
Engaging Men and Boys in Domestic Violence Prevention: Opportunities and Promising Approaches



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1.0 Introduction

Shift: The Project to End Domestic Violence¹ was initiated by the Brenda Strafford Chair in the Prevention of Domestic Violence in the Faculty of Social Work at the University of Calgary. Shift is a ground-breaking initiative aimed at significantly reducing, and eventually ending, domestic violence² in Alberta. The name Shift represents the spirit of this innovative project designed to create transformational change using a primary prevention approach to stop first-time victimization and perpetration of domestic violence. In short, primary prevention means taking action to build resilience and prevent problems before they occur.

Shift's purpose is to enhance the capacity of policy makers, systems leaders, clinicians, service providers and the community at large to significantly reduce the rates of domestic violence in Alberta. We are committed to making our research accessible and working collaboratively with a diverse range of stakeholders to inform and influence current and future domestic violence prevention efforts through primary prevention.

In November 2011, the Government of Alberta requested support for the redesign of their family violence prevention framework. The intention was to ensure the framework included primary prevention strategies and recommendations, demonstrating a full continuum of support and services. Preliminary research conducted by Shift earlier in 2011 pointed to the engagement of men and boys as a key strategy for preventing domestic violence³. In an effort to build on these findings, Shift collaborated with The White Ribbon Campaign (Canada) whose purpose is to end violence against women and girls, promote gender equity, healthy relationships and a new vision of masculinity, to conduct a literature review and a scan of promising practices. This paper offers a summary of key themes that emerged from the review and highlights promising policies, programs, practices and citizen-led initiatives aimed at engaging men and/or boys in prevention of domestic violence.

The rationale for involving men and boys in violence prevention are: the majority of men do not use violence nor condone it (Minerson et al., 2011); "domestic violence is still largely perpetrated by men; constructions of male identity and masculinity play a crucial role in shaping some men's perpetration of physical and sexual assault; men have a positive role to play in helping to end men's violence" (Pease, 2008, p. 6); and men and boys shape and "send powerful messages about relationships, violence, and power" (The Texas Council on

¹ Please see Appendix C (pp. 69-70) for definitions.

² Please note throughout the paper domestic violence is also referred to as violence against women, family violence or intimate partner violence.

³ This paper focuses on preventing domestic violence in heterosexual relationships (although the scope of this research incorporates various perspectives that impact men and boys of diverse sexual and gender orientations). Shift is working on a separate research project that centres on domestic violence prevention within Lesbian, Gay, Bisexual, Transgender, Transsexual, Two-Spirit, Intersex, Queer and/or Questioning communities.

Family Violence, 2010, p. 2). Men often have greater access to resources and opportunities to influence large social structures and institutions and can therefore play a critical role in preventing domestic violence.

Despite the soundness of these rationales, the work to engage men and boys in violence prevention is relatively new and, for the most part, still evolving and developing within Canada. In North America and around the world, promising practices that focus on involving men and boys in primary prevention are often emergent and relatively small in scope; few exist at a provincial, state or national level. Furthermore, the majority of approaches, perspectives, practices, and models that purport to decrease men's and boy's involvement in violence perpetration have not been subjected to rigorous evaluation and the evidence base is limited (Flood, 2010), particularly within the Canadian context (Minerson et al., 2011).

Although research in this area is emergent, the authors identified seven promising areas for engaging men and boys in domestic violence prevention. These appeared most consistently in the literature as areas with potential to effect positive change among males. They are:

1. Engaging fathers in domestic violence prevention;
2. Men's health and domestic violence prevention;
3. The role of sports and recreation in domestic violence prevention;
4. The role of the workplace in domestic violence prevention;
5. The role of peer relationships in domestic violence prevention;
6. Men as allies in preventing domestic violence; and
7. Aboriginal healing and domestic violence prevention.

These areas have been designated as 'entry points'⁴ that can be strategically leveraged, enhanced and extended to support male engagement around violence prevention. For some of these, violence prevention efforts have already been implemented and the results show some promise. The above list is neither definitive nor exhaustive; it simply provides areas in which further research is required and encouraged.

Most programs and projects included in this review are evidence-informed, having conducted varying levels of evaluation, ranging from informal participant and service provider feedback, in-house post or pre- and post- surveys, formal evaluations using measurement tools and, to a lesser extent, experimental designs such as randomized control studies. Shift did not evaluate the impact of the selected programs or the quality of evidence they provide.

⁴ Entry points are defined by Shift as areas of opportunity or engagement where men and boys can become involved in learning, reflection and action that will increase their potential to be involved in healthy relationships and decrease the likelihood they will be abusive.

In addition to positively effecting change, it is important to note there are some challenges associated with engaging men and boys in violence prevention. Pease (2008) suggests that resources and attention may be diverted away from women’s campaigns and services; that the feminist orientation to this complex social issue may be excluded in strategy development; and that men could potentially co-opt the anti-violence movement and gain a disproportionate amount of media, underscoring their position of privilege. Being mindful of these challenges, SHIFT believes that including men as partners in the solution to ending domestic violence is a necessary part of understanding the full violence prevention spectrum and must be taken into consideration when developing and implementing strategies.

This report offers an analysis of the literature and highlights a few promising primary and secondary prevention practices, along with a limited number of tertiary practices for each of the seven entry points.⁵ Due to the emergent nature of this work and the theories that surround it, this report does not promote a prescriptive strategy to engage men and boys in domestic violence prevention, and suggestions are necessarily provisional. However, this research contributes to a critical and much-needed discussion on working with men and boys in violence prevention from a primary prevention perspective in the Canadian context.

In Alberta, there is an opportunity to further engage men and boys in ending domestic violence and in developing strategies to be implemented at the provincial, municipal and practice level. This report provides examples of policy, practices and approaches that can be implemented both independently, and as part of a broader violence prevention strategy.

1.1 Rationale and Context

While the majority of men do not use or condone the use of violence (Minerson et al., 2011), most of the violence in Canada is committed by men (Statistics Canada, 2009, 2011). In Canada, women are three times more likely than men to be killed or to be sexually assaulted, choked, beaten, or threatened with a weapon by a male partner (Statistics Canada, 2011). Furthermore, the majority of women who experienced violence report that their perpetrators are male (Black et al., 2011). The pervasiveness of male-perpetrated violence is a global phenomenon (World Health Organization [WHO], 2002). As stated in the *International Declaration on Violence Against Women*, these forms of violence include: those committed in personal and familial relationships; sexual assault and rape; institutional, systemic and culturally-infused violence; and existing and emerging forms of harassment, stalking and victimization, including those facilitated by modern technologies such as the Internet (United Nations General Assembly, 1993).

⁵ All examples of promising approaches to engage men and boys are catalogued and discussed in further detail in Appendix A (p. 29) titled: An Overview of Promising Approaches to Engage Men and Boys in Domestic Violence Prevention, and summarized in table format in Appendix B (p. 64).

Over the past two decades, numerous international declarations have called for the meaningful involvement of men and boys in promoting gender equality and ending violence. In 1994, a call to action by the United Nations' International Conference on Population and Development included the need to emphasize men's shared responsibility to promote gender equality in all spheres of life, including family and community life, with a special focus on preventing violence (United Nations, 1994). The Beijing Platform for Action of 1995 reiterated the importance for men to adopt greater roles in these areas and underscored the importance of men working in partnership with women (United Nations, 1995). Gender equality promotion was highlighted once again as one of eight Millennium Development Goals (MDG) defined by the United Nations in 2000, with a target date of 2015 (United Nations, 2010). Maternal and child health, as well as universal education and the reduction of poverty, are among other MDGs that underscore the need to eliminate gender disparity and promote equality.

Research emphasizes involvement of men and boys as a key violence-reduction strategy (Crooks, Goodall, Hughes, Jaffe, & Baker 2007; DeKeseredy, 1988; DeKeseredy & Kelly, 1995; DeKeseredy, Schwartz, & Alvi, 2000; Groth, 2001; Kaufman, 2001). The literature suggests that a multi-pronged approach is required, including the engagement of men as role models, leaders and allies in working with other men and boys to promote healthy and positive constructs of masculinity (Katz, 1995; Kaufman, 2001).

Underlying this perspective is the notion that it is critical to support and equip men to act as leaders or engaged bystanders to address and prevent violence within their environments (Crooks et al., 2007; VicHealth, 2010) – where they worship, live, work, and play. Key approaches to preventing domestic violence is to work with men who have the potential to influence other men and boys' attitudes and behaviours, particularly young men and boys, who are at risk of abusing (Campbell, Neil, Jaffe, & Kelly, 2010; Katz, 1995) and those who have a history of violence perpetration (Kaufman, 2001; Minerson et al., 2001).

In a recent survey of 1,000 Alberta men, 54 per cent of respondents stated that violence impacts the women they care about. A full 13 per cent believe violence against women is "not as serious" if a man is angry and temporarily loses control, and almost 40 per cent stated there are certain conditions wherein a woman is at least partially responsible for being raped (Alberta Council of Women's Shelters (ACWS), 2012c). The survey also suggests a way forward: an overwhelming majority (95 per cent) responded that fathers should teach their sons about healthy and respectful relationships with women, and 99 per cent agreed that "men can personally make a difference in promoting healthy, respectful, non-violent relationships with women" (ACWS, 2012c, p. 2).

The Alberta study underscores both the depth of the problem of domestic and sexual violence and the potential for involving men in creating the change that is needed. Shift believes an approach that focuses on the positive roles of men and boys could encourage

them to increase their ownership of the issue by getting involved and seeing themselves as part of the solution. Emerging research in this area creates a foundation upon which to develop a viable strategy for engaging men and boys in violence prevention in Alberta.

2.0 Methods

The starting point for this research was an initial review of the literature and the identification of seven entry points for engaging men and boys in violence prevention. Further research was conducted to identify specific policies, practices, programming and community or citizen-led initiatives that were promising⁶ examples of approaches to engage men and boys and within the entry points. These approaches were researched, reviewed and categorized according to three sub-groups: primary, secondary and tertiary prevention.⁷ (Please see Appendix C for definitions, pp. 69-70). While most initiatives documented in this review are evidence-informed, as stated in the previous section, the researchers did not conduct a systematic review of programs or their evaluations.

