Accountability in Men's Gender Equity Efforts

Ashley Maier, MSW, MPA
California Coalition Against Sexual Assault
ashley.maier@calcasa.org

Direct & Part of a Group

“I had to give an award to a man who sexually harassed me.

He told the whole room she had a runner's body.

He kept talking over me during the presentation.

He gets paid 3 times what women who speak on the same topic charge.”
I had to give an award to a man who sexually harassed me.

He told the whole room she had a runner's body.

He kept talking over me during the presentation.

He gets paid 3 times what women who speak on the same topic charge.

Ineffective

Harmful

A New Framework

Why are we engaging men?
Most Common Reasons

- I'm supposed to right?
- Risk factors!
- It's the only way to be effective.
- Root causes!
- There was a funding opportunity.
- Social norms!

A New Framework

How are we engaging men?

Most Common Reasons

- Authenticity
- Accountability
- I'm supposed to right?
- Risk factors!
- It's the only way to be effective.
- Root causes!
- There was a funding opportunity.
- Social norms!
Having them there is enough?

Is “engagement” an outcome?

Accountability

Is a men-in-heels event - which is played for laughs, reinforces gender stereotypes, and mocks cross-dressing and transwomen - still our best hope for community support?

“PLEASE WRITE ABOUT THIS!”
A Public Administration Study

By examining the factors that lead to women's positive and negative experiences working with men in the movement to end violence against women, the movement can ensure that men employed in it will not replicate norms and behaviors that support gender inequity, and, therefore, violence against women.

A Larger Social Context

- Men's histories of privilege
- Men “doing power to” women in this movement
- Supported by Flood, Casey, and more
Case Study

John Davis
Successor 1
Successor 2

Individual Factors

- Largely the same
**Individual Factors**
- Largely the same

**Other Factors**

**Organizational Factors**
- John Davis
  - Successor 1
    - Screening
    - Management
    - Attention
    - Successor 2
**Societal Factors**

John Davis

- Traditional Masculinity
- Limited Female Roles
- Power

Successor 1

+ Traditional Masculinity
+ Limited Female Roles
+ Power

Successor 2

+ Traditional Masculinity
+ Limited Female Roles
+ Power

(Lyles, Cohen, & Brown, 2009)

---

**A New Framework**

1. Individuals and groups support and reinforce motivators.
2. Individual and societal barriers, such as negative norms, lack of support, and individual self-concern.
3. Organizational recruitment and applicant screening strategies.
4. Individual, organizational, and societal characteristics, such as feeling mandated to be involved and lack of self-concern, organizational support for involvement, and positive societal norms.
5. Close organizational monitoring and management approach; social environment supports positive norms.
6. Removed organizational monitoring and management approach; social environment supports negative norms.

---

1. Individuals and groups support and reinforce motivators.
2. Individual and societal barriers, such as negative norms, lack of support, and individual self-concern.
3. Organizational recruitment and applicant screening strategies.
4. Individual, organizational, and societal characteristics, such as feeling mandated to be involved and lack of self-concern, organizational support for involvement, and positive societal norms.
5. Close organizational monitoring and management approach; social environment supports positive norms.
6. Removed organizational monitoring and management approach; social environment supports negative norms.
Consider

- Gender Norms Internally & Externally
- Homophobia & Heterosexism
- Intersecting/Multiple Identities
- Individual, Organizational, Societal Influences on Involvement/Behavior
- Modeling Equitable Power Structures
- Pilot Testing
- Role of Women & Girls
- Purpose
- Impact