



Man Talk

**What Every Guy
Oughta / Gotta Know About Relationships
with Michael Kaufman**

Forum Report

Ottawa, ON
October 15th & 16th, 2009

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1. INTRODUCTION

The first of its kind in Ottawa, Man Talk looked to begin a dialogue in the community about engaging men and boys in ending violence against women (VAW). Our guest facilitator was Michael Kaufman, co-founder of the White Ribbon Campaign. Michael created a new resource for young men focusing on guy stuff and healthy relationships entitled: “What every guy oughta / gotta know about good relationships.” Michael focused on the nature and causes of men’s violence against women and concrete strategies, action plans and effective approaches to address it.

The Ottawa Coalition To End Violence Against Women (OCTEVAW) is a coalition of organizations and individuals dedicated to ending violence against women and, through leadership, education, advocacy and political action, to promoting a coordinated response to women and their children who have experienced abuse.

The Sexual Assault Network’s (SAN) mandate is to coordinate sexual assault services in the Ottawa area. SAN also provides support, information and professional development to local service providers who work in the area of sexual violence against women.

2. ABOUT THIS REPORT

This report summarizes the discussions and action plans made by participants at the forum.

The forum encompassed several main themes:

- Men & women working together for change
- Engaging men: how this will support the needs of women and girls
- How to identify barriers to engaging men and boys and strategies to overcome them
- Gender stereotypes and their deconstruction
- Socialization of men and boys in society
- Encouraging participants to examine own beliefs of VAW and stereotypes
- Helping those who work with men and boys overcome their own barriers
- Identify men’s role in perpetuating VAW and how to end it

3. ATTENDANCE

3.1 Day One – Professionals:

Over 130 people were in attendance from the following agencies. A special thanks to all who participated:

Community Sector:

Catholic Family Service Ottawa
Children’s Aid Society
Crime Prevention Ottawa
Eastern Ottawa Resource Centre
Employment and Education Centre

Family Counselling Centre of Cornwall
Family Services à la Famille Ottawa
Interval House of Ottawa
John Howard Society of Ottawa
Kitigan Zibi Health and Social Services
Lanark County Interval House
Lanark County Sexual Assault/Domestic Violence Program
Maison Fraternité
Metis Nation of Ontario
Minwaashin Lodge
Nelson House
Ottawa Community Housing
Ottawa Rape Crisis Centre
Ottawa Victim Services
Rideauwood Addiction and Family Services
Sexual Assault Support Centre of Ottawa
The Men's Project
Western Ottawa Community Resource Centre
Chrysalis House
Women's Initiatives for Safer Environments
Youth Services Bureau, Youth Justice Services
Youville Centre

Justice and Government Sector:

Centre ontarien de prévention des agressions
City of Ottawa
City of Ottawa – Diane Holmes Office
Department of National Defence
Eastern Ontario Youth Justice Agency
Ottawa Police Service
Probation and Parole
Victim/Witness Assistance Program

Medical Sector:

Carlington Community & Health Centre
Centretown Community Health Centre
Ottawa Hospital Sexual Assault and Partner Abuse Care Program
Pinecrest Queensway Community Health Centre

Education Sector:

Ottawa-Carleton District School Board
Woodroffe High School
Equity Services, Carleton University
University of Ottawa

Faith-Based Sector:
Carlington Community Chaplaincy
Metivta of Ottawa

Additionally, several community members attended.

3.2 Day Two – Students

We counted 150 people; however we estimate a total of over 200 in attendance from local area high schools, colleges and universities. There were also several professional agencies in attendance. A special thanks to all who participated:

Universities and Colleges:

Algonquin College
Carleton University
Saint Paul University
University of Ottawa

High Schools:

Almonte and District High School
Carleton Place High School
Holy Trinity Catholic High School
Notre Dame Catholic High School
Rideau High School
Sacred Heart High School
Smiths Falls High School
St. John's High School
Woodroffe High School

Youth Centres:

Almonte Youth Centre
Youth Action Kommittee (Perth Youth Centre)

Agencies:

Crime Prevention Ottawa
Eastern Ottawa Resource Centre
Equity Services, Carleton University
Family Services à la Famille Ottawa
Jewish Family Services
Katimavik
Lanark Country Interval House
Lanark Country Sexual Assault/Domestic Violence Program
Minwaashin Lodge
National Film Board of Canada
Ottawa Victim Services
YWCA Montreal

4. AGENDA

4.1 Day One – Professionals

Thursday, October 15, 2009, RA Centre, 2451 Riverside Rd, Clark Hall

Morning: Nature & Causes of Men's Violence Against Women.