Through a keywords search and snowball sampling strategy, various data sources were identified for this research, including peer-reviewed papers and grey literature such as reports, evaluations, project overviews, models, theoretical papers and organizational websites. Combinations of keywords used in literature and web searches included “men,” “boys,” “engaging,” “violence,” “primary,” “prevention,” “programs,” “campaigns,” “policies,” “masculinity,” “fatherhood,” “allies,” “Aboriginal,” “sports,” “health,” “gender,” “equity,” “workplace,” “bystanders,” and “batterers.”

Researchers looked for evidence of effectiveness in preventing or reducing behaviours associated with the use of violence as well as a demonstration that behaviour changes were sustained. Very few primary prevention programs aimed at men and boys have been rigorously evaluated, although a number have collected post-test data and feedback from participants.

The predominant language used in the research was English, with a limited search for initiatives in French, Spanish and Portuguese. The vast majority of resources, websites, campaigns and initiatives documented in this paper are described in English. Even for programs delivered in non-English-speaking countries, researchers were, for the most part, able to find references to those programs, their approaches and results in English language sources.

⁶ For the purpose of this paper, Shift defines a promising practice, policy or community-based initiative as one that a) connects with one of the entry points designated in this review, b) demonstrates inroads or possible inroads to preventing domestic violence, and c) demonstrated some change in the participant.

⁷ Some initiatives identified through the research spanned more than one entry point and/or were representative of more than one type of prevention (primary, secondary or tertiary). The researchers placed these initiatives in only one category, rather than placing them in multiple categories.

This research focuses primarily on national, provincial and regional contexts that are similar to Canada in geography and socio-political nature, although approaches from other regions are included when deemed appropriate as innovative examples. Canada's immigrant and multicultural context creates opportunities for possible implementation of a number of diverse approaches to engage men and boys. Initiatives that were short-lived or have not been active for more than 10 years were excluded.

2.1 Research Scope and Limitations

As the mandate of the Brenda Strafford Chair and Shift: The Project to End Domestic Violence is focused on primary prevention of domestic violence, the objectives and outcomes of this research are heavily weighted towards identifying initiatives and approaches that show promise in stopping the violence before it starts. Furthermore, a strong focus was placed on programs and initiatives in North America. The study was designed with these parameters because the research was intended to support the development of a strategy to engage men and boys in primary prevention for the Province of Alberta and local communities.

In the search for evidence of effective or promising strategies and practices, the researchers became aware of several challenges. Formal evaluations of primary prevention strategies are very few, as much of the work to engage men and boys in ending violence is relatively new, largely unfunded and small in scale. Most evaluations conducted in this field focus on secondary and tertiary approaches, measuring the impact of initiatives and programs involving men after the use of violence, and very few address programs aimed at working with men and boys before violence occurs.

It was also very challenging to find evidence-based policy initiatives and legislative approaches that support the involvement of men in primary prevention of domestic violence. With a few exceptions, most policy examples reviewed in this research focus on secondary and tertiary interventions. This is an area that requires significant attention and development if we want to stop violence before it occurs.

Furthermore, there was very little evidence on primary prevention approaches tailored to the following groups: gender and sexually diverse people⁸; men with disabilities; or racialized⁹ or immigrant communities. Given the diverse cultural make-up of Canada and the Province of Alberta, it is imperative that future research and work with men and boys includes these communities.

⁸ Please see Appendix C (pp. 69-70) for definitions.

⁹ Racialization is a process through which a group comes to be designated as different (based on their race) and on that basis, subjected to different and unequal treatment (University of Guelph Human Rights and Equity Office, n.d. p.6). Patterns of behaviour, policies or practices can create or maintain a disadvantage for racialized persons (p. 2).

2.2 Context and Considerations

The seven entry points must be adapted to the specificities of social, cultural and local contexts. Men's attitudes, beliefs, behaviours and practices are deeply rooted in their specific cultural norms, values and traditions. The factors that lead to men using violence and the impact of that violence may be experienced differently in communities across Canada (Minerson et al., 2011). For this reason, particular attention should be paid to diverse lived experiences and the impact of social pressures and oppressions when working to engage men and boys in domestic violence prevention. It is imperative that attitudes, norms and diverse socio-political realities be considered in the planning, delivery and implementation of research, policy and practices.

The intersection of men's experiences as it relates to gender, class, race, sexual orientation, age and ability is a key consideration. This is particularly important when addressing violence within Aboriginal and racialized communities, gender and sexually diverse communities, immigrants and refugees, people with disabilities, and others. Initiatives developed to address violence need to acknowledge the social, cultural and historical context of men and women's experiences in their community including the impact of colonization, racism, homophobia and other forms of oppression.

Equally important is the need to meaningfully engage community-based organizations, leaders, elders and specific populations in the planning, implementation, delivery and evaluation of programs and initiatives. Programs and strategies must engage informal and formal leaders within specific cultural groups and the content must be relevant to the particular community if effective, sustainable, long-term results are to be expected (Douglass, Nuriddin, & Perry, 2008; Minerson et al., 2011).

3.0 Entry Points for Engaging Men and Boys in Domestic Violence Prevention: Findings and Implications

This section includes an analysis of each of the seven entry points that emerged from this study: fatherhood; men’s health; sports and recreation; the workplace; peer relationships; men as allies; and Aboriginal healing. Highlighted within each area is a summary of promising policies, programs, practices and community-based initiatives. Although countless programs exist to address violence, a much smaller number focus directly on engaging men and boys in primary prevention to stop first-time perpetration. A total of 67 initiatives are documented in this report (please see Appendix A, pp. 29-59). This study did not attempt to include an extensive collection of all policies, programs, practices and community-based initiatives that are currently working with men and boys on primary prevention. Rather, the focus of the research is to highlight key areas in prevention work and approaches that have shown a degree of promise or effectiveness. Full references for all initiatives are included in the Appendices.

3.1 Engaging Fathers¹⁰ in Domestic Violence Prevention

Positive father¹¹ involvement – engaging fathers as key participants in family strengthening and support – can improve the lives of men, women and children (Shapiro, Krysik, & Pennar, 2011; Barker & Verani, 2008; Pruett, 2000). By increasing the role of men to include normalization of caring for children, the restrictions of traditional definitions of masculinity are expanded and replaced with a broader vision of men’s capacity in family life and society in general (MenCare, 2011). Research suggests that men’s emotional well-being is improved when they spend more time caring for their children (Allen & Daly, 2007). Caring for children and being engaged in the lives of young people can lead to an increase in men’s capacity to express emotions and experience empathy (Horn, Blankenhorn, & Pearlstein, 1999).

Increased positive father involvement is associated with lower levels of family conflict and violence, and increases the chance that children grow up in an emotionally and physically safe environment (Shapiro, Krysik & Pennar, 2011; Barker & Verani, 2008). Some research has also made the link between positive father involvement and a decrease in child maltreatment, including child sexual abuse (Finkelhor, Moore, Hamby, & Strauss, 1997; Gaudin & Dubowitz, 1997; Pruett, 2000).

¹⁰ Fathers can include biological, adoptive and step-fathers, uncles, family friends, guardians, foster parents and other male role models who are actively and intimately involved in a child’s life.

¹¹ It is Shift’s view that positive father involvement pertains to an active role in caring for a child, including their social, emotional and physical health, well-being and security. Engaging in nurturing roles, caretaking tasks and modeling behaviour that promotes gender-equity and non-violence is critical.

Boys who have nurturing fathers, who have been involved in their upbringing, are less likely to use violence against female partners in adulthood (Shapiro, Krysik & Pennar, 2011; Barker & Verani, 2008; Fombi & Lovich, 1997). There is some indication that sons of nurturing fathers will be more nurturing and gender-equitable as fathers, and that daughters will have more flexible perspectives on gender and gender equal relationships (Greene, 2000; MenCare, 2011). Some researchers have suggested that young men who are more gender-equitable often identify a father or other male figure who modeled gender-equitable roles (Barker, 2001).

While the research underscores the benefits of positive father involvement, unhealthy paternal influences can have detrimental effects (Burgess, 2008; Coley, Carrano, & Lewin-Bizan, 2011; Thornberry, Freeman-Gallant, & Lovegrove, 2009). Violent, absent or neglectful fathers may cause long-term harm to their children and families, and witnessing or experiencing violence in the home increases the likelihood of a child being in an abusive relationship in the future, creating an intergenerational effect (Osofsky, 2000; Smith & Farrington, 2004).

It is not always possible, nor desirable, for the father to be the exclusive male role model. Other influential males in the lives of young boys have an opportunity to model gender-equitable behaviour and have a positive influence (Burgess, 2008; Agar, Cioe, & Gorzalka, 2010). This is particularly important in reflecting the diversity of family structures in contemporary Canadian society.¹²

3.1.1 Examples of Initiatives Aimed at Engaging Positive Father Involvement

A literature scan resulted in identifying 23 promising initiatives, including five policies, 17 programs, and one citizen-led approach. These include:

- progressive parental leave policies for men;
- shared-parenting policy recommendations;
- fatherhood programs, including a focus on young dads;
- policy recommendations for men with a history of violence;
- social media campaigns to change norms and behaviours; and
- educational and networking programs to help fathers enhance their roles in the family. (For an extensive review of programs and initiatives, see Appendix A, pp. 29-39).

Organizations such as The Fatherhood Institute in the United Kingdom encourage policy-makers to adopt policies that support shared parenting as a way to improve the quality of

¹² Due to limitations associated with the research available, the content in this section focuses primarily on heterosexual partnerships. However, the concepts related to nurturing and positive male role models can be adapted to diverse family contexts.

family lives and the health, happiness and achievement of children (Fatherhood Institute, 2011). Examples of shared-parenting policies include paternity-leave policies that are presented below. The Fatherhood Institute (2011) purports that shared-parenting results in a greater overall satisfaction reported by both parents, an increased likelihood of family stability and generally favourable developmental and social outcomes for children. The need to implement measures that “help teenage and young fathers be involved in the support and care of their children while continuing their education and training” (United Nations Division for the Advancement of Women, 2004, p. 16) is also highlighted.

