National Responsible Fatherhood Clearinghouse Technical Assistance Webinar

Taking the Domestic Violence Conversation to the Community

Tuesday August 16, 2011 — 2:00 – 3:45 PM (ET)

Facilitator
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
A CALL TO MEN:
Concepts of Healthy Manhood
and A Discussion On Manhood

Tony Porter
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The Socialization of Men
OUTSIDE THE MAN BOX

- Anything associated with being a woman
- Anything associated with being gay
- Sensitive
- Being vulnerable
- Being weak
- Showing emotion
- Soft
- Needs to “Man Up”

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THE COLLECTIVE SOCIALIZATION OF MEN

• Having Less Value in Women

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THE COLLECTIVE SOCIALIZATION OF MEN

• Having Less Value in Women

• Treating Women as Property

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THE COLLECTIVE SOCIALIZATION OF MEN

• Having Less Value in Women

• Treating Women as Property

• Objectification of Women

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THE COLLECTIVE SOCIALIZATION OF MEN

LESS VALUE
+
PROPERTY
+
OBJECTIFICATION
=
VIOLENCE AGAINST WOMEN

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The Foundation

ALL MEN

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The Foundation

ALL MEN

VIOLENCE AGAINST WOMEN

STALKING  RAPE  DATING VIOLENCE

HARASSMENT  PORN

DOMESTIC VIOLENCE  SEXUAL ASSAULT

ALL MEN

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OUR SONS

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FATHERHOOD IS MANHOOD

LOVE

TRUST
RESPECT
LOYALTY

OUR
CHILDREN

OUR
CHILDREN

FAMILY

THE
MAN
BOX

FEAR

NURTURE

FRIENDS

JOY

ALL
CHILDREN

HURT

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CREATE YOUR OWN DEFINITION OF MANHOOD

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Engaging Men: 
A Presentation for OFA Responsible 
Fatherhood Grantees

Crispin Clarke
Executive Director
Men Engaged in Nonviolence, Inc., Taos, NM

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Men Engaged in Nonviolence (MEN), Inc.

- Formed as a grassroots initiative in 2004 in response to youth violence and domestic violence, and lack of services to males.
- Our name says a lot: to be part of MEN, a man needs to be nonviolent – getting out of the “Man Box”, redefining masculinity.
- Mission: “to inspire, train, and empower men and boys to lead lives of nonviolence.”
- MEN® - “to promote public awareness regarding the need to involve males in the prevention of domestic, youth, and criminal violence.”
- Bred out of isolated tri-cultural rural area, Taos, NM – with similar crime and poverty rate as inner cities.
- Fills gaps within web of community services.
- Combines community organizing with clinical services, a friendly interface with government and social service agencies.
- Parallel “Women In Nonviolence” (WIN®) initiative started in 2009.
Men Engaged in Nonviolence (MEN), Inc.

Current Programs and Services

- Youth Mentorship
- Fatherhood
- Media Campaign
- Groups
- Nonviolence Education
- Clinical Counseling
TRAINING & INTERVENTIONS

- High School
  - Mentors
  - Support Groups
  - Workforce Development
- Young Fathers
  - Fatherhood Program
  - Support Groups
  - Workforce Development
- Middle School
  - Mentors
  - Support Groups
- Primary School
  - Mentors
- Early Development
  - Fathers
- Birth
- Death
- Elders
- Mature Adults
  - Eldercare

Mobilize

- Supervised Volunteer Mentors
- Staff-Led Programs
- Trained Fathers

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THE GOAL

MEN Engaged in Nonviolence
Individually Mentored Boys

Baseline Instrument Scores Compared to End of the 2nd Semester

Results

Scores: 1st Year: 2nd Average

1st Column in each Category is Baseline
2nd Column in each Category Reflects the End of the 2nd Semester

Ongoing Support

Young Fathers

Mentor/Mentee Relationship

Fatherhood

Early Childhood
Principles for Engaging Men (1)

- Provide direct services while affecting wider cultural change.
- Men bring other men. Men will often “follow the pack.”
- Give them a mission/cause – with a noble purpose, i.e. help boys become good men, always be responsible fathers.
- Give them something concrete to do, i.e. join a group, take a class, individual counseling, take a pledge, pose for a photo, become a mentor – stay flexible and work with their situation.
- Allow them to be of service, give back, take action to address the problem, feel included in their treatment plan.
- Create social atmosphere, a place people feel welcome.
- Educate on the importance of fatherhood to children.
- Involve the fathers’ children when possible.
Principles for Engaging Men (2)

• Be low-key, informal as appropriate.
• Allow the men to feel ownership and sense of belonging (to a team).
• Build the perception that what they are doing is “cool.”
• Create peer-to-peer networking opportunities.
• Teach the men practical skills that respects their intelligence.
• Understand male psychology, i.e. want to do good while looking good, male bonding.
• Give healthy challenges, risk-taking – share out loud.
• Create sense of accomplishment, participation.
• Men strive toward freedom (get out of the “Man Box”)

