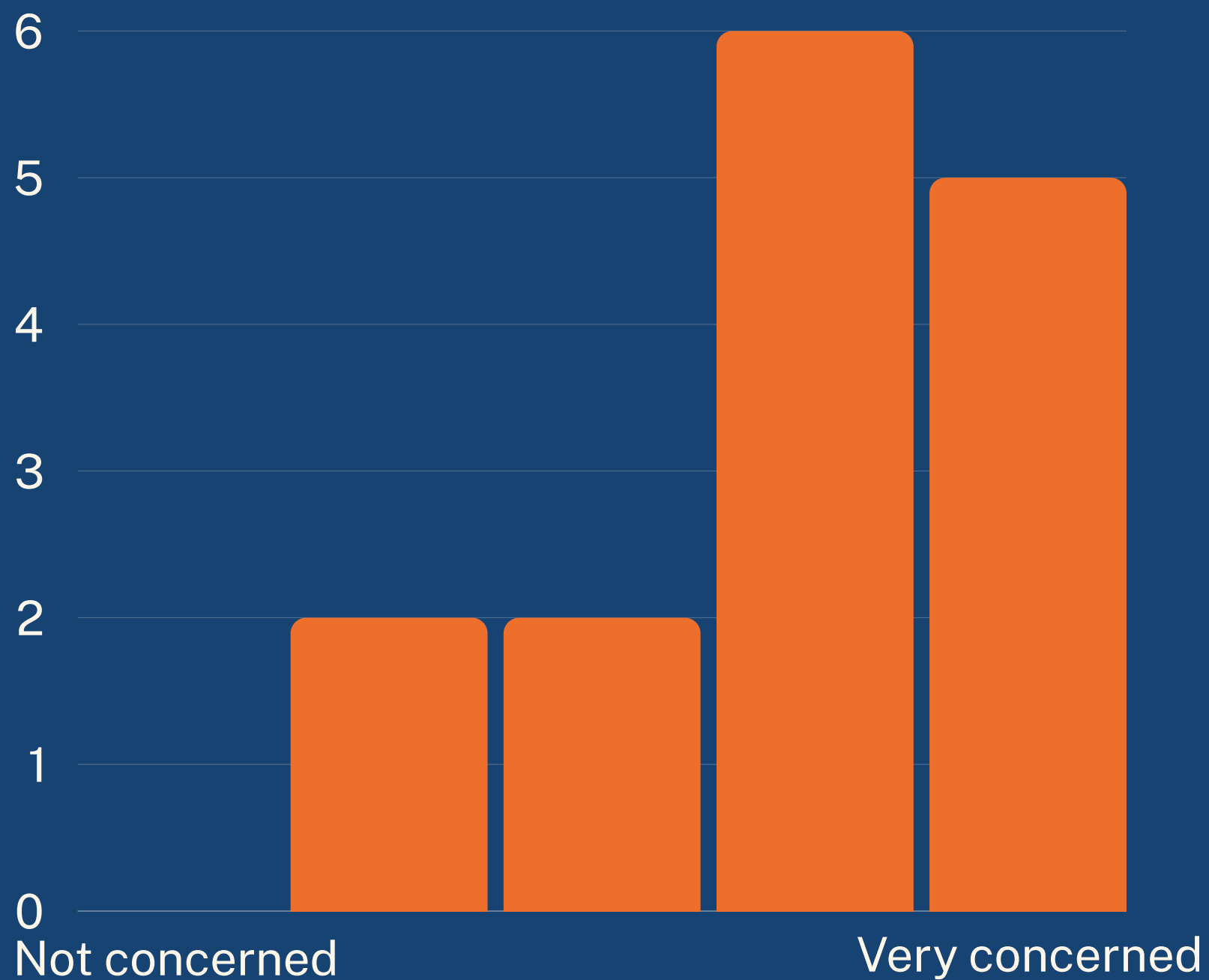
Here's what we found



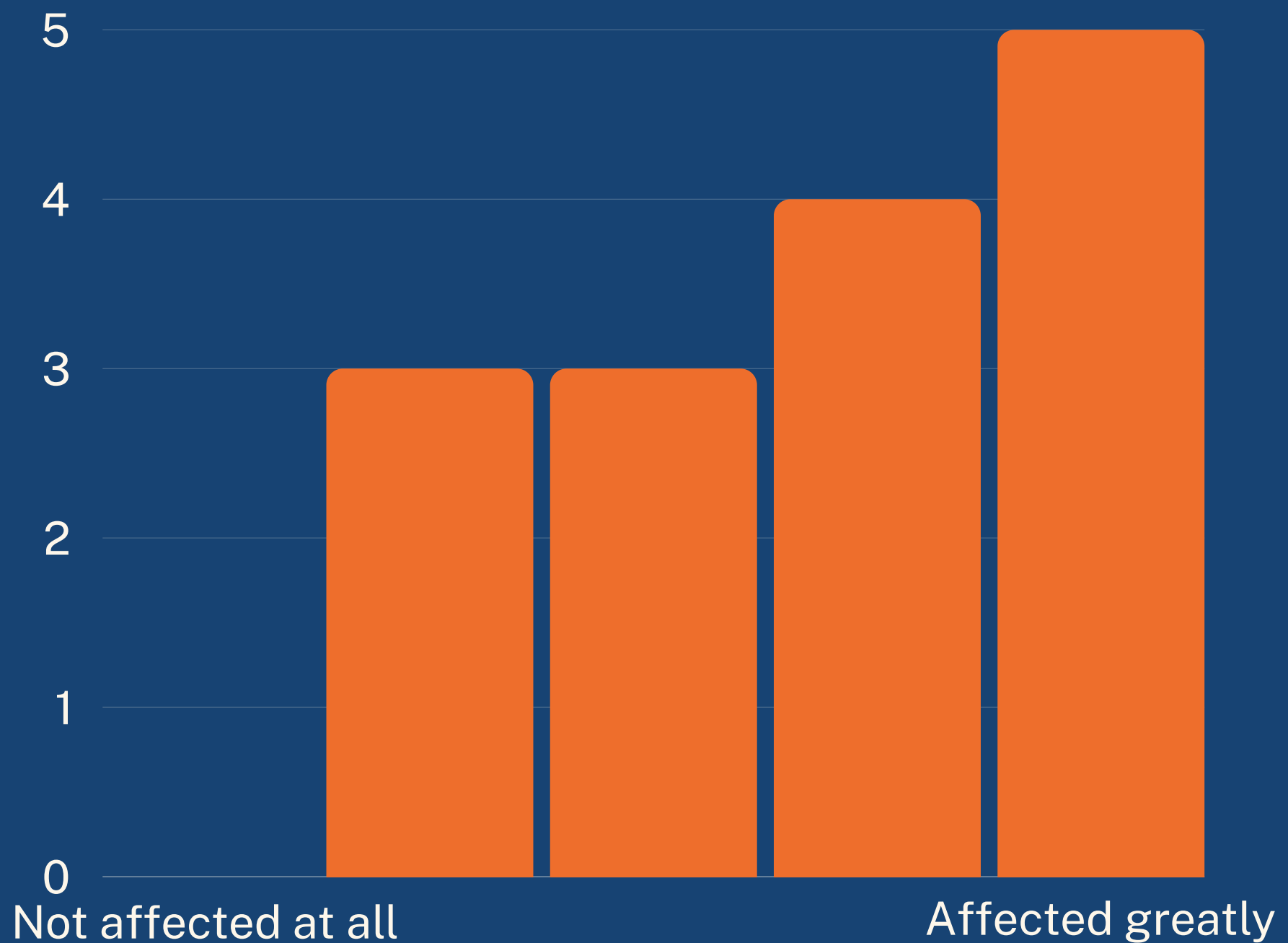
Most men have not been personally impacted by gender-based violence...



However, men do believe gender-based violence affects the community and other men.



How concerned are you about gender-based violence in your community?



To what extent do you believe men are affected by domestic or family violence?

