



U.S. Department of Health
and Human Services
Administration for Children
and Families
Office of Family Assistance



Taking the Domestic Violence Conversation to the Community

August 16, 2011

Moderator: Nigel Vann: Senior Director of Training & Technical Assistance, National Responsible Fatherhood Clearinghouse

Presenters:

Tony Porter: A Call to Men, New York City, NY

Crispin Clarke: Men Engaged in Nonviolence, Taos, NM

Webinar Transcription (provided by PGi)

Operator: Good day and welcome to the National Responsible Fatherhood Clearinghouse Technical Assistance webinar. Today's conference is being recorded.

At this time, I'd like to turn the conference over to Mr. Nigel Vann. Please go ahead, sir.

Nigel Vann: Okay thank you very much and welcome everyone to our final webinar here. I do apologize for the delay. We were having a problem with getting - finding the presenters online and in fact Tony Porter is going to have to do his presentation from hard copy.

So just a final wrinkle for our final webinar here. Well I know everybody shares with me various emotions as we come towards the end of this five year journey.

I hope one of those emotions is a sense of pride in what you've accomplished. Help strengthen fathers and families. And I hope you find a way to continue this important work whether or not you receive funding for the next grant cycle.

I took a count of how many webinars we've done. This is the 33rd webinar since we started doing this in what was actually '07, April '07 was the first webinar.

And this is the fourth one that focuses on the role of fatherhood programs and addressing domestic violence. So I think that emphasizes the real importance of this conversation.

Today we're going to look at ways to take that conversation to the community. By encouraging the dads you work with to not only be good role models but also to encourage them to look for ways that they themselves can encourage other men to change their behavior.

And part of that I think is already happening. That's why you always hear that word of mouth is major recruiter for a lot of successful fatherhood programs. But today we're going to focus on this a bit more consciously.

Before we do that I do want to take the opportunity to thank Matt Crews of ICF, the great job he's done behind the scenes to make these webinars work despite the occasional blimp like we are having at the moment.

Take Time to Be a Dad Today

Also Jen McHenry who did the same job for the first year of the grant. And Ron Clark who was in my position for the first 18 months and of course OFA for making this all possible.

So let me bring Matt for his usual reminder how to ask questions and then I'll come back with a few opening remarks before I introduce Tony.

Matt Crews:

All right, Nigel; thank you for the kind words and also it's been a pleasure to work with you as well during the duration of these.

Now folks as you all know, we can go over how to ask a question real quick. A question can be asked by typing it at any time during the presentation. You will receive a standard answer to let you know that your question has been received.

And we will address those questions at the end of the webinar. And if for some reason we do not get to answer your question, you can email your STO or you can email the info at fatherhood.gov inbox.

Now look at your upper left hand corner, click on the word Q&A. Type your question in the top box and then click on the word Ask or push enter to submit your question and just as simple as that we will have received your question.

Other issues if the screen is not large enough for you hit F5. But remember once the screen is enlarged, to have it go back to its original size and ask a question you have to push Escape.

If you're having trouble hearing, you can send us a message with the tool by clicking on our name. And if for some reason did not receive the slides this morning, send us an email at info@fatherhood.gov and I'll get those over to you.

And that's all back to Nigel.

Nigel Vann:

Okay thank you, Matt. If I could just take a couple of minutes just to offer a few reflections on how I've seen this conversation around domestic violence over the years.

You know when I first got involved in this work in the late 80s, you know, here's what I like different now and I think we've definitely seen the field grow, develop, mature in various ways.

And one of the main ones is that there's a lot more recognition. That it is so important to talk about domestic violence.

And, you know, in those early days perhaps not surprising that we didn't talk about it as much because we - it was a new field getting started. It was really focused on how to mend with their immediate needs.

But I think it's been apparent, you know, for a long while now that you can't help men be good fathers without addressing how they interact with the mothers of their children and also help them to be good role models for their kids.

And this also means that the staff of the fatherhood programs have to be good role models which means you can't be using sexist language, for instance. I think several

of you probably heard me tell this story before and I'm going to tell it again real quickly.

But I remember going to a fatherhood program years ago and sat in on a session where they were talking about male and female communication and gender roles, etcetera.

And after that for some reason I was in a car with one of the staff and two of the young guys and we were going somewhere, I can't remember why.

But as we're going along the street, the staff person, you know, there was an attractive young lady coming along on the street. And this staff person made, you know, inappropriate remarks and I'm just looking at him thinking, what are you doing? You were just talking about not talking like this, you know, so we have to be sort of aware at all times that we are being - that we have to be good role models for the dads we work with.

I also remember back in the mid-90s there were these common ground conversations that the Ford Foundation sponsored between their fatherhood grantees and their domestic violence grantees.

And one of the things I took away from that was that the fatherhood folk actually got it a bit quicker than the domestic violence advocates. The domestic violence folks for very good reasons.

They wanted ((inaudible)) early screening for men before they came into a fatherhood program, you know, and the practitioners pointed out well if you do that we're going to scare away a lot of these guys.

So that was sort of one of the starting points there but I think we've come a long way now how to find a meaningful ground in the middle with full recognition that a responsible father treats the mother or mothers of these children with respect at all times, maintains a positive parenting relationship with her irrespective of their romantic or living arrangements.

And more than anything he's got to be that positive role model for his kids. And so it's the responsibility of a good fatherhood program to point that out. Challenge him to do better and make appropriate referrals when necessary which is why I have stressed that we have these strong partnerships with the local domestic violence programs.

Now something that President Obama said back in October 2010, the domestic violence awareness month I just wanted to mention. He said, ending domestic violence requires a collaborative effort involving every part of our society.

And I think we'd probably all agree that fatherhood practitioners should be an essential part of that collaborative effort. Indeed we should be driving these efforts in our local communities.

So as you work with and gain the trust of fathers, you've got a unique opportunity to raise their awareness, help them avoid violent and controlling behavior and encourage them to be positive role models in their families and in their communities.

And our two presenters today, who've got very long bios and I'm not going to be able to read all their bios but they've been doing great work in this area and they've got some great stuff to share with you.

Also let me mention that if you did get a handout this morning along with the slides that's just something I took from the Colorado Department of Human Services Web site with some tips for how dads can talk to their boys about gender based violence and how they can talk to them about healthy relationships with women.

So I just thought that might be something for the takeaway that you could share with the dads you are working with.

So with that, let me introduce Tony briefly and then we'll have the great benefit of his wisdom although he's not online with us.

You know I first became aware of Tony at the beginning of this year. I got this new Apple TV device for Christmas so I was playing around on my TV how you can watch live things like TED Talks and YouTube.

And came across this guy Tony Porter that just blew me away and I'm just so honored Tony that we've got you on here to talk about this.

You know he was talking in just a 10 minute short talk about how men get trapped in that "man box" and how we can break out of it. And that's what he's going to share with us today. I posted that to the community practice so I hope you've all had a chance to see it.