Any policy that promotes gender equity contributes to an environment that encourages positive father involvement (Fatherhood Institute, 2011). Parental leave policies in countries such as Canada, Norway, Sweden and others are progressive yet diverse in their approach. In the early and mid-1990s, Norway and Sweden instituted policies that compelled fathers to use a portion of the parental leave benefit or risk having that portion of the benefit rescinded (Guedes, 2012; Haataja, 2009). This policy resulted in an increase in paid fatherhood leave in Norway from five per cent before 1993 to 91 per cent in 2005. Sweden also saw an increase, with rates rising seven-fold to 70 per cent since implementation of the policy (Guedes, 2012).

Canada’s parental leave policies include both mothers and fathers (biological and non-biological). In 2006, only 20 per cent of fathers applied for and received paid parental leave benefits (Marshall, 2008), although in 2010, the number increased to 30 per cent (Statistics Canada, 2011). In 2006, Quebec implemented a parental leave program that is unique from other regions within Canada and similar to the approaches utilized by Norway and Sweden. The Quebec Parental Insurance Plan (QPIP) has a non-transferable fatherhood leave policy for men that is paid at 70 per cent of their regular salary. In 2006, following the implementation of QPIP, 56 per cent of Quebec fathers had applied for parental leave (Marshall, 2008), impacting the Canadian average.

Several programs and initiatives offered for fathers from a primary prevention perspective were also identified in the research. Social media campaigns such as Canada’s It Starts With You. It Stays With Him and the francophone version Ça commence avec toi. Ça reste avec lui support and equip men to enhance their roles as fathers. In Alberta, there are four community-based organizations implementing the Supporting Father Involvement (SFI) Program, which is a family-focused, evidence-based clinical intervention with the goal of effectively engaging fathers as key participants in family support and strengthening. An example of a community-specific approach includes the Canadian Black Daddies Club, a citizen-led initiative that provides opportunities for Black fathers to discuss their experiences while at the same time providing a forum to counter negative media-fuelled images of the Black father.

Many fatherhood approaches identified in this study incorporate relationship education, support and skills that extend beyond the father-child relationship, with a focus on family

well-being. Others specifically target gender-equity within the parenting role, including household responsibilities, communication and other related issues.

Studies of father involvement suggest that men who are engaged parents are less frequently perpetrators of partner violence (Esplen, 2006; de Keijzer, 2004; Shapiro, Krysik, & Pennar, 2011). There is an association between increased positive father involvement and lower levels of child abuse and neglect (The California Evidence-Based Clearinghouse for Child Welfare, 2012). One report associates negative fathering with an increase in future partner violence and low self-esteem in children (Dick & Bronson, 2005).

Evaluations associated with some of the initiatives listed in Appendix A (pp. 29-39) suggest the programs that focus on positive father involvement may achieve changes in awareness, attitudes and skills that support healthy relationships. For instance, program participants of some fatherhood initiatives report greater self-awareness, greater parental involvement and enhanced communication with the co-parent (Goodman & Lwin, 2008), while others report enhanced co-operation among parents (Fraser, 2010). Despite the presence of support and educational programs for fathers, the authors assert that the majority of parenting support programs reviewed in Canada are primarily targeted to mothers.

3.2 Men’s Health and Domestic Violence Prevention

Emerging research suggests dominant constructions of masculinity (including the belief that men should be tough, have multiple sexual partners, take risks and the belief that they do not need health care advice or benefits), has a negative impact on men, as well as women and children (Barker, Ricardo & Nascimento, 2007; Bowering, 2011). Links have been made between these attitudes and an increase in rates of HIV, rape, mental health and self-esteem issues, and domestic violence (Barker, Ricardo, & Nascimento, 2007; Pulerwitz & Barker 2008; Campbell, 1995). “Many injuries, hospitalizations and deaths are due to risk-taking behaviour, which is often romanticized and portrayed as ‘manly’” (Northern Health, 2011, p. 28). In addition, boys learn from an early age that society expects them to provide for and protect women and children, and to minimize and remain stoic when faced with illness or pain (Northern Health, 2011).

Advocates and educators who work in the area of engaging men in violence prevention through a health promotions approach believe that strict ideals and norms of masculinity have a negative impact on men’s health and can lead to interpersonal violence (Kaufman, 2001; Katz, 1995). Further, the World Health Organization (WHO, 2008) indicates that “Research with men and boys demonstrates how gender norms related to masculinity influence not only how men interact with women and girls, but also with other males, such that inequitable gender norms may increase men’s own vulnerability to violence, injury and death” (p. 8).

Males who experienced sexual and/or physical abuse in childhood are more likely to experience mental health issues, such as toxic stress, sexual dysfunction, unhealthy eating, self-abuse and substance abuse (Haegerich & Hall, 2011; Jewkes, Sikweyiya, Morrell, & Dunkle, 2009). Many resort to the use of violence in interpersonal relationships (including sexual violence) with their partners. Men's past experience with childhood abuse often goes under-recognized and untreated (Haegerich & Hall, 2011).

Men's experience of social exclusion, including discrimination based on ethnic background, migrant status, sexual identity, economic and social status, can result in higher rates of victimization and victimizing others and may lead to mental health issues and the use of interpersonal violence (Haegerich & Hall, 2011). Socially excluded men also tend to have less access to health insurance and health care services (WHO, 2010). Policy approaches to men's health should be framed within a human rights paradigm that is strengths-based¹³ and gender-transformative¹⁴. The WHO further underscores the need to pay attention to the diversity of men and their experiences that impact health and well-being (WHO, 2010).

Restoring physical and mental health for men and boys is an important consideration and must be addressed within a comprehensive and/or holistic framework that helps them rediscover, direct and strengthen self-esteem and emotional intelligence (Mussell, 2005). Mussell (2005) further contends that when men and boys feel good about themselves and the people in their lives, they have a greater tendency to engage in healthy, equal relationships. Positive gender identity enhances well-being and supports the development of healthy families and communities. This view is supported in a recent report by the former Chief Medical Officer of Northern British Columbia, which contends that, "healthier men will be better partners, fathers, providers and role models. Women and children will be healthier in prosperous communities where men are less violent, more involved as fathers and more socially responsible" (Northern Health, 2011, p. 7).

3.2.1 Examples of Men's Health Initiatives

The research identified five promising approaches including one policy-related initiative and four primary prevention programs. (For an extensive review of programs and initiatives, see Appendix A, pp. 39-42). This area of work includes a focus on healthy sexuality, healthy relationships and violence prevention. The literature emphasizes the importance of enhancing men's self-care behaviours while diminishing risk-taking. It suggests programming and campaigns that are longer-term, national or worldwide and engage multiple sectors

¹³ Strengths-based practice assesses the inherent personal strengths of a person or family, then builds on them to aid in recovery and empowerment. In relation to domestic violence, a strengths-based approach often means starting from an asset base of men as allies, for example, as opposed to perpetrators.

¹⁴ Gender-transformative: "approaches that seek to transform gender roles and promote more gender-equitable relationships" (Barker, Ricardo, & Nascimento, 2007, p. 4).

(health, social services, education) can help change social norms, improve men's health and reduce men's use of violence (WRC, 2012a; Ricardo & Verani, 2010).

Promising approaches in the area of men's health include policy and programs that impact men throughout their life cycle¹⁵ with a particular focus on childhood and fatherhood (WRC, 2012a). The Northern B.C. Men's Challenge, a Canadian initiative highlighted in this study, was developed in response to concerns documented in a report titled *Where Are The Men?*. This study underscored the poor state of men's health in northern British Columbia (Northern Health, 2011). The report showed that young men aged 18 to 34 and Aboriginal men had the greatest risk for ill-health among other men in Northern B.C., and therefore should be prioritized when developing policy. The report recommends a "setting-based approach," which purports to connect with men and boys and influence the environments where they live, play, work and learn (Northern Health, 2011).

Where Are The Men? was followed by a second report based on consultations with seven northern communities and three regions (Northern Health, 2011). The initiative that was developed as a result of this work – The Northern B.C. Men's Challenge – involves a variety of partners, such as community organizations and businesses, that have a stake in the improvement of men's health. Men are provided with different opportunities to be involved in the project, including participation in a web-based discussion group or through access to tools and information pertaining to men's health (e.g., exercise, healthy recipes) on an engaging website that uses humour to convey its message. Funding for men's health programs in northern British Columbia is also available through this initiative.

Program H (Brazil) is another promising initiative that focuses on the health of men and boys. Program H works with males aged 15 to 24 to address and redefine individual behaviours associated with harmful masculinity and social norms. This work is done through educational activities, outreach and community campaigns. The program includes a training manual, educational videos, a social marketing strategy and an evaluation tool (Instituto Promundo, 2002).

The approaches identified in the research that foster men's health suggest that men should engage in self-care activities that promote their overall health and well-being. In addition, links are made between an increase in men's health and the increased well-being of women and children (Bonhomme, 2007). There were a limited number of initiatives found within this area of research. This may indicate the need to further explore the connection between the promotion of men's health and the reduction of violence, and how men's health might relate to other entry points to reduce violence. For instance, an enhancement of positive peer relationships among men that decrease violent behaviour, such as sexual assault, could be viewed as having a positive impact on men's health and emotional well-being. According to

¹⁵ Life cycle refers to men's progression through a series of differing stages of development during their lifetime.

the WHO, rigorous evaluation is needed to determine the impact of men's health as an opportunity for decreasing violence against women (Krug, 2002).

3.3 The Role of Sports and Recreation in Domestic Violence Prevention

Some of the earliest initiatives to engage men and boys in the prevention of violence and promotion of gender equality recognized the influence and importance of sports and athletics (WRC, 2012a). Sports and recreation are a gathering point for men and boys, and a space where masculine norms are formed and enforced (Minerson et al., 2011). Given the influence of athletes and coaches on men and boys, these norms can be far-reaching in the construction of masculinity. Research and practice literature make connections between sports, violence, sexual assault myths and violence perpetration (Dyson & Flood, 2008).