Many men consider gender inequity and gender violence to be **irrelevant** to them if they're not personally involved in negative behaviors.

Many men consider gender inequity and gender violence to be irrelevant to them if they're not personally involved in negative behaviors.

“If they're **not using** family violence, they **don't need to be involved** in preventing it...so they **don't have a role** in being an active bystander or prevention more broadly.”

- Partnering organization

Men are primarily interested in sports, volunteering, and arts.



53%

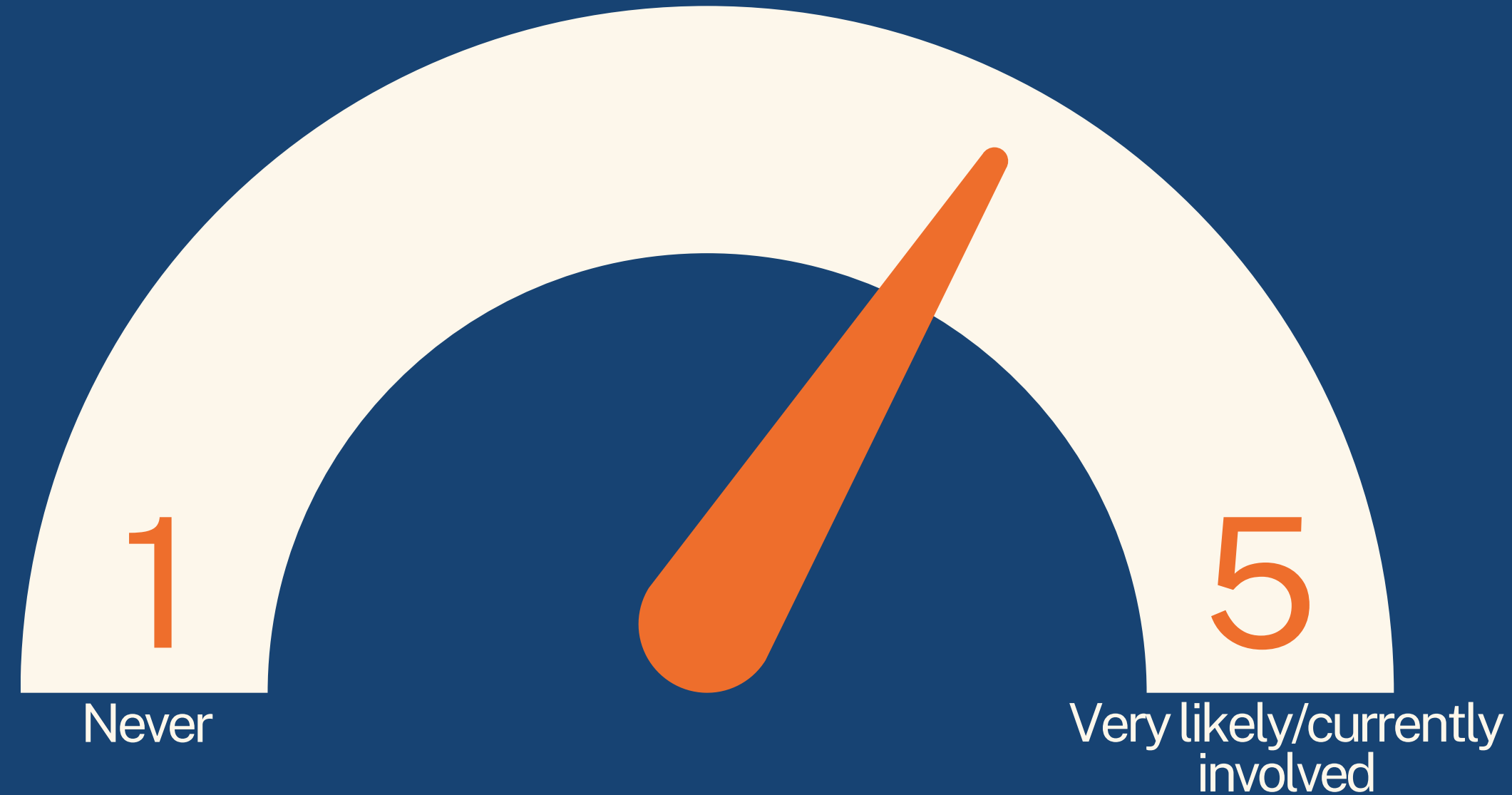


27%



20%

Most men are likely to participate in social justice programs with an average of **3.3** out of **5**.