Just very briefly, Tony is the original visionary and co-founder behind the Call to Men which is the National Association of Men and Women Committed to Ending Violence Against Women.

He's based in New York City and he's an educator, activist and lecturer. He's worked in the social justice for over 20 years. Nationally and internationally recognized for his effort to end violence against women.

He's the author of, Well Meaning Men...Breaking out of the Man Box and Ending Violence Against Women. And he's currently working with numerous domestic and sexual violence programs, the National Football League, the National Basketball Association, colleges and universities around the country.

And you've all got his bio to read the rest of the wonderful stuff he's been doing and is doing. But I don't want to hold up any more, turn this over to Tony. So please Tony it's an honor to have you here so please share some wisdom with us.

Anthony Porter: Thank you Nigel. I appreciate being here with you and the folks. Appreciate being a part of this webinar, your last initiative together. And I do hope that funding finds a way to continue because it's absolutely very, very important work as you mentioned. The work of Fatherhood is just essential.

When I started doing this work it was around accountability, holding men accountable. I was working with battered interventions programs and the like and really working at that time to get the courts to do their job and do it more effectively and to get police to do their jobs more effectively.

And just challenging everyone to, you know, to pay attention to those who are victims and to not re-victimize them and to support them and all of that.

And in doing all of that work it was becoming more and more clear to me that while we were focusing all of our attention on holding men accountable.

What we weren't looking at is that, you know, the crux of their behavior was really rooted in a patriarchy, was rooted in sexism, it was rooted in male domination, it was rooted in the way men in many respects collectively thought, though only a few acted out and behaved.

And I just got to a point in time where I said, you know, accountability is good but it's not the answer.

And as years had gone on, I began to realize that while we're holding more and more men accountable for domestic and sexual violence than ever before, the rate of the violence was not declining.

So accountability was a good thing but the real goal is to end the violence. So it came - it really it came just really upon my heart and talking with folks that I know that we really have to - we need to do accountability but we have to start doing prevention work.

And in order to do prevention work we got to work with the men who don't perpetrate the violence. Of course we need to continue to work with men who do but the, you know, the reality is, the deal is only about 15% of men are still perpetrating violence against women when we talk about domestic and sexual violence.

The large majority of men don't. Many of them being the fathers that you work with. Being you, you are the workers. The large majority of men don't perpetrate violence against women. It's the minority of men who do.

Now they're not a minority in regards to numbers. They're actually a large amount of men and is a tremendous amount of violence, you know, the Center for Disease Control has said that men violence against women is the number one health concern for women in the United States of America today.

There is a tremendous amount of violence but there's a small amount of men in comparison to the rest of us. So we chose to really employ our prevention ethics on focusing with this large group of men, the large majority of men who don't perpetrate violence against women.

And we polled the question to men, how is it that such a small amount of men do what they do to women in the presence of all of us good men? And that's the question we polled.

Now in the presence doesn't mean that we were there when it happened. But in the presence does mean that we're well aware that it's happening.

And we begin to have conversations with men, we don't agree with the violence, we're not okay with the violence, what's going on with us that is allowing them to be who they are?

Comfortably might I add in many respects, very comfortably allowing them to be who they are in our presence.

So we began our work in looking at what we come to call the collective socialization of men, all men. Good guys and bad guys alike. How are we collectively taught to think, to act and behave?

We began a process of deconstructing how we define manhood to really get to a place of understanding how these cats get to be who they are in our presence.

So in engaging men and I talk to thousands and thousands of men across this country and in several places around the world asking these same questions and in a very simplistic way.

We look at it from what we come to call a very easy way to engage men and we'll do it here today. What we call the "man box", the collective socialization of men.

Can I go to that first slide? Now this "man box" is how, you know, we call it a box to give a visual and the ingredients in the box of how we as men have been collectively taught to think, to act and behave.

So in this box, you know, we've been taught that, you know, men don't do feelings and emotions. While we have the full range of feelings and emotions that women have, we've been taught not to talk about them, you know, to act as if we don't have them because to express our feelings, to express our emotions, well that's being womanlike. As we've been taught.

And so we've come to learn that this "man box" actually what it's teaching us is that everything that's the man, everything that we want to hold to us in regard to how we define manhood means that we don't do anything, absolutely anything that's womanlike.

That men are taught to be aggressive and dominate, that we're the protectors. That we have to exercise power and control that we can't show fear or weakness when there are many times I'm weak. And there are many times I'm afraid.

But as men were taught then as young people would say, then we have to front. Yes we get scared but we have to front because fear is a sign of weakness and weakness is how we've been socialized to define women.

And we put gay men, because this box is not 100% heterosexual because gay men are men but this box is extremely heterosexual. And by the way, the glue that keeps it together we call it homophobia. We call homophobia the glue that keeps it together.

It holds men hostage to be ((inaudible)), be tough, to be courageous, to be athletic, to be strong, things that we're not always capable of doing. Make decisions, don't need help. Why is this important? Don't cry or openly express emotions with the exception of anger. Why is all of this important?

It's important is because everything the opposite of it is how we define women. And we as men have been collectively taught that we don't want to be viewed in any form or fashion as a woman.

The easiest way to tell a boy he's not playing up to par in sports is to tell him he's playing like a girl. He would immediately go into ((inaudible)).

We use it to motivate boys but what we don't ask ourselves is everything you tell a boy he's playing like a girl, well what are you then saying about girls? What we're actually saying about girls is they're less than.

And that message is woven throughout - why there are some wonderful, wonderful, absolutely wonderful things about being a man. This message is still woven throughout almost every aspect of manhood that women are of less value than men.

When we talk about being a protector, we as men have been, you know, many of us when we were boys we were told, you know, your dad was going on a trip or something to that like you were told - and you may have done it with your sons, you know, you're the man of the house, look out for your mommy, look out for your sister, you know, hold it down.

That's what I would say to my son (Kendall). Hold it down, you got it (Kendall) hold it down. But I never told my daughter (Jade) to hold it down.

See because we're teaching him. We know he isn't holding nothing down at 5-years-old and 6-years-old. Dude, he's going to bed at 7:30, what's he going to hold down? We know he isn't holding nothing down.

But what we're doing is grooming him that he's going to be the leader. He's going to be in charge. He's going to be the protector. But there's another subliminal message that's not being addressed. Every time we tell our sons or every time we have been told to take care of mommy, well what are we actually then saying about mommy?

Well we're saying she can't take care of herself. We're saying she needs to be taken care of. We're saying she's of less value. Now we're not saying that technically but we are saying that.

We don't mean that but those are the messages that are being taught. Now let's come back to us and these bad guys, the guys that we far outnumber. They are relying on us to continue to come from a place of less value and how we've been taught to view women.

We've been taught to view women as you can see at the bottom of the box, to view women as the property of men. All right, that she's my property. Whatever goes on between me and her is none of your what? None of your business.