- 8:15-9:00 – Registration & Breakfast
- 9:00-10:15 – Morning Workshop begins (Introduction from OCTEVAW & SAN)
- 10:15-10:30 – Break
- 10:30-11:45 – Workshop continues
- 11:45-12:45 – Lunch & Raffle with Josie Geuer, HOT 89.9

Afternoon: Strategies to Engage Men and Boys. Action Plans.

- 12:45–2:15 – Afternoon Workshop begins
- 2:15-2:30 – Break: Sponsored by Family Services à la famille Ottawa
- 2:30-4:15 – Workshop continues
- 4:15-4:30 – Closing Remarks & Raffle

4.2 Day Two – Students

Friday, October 16, 2009, Carlton University, Porter Hall

- 8:15-9:00 – Registration & Breakfast
- 9:00-10:25 – Workshop begins with words from OCTEVAW, SAN & Carleton University Representative
- 10:25-10:45 – Break & Raffle with Ryan Lindsay, HOT 89.9
- 10:45-12:15 – Workshop continues
- 12:15-12:45 – Free Lunch & Raffle with Bill Welychka, A Morning

5. MICHAEL'S PRESENTATION – HIGHLIGHTS

5.1 Day One – Professionals

7 P's of Men's Violence

- The First "P": Patriarchal Power
- The Second "P": The Sense of Entitlement to Privilege
- The Third "P": Permission
- The Fourth "P": The Paradox of Men's Power
- The Fifth "P": The Psychic Armour of Manhood
- The Sixth "P": Masculinity as a Psychic Pressure Cooker
- The Seventh "P": Past experiences

10 Keys: To Engage Men and Boys in Promoting Gender Equality, Redefining Manhood, & Ending Gender-Based Violence

1. Start where men and boys are coming from, but don't get stuck there. Take chances, be challenging, show respect for men by not kowtowing to stereotypes or sexist assumptions about men and boys.
2. Challenge gender inequality, the abuse of power, and ideas that justify the social domination by men or the domination by men in individual relationships. At the same time, use well-chosen messages to navigate through the fear that, paradoxically, lies at the heart of the experience of men and boys: that is, fear about not living up to the demands and expectations associated with the dominant forms of masculinity. One way to do both of these is to use male role models and male voices. They can raise key issues, set a clear example, and make it safe for other males to speak out and get involved.
3. Women's programs and NGOs can play a key role in successful work with men. They help ensure accountability; they're also the experts on issues concerning violence against women.
4. One size does not fit all! We need diverse entry points, diverse efforts, and diverse approaches to reach a diverse population and different age groups.
5. When speaking about the use of violence by some men, describe the violence as a choice that these men make. Also, avoid language that reduces an individual man to this part of his actions. Hold these men accountable but also say we know they can be better men than that.
6. Compassion and empathy will be the best way to reach men, including (most) men who have used violence in their relationships. At the same time, their own past experiences can never be used as an excuse for their abusive or violent behaviour.
7. Use positive messages and use language of responsibility, not collective blame or collective guilt. Avoid generalizing about "all men"!
8. Create broad partnerships with those across the social, political, and religious spectra to speak with a united voice. Work to make all this a mainstream issue.
9. Understand the most important role we can play is as catalysts: catalysts for other men, other organizations and institutions to get involved; catalysts for individual men and boys to rethink their assumptions about who they are as men.
10. To keep moving forward: assess our efforts, evaluate programs, measure men's attitudinal and behavioural changes.

**Please see the OCTEVAW website's Man Talk page for more details and resources.*

5.2 Day Two – Students

4 Points of Consent:

1. Only yes means yes
2. It is your responsibility to know that you have consent.
3. Nothing you have already done gives you permission to do the next thing.
4. If you're drunk or on drugs, you cannot give consent.

The 'Real Man' Box Activity – Student Ideas

Students were asked to come up with adjectives that are stereotypically associated with a 'real man'. The words were then critically deconstructed and discussed as a group.

Some of the words students came up with were:

- Fearless
- Bullet-proof
- Never wrong/always a winner
- Puts down smaller men
- Heterosexual
- Meat eater/beer drinker
- Gets lots of women
- Fighter
- Unemotional
- Rich

6. ACTION PLANS

6.1 – Day One – Professionals

Participants had the opportunity to get into groups according to their field of work and discuss with fellow colleagues the successes and gaps in regards to engaging men and boys to end violence against women. The following are brief summaries of each group's presented action plans and how they plan on moving forward in the Ottawa community.