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Principles for Engaging Men (3)

- Use strength-based approaches.
- Be careful with shaming and confrontation – it may cause shut-down or defensiveness (use as appropriate).
- Treat them with respect and hopeful expectations.
- Emphasize the dignity of being a man and a father; the discipline and dedication required.
- Teach them about the universal ways of men across the ages that respected and honored women and children.
- Be prepared to work over the long-term and through broad community partnerships.
- Tap the “alpha males” as leaders.
- Think: how to make it fun and exciting.
Principles for Engaging Men (4)

- Allow the men to speak, share stories.
- Find out what their needs are, i.e. know their struggles and suffering - many men suffer from unacknowledged and unprocessed trauma from childhood. Being a man and father today is hard.
- Use empathic listening and motivational interviewing to guide and cultivate self-discovery – without collusion – need trained facilitators.
- Use non-religious rituals to create bonding and solidarity, e.g. read pledge aloud, pass candle before meeting.
Strategies: Community Organizing

- Identify Project Anchor – outstanding male citizen to organize other males.
- Form Men’s Leadership Group.
- Form Advisory Committee.
- Create mission, vision, principles, and goals.
- Hold launch event w/ inspirational speaker
- Establish sponsors (e.g. local newspaper).
Strategies:
Media Campaign / Social Marketing

- Use local participants.
- Use quality images.
- Catchy slogans – with a repetitive base.
- Use pledges – with accountability.
- Use campaign to advertise volunteer opportunities and services.
- Use campaign as a step in the right direction.
MEN® Media Campaign Ads

We're Men and We're Nonviolent - Join Us

This Is What Fatherhood Looks Like.

Step up and become a mentor to a boy in need.
Call us at 756-4297
www.nonviolentmen.org

MEN creating a nonviolent community
one man and one boy at a time.
Photograph by Donald Graham

Fathers: cherish your daughters. Love them and protect them.

Step up and become a mentor to a boy in need.
Call us at 756-4297
www.nonviolentmen.org

MEN creating a nonviolent community
one man and one boy at a time.
We’re Men and We’re Nonviolent - Join Us!

Fathers: raise your sons to be nonviolent. If not you, who?

Sign up now to become a mentor for the next school year. Call us at 758-4297 www.nonviolentmen.org

Photograph by Donald Graham

MEN® Media Campaign Ads
MEN® Media Campaign Ads

We’re Men and We’re Nonviolent - Join Us!

Bil Acheff, Michael McCormick, and Miguel Martinez

Nonviolence through art.

Sign up now to become a mentor for the next school year. Call us at 758-4297 www.nonviolentmen.org

Photograph by Donald Graham

MEN creating a nonviolent community one man and one boy at a time.
MEN® Media Campaign Ads

We’re Men and We’re Nonviolent - Join Us!

Mark Abeyta, Lucas Archuleta, Lee Archuleta and Billy Archuleta

Nonviolence Comes from the Heart.

Step up and become a mentor to a boy in need. Call us at 758-4297
www.nonviolentmen.org

MEN creating a nonviolent community one man and one boy at a time.

Photograph by Donald Graham
We’re Men and We’re Nonviolent - Join Us!

Ashley Branch - cross country, James Branch - Athletic Director, Jennifer Branch - basketball

Parents: Win or Lose, Support your Student Athletes.

Step up and become a mentor to a boy in need. Call us at 758-4297 www.nonviolentmen.org

MEN creating a nonviolent community one man and one boy at a time.
We’re Men and We’re Nonviolent - Join Us!

Carla Gonzales and sons Jacob Herrera, Anthony Herrera and Gary Gonzales

Show all women the same respect your mother deserves.

Step up and become a mentor to a boy in need. Call us at 758-4297 www.nonviolentmen.org

MEN creating a nonviolent community one man and one boy at a time.

Photograph by Donald Graham
We’re Men and We’re Nonviolent - Join Us!

Theresa Trujillo, Manuel Medina and Leandra McCash
Durin McCash and Bree McCash

This Thanksgiving, be thankful for your family. They’re your greatest treasure.

Step up and become a mentor to a boy in need. Call us at 758-4297
www.nonviolentmen.org

MEN® Media Campaign Ads

Photograph by Donald Graham

MEN creating a nonviolent community
one man and one boy at a time.
MEN® Media Campaign Ads

We’re Men and We’re Nonviolent - Join Us!

The Silva Family - Gabriela, Cynthia, Alejandro, Joey, Daniela and Sofia

Fathers and Husbands: Nonviolence Starts at Home

Announcing the new Fatherhood Program for Spring, 2009
For info call 758-4297

Step up and become a mentor to a boy in need. Call us at 758-4297
www.nonviolentmen.org

MEN creating a nonviolent community one man and one boy at a time.
MEN® Media Campaign Ads

We're Men and We're Nonviolent - Join Us

Fathers: raise your sons to be nonviolent. If not you, who?