And I can do with my property how? However I choose because she belongs to me. We've been taught that women are sexual objects, you know, sexual objects and as men we can think of a thousand names that we've used to identify women. And none of them sound like we were talking about a person.

There are some of us who have used those names and those terms. When we talk about this group of guys, this large group of men who are the good guys, not the bad guys who won't perpetrate violence but we have to look at ourselves and really do some deconstructing and unpacking of how we've been taught to act and think and behave and how in many respects that may very well be in alignment with the bad guys to where they're almost counting on us to stay true to the rules.

So we believe that we really need to challenge some of these rules. And again I want to reemphasize there are wonderful things about being a man but there's some aspects of manhood that we have to begin to rethink.

It is what's keeping us as good men to really being an effective part of the solution to ending violence against women.

So this box again people would say, Tony well why don't we just stop doing it? Well this box again, you know, like I said the glue that keeps it together, we call it homophobia. As men we're desperately afraid of getting outside this box.

Matt let's go to the next slide. Because as you can see there, outside the box is everything we as men are afraid of. Being associated or being a woman, being gay, being sensitive, being vulnerable, being weak, showing emotions.

All right, we run from that. We run from it. By the time our boys are age 5 - the age of 6 we are already cutting off their tears. By the age of 5 we're already teaching our boys they can't cry. And by the age of 10, is expected that they would have perfected it.

And if they don't perfect it by the age of 10 then they're likely to be victims. So we cut off emotion, cut off feelings. All of that's the sign of weakness. Though we have them all so we bottle everything up inside of us.

It makes sense that women live an average of 12 years longer than men. And that most of our deaths are stress related because we bottle everything up. And again we're taught not to ask for help so we don't go to the doctor either.

I can handle it, I can handle it, I can handle it. That's what we've been taught. There's a fallacy and it's killer.

So not only does this box contribute to an environment of violence against women it contributes to an environment of violence against men and it contributes to health concerns for we as men in general, for we as men in general.

So outside the box is everything we're afraid of. And so we stay true to staying inside that box.

The next slide. So this box teaches us collectively as men to have less value in women.

Next slide. It teaches us to view women as the property of men.

Next slide. And it teaches us to view women as sexual objects. That's what this box - you see now this is what we call the collective socialization of men. What we're bringing here to you is a formula. This is the collective socialization of men.

It teaches us as men to have less value in women. Collective, meaning all men good guys and bad guys alike. It teaches us to have less value in women, it teaches us to view women as the property of men, it teaches us to view women as objects particularly sexual objects. This is all guys, good guys and bad guys alike.

We as good guys, we draw a line whether in the air or in the sand, we draw a line in how far we'll go. You see bad guys they cross that line. We have a tendency to say, they live on the other side of the line.

So they'll perpetrate abuse against women. We're on this side of the line but we participate in the behavior that allows them to be who they are in our presence.

And it is this area that we as men need to begin to check, rethink, challenge, teach our sons something different. Reteach ourselves, you know, Nigel was talking early on about some of those experiences.

We as helping men take part of a lot of these experiences. It's what's been taught to us. A lot of times we're on remote control we don't even realize we're doing it.

We might be co-facilitating in a group with a woman and we're over here colluding with the guys with nonsense and we don't even know that we're doing it. She's like an outsider in the room.

You know a lot of times we're with the men and we're just being with the men like the way we are with men. But we don't realize that many of our behaviors that are going unchecked really are supporting an environment that allows these men to be who they are in our presence.

Next slide please. So having less value, treating women as the property of men and as sexual objects, we see that as an equation that equals violence against women.

So don't perpetrate the violence against women but we're part of that collective socialization, that collective culture of men that's required for the violence to exist.

So could we go to the next slide. So it's about all men, all men all right and we're part of that group of all men. What you're looking at here is like a foundation that all men are a part of.

Next slide please. And again this foundation is about less value, property and objectification (sic) this collective teaches.

Next slide. So you see this foundation that we're all a part of. So I don't perpetrate the violence but I'm required for the violence to exist. And then we see more forms of violence and behaviors amongst men.

Now I might not do those things that are a part of this pyramid but I'm part of the foundation. All right and this is where our work comes with our sons and with each other.

Next slide please. And with our sons and with each - how we educate and challenge and rethink a lot of what we've been taught about what it means to be a man.

While there are wonderful things about being a man but what it means to be a man does not have to be rooted in the denigration and the dehumanization and the disrespect and the discrimination of women.

What about our daughters? What about our girls? What's the world we want to see for them? How do we want to see men acting and behaving in that world?

Well that will only come or the changes we want to see would only come based on how we ourselves educate, reeducate and teach.

The next slide. So fatherhood is manhood. I really appreciate the way Nigel opened this up talking about fatherhood. Fatherhood is essential, of course it is to manhood.

How can it be absent? It's essential to manhood, you know, being okay to talk about love. We as men don't talk about love. We don't talk about love, you know, at the wedding, at the funeral. That's it, anything in between there conversation of love and when I'm talking about love I'm talking about love in our wives in our partners is ceased.

Our boys don't get to experience that from us. And most of us have not experienced it from our dads and other men. We were like trial and error. Go and learn it on your own.

And trial and error means a lot of mistakes. You know joy, you know, to really be able to talk about joy. To be able to address our fears and our hurts and to say I'm hurting and to say I'm scared.

You know one of the things that's very important to me is our children and all children. I work a lot with young men. And when I tell them that I love them, they have a hard time comprehending that.

Some will tell me straight up I'm lying. How can you love me? Well first of all they don't understand love.

And second of all, they can't get with it that I can actually care about them and not know them. That I can care about them and not know them.

Now what that actually speaks to is that that dynamic has not been normalized for them. They're not used to we as men caring about them when we don't know them.

So we have to go beyond our biological children and look at all children and embrace all children.

So in closing I would say can we go to that last slide there Matt please? In closing I would say it has come upon us that as an organization to work with men and men themselves and individuals and whichever way we congregate is that we begin to create our own "man box".

Ask each other what do you - what would you like to see in that box? What would be important in that box? I'll close - excuse me - I'll close by going back and asking, what's the world you want to see for your daughters? How do you want to see men acting and behaving in that world?

What's it going to take to make that happen? And if your daughter is 5 today and in 15 years from now she's in college, how do you want to see men - right now in college if you went to college tomorrow she would be called fresh meat.

That's fresh, you know, something new, untouched, hasn't been had yet at least here. Meat, just straight up something to be consumed. That's what she would be called today.

Let's say 15 years from now how will we want to see men acting and behaving 15 years from now? To make that happen 15 years from now, we got to start today. We can't start 14 years from now. Our work begins now.

So recreating this "man box" within our organization, within ourselves, the way we would want me to be acting and behaving is a process that we need to begin now.

And be part of that process and really rethinking. Holding on to the wonderful, wonderful things about being a man because there are some spectacular things about being a man and then really challenging the aspects of manhood that have a direct link to men and violence against women. Thank you very much.