6.1.1 Child Protection

- Introduce the White Ribbon Campaign in the workplace.
- Establish a workplace-based anti-violence against women campaign led by male employees.
- Develop a committee to get male child protection workers to engage fathers in contact with the services.
 - Outreach to fathers, in contact with services or not, with children within this age bracket and begin the education process early.
- Network through Ottawa's many festivals.

6.1.2 Community Counselling Services

- Continue to build on existing teen dating violence intervention and education programs.
- Expand programs to include pre-teens and elementary school students, particularly grade 7 and 8 – “Junior initiatives”.

6.1.3 Educational Institutions

- Establish committees within educational administration on ending violence against women.
- Address violence against women in schools’ codes of conduct.
- Universities: Reach out to first year students via plays and skits about sexual violence.

6.1.4 Faith-Based Groups

- Establish faith-based groups for men and boys.

6.1.5 Law Enforcement

- Establish and provide a training program on masculinity and violence against women to school resource officers as well as frontline and community policing officers.
 - Ensure training program is locally relevant.
- Set up a White Ribbon Campaign throughout their workplaces (different branches to be included).

6.1.6 Victim Services, Medical and Community Health Centres

- Start a “No More” campaign
 - Focus on promoting the fact that violence against women is not acceptable and will not be tolerated in the City of Ottawa.
 - Joint effort between local government, medical and victim based services.

6.1.7 Women’s and Community Counselling

- Bring male volunteers into the shelters to work with male children who have witnessed and/or experienced violence.
 - Provide positive male role models.
- Get politicians to wear the White Ribbon during the 16 Days of Activism to show their support of ending violence against women.

6.1.8 Women’s Shelters and Women’s Services

- Reprint the back of grocery store receipts with an anti-violence message.
- Ask local school boards to include commemorative events into the school calendars and also to acknowledge such events with their students, eg: via assemblies and moments of silence.

6.1.9 Youth Services

- Start groups for men and boys to discuss masculinity.
- Provide positive messages and groups to younger boys (under age 12) to start the process early.

6.1.10 OCTEVAW and SAN

- Create a Man Talk forum report.
- Post action plans and initiatives developed at Man Talk by different groups on OCTEVAW website for the community to see the positive steps different Ottawa agencies have made.

6.2 – Day Two – Students

Participants had the opportunity to get into groups with the schools or youth groups they attended the conference with and discuss with fellow students how they can help end violence against women. The following are summaries of each school's action plans.

6.2.1 Almonte and District High School

- Host a film festival.
 - Students will make videos about violence against women and compete for a prize.
 - Videos will be screened in an assembly for the entire school.
- Have a banner that reads “these hands will never be used for violence” and have students put their handprints on it to show support.
- Use school colours for the paint to promote school spirit.

6.2.2 Carleton University

- Advocate to the administration to establish a Sexual Assault Centre for the campus community.
- Hire a male coordinator for the Sexual Assault Centre to work with men in the campus community.
- Have the Sexual Assault Centre establish a sexual assault hotline.
- Work with the administration to develop a better e-notification system to inform students when assaults happen on or near campus.
- Upgrade emergency notification system to ensure it reaches the entire student body.

6.2.3 Carleton Place High School

- Hang a huge white ribbon from one of the student's family farm silo, so drivers on the nearby highway can see it.
- Commemorate the 20th anniversary of the Montreal Massacre within the school.
- Have a button campaign to raise awareness about violence against women.
- Get ‘ambassadors’ from the school to attend elementary schools and talk about the white ribbon campaign and violence against women.

6.2.4 Holy Trinity Catholic High School

- Put white band-aids on women's faces to represent the 1 in 4 women who will be abused in her lifetime.

6.2.5 Notre Dame Catholic High School

- Raise awareness – change cannot be made until facts are known.

- Put the white ribbon all around, distribute information widely.
- Make public the fact that 2009 marks 20 years since the Montreal Massacre – raise awareness via announcements, posters, etc.
- Promote counselling services for relationships.
- Make a giant white ribbon and have students and staff sign it – display in the school.
- Offer a “white dress down day”, where students wear white instead of wearing their uniforms.
- Offer discussion groups about violence against women at lunch hour for interested students.

6.2.6 Perth District and Collegiate Institute

- Have announcements about the White Ribbon Campaign on the PA system.
- Put white ribbons on the school’s football teams’ helmets.
- Dedicate a football game to the White Ribbon Campaign.
- Create a ‘real man’ poster, listing ‘outside of the box’ positive masculine characteristics.

