



**Accountability in Men's Gender Equity Efforts**

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**Direct & Part of a Group**



oregonsaatf.org

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**“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.**

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+ A New Framework

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Why are we engaging men?



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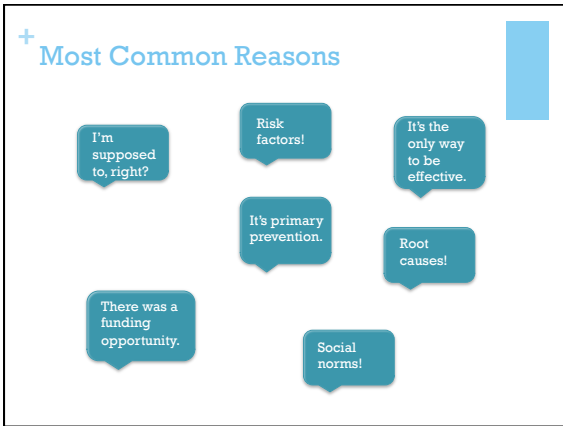
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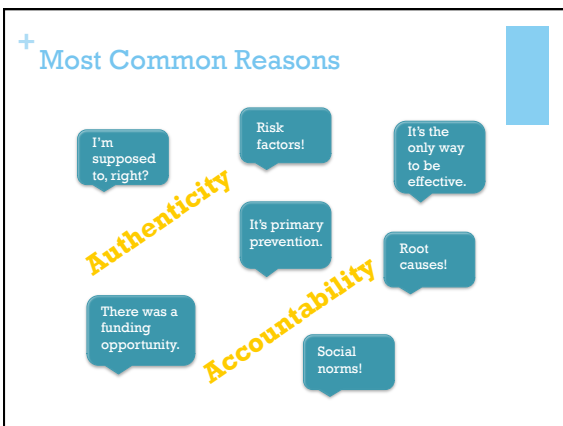
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+ Having them there is enough?

Is  
"engagement"  
an outcome?

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+ 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?

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“ **PLEASE WRITE ABOUT THIS!** ”

**PC** PreventConnect **CALGASA** CALIFORNIA COALITION AGAINST SEXUAL ASSAULT

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### Engaging men to do what? The glass escalator effect and the movement to end violence against women

These days, sexual and domestic violence prevention is the place for engaging men. It has been for several years. But something I've noticed recently is a new focus on just how we are engaging men. A few months ago, for an academic paper I'm writing, I put out a call on the PreventConnect email group for research and articles about [...]



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### 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.**

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### A Larger Social Context

- Men's histories of privilege
- Men "doing power to" women *in this movement*
- Supported by Flood, Casey, and more

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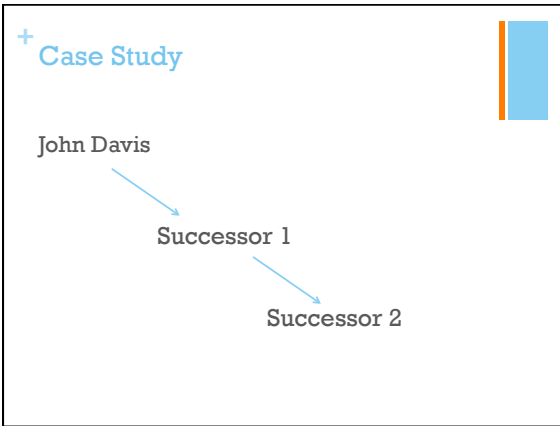
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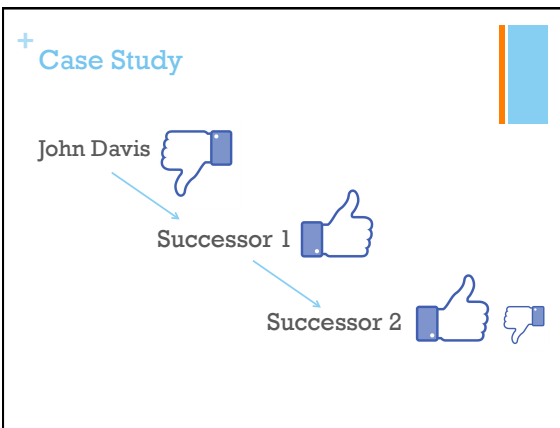
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+ Individual Factors

- Largely the same

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+ Individual Factors

- Largely the same

**INSUFFICIENT**



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+ Other Factors



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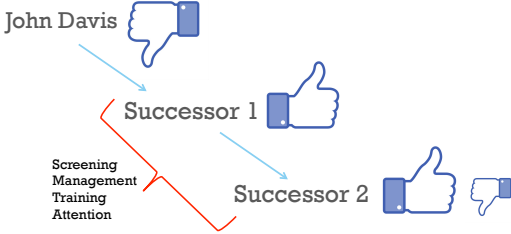
+ Organizational Factors

John Davis 

Successor 1 

Successor 2  

Screening  
Management  
Training  
Attention



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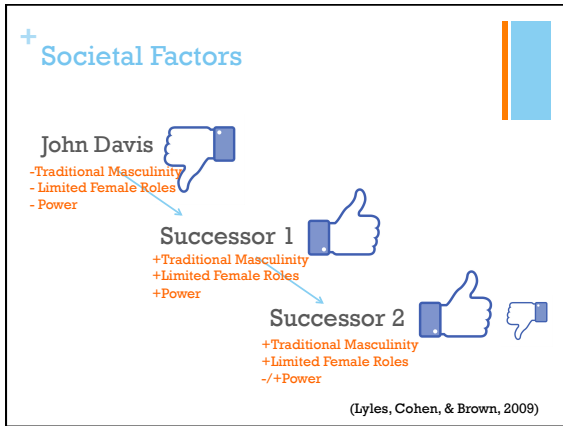
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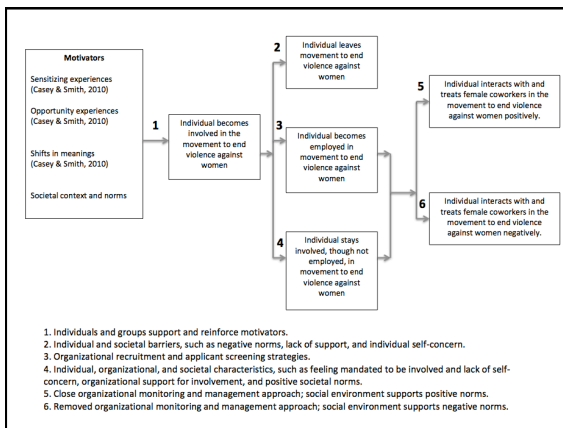
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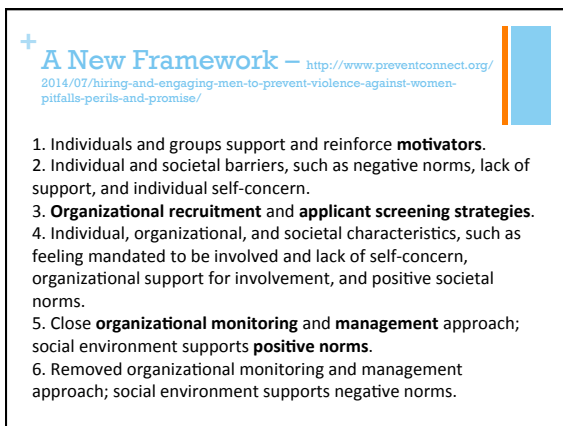
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**+ Consider**

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

*What is the message?*

*What are the messages?*

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