People would rather be involved
when they see **tangible
benefits**, whether for the
community or themselves.



People would rather be involved when they see tangible benefits, whether for the community or themselves.

What benefits are important for engaging men?

- Visible benefits for community
- Positive impact on people
- Self-reflection and learning

- Survey Results

People would rather be involved when they see tangible benefits, whether for the community or themselves.

“I've found that in life, the most important and beneficial things that I've ever done have been **pushing myself** through discomfort and **challenging my thinking** continually over time.”

- Past GPAN Member

People would rather be involved when they see tangible benefits, whether for the community or themselves.

“A lot of it is kind of centered around learning and self improvement, which is definitely a huge part of it...the **effect that it has on you in your community** and the way that it can change, you know have that **ripple effect** of the people around you.”

- Past GPAN Member

The **time commitment** of many programs may discourage people from getting involved.

The time commitment of many programs may discourage people from getting involved.

What would make you want to join a social justice program?

- Access around work hours
- Short time, one-off meetings



Survey Results

What were your reasons for leaving GPAN?

- Working full time now
- Not enough time
- Meetings can be intense after a day of work
- Takes too much energy at end of day

Past GPAN Interviewees

Many men join programs to
support other men rather than
themselves.



Many men join programs to support other men rather than themselves.

“But if you say,
‘Come along,
because you can
help some of your
fellow men’, they’re
like,
‘Okay, I can do that.’”

“I think in the sense
of connection ...
around ‘I’m not here
for myself, I’m also
here for the guy
who’s next to me.’”

- The Men’s Table



Men often **require**
continuous
encouragement to
join groups.

Men often require continuous encouragement to join groups.

“It takes a fair bit of work, forbidden magic, call it **nudging** to get men involved. ...One touch point isn't ever going to be enough. It almost needs **multiple** touch points to get a man involved.... Then when they do get involved, we thank them for their **courage.**”

- The Men's Table

Men often require continuous encouragement to join groups.

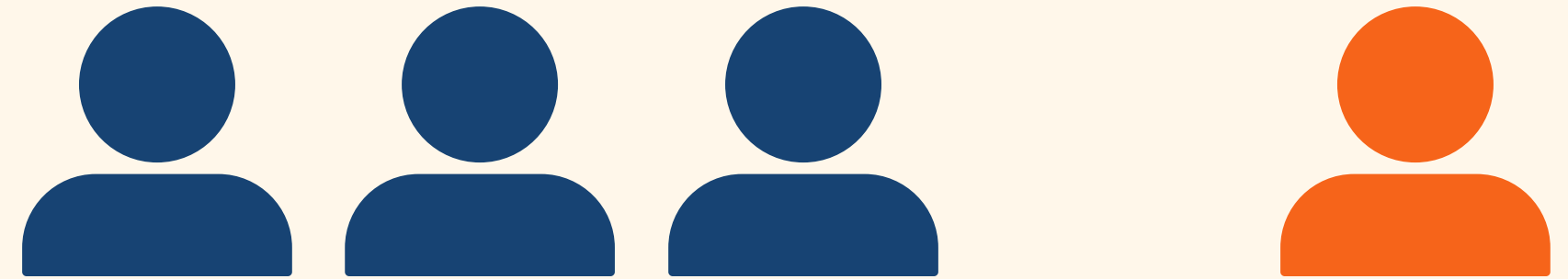
“40% of all men who come to a [meeting] openly admit that the female partner in their life prompted them to come up.”

- The Men's Table

Creating a **safe** and **welcoming**
space for men with other men
is essential to engagement.

Creating a safe and welcoming space for men with other men is essential to engagement.

Many men...