Nigel Vann: Thank you Tony and some wonderful thoughts there. I know, you know, a lot of these Fatherhood programs touching on some of this but I'm sure you got some real solid stuff that you can use.

And I would definitely encourage you, you know, to take a look at the 10 minute video of Tony's TED Talks which you can find on the community practice. Just Google Tony's name on YouTube and Ted Talks and it's there and show that to your dads and start this conversation with them.

And, you know, you can also go to Tony's Web site that you see on there to get a bit more information on what they're doing. I know they have some training coming up in September. What's that all go back to Tony? Do you want to say a word about that?

Anthony Porter: Yes we have a men's academy in Milwaukee. We do it - we're involved in the city of Milwaukee in a two year project working with community based organizations throughout the City of Milwaukee.

And September 11 through the 14 we'll be having a men's academy. We say men's that doesn't mean women are - women are part of the work but the focus is men.

So women and men are in attendance. You can check it out on our Web site if you're interested in attending.

And there we'll take everything we talked about just now and we just way deep teaching folks how to organize in communities, how to make the adjustments and changes they would like to make within their community based organization to ensure that this work and message is filtered throughout.

Training their staff, you know, etcetera, etcetera, etcetera. So the academy should be a wonderful time. Also a fun time we're going to do some fun things as well.

But you could check it out on our Web site, you could check out the training page on our Web site. We have a Facebook page, you know, so we're doing different things around the country at different times.

Nigel Vann: Okay great thank you. So we'll hear from Tony again when we get to the Q&A section here and again, encourage you to send any questions in for Tony.

So now it's my pleasure to introduce Crispin Clarke who's here in the great state of New Mexico with me. Although he's at the opposite end of the state, it's about nine hours away from where I am.

So I've not actually had the opportunity to visit Crispin's program although I've had the opportunity to meet Crispin at various Fatherhood conferences and events here in the state and elsewhere. So I've certainly seen that he's doing some great work up there.

So I invited him to come along and join us here because I think he's going to be a great follow-on to Tony because he's really doing a lot of this stuff in the community up in Taos, New Mexico.

As you see here he's the Executive Director of Men Engaged in Nonviolence. So the acronym for that is MEN. Crispin co-founded this in 2007. They now have over 20 staff members, 180 volunteer mentors and they served over - just in the last year alone they served over 700 individuals and families.

Crispin started their first Fatherhood program and had a county-wide Fatherhood initiative in 2009. They're working with an array of key agencies to implement father and nonviolence treatment services for fathers and families.

And he's also doing work with local veterans who are coming back from Afghanistan and Iraq. And as you see in his bio, he grew up internationally. Spent some time in England he has to be a smart lad now, you know, and various other places.

So it's a pleasure to have you with us Crispin. Tell us what you're doing.

Crispin Clarke: All right. Thank you very much Nigel and hello to everybody. Thank you very much to Tony and your great work.

We share very similar philosophies that we do need to reach all men. We're looking at the collective socialization and we are working long term as well.

So I'm going to talk to you today from the perspective of a live innovative program in the field, you could say on the front lines working with fathers and families.

I'm going to talk through the experiences that we have gained through our grassroots community based approach. We are in a remote rural area in Northern New Mexico.

Had the opportunity to work closely with the key agencies in the community from the courts to the district attorneys to the local hospital to the schools. And we're on a good size and we're very well-known in the community. We're owned by the community you could say.

So we've had good opportunity to receive feedback and to start things and make changes and improvements. Just so you know our area is about 55% Hispanic, 45% Caucasian, about 10% Native American.

We - it is a small community although I think most places we define ourselves through communities and neighborhoods. So what we have established and piloted because it is an innovative approach is applicable to other areas.

So we are looking at masculinity and fatherhood and we try to identify some of the pillars that we needed to work with and how we could really create some solutions around this pretty, you know, endemic problem that's been building up over years and decades and centuries.

And the way we boiled it down was to nonviolence. We're looking at something that's proactive, that's strength based and how we can make a shift in perception and in belief systems with men.

It's very hard to stop the violence without men buy in. The women's movement has been trying for - and with some very significant successes over many decades. But until we have the men saying that this is enough, it's really not going to end. It's going to drag out.

And so where we're - we figured out that we need to look at violence and nonviolence and we need to recognize what a huge place violence holds within males and how that is tied into masculinity. It is perceived as a strength right now.

And so our work is actually to promote nonviolence and to raise that up as a strength and as a virtue. And if we can change the perception around how men perceive nonviolence then we're actually getting to the roots of their belief system around their masculinity.

And if they can say yes nonviolence is strength and actually violence is weakness then we have achieved that shift.

So with that brief introduction I would like to start with my first slide please.

So here are some bullets looking at our organization. Our name, Men Engaged in Nonviolence and the acronym MEN, it does say a lot because we're - what we're presenting is that to be a part of MEN that a man needs to be nonviolent.

And so if he is a nonviolent man and then he gets to part of the real men's community. And so - it's also, you know, it's part of that redefinition of masculinity and very similar to what Tony's work, you know, it's a call. It is a call to men.

And his work with the "man box", getting out of the "man box" is very similar to what we do and we've actually drawn from Tony's work. We have shown Tony's talk - Ted Talk to our fathers.

Our mission to inspire, train and empower men and boys to lead lives of nonviolence. And each one of those elements, inspiration, training and empowerment we have a programming and philosophy to support that.

We - I'll skip through those other bullets in the interest of time. And just to say that we started a parallel movement out of popular demand in the community which we call Women in Nonviolence, so the WIN program. And that started in 2009. And I'll come back to that a little later in the presentation.

Next slide please. Here are our current programs. The mentorship is actually how we started reaching out to just like Tony said, all men even though they are not perpetrating the violence but they are part of that foundation.

And the men who are not committing violence who are in the majority, what we're seeking is to turn them from passive participants to active participants.

And through mentorship programs, advertising the plight of so many boys who grow up absent their fathers, absent positive male role models, this is very inspiring to the

majority of men because it's something that they know that they can make a difference in.

So that was our first programming and the Fatherhood actually merged out of the mentorship program. And I think it's a very effective combination to work jointly between mentorship and fatherhood.

Next slide please. Here is a diagram that we created to help our logic and our planning of where we are going to intervene. We are, you know, looking at the whole cycle of a man's life from birth to death and how they grow up.

We are aware as most of us are that we need to reach the population as early as possible to have the greatest impact. The younger the mind the more malleable, the more flexible, more open to embracing a new way of life, a new way of thinking.

And once it becomes hardened, you know, adolescence starts. Those adolescence hormones are surging. It's hard to get through. So we attempt to get there right at elementary school age. That's our optimum intervention time.

Next slide please. Here are the - some of the trainings and interventions that we use. We are mobilizing the elders and the mature adults to become mentors to the younger generations.

You know this is something that is - it's been happening across cultures, across the ages that the, you know, the adults help to bring up the next generations. And very frequently across cultures the men would work with the boys and then the women would work with the girls.