Engaging men and boys through sports and recreation presents both opportunities and challenges. In terms of opportunities, sports and recreation provide institutionalized locations where men and boys are present, and where teaching and mentoring are part of relationship development (Minerson et al., 2011). Research from Futures Without Violence (formerly Family Violence Prevention Fund) in the United States purports that sports and recreation are areas where adult men have expressed a willingness to work towards ending violence (Garin, 2000). By engaging men as coaches and young men and boys as participants, these venues can address several stages of the life-cycle approach; there are multiple positive roles involved, including engaging men as bystanders,¹⁶ peer influencers and mentors. Strategies can be adapted and made relevant to many different kinds of sports and recreation. As exemplified by global campaigns hosted by the White Ribbon Campaigns in various nations, athletes, both famous and non-famous, can be positive messengers (Minerson et al., 2011) and norm-shapers.

The work to engage men and boys in violence prevention through sports and recreation also contains a number of challenges. This was highlighted in a small qualitative study by Lyndon, Dufy, Smith and White (2011), where 11 male high school coaches were asked for their perspectives on the roles they could play in preventing sexual violence. All respondents felt they had the capacity to influence their athletes and almost all coaches felt that part of their role was to offer support in areas that impacted their players' academic lives or their game. However, the coaches did not identify prevention of sexual violence as an area for their involvement and some expressed their own views of blaming the victim and minimized sexual violence as a problem.

¹⁶ Bystander engagement models are common in the work to engage men and boys in violence prevention through sports and overlap with all entry points in this report. A five-stage model, proposed by Latané and Darley (1969) is a prominent bystander framework that includes the following: noticing a situation at hand, having the capacity to interpret it as problematic, taking responsibility for involving oneself in addressing the problem, identifying actions that can be taken, and implementing them. See McMahon & Banyard, 2012, for another approach to bystander intervention.

In addition, implementing violence prevention initiatives through sports and recreation can be complex and challenging due to the hundreds of sports governing bodies based on region, sport type and competitive levels. Also, the amount of sanctioned violence in some professional sports can create a paradox between what may be taught at amateur levels and what is enacted at professional levels (Ehrmann, 2010). There are also numerous men and boys who do not participate in sports culture. Developing violence-prevention strategies that connect with men and boys in alternative cultural settings, such as arts and sciences, is another route to be further explored.

3.3.1 Examples of Sports & Recreational Initiatives

Eight promising initiatives were identified, including one policy, five programs/projects, and two citizen-based initiatives. (For an extensive review of programs and initiatives, see Appendix A, pp. 43-47). The research identified a focus on behaviour-change programs, community awareness efforts and approaches that promote institutional change of sport organizations and cultures. Efforts reflect multiple intersections of masculinity, homophobia, peer influences, sexual assault, harassment and violence. Coaches, athletes and others involved in sport culture, such as parents, are target populations for programs, policies and initiatives related to this entry point.

Mentors in Violence Prevention (MVP) in the United States is an example of a well-established and highly evaluated program focused on men and boys that equips coaches and athletes with information and tools to engage effectively as bystanders in violence prevention and also better comprehend their roles in gender equality (Katz, 1995). One evaluation of MVP comprises both qualitative and quantitative data derived from 475 participants. The results indicated an increase in norms that promote gender equity, a reduction in rape-supporting beliefs, and an indication from most participants that they would support a female friend who discloses that she is in an abusive relationship (Northeastern University, 2007).

Coaching Boys Into Men is another example of an evaluated program that uses multiple strategies to engage men and boys in violence prevention including a media campaign and the training of coaches and athletes (Futures Without Violence, 2012). This approach was evaluated using a randomized controlled trial with 2,000 student athletes and 120 coaches. The results showed an increase in knowledge about abusive behaviours and gender-equitable attitudes and an increase in intention to intervene on the part of participating coaches. An evaluation of the media campaign indicated that men who saw the public service announcement were more likely to identify violence against women as an important problem than those who did not (Futures Without Violence, 2012).

Canada's Respect in Sport (Respect Group Inc., 2009) is another example of a promising initiative that has both policy and practice implications. This initiative worked with Hockey

Canada to establish a Respect in Sport (RIS) certification requirement for coaches and parents that underscores a zero-tolerance for violence and places an emphasis on healthy relationships. Similar collaborations include the Whitemud West Bantam Coach Training program, which is working in partnership with the Alberta Council of Women's Shelters.

Other co-ed sports and recreation initiatives also hold promise as approaches in this area and connect with the peer relationships entry point. An evaluation of a co-ed program called Bringing in the Bystander was conducted using a pre- and post-test design administered to a participant group of 53 athletes and a control group of 86 who did not participate in the program (Moynihan, Banyard, Arnold, Eckstein, & Stapleton, 2010). Results showed an increase in bystander confidence and an increase in participants' intentions to engage in positive bystander behaviours to disrupt incidents of sexual and partner violence.

3.4 The Role of the Workplace in Domestic Violence Prevention

As with sporting and recreational settings, workplaces are key sites for male leadership and influence, and thus comprise a promising entry point for engaging men and adolescent boys in violence prevention. Many employers are beginning to recognize the impact of violence on their employees and to understand the implications on the workplace, including higher rates of absenteeism, loss of productivity, reduced employee morale and increased need for support in the workplace for victims (Davis, Parks, & Cohen, 2006). Employers are key stakeholders, as they are responsible for setting policy, sharing information, promoting skills development, and motivating employees, clients, consumers, and partners to become engaged in efforts to end violence at the individual, family, community and societal levels (Davis et al., 2006).

Workplaces can play a role in shaping healthy relationships and promoting engaged and responsible bystander behaviour. Workplace settings provide examples of how community stakeholders can institute healthy norms and non-violent practices that can influence behaviour (Parks, Cohen, & Kravitz-Wirtz, 2007) both within the workplace and at home. Conversely, organizational cultures that endorse "weak sanctions against violence" or demonstrate "strong support for the privacy of the family" can reinforce norms and behaviours associated with domestic violence (VicHealth, 2007, p. 39).

Workplace engagement is attracting more attention as a focal point for domestic violence prevention. Recently, the Office of the Chief Coroner in Ontario (2010) recommended the Ontario government work with domestic violence prevention experts and other professionals, including labour organizations, to establish a not-for-profit organization geared specifically to helping employers prevent and respond to domestic violence. The report states that all employers should "develop policies on measures they can take in their workplace(s) to prevent and/or provide effective responses to domestic violence. Employers should also be required to train all employees to recognize the warning signs of domestic violence and to initiate the appropriate responses. Managers and supervisors should receive

additional training that enables them to provide appropriate assistance to victims or co-workers who report concerns” (p. 25).

3.4.1 Examples of Workplace-Based Initiatives

Five promising workplace approaches were identified, including two policies, three programs, and one resource package. (For an extensive review of programs and initiatives, see Appendix A, pp. 47-49). The provinces of Ontario, Prince Edward Island and Manitoba have policies that compel employers to develop and implement violence prevention practices within their workplaces. The Australian Football League provides an example of an organizational policy initiative: it implemented a sexual assault prevention policy that includes awareness and education, as well as measures and regulations to address sexual harassment and discrimination within the league. This policy is currently used by the Australian National Plan to Reduce Violence Against Women and Their Children "to work with sporting codes to develop and implement respectful relationships education for players" (Australian Government, 2010, p. 40).

Taking a Stand and Family-Business Connect, led by the Alberta Council of Women’s Shelters and the City of Edmonton in Canada, is another multi-angled approach that works with corporate partners and municipal leaders to support the development of workplace policies to help victims of domestic violence (ACWS, 2012a, 2012b). This emergent project provides a toolkit to engage employers to implement policies, awareness and education programs within their businesses. Another example, Male Champions of Change, is an Australian corporate initiative that promotes gender-equality by helping women obtain leadership roles within participating corporate structures and through development of family-friendly policies (Australian Human Rights Commission, 2011).

In 1995, the Premier of Prince Edward Island initiated the Premier’s Action Committee on Family Violence Prevention (2002). The committee established a set of promising practices for violence prevention in the workplace, highlighting the importance of establishing the following principles:

- Violence in personal relationships affects security and workplace safety and security;
- Violence affects both men’s and women’s productivity at work, and women are most often the victims of violence;
- Employers may have both offenders and victims in the workplace;
- A top-down commitment to address violence prevention is required from management and, if relevant, union leadership;
- Workplaces must provide accurate and accessible awareness and education programs and include resource materials for employees and supervisors; and
- Employers must provide an Employee Assistance Program that includes support for victims or offenders (p. 5).

These practices show how violence prevention and intervention strategies can be integrated in the workplace. It also underscores the importance of government and employer leadership in designing and implementing policies and practices that can be adopted by staff and employees and could influence behaviours.

The fostering of violence prevention initiatives within workplace settings is a promising approach to engaging men in the prevention of violence, and domestic violence in particular. Workplaces are environments where men gather and spend a considerable amount of time. They are places where norms are shaped and enforced. The possibilities for both formal leadership and peer role-modeling within these environments are plentiful, as are opportunities to deconstruct the myth that domestic violence is a private family matter, rather than a pervasive public concern (Menendez, Wagner, Yates, & Walcott, 2012).

3.5 The Role of Peer Relationships in Domestic Violence Prevention

The role of the male peer group in maintaining traditional norms of masculinity is a critical issue for consideration in violence prevention, particularly among boys and younger men (Crooks et al., 2007; DeKeseredy, Schwartz & Alvi, 2000). Peer attitudes and norms significantly influence men's use of violence and are especially implicated in perpetuating sexual violence (DeKeseredy, 1998; DeKeseredy & Kelly, 1995). The impact of negative peer reinforcement has been demonstrated in Canadian studies on university campuses, which show that men who have friendships with other men who are abusive are more likely to engage in violence within dating relationships (DeKeseredy, 1988; DeKeseredy & Kelly, 1995). Similar impacts have been noted in research with adolescents. Capaldi, Dishion, Stoolmiller and Yoerger (2001) work on hostile talk about women among peers predicting adolescent dating violence demonstrates the same phenomenon.

According to Kaufman (1999), an important aspect of working with men is "challenging and dismantling the structures of men's power and privilege, and ending the cultural and social permission for acts of violence" (p. 4) within peer groups. The literature suggests that certain settings are particularly important to peer approaches with men and boys. These include: school-based settings (K-12), post-secondary environments, sports loci, faith communities and the military (Baobaid & Hamed, 2010; Flood, 2007; Crooks et al., 2007; DeKeseredy, Schwartz & Alvi, 2000).