- feel isolated in spaces made up of primarily women
- have a fear of saying the wrong thing and being judged or reprimanded
- don't join groups when they don't see others they can identify with

Creating a safe and welcoming space for men with other men is essential to engagement.

“[What] the men found really useful in that space is just being given the opportunity to **listen** to other men, and also to take the time to ... do some **reflective** activity as well and just have the chance to **talk** in a **non-judgmental** space for them as well.”

- WHIN

Creating a safe and welcoming space for men with other men is essential to engagement.

“Really try and make it as **non-judgmental** as possible unless it's really obvious ill intent behind things. And if you can make it at that kind of **safe space** for men emotionally, because they're often **beaten down** from being emotional **by other men.**”

- Past GPAN Member

Creating a safe and welcoming space for men with other men is essential to engagement.

It is important to...

- Actively welcome/include male participants
- Conduct meetings without fear of judgment, embarrassment, or ridicule
- Allow male participants to connect with other men

It is crucial to **shift language**
used **towards men** when
advertising programs.

It is crucial to shift language used towards men when advertising programs.

“You have to find a way to **talk to men** about the problem of gendered violence without **shaming men**. Nobody likes to be shamed and it just **shuts men right off**, in fact shuts everybody off. But you can't **shy away** from the conversations about **men's power and privilege.**”

- Melbourne Polytechnic

It is crucial to shift language used towards men when advertising programs.

“I found what worked with their communications [was]...really using that kind of supportive language instead of ‘you can do better’, ‘you need to be better’, it was more like ‘this is really hard.’”

- WHIN

Current GPAN members are
hesitant about increasing male
engagement.

Current GPAN members are hesitant about increasing male engagement.

“...but say 50% of this group was men and 50% of this group of women. How would that change the group?”

- Current GPAN Member

Current GPAN members are hesitant about increasing male engagement.

“...when we do have men in training or whatever it already changes the way that we talk and the way that we say things.”

- Current GPAN Member

Recommendations for GPAN



Strategies for Male-Oriented Recruitment and Engagement

Reaching New
Recruitment
Pools

Program
Changes

Advertisement
Changes



Advertise using **language** more
appealing to men.

GOOD PEOPLE ACT NOW



FREE 6-WEEK ADVOCACY TRAINING PROGRAM

END GENDER-BASED VIOLENCE TOGETHER

BUILD CONNECTIONS WITH OPEN MINDED PEOPLE



MORE INFO



WEDNESDAY NIGHTS 6-8:30 AT BANKSIA GARDENS, HUME



MEN ARE PART OF THE SOLUTION



WORK TOGETHER TO END GENDER-BASED VIOLENCE

WEDNESDAY NIGHTS AT BANKSIA GARDENS, HUME

YOUTH ACTION GROUP



MORE INFO



GOOD PEOPLE ACT NOW

RESUME EXPERIENCE

FREE 6-WEEK TRAINING PROGRAM

WORK WITH OPEN MINDED
INDIVIDUALS

END GENDER BASED VIOLENCE
AND WORK TOWARDS GENDER
EQUITY TOGETHER

MAKE A DIFFERENCE IN YOUR
COMMUNITY

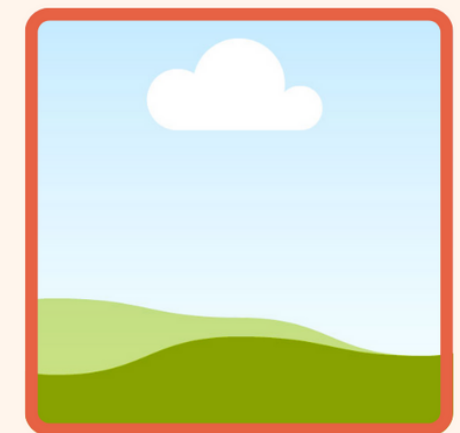


MORE INFO

EXPERIENCE OPPORTUNITY GOOD PEOPLE ACT NOW



MORE INFO



PROFESSIONAL
DEVELOPMENT
RESUME BUILDER
STOP GENDER BASED
VIOLENCE TOGETHER
16-28 YEAR OLDS

WEDNESDAY NIGHTS
AT BANKSIA GARDENS

Increase social media presence
to reach new audiences.