We are looking - also in that critical time from between birth and beginning at the start of elementary school when the parents really have the greatest opportunity and responsibility to raise their children. And so we have fathers intervening in the early developments.

Next slide please. Here it shows the results section, I'm sorry it is a little bit blurred it's hard to read on your slide. What it does show is that we are making improvements with our mentees across behavior, communication skills, decision making, self-esteem.

And as we help these young people they grow up, they become parents and our goal is that the young fathers are healthy fathers, healthy men and that they can "intervene" with their own children. And through responsible Fatherhood in the future we would not need such heavy services and interventions.

Next slide please. Okay I'm going to go through these quite quickly in the interest of time as well. And a lot of these I realize are the grantees are very familiar with.

The first bullet being something talked a little bit about before about that we need to look at the wider cultural change as we provide direct services and creating a link between those and really doing them in parallel.

The point around men bringing other men is pretty well-known now and we have seen it as an essential thing. If there are no men involved it's very hard to get other men. You kind of break - crack through a critical mass and then the other men bring other men. The word gets out there.

It's follow the pack mentality. I don't mean to be demeaning or anything like that but it is often the case that if - men do follow their peers, listen to their peers closely.

Looking at the noble purpose, men you can see it across novels and movies. But to have a mission and a cause that they are a part of something higher that's meaningful.

This is a rallying call for them. This helps get them involved and this is what we use to reach out to recruit mentors as well as promote our responsible fatherhood.

We've found that men too like something concrete to do, something specific. They also like to take action to address the problem.

Once they've understood the problem they don't really like to dwell there as much but they want to do something about that. And being of service is empowering, it makes them feel good about that.

And then obviously when you're working with clients what we need there, their inclusion in their treatment plan otherwise it's not going to go very far.

A social atmosphere, a place where people feel welcome is very, very important as well.

Fatherhood really matters to fathers as well once they know how important they are. You do this with modification so they don't get overinflated but fatherhood really does matter to fathers and that they know that they are important to their children.

They do get messages from society that they're not important, they're a third wheel, they're disposable but actually they are like we all know, so important and we need to get that message to them.

Next slide please. Being low key, informal I think that's something we all know rather than introducing ourselves like with a title or the position that we hold within the organization, we just use our first name. It makes the guys feel much more comfortable.

Sense of ownership, belonging, while the perception that what they're doing is cool that is a very important thing for men.

Peer to peer networking, practical skills that respects their intelligence, that pushes their boundaries, that gives them the benefit of doubt that they can understand something, they can grapple with that.

Male psychology we have found that men will say, oh yes I want to do something good but maybe before that or at least to get it going they want to look good. And so that's what ties into our media campaign. I'll talk about that a little bit later.

Next slide please. Yes strength based approaches, careful with shaming and confrontation. It may cause shutdown or defensiveness. It can be appropriate especially in battered intervention programs.

The work of the fathering after violence with the family violence prevention fund or now futures without violence one club with (Arian) they talk about the connection It's -

to make the connection and come in with confrontation if necessary but to use that as a balance.

We believe that if we treat the men with respect, with dignity, with hope they will respond in kind.

We teach the men that universally across cultures you can look at the Native Americans, the African nations, the Celtic people, the - just across the world especially the indigenous cultures there's always respect and honor that has been given to women and children. And we want to bring back some of that knowledge for today.

I've put down the tapping the "alpha males" as leaders. Again I don't want to appear demeaning here but there is such a phenomenon as an alpha male and to recruit those types of guys into the program can be a very effective way of pulling the rest of the male community along.

Next slide please. Men we have found that really do need to share their stories. They have gone through so much in their lives mostly they are told what to do, who they are, how they behave. But actually hearing what they have to say is something we hold to be very important.

And many of them have suffered greatly in their lives and this has been unacknowledged and unprocessed. There's trauma from physical abuse, psychological abuse.

We also give them the deference that being a man today and a father today is hard. It's, you know, it's no two ways about it. It is a hard thing to do but just to acknowledge that you don't have to dwell there but just to acknowledge that, giving them empathy.

Empathic listening is a technique that's associated with nonviolent communications, motivational interviewing is a very well-known technique. I would highly recommend those because it does cultivate a self-discovery without collusion it does need some training to have.

We use non-religious rituals. We find men do gravitate to ceremonies and rituals and they been used successfully.

Next slide please. Okay these points are around actually how we got going. A project anchor, the founder of our organization is a local architect. He was seeing so many young men committing atrocities actually some terrible things happened in our community, you know, some egregious gang violence.

And no one was helping, specifically helping these men. So he's a father of three and he's a grandfather of four. It just happened that he's had all boys and so, you know, he has a particular feeling for men and, you know, he was the kind of the flashpoint that got it all going.

We formed a leadership group in the beginning, actually 125 men of the community reaching from the heads of businesses to the local governments, the schools.

We took a photograph together that was very, very bonding for the guys to have that. We formed an advisory committee seeing the need for, you know, gender specific

programming involving the men but very important to have feedback and guidance from the women.

And also to let the women know what we're doing so that they feel comfortable that it's not a like a mysterious thing that's happening that they do not - that they're not knowledgeable about or have power to participate.

Next slide please. Okay so our media campaign we created this in Taos, New Mexico. Rather than using celebrities, you know distant sports stars we actually decided to go with local participants who are recognizable, influential to their communities.

And if they themselves are taking a stand for nonviolence, that really creates an impact because if they are brave enough to make a public stand, to put their image in the paper which also goes into allowing the men to look good.

We strived the best we could to get high quality images to - we gave a copy of each photograph to the participants of the program that they were very grateful for these. And it really helped things move along.

Our slogan is, we're men, we're nonviolent, join us. That's the one that we always promote. And so, you know, it's kind of building a mass momentum there.

And then we work carefully to try and make a specific slogan that reflects seasonal activities, happenings in the community, working with who the people are as participants.

We ask each participant to make a pledge of nonviolence that they're taking the community as a witness that they are pledging to be nonviolent.

And, you know, we make it very well-known in the community that if there's a violation that we need to know about that and part of the pledge is that we will be able to - the part then gives us access to them, to work with them if there is a violation.

Next slide please. These slides coming up are examples of the media campaign itself. If you could give us the next slide. Here we go we're going to flash through these. These are all well-known people from our community.

Looking at sons, looking at fathers in their roles. We started out just having men pictured but then we expanded it to men with their families and their children.

We've taken over 400 of these ads. And we were able to work out a wonderful relationship with the photographer, name of Donald Graham who has taken these photographs all free of charge for us.

So it could be a good model to work from to get the in kind services of a photographer. And then we've actually also brokered a deal with our local newspaper and it's a weekly newspaper, they run almost every week a quarter page ad free of charge. And the community really loves these, you know, they always look who's going to be in it next.

And we've started with our Women in Nonviolence Program, there are ads now that are focused on the women who are proudly standing for nonviolence.