Peer engagement to prevent violence is supported by the White Ribbon Campaign (WRC). The Australian WRC states that, "to stop violence against women, well-meaning men must do more than merely avoid perpetrating the grossest forms of physical and sexual violence. Men must strive for equitable and respectful relationships. They must challenge the violence of other men" (Flood, 2010, p. 3). Violence prevention through peer relationships, peer modeling and peer support can be used in many settings and is interconnected with work in other entry points. The primary objective of peer engagement models is to change cultural

and social supports that entrench and perpetuate violence against women and girls (Flood, 2010), thereby fostering a climate of non-violence among male peers. The role of organizational structures and institutions in contributing to, condoning or working to disrupt violence is an essential consideration in this work. Numerous advocates and educators emphasize the importance of working together in all-male peer groups to understand the impact of men’s socialization, masculinity, gender-inequality and men’s roles in violence prevention in order to stop the violence (Berkowitz, 2004, 2008; Fabiano, Perkins, Berkowitz, Linkenbach, & Stark, 2003; Katz, 1995; Kaufman, 1999).

3.5.1 Examples of Peer Relationship Initiatives

Programs and initiatives addressing peer relationships as a primary violence prevention approach range from single workshops and education sessions, to time-limited campaigns and longer-term change initiatives (Minerson et al., 2011). The literature suggests that a combination of interventions, such as curricula coupled with campaigns, group work and peer-led awareness initiatives, lead to positive and long-lasting changes in attitudes and behaviours among boys and young men (Flood, 2007).

The scan of promising approaches resulted in the identification of 10 initiatives that centre on enhancing healthy peer relationships, including one policy, six programs and three community-based initiatives. (For an extensive review of programs and initiatives, please see Appendix A, pp. 49-54).

School-based initiatives – including school policies, programs and practices – seem to be a focal point for work in this area. These include the promotion of safe environments free of sexual harassment, sexual assault, homophobia and other forms of bullying and violence. An important objective is to create environments where traditional masculine constructs such as strength can be re-envisioned by young men to include social responsibility, respect for women and girls and leadership in violence prevention (Men Can Stop Rape, 2011b).

The Fourth R program – pioneered by the Centre for Addiction and Mental Health Centre for Prevention Science (CPS) – is an evaluated, evidence-based program that reduces physical dating violence (PDV) and risky sexual behaviour among youth. The program also promotes the emotional health and wellness of youth through the development of healthy relationships with friends, partners and family. In particular, results demonstrate a significantly stronger positive intervention effect for boys (Wolfe et al., 2003; 2009).

The Fourth R program began in Ontario as a 21-lesson, skill-based series that “promotes healthy relationships and targets violence, high-risk sexual behaviour and substance use among adolescents” (Public Health Agency of Canada, 2012, para. 1). Initially delivered in schools to Grade 9 students, it has “expanded and adapted in several ways. These include adaptations for all other provinces, for alternative education settings, Aboriginal perspective, and Ontario Catholic curriculum, with slight changes to the number of lessons, content and

the way that the information is presented. The program material has been expanded to include curriculum for Grade 8 Health and Physical Education, and Grades 10 and 11 English classes” (Public Health Agency of Canada, 2012, para. 4). To date, Fourth R programs in various forms are delivered in more than 2,000 schools across the country (Crooks, Wolfe, Hughes, Jaffe, & Chiodo, 2008). It is currently being offered in six school jurisdictions in Alberta.

One long-standing initiative in the United States is the Men of Strength (MOST) Clubs, which have been active since 1997 (Men Can Stop Rape, 2011a). The clubs work with male high school students over a one-year period to promote healthier models of masculinity and to build skills around violence prevention. In this model, “near peer” education (where slightly older males work with younger ones) is particularly effective (Men Can Stop Rape, 2011a; Minerson et al., 2011, p. 28). Evaluations with small cohorts of the MOST Clubs have been positive, with a majority of respondents being more likely to disagree with traditional masculine norms and state that they are not supportive of harassment behaviours (Anderson, 2011). The U.S. Centers for Disease Controls and Prevention (CDC) have designated MOST Clubs as a promising practice for violence prevention and more recently they are working on a new phase of this project. The Canadian White Ribbon Campaign is in the process of piloting a comparable approach within Canada called the White Ribbon Clubs.

Gay Straight Alliances (GSA) offers another promising peer-relationship approach that does not focus solely on boys. GSAs were originally established in 1998 in the United States, with multiple groups now running within Canadian schools (GSA Network, 2009; Egale Canada, 2011). GSAs work to create school environments free from violence and harassment, and provide awareness and education on issues related to gender identity, homophobia (GSA Network, 2009) and healthy relationships.

3.6 Men as Allies in Preventing Domestic Violence

There are a number of initiatives that focus on developing the capacity of men and boys to be allies with women and girls (Kaufman, 2001; Minerson et al., 2011). Ally work with women is a fundamental tenet of engaging men in working towards ending violence and promoting gender equality and healthy relationships (United Nations, 2008). This is a necessary step to improving the lives of women and promoting the health and well-being of men, women and children (Kaufman, 2001; Minerson et al., 2011). Work in this area occurs at both the community and macro level. It includes a focus on providing men and boys with the skills and capacity to speak up against inequity, sexism and the mistreatment of women and girls, including stepping-up to prevent sexual harassment and assault and speaking with other men and boys about violence or demeaning behaviour (Flood, 2010; Men Can Stop Rape, 2011b).

At a macro level, men’s ally work centers on “working with women and women’s rights organizations to achieve gender equality for women and girls” (MenEngage, 2008, Our Core Principles, para. 4). Research states that ally work with men should incorporate the diversity

of male experiences and use a life-cycle approach (United Nations, 2011) with diverse populations. Men's ally groups in faith communities, on campuses, in schools and in communities, can be venues for men to deconstruct gender inequality and violence and find ways of to create positive change. Faith-based campaigns and calls to action can use the important leadership roles within particular faith communities to increase awareness among men and promote gender equality and social responsibility in preventing violence within the family and the community. At a macro level, international organizations such as MenEngage encourage their members to advocate to policy-makers in order to promote strategies to engage men and boys in evidence-based approaches that promote gender equality (MenEngage, 2008).

The Virtual Knowledge Centre to End Violence Against Women and Girls developed by the United Nations (2010) provides a series of learning modules that document, share and offer support on programming essentials, monitoring and evaluation tools, frameworks, challenges and strategies to effectively address violence. The learning module about men and boys includes guiding principles and policies for engaging men as allies in program work to end violence, and includes approaches, messaging, and strategies, as well as accountability, monitoring and evaluation mechanisms.

These guidelines state that working with men and boys should include a human rights, gender-responsive approach that addresses gender and masculinity in a way that positively transforms gender norms, engaging men as part of the solution, while still holding men accountable for their actions. Partnering directly with women and/or women's groups assures the work is both transparent and accountable, incorporates the diverse experiences of men, and addresses any concerns that funding and resources are being diluted (United Nations, 2011). The United Nations (2011) underlines the need for collaborative, healthy dialogue among individuals, communities and organizations when working with men as allies towards gender-equitable and violence-free societies.

3.6.1 Examples of Men as Allies Initiatives

Nine promising approaches that engage men as allies in violence prevention were identified in the research, including six programs and three citizen-based initiatives. Examples focused on promoting awareness of men's role in violence prevention including pledges, social media and community events. (For an extensive review of programs and initiatives, please see Appendix A, pp. 54-59).

The White Ribbon Campaign (WRC), a local, national and international movement discussed earlier in this report, promotes men and boys involvement in violence prevention on various fronts. The White Ribbon Campaign Pledge is a Canadian example wherein individual men make a signed commitment to not "commit, condone or remain silent about violence against women and girls" (WRC, 2012b, para. 1). The WRC reports hundreds of thousands of men have participated in making this commitment over the years. Due to the decentralized nature

of this pledge, and the fact it is used by many groups and organizations, currently there is no information available on the impact of this approach.

Walk a Mile in Her Shoes is another popular method of engaging men to support women's shelters and other services for abused women and children by raising funds through literally "walking a mile" in women's footwear. In Canada, this initiative has been hosted by various Non-Governmental Organizations (NGOs) and NGO partnerships, such as the YWCA and The White Ribbon Campaign. This event, estimated to have involved thousands of male participants around the world (Walk a Mile in Her Shoes, 2011), provides an opportunity for men to engage in concrete activities to show support for women and children who experience violence.

An example of a faith-based approach to ally work is The Muslim Family Safety Project in Ontario, Canada. Goals outlined on the project website include engaging Muslim women and men in domestic violence prevention, working with anti-violence service providers, empowering Muslim women and promoting Muslim faith within the broader community (London Coordinating Committee to End Violence and Abuse, 2011). The project is supported by various community-based organizations and involves faith leaders taking an active role in reducing violence in the home (Baobaid & Hamed, 2010). The project includes public education and training of faith leaders and service providers as allies in preventing violence against Muslim women. The website includes a number of publications about faith-based engagement in violence prevention.

3.7 Aboriginal Healing and Domestic Violence Prevention

In Canada, a history of colonization, including institutional violence, personal and systematic racism and ongoing disenfranchisement, created tremendous damage within many Aboriginal communities (Proulx & Perrault, 2000). The intergenerational consequences of colonization, including the brutal impact of residential schools, greatly contributed to the fact that Aboriginal women between the ages of 25 and 44 are five times more likely than other women of the same age to die from violence (Indian and Northern Affairs Canada, 1996; Brownridge, 2008).

Amnesty International decried violence against Aboriginal woman in Canada a pervasive and serious human rights violation, and the Native Women's Association of Canada (NWAC) worked with families and communities to compile a list of 582 missing or murdered Aboriginal women over the past three decades (Amnesty International, 2009). Unfortunately the number of names being compiled is still growing. The Native Women's Association of Canada (2011) emphasizes the importance of Aboriginal community leadership in developing and implementing appropriate responses to violence against women, including initiatives that focus on traditional healing and holistic approaches.