Increase social media presence to reach new audiences.

- **Increase awareness** of GPAN program
 - Create shorter, sharable pieces of information
 - Post more frequently
- Utilize **LinkedIn** more often

Everyone has the human right to live in safety and free from violence and abuse. Society has a duty to recognise and defend this right.

WOMEN'S AID

“

**Domestic abuse
will never end
until we make it
socially unacceptable**

MARK GROVES- NATIONAL
CENTRE FOR DOMESTIC
VIOLENCE

”

JOIN GPAN NOW AND END FAMILY VIOLENCE

WEEKLY AVERAGE

72

Reports of Family Violence in Hume

@goodpeopleactnow

@GoodPeopleActNow



1 in 5 women



have experienced sexual violence since the age of 15



Help end all forms of violence against all women and girls everywhere ("FDSV Summary")

HERE ARE 4 TIPS TO HELP YOU
Be a Good Bystander

Disrupt: take action in the moment

Do not laugh at inappropriate jokes, change the topic, leave the situation

Support the affected person

Create a distraction, ask if they are okay, ask how you can help

Report: Involve other people

Share your experience with friends and coworkers, report incident, contact the police or HR

Step up!

If you see something happening, step up and help!

TYPES OF RELATIONSHIP VIOLENCE

SEXUAL

SEXUAL ASSAULT, RAPE, UNWANTED TOUCHING, SEXUAL INSULTS

EMOTIONAL

INSULTS, RIDICULE, NAME CALLING, HUMILIATION

PHYSICAL

HITTING, BEATING, PUSHING, STRANGULATION

SOCIAL

CONTROLLING INTERACTIONS, ISOLATION, STALKING

PSYCHOLOGICAL

INTIMIDATION, RG, BREACH OF PRIVACY, GASLIGHTING

FINANCIAL

WITHHOLDING MONEY, CONTROLLING FINANCES, FINANCIAL DEPENDENCE

Men are NOT the Problem. They are part of the Solution



Join Good People Act Now to work together and Reduce Family Violence in Hume

goodpeopleactnow.org.au

**MEN
ARE
AFFECTED
TOO**



1 in 9 Men have experienced physical and/or sexual abuse since the age of 15 (Australian Government)

Creating connections with other organizations is important to advertise GPAN.

Creating connections with other organizations is important to advertise GPAN.

“You can't do this work in **isolation**. It has to be done with partners. For example, we work with Banksia Gardens on several projects. It's **all about partnership.**”

- DPV Health

Creating connections with other organizations is important to advertise GPAN.

“And those collaborations...are really good ways of tying different communities together.”

- Past GPAN Member

We reached out to groups with high male engagement

- Sports groups
- Leisure centers
- Theater groups
- Social justice groups
- Local universities