Next slide please. Okay talk a little bit about the mentoring of young fathers. Like I said before we grew out of mentoring boys.

We found mentoring is such a good way to go because it hits all of those principles that I had lined out before. It's active, it is being of service, it is going after the problem, it's a way for the men to really help with something that they are comfortable giving.

You know being a man, being a father is something that with the mentors that we recruit, it's something that they take very seriously and that they see the need for boys and young men to have these attributes.

And it's something that they know about. It's kind of their specialization. And so it's not asking them to go too far beyond their comfort zone.

We also like it is because it is a combination of a specialist and non-specialist. We have licensed social workers who are administrating the program but it combines the clinical counseling, clinical case management with the non-specialist volunteer mentor who just brings another quality, has a different way of talking, different way of engaging.

And it makes such an impression to the mentee that this man is actually taking time out of his day, not being paid any money to be a volunteer just because he cares.

It also goes right into the community building of lifting up a nonviolent male community because these guys actually get quality time together every month. We put on different trainings, the - we mostly work with volunteers come in and give lectures of a variety of topics and this is a kind of a social time.

And it creates cohesion within the mentors pool. We can invite other mentors to come - or potential mentors to come in and just check things out.

And we're looking forward to down the road, now we have a women's mentoring program to get actually the men and women together for these monthly trainings. And this creates a very important cross or intergender conversation and solidarity.

Next slide please. So on nonviolence how we define nonviolence is to get what you need without hurting anybody. So, you know, we're acknowledging that needs must be met and that's what drives human activity.

But we don't have the right to hurt anybody. So we need skills in order to get what we need without hurting anybody. And then the next step beyond that is to help others if you can.

We draw from the success of nonviolence. That's not something we really emphasize as well that nonviolence works. It's effective. Violence is a downward spiral. You're creating your metaphysical prison and soon one could be in a physical prison.

It creates negativity, it creates conflict. Nonviolence is, you know, recognizing that there are problems, there are injustices but what is triggered when they use violence?

So we actually examine the direct sources of the writings and the teachings of Martin Luther King of Gandhi, Cesar Chavez, Dalai Lama and we could read these out loud in the group, it works very well. The guys, you know, get practice sharing in front of the group but there's a distance there because they are reading from someone else's work.

And then the writings themselves are just so rich of such quality teachings. And it's educational there's some very important history there that should be known.

Intersecting the micro with the macro, we're teaching that a man is more than just himself. He is a product of his society but he can if he can change himself he can change society.

We are, you know, these positive strength based words again, skills, strength. Men maybe it's, you know, genealogically that there is sacrifice in men's lives, you know, that we're warriors, we're the hunters and that there's something noble there.

So we want to, you know, call to the, you know, could be calling the stereotypical qualities of the men but we want to elevate these to a higher level and build off the positive characteristics.

We can look at a tipping point. There's that book out there called, "The Tipping Point" that I would recommend when you're designing a community initiative.

We're actually looking to have nonviolent valued more than violence. And so this would be, you know, in a scenario where a young man actually backs out of a fight.

He uses his mind, his intellect, his sense of humor and rather than getting into the fight, he gets out of it. And then there's no fight. Rather than him being called a wimp or a coward, he is actually honored for that. Well congratulations, you did not, you know, go into a destructive conflict there.

The cycle of nonviolence versus the cycle of violence we are all familiar with the cycle of violence how so many of domestic violence perpetrators, the batterers were themselves abused when they were children. And then this violence is like a disease passed on from generation to generation.

What we're trying to create is a cycle of nonviolence. This is love, this is kindness, you treat people with respect and goodness. This is what you're going to receive.

Next slide please. We also look at nonviolence as a replacement for violence. And recognizing how powerful violent masculinity is. It's splashed all over the Hollywood movies, network TV shows and so in order to replace that we need something substantial. We can't just say, don't do that. We need to replace it with something.

We like to test the nonviolent skills, you know, that these are skills that need to be protected and cultivated and so, you know, we do role playing kind of psychodrama scenarios where someone will be antagonizing another person, pushing them to a point where they normally would break.

And it's actually very real. I mean people get hot and bothered when they are in these situations. And so, you know, in the group setting they can preserve their equanimity through nonviolence they can use their skills that we're teaching them to avoid getting into that fight.

And so you know testing their skills. That's a very important thing. The link between nonviolence and responsible fatherhood I think is a very important one. It's very hard to be a responsible father when a man is violent man.

And just a quick note on this, on a - with the violence we do respect and honor the work of the soldiers and the law enforcement and so - but that's a specialized field.

And soldiers are in a war, they're in a war zone well we differentiate when they're back at home, now they need to be trained in nonviolence. And violence does not have a place in the home.

Next slide please. Again positive, proactive, constructive. There are levels of mastery just kind of go into those principles that men like to feel like they're doing something meaningful and noble.

A Jedi Knight is a, you know, is an example of the - or even the martial arts, the peaceful martial arts that there are levels of mastery. And it can't be all acquired overnight, you know, we have been acquiring skills around violence through our culture since we were born. So how to be a nonviolent man is like being a Jedi Knight.

Walking in the footsteps of giants I mean by the men like Martin Luther King who have led the path before, have lighted the path and there has been great suffering, great injustices from not only the recognized teachers but our personal ancestors and that it is still today. But they have survived and we can survive and thrive ourselves.

Looking at choices and consequences it's very effective using scenarios around that. You know we don't want to sugar coat things and so that this is challenging work.

They will be tested in holding onto their nonviolence and that is something that we need to acknowledge and then when they're in that situation hopefully they can be more inspired to holdfast.

Next slide please. These are the curricular that we use. Emotional intelligence is very much linked to the goals of our program. So is nonviolent communication. Looking at feelings, how to recognize our feelings, you know, we're not taught how to do that.

And so our feelings can just be a big mess and so we can lash out not even knowing what we're feeling. You know we could say, oh we're feeling good, we're feeling bad but so that's how we do our check-ins. We go deep into what those feelings are.

And then what nonviolent communication does so well is connect those feelings to a need. And then it allows language to express and satisfy that need.

It is because like a feeling sort of is the need giving off a hint of what it is. And so if we can identify the need then we can address it. Then we can some satisfaction but if the need is unknown it's very hard to find out what to do.

Fatherhood & Motherhood is Sacred is a wonderful curriculum developed by the Native American Fatherhood & Families Association. We were the first non-Indian agency to be trained and certified in this.

It's been working very well with our population. It does draw from kind of ancestral role models, you know, how it was back in the day before so much conquests, colonialism. And that this fatherhood is sacred and this is that higher calling.

And what's very interesting with them is that they were working - now they're in 60 different tribes across the country in about 20 different states. That the mothers were seeing the changes with the men and then they wanted it too. So now they work with both fathers and mothers.