Although Aboriginal community approaches to engage men and boys in violence prevention may overlap several other areas of focus in this paper, it is important that Aboriginal domestic violence prevention efforts be community-centered and based within cultural traditions (Proulx & Perrault, 2000). The Native Women's Association of Canada (2011) puts forth a number of recommendations to address violence in Aboriginal communities, including an emphasis that approaches must be holistic, community-led and engaged, and empowering to women, men, children and youth. The Aboriginal Healing Foundation's comprehensive intervention framework to address domestic violence provides a multifaceted approach to domestic violence prevention within Aboriginal communities (Bopp, Bopp, & Lane, 2003).

3.7.1 Examples of Aboriginal Healing Initiatives

Despite the profound obstacles they have encountered, Aboriginal communities have made a number of significant and impactful efforts to address violence. A scan of promising policies, practices, programs and citizen-led initiatives resulted in the identification of six examples, including three policies and four programs. (For an extensive review of programs and initiatives, see Appendix A, pp. 59-63). The focus of the work includes fatherhood and youth programs that strengthen the traditional role of men within Aboriginal communities that are community-centered and promote healing. The policies start to address the tremendous impact of historical and intergenerational violence. A traditional healing-based intervention example for men with a history of violence is also included.

Kizhaay Anishinaabe Niin is an Ontario-wide initiative that uses primary, secondary and tertiary prevention strategies. The initiative provides an opportunity for communities to help Aboriginal men and youth understand the causes of violence and supports them in joining together to end it. Aboriginal men and youth are offered a safe place to further develop roles in ending violence against Aboriginal girls and women. Currently, there are more than 30 sites in Ontario running a variety of programs as part of this initiative. These include poster and public awareness efforts, youth and adult mentoring programs, youth and adult workshops and an educator toolkit (I Am a Kind Man, 2011).

The Australian Aboriginal Dad's Program is a strengths-based mentorship program for young fathers developed by Males in Black (MIB) in partnership with Uniting Care Wesley Bowden. It focuses on eight key principles to engage and support young Aboriginal fathers. This approach includes: capacity building and leadership development; activities that are family-focused; cultural teachings; mentoring support; promoting community development through activities and peer support; strong partnerships; and a peer worker to engage and support the participants. An evaluation of the program is in progress (Communities and Families Clearinghouse Australia, 2010).

In Search of Your Warrior (ISYW) is a program developed by Native Counselling Services of Alberta (NCSA) for Aboriginal men who have committed violence. The program is based on the following assumptions:

Men are part of a holistic system of families, community and society; men must be respected as human beings and must learn from past mistakes; men can be guided back to non-violent ways of living through traditional teachings and culture; all human beings are inherently good, and their behaviour is shaped by their life experiences; personal change takes time and requires readiness, commitment, desire and patience; in order for healing to occur, the spiritual, emotional, physical and psychological parts of the self must be engaged in the healing process. (Trevethan, Moore, & Allegri, 2005, Findings, para. 9)

An evaluation of ISYW conducted in 2003 found participants, facilitators, elders and others expressed a high level of satisfaction with the program (Trevethan et al., 2005). Two-thirds of those who participated in the program were not re-incarcerated at a one-year follow up. In addition, when compared to a control group of men that had not received the program, ISYW participants who did return to prison after their release were less frequently involved in violent offenses.

4.0 Conclusion

This study, *Engaging Men and Boys in Domestic Violence Prevention: Opportunities and Promising Approaches*, is the first phase of a four-part research project aimed at developing a provincial men and boys strategy for Alberta. The seven entry points highlighted in this research are:

- Engaging fathers in domestic violence prevention;
- Men's health and domestic violence prevention;
- The role of sports and recreation in domestic violence prevention;
- The role of the workplace in domestic violence prevention;
- The role of peer relationships in domestic violence prevention;
- Men as allies in preventing domestic violence; and
- Aboriginal healing and preventing domestic violence.

These appear promising as avenues to successfully engage men and boys in violence prevention and were regularly cited in the literature as areas with potential to effect positive change among males. Further, these entry points provide a starting place for discussion in Alberta on the next phase of research to build a provincial strategy to engage men and boys in the prevention of domestic violence.

This report also documents a total of 67 promising policies, programs and practices, and citizen-based initiatives in North America and around the world that align with the seven entry-points identified in this research. These are in various phases of development, implementation and evaluation. An overview of each entry point and a highlight of examples within each area are provided.

Shift is committed to the development of a strategy to engage men and boys in domestic violence prevention within Alberta. The next phase of our research, entitled: *Working with Men and Boys to Prevent Domestic Violence in Alberta: A Provincial Scan*, focuses specifically on the Alberta context, outlining key themes for engaging men and boys in domestic violence prevention within the province. A third facet of Shift's research in this area will include the identification of next steps and commitments. The final phase of this work entails the development of a strategy to engage men and boys in violence prevention within Alberta.

In the quest for greater engagement of men and boys in domestic violence prevention, dialogue needs to continue with government, funders, community, organizations and institutions to develop a strategy to implement, evaluate and bring to scale promising prevention approaches. Without a strong policy base, institutional support, and long-term funding, programs and initiatives to engage men and boys will continue to be localized, small in scope, short-term in duration and under-evaluated. This research is intended to inspire and engage Alberta's policy-makers, service providers, businesses and community members to participate in the critical work of creating a society where domestic violence is no longer viewed as an inevitable social ill. Together, we can take action to build resilience and prevent domestic violence before it occurs.

APPENDIX A: AN OVERVIEW OF PROMISING APPROACHES TO ENGAGE MEN AND BOYS IN DOMESTIC VIOLENCE PREVENTION

This appendix provides an overview of promising policies, programs, practices and citizen-led initiatives aimed at engaging men and/or boys in domestic violence prevention. Approaches are categorized under each of these seven entry points for engaging men and boys, including:

1. Engaging fathers in domestic violence prevention;
2. Men’s health and domestic violence prevention;
3. The role of sports and recreation in domestic violence prevention;
4. The role of the workplace in domestic violence prevention;
5. The role of peer relationships in domestic violence prevention;
6. Men as allies in preventing domestic violence; and
7. Aboriginal healing and domestic violence prevention.

Initiatives are classified as either primary prevention or secondary and tertiary prevention, although certain initiatives overlap. Full references for all initiatives presented in this appendix are available at the end of the document.

ENGAGING FATHERS IN DOMESTIC VIOLENCE PREVENTION

A. Fatherhood: Policies and Policy Recommendations

Primary prevention

Parental Leave – Canada and Québec

Canada has a relatively progressive parental leave policy for fathers, allowing birth parents to take up to 35 weeks of paid parental leave. “The proportion of fathers taking time off and receiving paid parental leave benefits has increased sharply, from 3 per cent in 2000 to 20 per cent in 2006” (Marshall, 2008, p. 8). Current numbers indicate that 30 per cent of Canadian fathers are taking this opportunity (Hoffman, 2012). In 2006, Québec implemented a parental leave program that is unique from other regions within Canada. The Québec Parental Insurance Plan (QPIP) has a non-transferable fatherhood leave policy for men who are paid at 70 per cent of their regular salary. Other stipulations of this plan include a higher pay rate for parental leave, no minimum qualifying hours and coverage for those who are self-employed (Government of Quebec, 2009). Research suggests some factors are not being adequately addressed to ensure higher numbers of fathers actually use the leave they are entitled to. These factors include:

- Policies generally support only the segment of fathers who are stably and formally employed;
- Father’s parental leave is voluntary and may not be paid at same rate as the father’s salary;

- “Men may not take advantage of them [leave] for fear of retaliation by employers and a sensitivity to how they may be perceived by their male peers or coworkers” (Guedes, 2012, p. 46).

Parental Leave – Norway

According to the 2008 Parental Benefit Scheme in Norway, initially introduced in 1993, working parents are offered 44 weeks of parental leave with 100 per cent compensation and 54 weeks with 80 per cent compensation (Norwegian Ministry of Children and Equality, 2008-2009). Prior to 1993, either fathers or mothers could uptake the parental leave benefits, although on average, fathers used less than 5 per cent of the time. In 1993, legislative changes gave fathers four weeks of non-transferable parental leave (Guedes, 2012). Subsequently, fathers’ use of parental leave increased from 62 per cent in 1995 to 80 per cent in 1999 and by 2005, it was at 91 per cent (Norwegian Ministry of Children and Equality, 2008-2009). In addition, paternal quotas for fathers continued to expand and as of July 2012, non-transferable leave for fathers sits at 12 weeks (Norwegian Labour and Welfare Services, 2012).

Parental Leave – Sweden

In Sweden, working parents receive 13 months of parental leave with 80 per cent salary compensation. Prior to 1995, fathers used only 9 per cent of total leave. In 1995, a change in legislation required that each parent take one month of non-transferable leave (Guedes, 2012). Currently, the paternal quota in Sweden is two months (Norwegian Ministry of Children and Equality, 2008-2009). While 70 per cent of fathers make use of this leave, an additional 12 per cent stay at home for longer periods of time (Guedes, 2012). In order to encourage fathers’ use of paternity leave, a tax benefit “equality bonus” was introduced in 2008 for the parent who takes a longer parental leave in any given year (Norwegian Ministry of Children and Equality, 2008-2009). Income disparity has an impact on Sweden’s paternity leave program, as fathers on lower-incomes state that the 20 per cent loss in salary for paternity leave is an economic challenge (Guedes, 2012).¹⁷

Young Fathers – United Nations / General

The United Nations generated a number of policy recommendations to promote father involvement, with a focus on young men at work (United Nations Division for the Advancement of Women, 2004); all of these approaches can be explored on a provincial and municipal level. These include the following:

- Use financial and social policy to improve the balance between work and family life, and encourage men to make an equal contribution to domestic work;

¹⁷ A number of other countries have instituted policies with a particular focus on enhancing father involvement. Iceland, Finland, Denmark, and Germany are among other examples of progressive policy in this area (Haataja, 2009).