New Contacts

Boiler House Theatre Company

NRL Victoria Rugby League

Craigieburn Netball Association

Sunbury Football Netball Club

Hume Gender Equity in Sports Network

Broadmeadows Star Soccer Club

Upfield Soccer Club

Craigieburn Eagles Basketball Club

Sunbury Jets Basketball Club

Roxburgh Park Cricket Club

Greenvale Tennis Club

Tullamarine Tennis Club

Hume Football Netball League

Hume City Football Club

Pro Active Self Defence

The Men's Table

Brotherhood of St. Laurence

DPV

Safe and Equal

Brotherhood of St. Laurence

Hume Youth Services

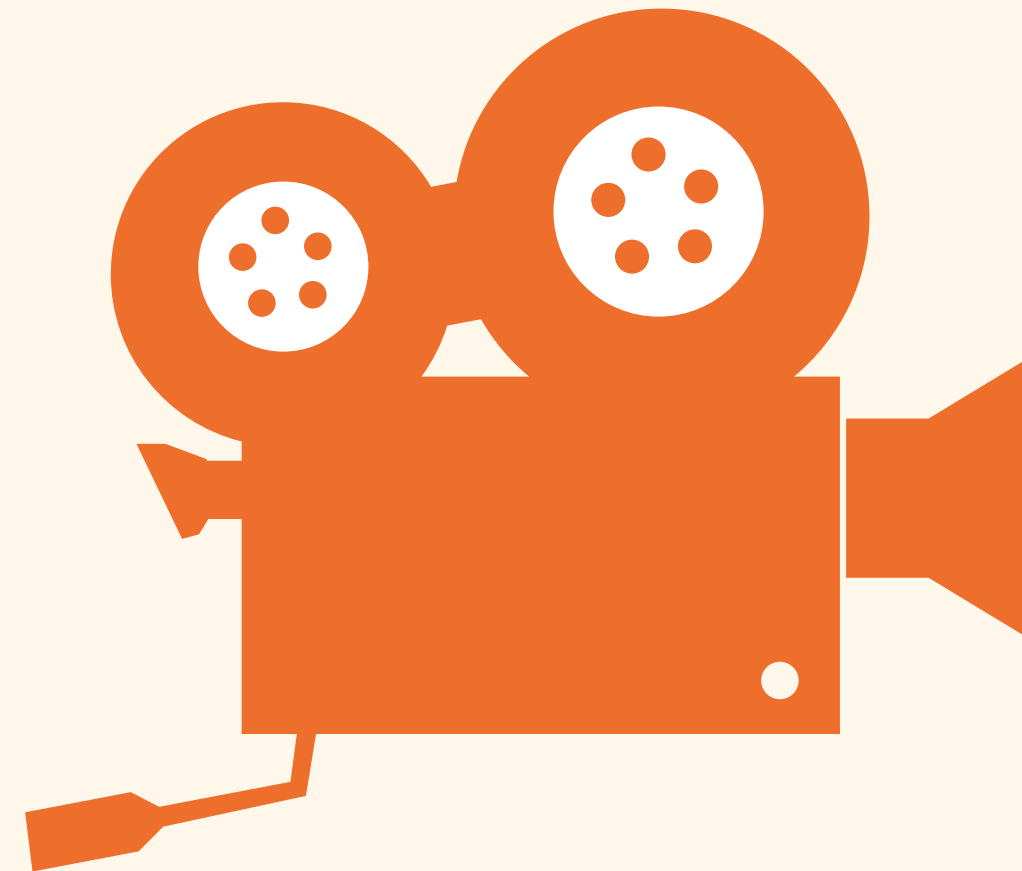
R4Respect

Hume Tennis

Creating **standalone workshops** and **social events** allows for familiarization without commitment.

Creating standalone workshops and social events allows for familiarization without commitment.

- Small scale open training workshops
- Bring a friend day
- Non-committal open meetings
- Social events
 - Barbeque
 - Art and music
 - Movie nights



MOVIE NIGHT

GOOD PEOPLE ACT NOW



FREE DINNER & SNACKS!

DATE

SIGN UP HERE!



JOIN US FOR A MOVIE & DISCUSSION!



MOVIE NIGHT

GOOD PEOPLE ACT NOW



DATE
SIGN UP HERE!



CATCH A FLICK & DISCUSSION WITH US!



Adapt annual workshops to promote continuous learning and promote long-term engagement.

Adapt annual workshops to promote continuous learning and promote long-term engagement.

“The **value sort of diminishes** past, I'd say, two to three years in terms of development opportunities.”

- Past GPAN Member

Make sure GPAN members are
on the same page.

Make sure GPAN members are on the same page.

- Have additional discussions with GPAN members
- Consider additional screening for male participants
- Consider creating gendered groups



Out of 22 recruits this year, how many do you think are **male identifying**?

71

This year GPAN has recruited 22
individuals,

7

are

MEN!

Acknowledgements

We would like to thank:

Our sponsor Banksia Gardens & their representatives Georgia & Tash.

Our advisors Stephen McCauley and Sara Saberi.



Thank you!

Questions?



Alexandra Mahany, Amanda Lota,
Kathryn Juliuson, Nathan Rubio