Boot Camp For New Dads, I'm sure you guys are well aware of it but that it does community building, you know, building our dad community with responsible father, with the expectant fathers and the with the new dads, honoring the new dads as fathers that they can celebrate their fatherhood. And then they can teach others.

It goes right along with our philosophy, 24/7 Dad is an excellent curriculum on a really how to look into the person of the father. And addressing fatherhood with many batterer.

This is something that we are just starting collaboration with our domestic violence shelter. It's probably one of the most recognizable curriculums for this population and addressing a population that's quite common.

I know in our county and I suspect in many areas that the survivors of domestic violence, the women, the mothers, choose to live with the man who battered them. And so that man still has responsibility as a partner, as a father who is living in the same household.

How to work with that population? This curriculum is designed to work with the battered intervention program and it really is a necessary for that population before it leads into the other types of programming.

Real Fathers is a wonderful thing that works with the dads and the kids together using film to create reflective discussion.

Next slide please. Special activities, I'm sure a lot of you guys know about this. But just getting outside it makes the whole different type of conversation.

Guys really get more comfortable there so as far as engaging fathers and just making the comfort level the more - the hearth more open to receive, you know, different teachings than a man would have had growing up, to build that trust.

So we have had, you know, successful activities around cookouts in the park. We live in a rural area so we can have fires more easily than in the city. But it is something to that that men really enjoy sitting around a fire talking. So that can happen, that would be excellent.

Next slide please. We found that men really want to talk about women. So how to do this without collusion, without demeaning because it can tend towards complaining and that the men have been victimized and that the women is, you know, crazy and, you know, things like that.

So how to bring up that topic? It can't be just a topic that we don't touch because the men really need to do it. They need to do it healthily and it's something that they want to do.

So it pulls them in and makes them happy about the program. Just some recommendations, "There's a Way of the Superior Man" is an excellent book. John Gray's work looking at the hormonal and physiological similarities and differences between men and women is also very insightful.

A quick example about that is when men come home they need to build their testosterone up. This is the way we're built as men. That after a long day, you'll see men go straight to the couch and sit there between 30 minutes they build up their testosterone.

This is actually a normal physiological activity. It's not the guy just being lazy. So then on the other hand, when the women they need to build up their oxytocin that's how they're wired. And that's done through sharing and connecting over the events of the day.

So just to - with knowledge of that we can avoid, you know, the common thing when a man comes back from a hard day's work and then he sits on the couch and then his partner could say, oh, you know, stop just slouching around. You need to get up and work.

If she gives him the space to rebuild his testosterone and then he allows her to share around her day then just that can just create a lot more harmony in the home.

The importance on maternal health for men, what women's bodies go through around giving birth, postpartum depression is very important. And interesting, the men do like that. Boot Camp for New Dads has some very tidy curricula addressing that.

Historical oppression of women, a lot of men don't know some basic facts about, you know, about women being burnt alive as witches. The, you know, what it took to get equal voting rights. Property inheritance, that women cannot own property.

That the rule of thumb, well our expression today, the rule of thumb comes from a law that allowed men to beat their wives with a stick no greater than the size of their thumb.

So we need to put this into context. We also need to put into context what's happening across the globe for women's struggle for human rights, for actual survival and dignity.

Next slide please.

Nigel Vann: Excuse me, Crispin, I do need to ask you to wrap it up in the next minute.

Crispin Clarke: Okay, certainly. I'm sorry to go on so long.

Talking about boys, men really like to talk about boys. Rites of passage, initiation is something very important for boys. And I recommended some books there, "Men Looking at Who Boys Are" provides reflection on who men are as men. So that's a very fruitful thing.

Next slide please. Using media we are a media driven culture. So how to bring in popular videos to inspire discussion can be very fruitful. There are some suggestions there.

Putting a mounted TV in your group room is a great technique. Hooking it up to the Internet, teaching dads all the resources that are available the Internet is something very successful that we have done.

Next slide please. Talking about their own fathers. I think this is something that's been out in the field quite a bit. We've used it with really good success as well.

Next slide please. If you're thinking long term, the differences between nonviolence and anti-violence I could have done a whole another talk about that topic and how to work with men and fathers with women and mothers.

This is sort of an important nut we need to crack in order to I think to be ultimately successful.

Thank you very much everybody.

Nigel Vann: Great thank you, Crispin, yes excellent ideas for, you know, doing what really Tony said. How we get these good guys to step and start holding the bad guys accountable, the 15%.

I did want to make one comment on the mentoring, you know, I think it's really great stuff but I think we have to be careful when you start mentoring projects, that the mentors have enough support so they can keep going.

So they don't become another person who's let somebody down kind of thing.

Crispin Clarke: Yes.

Nigel Vann: Yes. So we did have one question come in which I'd like to actually save for you Crispin.

I just want to pose a question to Tony first, if I could bring you back in Tony.

So, you know if you were doing say a guest talk in a fatherhood program, what advice would you give those dads about how they could, you know, after you've gone through your "man box" thing with them.

What kind of advice would you give them about how they could actually then take that to talk with their friends and family about this?

Anthony Porter: Well, you know, I guess for men the question would be courage, you know. It's about us having courage. We say we're fearless but this is a whole different kind of courage.

We call it stepping out, breaking out of the "man box". You have the information. So let's say you have the information right now. The question is going to men, talking to them. We always come in love, you know, we always bring love, we don't bring any kind of aggression. That's our goal.

And to say, hey, you know, I learned some new stuff today or I just read some stuff today. Let me run it by you. What do you think?

I know one thing that works with men. That gets to their heart real quick that you can move them and then get to their intellect later. And I attempted to use it in this conversation is to start out by asking them about the world they want to see for their daughters.

Usually with us men, the way we may think about women - you see we're taught to love the women close to us and to have a lack of interest in the women beyond that.

And that's part of what allows these bad guys to be who they are. We are very invested in our mothers, in our daughters, particularly our wives and our sisters they're in there but our mothers and our daughters we're absolutely crazy about.

And then women outside of that we were taught to have a lack of interest in them in general. So a lot of times the easy way I guess along with being courageous, we have to be courageous because you will be part of a group of pioneer men. So you need that.

But one of the things that helps to equip us is to be willing to what we call at a Call to Men, reaching in and grabbing a man's heart. And you can grab his heart by having a conversation around his mother and his daughter.

And quickly move him away from being defensive and take him to a place of getting open and vulnerable.

Nigel Vann: I like that, I like that. Let me just ask you a follow up question and this is one that I think you are expecting but, you know, I've said a ((inaudible)) dictionary myself quite a bit.

But say I met for dinner with my wife and a friend and his wife and he says something disrespectful to his woman. What can I say to him, either then or later?

Anthony Porter: Are you asking that of me?

Nigel Vann: Yes, yes.

Anthony Porter: Well one of the things that we learn to do with men is say, you know, I want to share something with you and being because I know who you are. Again, pulling down defenses I believe you would really want to hear this.

You really pull his defenses down when you say I believe you would want to know this because I know the kind of guy you are. And so that's the way to open conversation with men.