- Expand paternal leave provisions;
- Create disincentives for employers to demand overtime work;
- Create a legal structure for permanent part-time work and incentives for men to use it;
- Develop aspects of family law that enable men to be active partners in the lives of children and dependents;
- Review and make appropriate changes in adoption policies and the care of orphans and adopted children;
- Take measures to help teenage and young fathers be involved in the support and care of their children while continuing their education and training. Such measures include:
 - Requiring education and training institutions to design their programs and schedules to facilitate care work by teenage and young fathers without breaks in study; and
 - Structuring health services concerning pregnancy and early childhood to promote the participation of young fathers.
- Recognize workers' childcare obligations in setting terms of employment and schedules of work;
- Include incentives for childcare contributions in recruitment and promotion policies;
- Build into collective bargaining strategies the possibility for men's involvement in care work (United Nations Division for the Advancement of Women, 2004, p. 29).

Secondary/Tertiary Prevention

Fatherhood and Child Protection Policies – General

Policies that affect how child protection agencies approach their work with fathers with a history of abuse are critical and must take into account the safety of all family members and, when appropriate, support for safe and positive father-child interactions (Lero, Ashbourne, & Whitehead, 2006). A limited number of programs focus specifically on the provision of treatment and support for fathers who have been abusive to their partners or children (Lero et al., 2006). It is crucial to conduct appropriate assessments and provide supervision and support to ensure child safety and enhancement of father-child interaction.

Although there is general recognition within Canada's judicial system that it is not in the best interests of children to grant custody to a parent with a history of abuse, these same considerations are not always present with respect to access and visitation (Shaffer & Bala, 2004; Lero et al., 2006). In addition, provincial legislation pertaining to supervised access for non-custodial parents who may be a risk for their child is not always consistent across provinces (Lero et al., 2006). It is recommended that governments, and those involved in the judicial system, consider the complexities and implications of domestic violence as it pertains to visitation and access with child safety and parental safety being the primary goal (Lero et al., 2006).

Fatherhood: Practices and Programming

Primary Prevention

www.itstartswithyou.ca – Canada

It Starts With You. It Stays With Him is a social marketing campaign created by the White Ribbon Campaign in Ontario and is aimed at inspiring and motivating men to educate the boys in their lives about the importance of healthy and equal relationships with women and girls. The campaign helps men positively influence their sons, grandsons, brothers, nephews, students and community members by engaging them in meaningful dialogue about gender equality and healthy relationships. It Starts With You targets fathers directly by equipping elementary and secondary school teachers with tips and information. Campaign tools include: a website; e-learning modules for elementary school teachers and community workers; a collection of nine digital stories and an accompanying discussion guide for use in the community and in the classroom; two public service announcements (PSAs); an interactive quiz; a YouTube channel; a Facebook page; and a poster and postcard (It Starts with You, 2011).

An evaluation of the program conducted in 2009 found that 82 per cent of men felt better prepared to positively influence the boys in their lives about gender equality and healthy relationships after visiting the campaign website. In addition, 84 per cent of respondents stated they increased their knowledge resources and supports that can assist them to further promote healthy, equal relationships and gender equality with children and youth. To date, 25,656 children and youth aged 8 to 14 benefited from receiving information and participating in classroom discussions, school and community events supported by the It Starts With You campaign (WRC, 2012a). The campaign received significant exposure both locally and internationally, included being highlighted by the United Nations' SAY NO UNITE to End Violence Against Women Campaign. This campaign has a specific stream for coaches and leaders, with tools, tips and scenarios for men to do this work in a sport setting (WRC, 2012a).

Ça commence avec toi is the francophone version of the It Starts With You campaign described above. The francophone campaign was developed by the Centre Ontarien de Prévention des Aggressions (COPA) in partnership with the White Ribbon Campaign as a means to reach French-speaking men (WRC, 2012a).

The Men and Family Relationship Government Initiative – Australia

The Men and Family Relationship Initiative was announced by the Australian government in 1997. The initiative, initially funded at \$6 million over four years and allocated to 18 community-based organizations, focused on assisting men to establish or enhance healthy and positive relationships. Services included in this approach were education, counselling, skill development and community development activities. An additional \$10.5 million was

provided for another 28 pilot projects in 1998 (O'Brien & Rich, 2003), and the initiative is ongoing.

An evaluation of this initiative was conducted in 2002, and additional dollars were allocated to provide men's services in every state and territory, both in rural and metropolitan locations throughout Australia (O'Brien & Rich, 2003). The evaluation employed the following methodologies: surveys of pilot service organizations; a series of longitudinal community case studies; client surveys, and a review of existing data. The evaluation focused on the operation of services as well as feedback from a sample of participants. Operational findings indicated the initiative successfully provided services to men from diverse and marginalized populations in regions where men's services previously did not exist. Five hundred and seventy-six survey questionnaires were returned, and among the various participant responses, 82 per cent agreed or strongly agreed they had a better understanding of relationships, and 78 per cent stated they knew where to access support. In addition, 93 per cent of respondents expressed they progressed in addressing the issue that compelled them to seek assistance (O'Brien & Rich, 2003).

Fatherhood Support Project – Australia

The Father Support Project, by The Children and Families Integration Service, focuses on providing fathers with support, education, the promotion of self-reflection, growth and the inspiration to value their unique fatherhood role. Groups are held on maternity wards where new dads connect with "dads-to-be" to discuss infant parenting and fatherhood. The program, supported by midwives, also includes father/child relationship courses that are based in the community. A guide has been developed to assist other organizations to implement the program (Sheehy & Allan, 2005).

An external evaluation with nine program respondents indicated positive changes related to their participation in the Father Support Project. Participants expressed a greater enjoyment of their fatherhood role and saw it as complimentary to the role of mothers; they also emphasized having a greater focus on their child before themselves and an increase in listening skills (Sinclair, 2003).

The Supporting Father Involvement Project (SFI) – US and Canada

The Supporting Father Involvement Project is a research-based approach designed for families from various cultural backgrounds. It is a 16-week program for men or couples that focuses on family strengthening and enhancing shared parenting and the fatherhood role (Supporting Father Involvement Program, 2011).

Results from a randomized control study with one participant group of 289 families indicated that both men and women who participated in the couples and fathers program benefitted from their involvement (Cowan, Cowan, Pruett, Pruett, & Wong, 2009). Positive outcomes of participation included: a decrease in parenting stress, an increase in father involvement in the daily care of children and higher couple satisfaction over time compared to the control

group. More frequent concerns were expressed by parents in the control group that their children exhibited problematic behaviour compared to those in the trial (SFI) group. The project, originating in California, is now being implemented in four sites across Alberta: Red Deer, Lethbridge, Edmonton and Cochrane.

Hit the Ground Crawling – UK

Hit the Ground Crawling, a pre-natal program of the Fatherhood Institute, focuses on building preparedness and confidence of fathers-to-be. This approach comprises men’s groups that focus on teachings to enhance the couple relationship, understand pregnancy, challenge myths and assumptions, and build awareness of services and supports in the community. Each group comprises a two-hour meeting between expecting fathers and “veteran fathers” who provide an opportunity to discuss issues related to fatherhood and answer questions (Fraser, 2010).

A three-stage evaluation was conducted with 42 participants, aged 26 to 40, including a pre- and post-session component (prior to participants becoming fathers), and a three-month follow-up after the child’s birth. Results from the post-session indicated that a great majority of fathers viewed this program as the first father-specific support they had received, and 90 per cent commented that resources for fathers were generally inadequate. At a three-month follow up with 17 of the father participants, most respondents stated they had established “co-operative or team parenting, which was clearly underpinned by strong couple relationships” (p. 42). Paid work and limited paternity leave were stated as impacting the “ability of some fathers to do as much ‘hands on’ parenting as they would like” (Fraser, 2010, p. 42). All respondents felt that

the sessions were worth going to and benefited them in some way. They felt that it was good to have something specifically for dads and that it should be something that all expectant fathers should have the opportunity to be involved with. (p. 37)

Supporting Young Families Program: Fathering Group – Canada

Supporting Young Families Program: Fathering Group was implemented in Yorktown, Ontario, in 2007 for teen or young fathers in coordination with a separate group for mothers. The program includes a series of weekly sessions with a trained facilitator and incorporates a family meal prior to the session, as well as transportation compensation and a voucher of \$10.

A three-part evaluation of this program was conducted with the nine participants of the initial group, using the *Father’s Self-Report Questionnaire*. The group facilitator and coordinator’s reports were also incorporated into the evaluation. Results from the participant evaluation indicated the following: 78 per cent strongly agreed and 22 per cent agreed that they learned more about “recognizing when I am angry than I previously knew” (Goodman & Lwin, 2008, p. 5), and 88 per cent strongly agreed or agreed that they learnt more about being an involved parent. In addition, 56 per cent of the men strongly agree that

they learnt how to utilize supports in the community, while “56 per cent agree that they learnt how to effectively communicate with child’s mother” (p. 6).

Hey, Dad! – Australia

Hey, Dad! is a program for fathers who have children with developmental, physical or emotional disabilities. The program comprises 12 sessions and includes workshops and playgroups focused on assisting dads to develop ideas for father and children activities (Beatty & Doran, 2007). Some of the workshop topics include juggling family, work and one’s own needs, maintaining positive adult relationships and encouraging children’s emotional growth.

An evaluation of the program was conducted with 157 stakeholders, including 85 fathers, using a mixed approach of interviews, feedback forms and group interaction. Positive results included: 76 per cent reported an improvement in parenting skills, 79 per cent stated the program assisted them to provide enhanced support to their child and 69 per cent commented that they gained new approaches to improve the parent-child relationship. Participants also indicated the most impactful result of the program was the opportunity to create connections with other fathers (Beatty & Doran, 2007).

Respectwomen.ca – Canada

The respectwomen.ca website is a component of Newfoundland/Labrador’s Violence Prevention Initiative. The six-year initiative was established in 2006. Teach Your Child How to Respect Women is one component of an educational social media campaign targeted to men. The campaign encourages fathers’ positive involvement with their sons, including teaching the skills and qualities of non-violence and respect for women. The campaign includes role-modeling tips about how fathers can demonstrate non-violence, love and respect, including a focus a nurturing father-son relationship (respectwomen.ca, n.d.).

