

Allies, Adversaries, or Distractions?

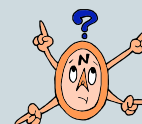
EXPLORING THE PROMISE AND PERIL OF WORKING
WITH MEN TO END SEXUAL ASSAULT

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Center

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Who We Are: Why We're Talking About This

- Kelly Anderson – U Michigan SAPAC, DC Rape Crisis Center, Dane County Rape Crisis Center
- Patrick Lemmon – Men Can Stop Rape, DC Rape Crisis Center, Oregon AG's SATF
- Kelly and Patrick – crisis meeting, lots of testing

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Who You Are: Why Are You Here?

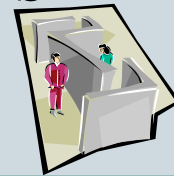
- How many of you currently have men working with your agency?
 - As volunteers?
 - As paid staff?
- How many of you are considering involving men?
- How many of you have had nightmare experiences with men at your agency?
- How many of you have had great experiences?
- How many of you have had both?

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Brainstorm

Why might rape crisis centers or similar agencies be hesitant to involve men, or question men's motives?



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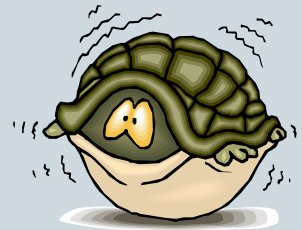
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Why might rape crisis centers or similar agencies be hesitant to involve men, or question men's motives?

- Loss of women's space
- Men are looking to get laid
- Men are seeking attention
- Men showed up when money did
- Men will take over
- Clients might not feel safe if men are present
- We will have to bring them up to speed
- We have to take care of men all over the place, now here too?
- They haven't responded to our invitations
- Fear of perpetrators
- This will mean more work

Brainstorm

Why might men be hesitant about getting involved with these groups?



Why might men be hesitant about getting involved with these groups?

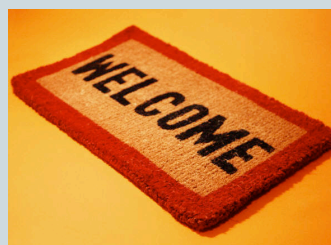
- I'll get yelled at
- I'm not qualified
- Not my issue
- I haven't been invited/asked
- I'll be seen as/outed as a survivor
- I'll be seen as/outed as a perpetrator
- I will be seen as/outed as gay
- Want to respect women's space
- Not sure how to get involved
- I'll be ostracized by my friends
- I don't know how to be effective
- This is hard and overwhelming
- I'll have to change who I am as a man

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Brainstorm

Why might these groups want or seek to have men involved?



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Why might these groups want or seek to have men involved?

- Half the population
- Unique/rare access to other men in prevention
- It's where the money is
- Funders demand it
- Starting to work with men as intended audience, natural next step
- Men will save us!
- Commitment to being inclusive
- Feel guilty leaving anyone out
- Women socialized to be responsive to men
- It's their responsibility (clean up your own mess)
- It just might work

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Brainstorm

Why might men want or seek to get involved?



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Why might men want or seek to get involved?

- Feel responsible and able to make a difference
- Guilt
- Friends or family have been harmed by men's violence
- Personally affected by men's violence
- Looking for attention
- Predator – will be seen as safe
- It's rewarding – moral superiority?
- Want to be disruptive
- I'll save them!
- Maybe I'll get laid

Ways to Involve Men

- Volunteer
- Paid staff
- Intern or work-study
- Stipended position
- Alliance with existing organization
- Cross-training with existing organization
- Support for creation of a new organization
- Bring in outside speaker or contractor

Principles for Involving Men (and Other Humans)

- **Have real, but also realistic, expectations**
 - Onion: “Man Finally Put in Charge of Struggling Feminist Movement”
 - Define success up front
 - Cycle of accountability
- **Don’t “just do it,” but plan and consider**
 - Attend to mission
 - Ask who and how and where
 - How will this impact other work and office environment?
 - Consider capacity



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Principles for Involving Men (and Other Humans)

- **Trust but verify**
 - Vetting process
 - Be prepared to deal with allegations before they happen
- **Clear but Flexible Boundaries**
 - Standards of conduct – men sometimes seen as safe/savior
 - Know and hold your core values, but be prepared to bend otherwise
 - Separate the person from the role



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Principles for Involving Men (and Other Humans)

- **Recognize that it is different to work with men, but not that different**
 - Treat them like other staff/volunteers/allies
 - They are individuals, not a class
 - Attend to balance
- **Return to the mission**
 - Your mission matters!



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Scenarios

- **Scenario 1: Whose agenda matters?**
- **Scenario 2: Stories from the past**
- **Scenario 3: Attention hog**
- **Scenario 4: Abusive partner**

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Scenario 1

A man calls and says that he wants to get involved. You talk to him about the various opportunities at your agency, but he says that he is not interested in those efforts, but that he wants to implement his own idea: offering free rides to women heading home from the local bars at night.

Scenario 1

- What concerns would you have about this offer? Does it support your prevention work?
- What questions would you want to ask of him?
- Considering the principles we discussed, how would you respond?

Scenario 2



A man has been volunteering with your high school men's group. He seems to be doing a good job and is well liked and respected by the participants. A colleague warns you that she had some troubling interactions with him, and he seemed pretty dismissive of the concerns.

Scenario 2



- What concerns would you have about this situation?
- How might you respond to the colleague? With your staff person? With the volunteer?
- Is there anything you could have done ahead of time to have avoided getting here?
- Considering the principles, what do you do next?

Scenario 3

Your agency has hired its first full-time male staff person. You notice that not only is the new guy getting a lot of attention, but staff seem to be 'care taking' and protective of him.

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Scenario 3

- How might you respond? To the female staff? To the new man on staff?
- Is there anything you could have done ahead of time to have avoided getting here?
- Considering the principles, what do you do next?
- How might your reaction differ if the staff reaction was more one of wariness? What if the staff felt that too much of your attention and the agency's resources were going to this male staff and the new project?

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Scenario 4

- **Leader whose group fights domestic violence accused of hitting wife**
 - ✦ By [Georgia Pabst](#) of the Journal Sentinel
 - Nov. 12, 2009

- **... leader pleads guilty in domestic abuse case**
 - **[name] accepts reduced charge in incident involving wife**
 - ✦ By [Georgia Pabst](#) of the Journal Sentinel
 - June 15, 2010

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So Why Involve Men?

- Models Healthy and Respectful Relationships
- Gives Men Opportunity to Take Responsibility
- Ultimately, It Is Prevention

“We must be the change we wish to see in the world.”

-Gandhi

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