Now you just said his woman and that's the way we as men see it.

Nigel Vann: Yes, yes.

Anthony Porter: She's mine and everybody else needs to stay back.

Nigel Vann: Yes.

Anthony Porter: So you're walking into that dynamic to begin with. So, you know, a lot of times I would say, I know you want to hear this man, you know, and what I want to say to you is the way I hear you talking to your wife, I don't really think it's cool man. I know you wouldn't want anyone to ever to her like that.

I know you wouldn't want your husb- your son-in-law to every speak to your daughter like that. You know I'm bringing to you - I'm bringing this to you with love man. And just to, you know, just you to help you to what I'm saying.

It might be upsetting you, you know, or whatever but I'm coming in love, coming in peace and the man I know you to be I believe you would want to know this.

Nigel Vann: Yes, beautiful answer Tony, yes.

Anthony Porter: What we've been taught, we haven't been taught to confront men about their behaviors with women, particularly the women that they're partnered with.

So the guys beat up his wife, we've been taught to say things like, yo man I think you need to stop doing what you're doing before you get yourself in trouble.

Not because it's wrong but before you get yourself in trouble. So we'll bring it back to a concern about him. But we got to find a way to share with him a concern about her as well as him. But to be okay and open with doing that beyond our daughters and women we love.

But now that's an immediate goal Nigel. That's something that men can do in the immediate and on some levels while it is important, it's very important. But on some levels it's still kind of like a band aid.

The real goal is the culture shift. And that we can do without feeling where we're putting ourselves in harm's way. And that's how we act, how we behave and how we teach our sons and other boys and how we talk to men that we love and care about.

That kind of stuff we can do right now and it doesn't have to be housed in challenging a man about violent behavior. It can just be housed in all the cultural norms that we all participate in as men.

Nigel Vann: Yes, yes. No thank you, yes and I do think, you know, that's the, you know, some of the real power these started programs that the more men who go out there in the community and act like that then you stop seeing that shift, yes.

So let me ask just one quick question to Crispin here. And then I'll ask Matt to do our poll questions. And I'll come back to each of you for just one quick final thought.

So we've got this question in Crispin from (Jefte). I was thinking along these lines a bit when you shared the piece about the testosterone and the guy wanting to sit on the couch, you know, one of the things that bothers me there is are we making it okay for him to go sit on the couch?

You know he obviously got to have his way in this race. The question here is about the term gatekeeper which, is commonly applied to residential mums and I applaud the question for saying residential instead of custodial mum.

But the question is could this word gatekeeper be problematic when guiding dads to respect the mothers of their children?

Crispin Clarke: I think it could be problematic. It creates an opposition, there's a potential conflict there either that the term gatekeeper protecting a gate, you know, to an entrance of something behind the gate.

Right there there's friction that could be encountered. I think that the phenomenon is important to be aware of. And what would be very important I think down the road is actually educating women about the potential for gatekeeping.

So that they actually - they can actually accountability and responsibility from the women's community about this and that there are possible negative ramifications around this.

Now working with fathers, it's something to be pretty careful about because it can create the antagonism. So I think, you know, giving advice to fathers who are encountering that, we need to really emphasize, you know, where that is originating, you know, the mother is concerned it's coming out of love for her child, you know, it's the mama bear that is protecting.

And what she needs is assurance that her child is going to be safe and protected. And that's kind of the standard that she is asking for from the father.

Nigel Vann: Yes, yes couldn't agree more, yes. So I think, you know, very important to try and have a conversation with the mothers that we can, you know, we found out over the years you can't just work with the dads, you got to work with the mums.

And I think you have to let the guys vent some of this stuff but then you've got to have that conversation about how they have a constructive conversation without putting those kinds of words in there. Yes, great.

Okay Matt if you could quickly do the survey questions and then we'll come back to Tony and Crispin for one short final thought.

Matt Crews: Sure thanks for staying on folks. As you see on your screen, you have the first survey question, it is I have a better understanding of ways to help men look at stereotypical ideas, masculinity and change behaviors that maybe based on those stereotypes.

And I will give everybody about 30 seconds to get their votes in. You have strongly agree, agree, unsure, disagree, strongly disagree and no vote at the bottom left hand corner of the screen.

All right. For the next question, the advice and suggestions of ways to raise fathers' awareness of the negative impacts of violent and controlling behavior would help more.

Again you have the five colored options and you have the no vote at the bottom of the screen. I'll give everybody about 15 more seconds to get those in.

All right for our third poll question, the overview of the various strategies and approaches is to help men change their behavior was helpful.

All right and for the last question, in general I received good information that I can use in my work with fathers and families.

And if you are in listen-only mode today, if you do want to send feedback to us on today's webinar or on any of the webinars we've done you can email us info@fatherhood.gov and we greatly appreciate all the feedback that we get.

And I'll give you a couple more seconds to get these votes and I'll give the floor back to Nigel.

Nigel Vann: Well thanks very much Matt. While that's coming in I'll invite Tony and Crispin in whichever order just to give us one quick final thought.

Anthony Porter: Well I want to tell everyone thank you for allowing me to participate in this ((inaudible)) here. I'm very, very invested in Fatherhood work. And I just wanted to simply say, you know, we can all just find our place in this work.

And identify how women are going to be a part of this solution, you know, to developing boys to men practicing concepts of healthy manhood.

You don't have to get at a podium, you know, you don't have to get in a room full of a thousand people. It could just be your walk in life, you know, and teaching men how to have that walk in life.

We could do it one by one on an individual basis and all play our parts. So I appreciate everyone and the opportunity to be with you. Thank you.

Nigel Vann: Thank you Tony.

Crispin Clarke: I would like to thank everyone as well and thank them for their hard work in this very important work.

What draws me to this is the potential for creating such a big impact in our world and our society to working with men and with fathers.

And just a final thought would be again around, you know, the need for the conversation to be between - within the male community but also how do we work with men and women together, with boys and girls how do we create that solidarity? How do we create that collaboration and partnership?

How do fatherhood programs work with the domestic violence programs? How can those communities come together and work in with common goals, common objectives? It's so important to have that conversation and partnership. It gets very complex working with fathers and the families.

When there's a he said, she said, kind of navigations. When boyfriends are factored in and grandfathers step out as uncles. And so it's bringing in the community partners, working with the legal community, working with the mental health community and working both with the men and the women is so important.

And I think that is the next step with our field. Thank you to everybody.

Nigel Vann: Okay well thank you Crispin. Thanks to both of you for your time and wisdom and input and I think this has been a wonderful final webinar for everyone and I think I

can speak for most participants and said I've already had a couple of emails saying they liked it.

So thanks very much. So, well that's all folks. That's the last webinar and it's been fun, I've enjoyed it. I wish you all the best going down the road and hope to see you all down there somewhere. Thank you very much.

Operator: That does conclude today's webinar. Thank you for your participation.

END