6.2.7 St. John’s Catholic High School

- Get male staff and school board employees to lead White Ribbon Campaign for the school.
- Awareness events
 - Have a banner that reads “these hands will never be used for violence” and have students put their handprints on it – display it in the school.
- Have students’ hand-cut white ribbons and wear them.
- Put white ribbon on school sports teams’ jerseys and helmets to show their support.
- Have video announcements, posters and information on the school website about the White Ribbon Campaign and ending violence against women.
- Hang white ribbons in the trees and on the school sign.
- Work with rival high school on joint initiatives to raise awareness for the whole community.
- Put white ribbons on school buses.

6.2.8 University of Ottawa

- Develop campaigns to raise understanding and awareness about violence against women (via administration, student federation and Women’s Resource Centre).
 - Bring it into the classroom – reach out to professors.
 - Plan non-drinking, inclusive and accessible events to promote these campaigns.
- Establish men’s discussion groups on masculinity.
- Offer healthy sex and sexuality workshops on campus.

6.2.9 Woodroffe High School

- Host assemblies with speakers about violence against women.

- View videos with demonstrations of consequences.
- Encourage women to tell about their experiences, even at the high school level.
 - Promote where women can go to safely disclose.
- Like to see more consequences for abusers.

6.2.10 Youth Action Kommittee – Perth Youth Centre

- Work on getting the word out to the schools and community.
- Offer White Ribbons for donations in the community.
- Reach out to younger kids – start at grade 6 and even younger and get them involved.

7. FEEDBACK

7.1 Day One – Professionals

We received over 50 completed evaluation forms from the professionals' day of Man Talk. The response was overwhelmingly positive! There was a great deal of constructive feedback provided in these forms. These are some examples of the quotes we received in the Man Talk evaluations.

What have you learnt from the workshop that you will take away to your respective sector?

- “Analysis of the issue from a different perspective”
- “How to be empathetic but not colluding with young men who use violence”
- “Better understanding of the challenges facing boys and men”
- “New way of thinking about how to engage the young men who attend youth groups”
- “Lots of work to do but a renewed positive energy to do it!”
- “‘Real man in a box’ was a very helpful experiment”

What kind of issues has this workshop brought up for you and your sector?

- “Use of language – ‘men who use violence’ rather than ‘male violence’”
- “How can we create a society in which everyone feels safe and happy”
- “The issue of violence against women needs to be brought to the forefront again as it’s still not on the social radar”
- “Professional development around education of boys”
- “A small change can make a big difference”
- “If men’s issues are important, why is there no funding for men’s services?”
- “Support for the kind of work I’m doing”

7.2 Day Two – Students

We received 35 completed evaluation forms from the students' day of ManTalk. The response was overwhelmingly positive!

What have you learnt from the workshop that you will take away to your community?

- “It taught me that by breaking stereotypes and expectations men face, and making males and females equal, we can end violence!”
- “Getting involved is a good thing, making a difference is a good feeling”
- “Knowledge = power”
- “The courage to be a leader and say no!”
- “Ideas and thoughts that never came to me before”
- “The ability to truthfully evaluate myself and my life”
- “I found it informative and captivating”
- “People will change as much or as little as they like. Nobody can take away my power to change myself. When we blame others, we give up our power to change”

What kind of issues has this workshop brought up for you?

- “Emphasis needs to be placed on the way sexual assault affects women and the systems that reinforce it”
- “Could have examined gender inequality/norms/power structures more closely”
- “It would be great to have one geared more for university students with deeper analysis”
- “Needed more concrete examples of legal cases involving consent”
- “Still more work is needed to raise awareness: This is a good start”
- “I think it might be a good idea to focus on other minority groups that experience violence; make it less of a heterosexual conversation”

8. MOVING FORWARD

To keep the dialogue going, OCTEVAW has created a webpage on our website, called Man Talk (<http://www.octevaw-cocvff.ca/node/564>). We will be posting resources and updates from your schools and agencies regarding your action plan successes. So please keep us informed of your activities by emailing student@octevaw-cocvff.ca and we will gladly post your actions, pictures and/or posters for the Ottawa community to see!

We are also looking for opportunities to continue the dialogue and will let you know about any future initiatives.

Contact Info:

Erin Williams
Executive Director, OCTEVAW
613-725-3601 x105
ed@octevaw-cocvff.ca
www.octevaw-cocvff.ca

Theresa Willoughby
Coordinator, SAN
613-725-3601 X104
sanottawa@familyservices.org
www.sanottawa.ca

Report Compiled by Danielle Alarie, OCTEVAW Placement Student 2009-2010.

9. SPONSORS

We thank our generous sponsors!

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