

Engaging Men and Boys in Gender Equality (GE)

Terms of Reference

Background

Womens Health in the South East (WHISE) is the lead health promotion agency for women's health in the Southern Metropolitan Region (SMR) of Melbourne. 'Preventing Violence Together (PVT) – A Regional Strategy for the Southern Metropolitan 2016-2021', was developed in collaboration with PVT partners. The role and purpose of the strategy is to explain the causes of violence and to take collective action.

In 2020-2021, we are now in the fourth and final year of this regional strategy. The two Communities of Practices (CoPs) have seen strong partner commitment and focus on:

- Engaging Men and Boys in Gender Equality (GE)
- Intersectionality and Diverse Communities.

The Engaging Men and Boys in Gender Equality (GE) Communities of Practice (CoP) has evolved from its first year of implementation in year three, which was heavily driven by WHISE. The intention for the CoPs in year four, is to grow and expand the membership of the COP and realign to the key principles of a communities of practice, which is member-led and centres on collaborative thinking and learning.

Governance

Roles and Responsibilities

Women's Health in the South East (WHISE) provides overall leadership of the PVT Strategy, and as such will continue this role in supporting the two CoPs, in the four-year action plan.

WHISE will provide administrative function of the Engaging Men and Boys in GE CoPs by:

- organising COP meetings
- facilitating PVT Partner input / opportunity to share work (learnings)
- managing membership
- communicating back the Working Groups and Steering Committee,
- evaluation
- dissemination of key resources

The Engaging Men and Boys CoP remains PVT owned, but members can welcome key matter experts from outside of the region, to attend and maximise the learnings of this collaborative shared space.

Purpose:

This year WHISE heard that partners would like to maximise opportunities for sharing work, successes, challenges, reflections and collective action. A successful CoP requires members to be participatory and is essentially led by its members. It is the member's responsibility to ensure that the CoP remains relevant, engaging and offers value to the domain of interest.

The Community of Practice (CoP) for year four, is a forum where members come together in a process of 'thinking together' on engaging men and boys in primary and secondary prevention work. Members of the CoP actively maximise opportunities for mutually guiding each other through their understanding of successes and challenges, in a safe and non-judgemental space.

The purpose is to build the capability and capacity of the primary and secondary prevention and broader workforce, to engage men and boys in gender equality. It is about strengthening regional collective action, partnerships, capturing progress, case studies and contributing to the local evidence-base.

Guiding Principles

The proposed guiding principles of our Communities of Practice on Engaging Men and Boys in GE are:

- Our work applies an intersectional approach to the differences in men's privilege and access to power.
- Our work is guided by the Our Watch 'Change the Story' Framework. It maintains accountability to women. Our gender transformative work involves both men and women, ensuring that the voices of women remain central to the work.
- Our work does not adhere to a binary understanding of sex and gender, which can have negative implications for those who are gender diverse.
- That the CoP is a consultative and inclusive forum. A safe space where members harness the collective capability of the group, in ways that fully respect the individual and the varying levels of knowledge, awareness and experience.

Objectives

The proposed objectives listed below, centre on broadening and diversifying membership, maximising collective learning, and building skills on effective and consistent messaging on why gender equality and freedom from outdated gender stereotypes are good for everyone:

- 1) To support the translation of theory to practice. This CoP will look to the emerging evidence-base, share ideas and look for collective learning, on how to translate theory into effective and appropriate strength-based action at the practitioner level.
- 2) To share and capture case studies on the planning, implementation or evaluation of programs that are designed to shape healthy gender norms and attitudes for Australian men and boys.

- 3) To engage a diverse workforce of practitioners. Through individual & collective effort, members of this CoP commit to attracting a more diverse membership, from our regional workforce.
- 4) To consider intersecting forms of discrimination and disadvantage and how dominant forms of masculinity impact men. In particular hear the voices of Aboriginal and Torres Strait Islander men, migrant and refugee men, men who identify as gay, bisexual or trans, and men of lower socio-economic status.
- 5) To increase awareness and knowledge among the workforce in our region, on both the recent findings from The Men's Project on 'Unpacking the Man Box 2020' and the messaging guide from VicHealth on 'Framing Masculinities'.

Participating Agencies / Organisations

Members of this CoP to date, are typically those who hold professional roles in primary prevention, who already recognise the role of men in both the prevention of violence against women and achieving gender equality. It is hoped this year, that the existing members will initiate bringing allies from the broader workforce onboard, to attend the meetings.

The Southern Melbourne Region covers the local governments areas of City of Port Phillip, City of Stonnington, City of Bayside, City of Glen Eira, City of Kingston, City of Frankston, Mornington Peninsula Shire, City of Casey, City of Greater Dandenong and Cardinia Shire.

Below is a list of agencies that engaged in the year three - Healthier Masculinities Community of Practice, note, this may not be exhaustive.

- City of Port Phillip
- City of Stonnington
- Bayside City Council
- Glen Eira Council
- Kingston City Council
- Frankston City Council
- Mornington Peninsula City Council
- City of Greater Dandenong
- Cardinia Shire Council
- City of Casey
- Regional Integration Committee (Principal Strategic Advisor)
- Department of Education and Training (Respectful Relationships representation)
- Southern Melbourne Primary Care Partnership
- Frankston Mornington Peninsula Primary Care Partnership
- enliven
- Peninsula Health
- Monash Health
- Central Bayside Community Health Services
- Caulfield Community Health Service
- Connect Health
- Star Health
- Jewish Care
- WAYSS
- Windermere
- South East Community Links
- Mission Australia
- Family Life
- Uniting
- InTouch Multicultural Centre Against Family Violence
- Women with Disabilities Victoria

- South Eastern Centre Against Sexual Assault

We encourage those organisations above, who were engaged in the Healthy Masculinities Communities of Practice last year (Year Three), to reflect on who isn't yet engaged in this work, and how their involvement might not only serve to build the capability of the broader workforce, but also the capacity and scale.

Guiding Principles

- Our Watch: [Change the Story – A National Framework for a Consistent and Integrated Approach to Preventing Violence Against Women and their Children](#)

Guiding Documents for 2020- 2021

- VicHealth: [Framing Masculinities Messaging Guide](#)
- VicHealth: [Masculinities and health: Attitudes towards men and masculinities in Australia](#)
- The Men's Project & Flood, M (2020): [Unpacking The Man Box – What is the impact of the Man Box attitudes on Young Men's behaviours and Wellbeing?](#)

Guiding Documents from last year's CoP (2019-2020)

- VicHealth: Masculinities and Health: [A framework for challenging masculine gender stereotypes in health promotion](#)
- Our Watch: [Men in Focus - Unpacking masculinities and engaging men in the prevention of violence against women](#)
- The Men's Project & Flood, M (2018): [The Men's Project : A Study on Being a Young Man in Australia](#)