Sign up now to become a mentor for the next school year. Call Crispin at 756-4297

MEN creating a nonviolent community one man and one boy at a time.

Nonviolence starts at home with fathers & sons

Sign up now to become a mentor for the next school year. Call us at 756-4297
www.nonviolentmen.org

MEN creating a nonviolent community one man and one boy at a time.

Fathers and Sons - Proud to be Nonviolent

Step up and become a mentor to a boy in need. Call us at 756-4297
www.nonviolentmen.org

MEN creating a nonviolent community one man and one boy at a time.
Strategies: Mentoring Young Fathers

• Gives men a chance to give back directly.
• Makes men think about being fathers.
• Gives young fathers healthy role models.
• Use specialist and non-specialist combination.
• Use monthly trainings to expand knowledge, conversation, and cohesion.
• Creates good impression in the community
Strategies: Nonviolence (1)

• Logic: Get what you need without hurting anybody. And help others if you can.

• Draws on history of successful social change: MLK, Ghandi, Cesar Chavez, Dalai Lama – use direct sources: writings, video, etc.

• Intersects micro with macro, a man is more than just himself.

• Builds off skills, strength, sacrifice and honor.

• Paradigm shift/tipping point: nonviolence is valued more than violence.

• The “Cycle of Nonviolence” vs. “Cycle of Violence.”
Strategies: Nonviolence (2)

- To break free of mass produced allure of violent masculinity – need substantial replacement.
- Strive for critical mass in community.
- Use mentoring boys to pull the men in to help create a nonviolent community.
- Test their nonviolence skills – role playing.
- Prevent violence by promoting nonviolence.
- Link nonviolence and responsible fatherhood.
- Use “genuine human connection”.
Strategies: Nonviolence (3)

- Positive and proactive, constructive.
- Emphasize the skill set, patience needed.
- Levels of mastery, like a “jedi knight”.
- Walking in the footsteps of giants – yes, fathers today suffer and so did ancestors and the great teachers – but they survived.
- The power of choice and consequences.
- Acknowledge the challenges of nonviolence.
- What is more effective in achieving what you want: nonviolence or violence?
Strategies: Proven Curricula

Curricula used by MEN, Inc. – master to become a liberated nonviolent man:

• Emotional Intelligence™
• Nonviolent Communication™
• Fatherhood/Motherhood is Sacred℠
• Boot Camp for New Dads™
• 24/7 Dad™
• Addressing Fatherhood with Men Who Batter
• REEL FATHERS
Strategies: Special Activities

- Use the outdoors: games, cookouts, physical work, camp fires.
- Draw from mentors’ pool to share hobbies.
- Mentor/mentee activities.
- Job shadowing.
- Go to park, bowling, rock climbing gym, restaurants.
- Get creative!
Strategies: Talk About Women

- Men want to talk about women – how to do without demeaning and only complaining?
- Demystify female characteristics – use *The Way of the Superior Man* by David Deida.
- Talk about similarities and differences – use *Venus on Fire, Mars on Ice* by John Gray.
- Education on maternal health.
- Education on historical oppression of women.
- Education on women’s current struggle for equality human rights around the globe.
Strategies: Talk About Boys

- How do boys know what it means to be a man?
- “If we do not initiate the boys, they will burn down the village” (African proverb).
- Developmental needs/genetic tendencies of boys.
- Rites of passage, initiation.
- Use books such as: Boys Adrift, Trouble with Boys, From Boys to Men, Raising Boys, Real Boys, Boys Should Be Boys, Raising Cain.
- Provide reflection on who men are as men.
Strategies: Multi-Media

- Use video-based curricula.
- Show clips from popular videos and movies to engender discussion. Some suggestions: *Spoken Word*, *La Mission*, *Pursuit of Happyness*, *Whalerider*, *Off The Map*, *Becoming Eduardo*, *Dreamkeeper*.
- Use mounted TV to take fathers group online and teach how to use the Internet.
Strategies: Talk About Their Own Fathers

- Everybody has a story about who their father was and their relationship to him.
- Touches men’s hearts in a special way.
- Creates process of emotional sharing.
- Creates process of self-reflection.
- Provides reflection on who they are for their children and their wives/partners.
Final Thoughts

• Think long-term: help boys become responsible fathers and nonviolent men.
• Use nonviolence rather than anti-violence.
• Cannot work with men and fathers in isolation from women and mothers.
• Our organization is going through a rebranding to become the “Nonviolence Project, Inc.” or “NVP, Inc.” and will run MEN® and WIN® Programs together.
CONTACT INFORMATION

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