Father Support Program – Turkey

Father Support Program by Anne Çocuk Eğitim Vakfı (Mother Child Education Foundation) is Turkey’s first program aimed at supporting fathers. It assists fathers to respond effectively to children’s needs (Dogruöz & Rogow, 2009). The goal of the program is “for fathers to play a more effective and positive role in the development of their children” (p. 9). Although the program was initially planned as five sessions, both participants and facilitators agreed to increase it to 13 session series. Discussion topics include: the impact of the father’s role on the child; parenting styles; accepting the child; positive discipline; overview of child development; cognitive, social, and emotional development of children; the importance of play; applying attitudes and skills; as well as additional sessions on sexual and reproductive health. The approach includes homework and a focus on building cohesion among group members.

An evaluation of the Father Support Program using qualitative and quantitative components was conducted with 1,379 participants. A Likert attitudes survey was developed and administered before and after the completion of the program. “The survey included four subscales: adherence to traditional roles, authoritarianism, permissiveness, and communication style. Significant differences were found in all the subscale scores, with fathers adopting less traditional and authoritarian attitudes and a more open communication style” (Dogruöz & Rogow, 2009, p. 21). In addition, 11 of the fathers and nine of their female partners were interviewed separately regarding the impact of the program. A majority of respondents stated that fathers were proud of the knowledge they gained in the area of child development and many reported using alternative non-punishing methods of discipline, better listening skills and anger management.

24/7 Dad™ – United States

The 24/7 Dad™ - A.M. and P.M. - are complimentary yet separate parenting programs for fathers. Each program comprises 12 sessions in either group or one-to-one formats, with the A.M. program being more basic and the P.M. program more advanced. The program focuses on “universal aspects of fathering so that men of all cultures, races, religions and backgrounds can benefit from them. The five characteristics include: Self-awareness; Caring for Self; Fathering Skills; Parenting Skills; and Relationship Skills” (National Fatherhood Initiative, 2006, p. 1). An evaluation of the program was conducted using a pre- and post-test survey design. The instruments utilized were the *24/7 Dad™ Fathering Inventory* completed by 77 participants, and the *24/7 Dad™ Fathering Skills Survey* completed by 70 participants. Outcomes include a statistically significant increase in knowledge and skills on the post-test scores (National Fatherhood Initiative, 2006).

Young Dads Program – Canada

The Young Dads Program, sponsored by the Young Parent Support Network of Ottawa, includes several key elements. It’s My Child Too is a weekly program for young fathers that focuses on helping them understand the critical role they play in their children’s lives. The group is facilitated by two men, including one who is a young father. Participants learn about a number of issues including child development, parenting and father’s roles, as well as healthy relationships. The Young Fathers’ Drop-In meets on a weekly basis and provides young fathers with access to information, social and peer support and opportunities for recreation and fun with their children (Young Parent Support Network, 2011).

Nanaimo Men's Resource Centre – Canada

The Nanaimo Men's Resource Centre offers a program called Dads Make a Difference. This program involves weekly dinner meetings for dads to talk about parenting and share stories and experiences. Speakers are often brought in to present on various aspects of fathering and parenting. The goal is for fathers to gain confidence, reduce conflict and improve their relationships (Nanaimo Men’s Resource Centre, 2012).

The Centre offers a variety of programs for fathers including the Men's Counseling program that connects trained professional male counsellors with men who are having family struggles, which often includes legal issues. There are also specific programs that support men in separation and divorce process, increase awareness about parental alienation and anger management. In addition, the Centre also sponsors a Father's Day event, honouring diverse fatherhood (Nanaimo Men's Resource Centre, 2012).

Secondary/Tertiary Prevention

InsideOut Dad™ – United States

InsideOut Dad™, a re-entry program for incarcerated fathers in the United States, was implemented in 2005. The program “focuses on developing pro-fathering knowledge, attitudes, and behavior, and helps connect or reconnect inmates with their families” using 12 core sessions and 26 optional sessions including self-awareness, handling emotions, parenting and fathering, spirituality, relationships, “being a man”, child development and discipline (Economic Development Research Group, 2011, p. 8).

A 2007 evaluation of the program in Maryland included a pre- and post-survey administered to 89 program participants and a 13 member control group. Results demonstrate a statistically significant increase in the test group's knowledge regarding fathering compared to their pre-test scores and a significant increase when compared with the post-test scores of the comparison group (Smith, 2008). A recent evaluation focused on 219 program participants from Maryland and Ohio prisons using a pre- and post-survey to assess program impact. Program participants from both states showed statistically significant improvements in their fathering knowledge after the program (Spain, 2009). For example, program participants agreed more strongly with the statements “When you bury your feelings of hurt, it only builds up more anger inside of you” and “The self-aware man takes responsibility for his own behavior” (p. 9). Recent multi-method evaluation used both quantitative and qualitative data with 307 participants in three re-entry sites in Newark, New Jersey (Economic Development Research Group, 2011). Consistent with previous research, the quantitative data showed improvements in confidence/self-esteem, fathering knowledge and attitudes. Significant positive changes were identified in parenting knowledge and attitudes for the experimental group while almost none of these changes occurred for the control group (Economic Development Research Group, 2011).

Canadian Families and Corrections Network – Canada

The Canadian Families and Corrections Network (CFCN) focuses on strengthening the quality of family relationships of federal or provincial prisoners during and after incarceration. They sponsor workshops and trainings on restorative justice and effective service delivery to families affected by incarceration. CFCN has created several resources for incarcerated fathers to help them maintain and nurture healthier relationships with their children (Canadian Families and Corrections Network, 2012).

Caring Dads – Canada

Caring Dads is an intervention program developed in the province of Ontario for fathers

who have physically or emotionally abused or neglected their children, exposed their children to domestic violence, or who are deemed to be at high-risk for these behaviours. The program is a 17-week group for fathers, including an outreach component for mothers to ensure safety and freedom from coercion and ongoing case management of fathers with referrals to other professionals involved with men’s families. (Caring Dads, 2012, para. 1 & 2)

Caring Dads centres on parenting and the fathering role, combining a focus on abuse and child protection in order to enhance the well-being and safety of children and partners.

Program principles emphasize the need to enhance men’s motivation, promote child-centred fathering, address men’s ability to engage in respectful, non-abusive co-parenting with children’s mothers, recognize the extent of children’s experiences of trauma, and work collaboratively with other service providers to ensure that children benefit (and are not unintentionally harmed) as a result of father’s participation in intervention. (Caring Dads, 2012, para. 3)

Early evaluations of this program demonstrate positive results. Semi-structured interviews were conducted with 45 men referred to the program and 23 program clients participated in pre- and post-intervention assessment. There is evidence that fathers’ levels of “hostility, denigration and rejection of their child, parenting stress, and their level of angry arousal to child and family situations decreased significantly over the course of the intervention” (Scott & Crooks, 2007, pp. 233-34).

Children’s Protection Agencies – Canada

Many child protection agencies have programs for fathers who have used violence. These programs generally aim to reduce risk factors of further abuse and to improve the capacity of the father to provide positive parenting for his children. Examples of this kind of programming include Mindful Fathering, which is facilitated as a partnership between the Children’s Aid Society of Toronto and Catholic Children’s Aid Society of Toronto (Blake, Pawluch, & Alaggia, 2010). Another example of this approach is My Dad’s Group, a parenting program for high risk struggling dads run by the Children’s Aid Societies in Owen Sound and the County of Bruce/Grey (Cartwright, Sahler, & Ostertag, 2010).

Fatherhood Approaches: Community and Citizen-led Initiatives

Primary Prevention

The Black Daddies Club – Canada

The Black Daddies Club (BDC) is a community-led initiative created in 2007 to provide a space for black fathers to discuss parenting issues and other issues impacting their communities.

The group’s “main goal is to change the image of the black father in the media, from a neglectful figure to a responsible, involved and loving role model” (Black Daddies Club, 2007, para. 1). Programs offered include Breaking Bread, which provides opportunities for black fathers to share their fathering experiences, further strengthen their family and community contributions and receive vital emotional and social supports from other fathers. “*Breaking Bread* consists of three facilitated weekly group discussions that capitalize on the social-cultural significance of gathering together for a meal to create a relaxed and neutral setting where men can share their experiences” (Hay, 2011, para. 2). The Black Daddies Club is currently in the process of registering as a not-for-profit organization.

Secondary/Tertiary Prevention

No promising practices and programming were located in this area.

MEN’S HEALTH IN DOMESTIC VIOLENCE PREVENTION

A. Men’s Health: Policies and Policy Recommendations

Primary Prevention

World Health Organization Policy Recommendations – General

The World Health Organization outlines several guiding principles for policy development on working with men and boys towards gender and health equity. These include the need to frame policies within a human rights framework that benefits both men and women and affirms men and boys efforts to positively change attitudes. Policies should address and support diversities among men, including class, ethnicity, sexual orientation, religion, literacy and age. They must ensure equality of services for both men and women and promote increased demand for and access to health programs and services. Finally, health policies need to address social and structural ideals from a gender-transformative perspective as a means to establish and foster healthier and more equitable social norms and masculinity (WHO, 2011).

Men’s health is most effectively addressed on a multi-sector prevention and/or intervention basis that incorporates a wide range of health issues and a focus on collaboration between health care providers, social services, educators and family members (Cohen & Swift, 1999; WHO, 2011). Policies and initiatives that include gender-transformative approaches, those that seek to transform gender roles, deconstruct preconceived gender norms, and promote gender-equitable relationships between men and women, are far more likely to succeed (WHO, 2011).

B. Men's Health: Practices and Programming

Primary Prevention

Program H – Brazil

Program H is an initiative of Promundo, a Brazilian NGO focused on violence prevention and gender equality. This project centres on engaging boys and young men aged 15 to 24 to address and redefine individual behaviours associated with harmful masculinity and social norms. The program addresses issues such as “gender, sexuality, reproductive health, fatherhood and care-giving, violence prevention, emotional health, drug use, and preventing and living with HIV and AIDS” (Instituto Promundo, 2002, para. 1). This work is done through educational activities, outreach and community campaigns. The program includes a training manual, educational videos, a social marketing strategy and an evaluation tool (Instituto Promundo, 2002).

The Program H manual is a resource for facilitators (i.e. health educators, teachers and/or community leaders) working with young men and boys. It includes group educational activities, campaigns that address personal and community-based prevention, and programs that engage young men and boys in peer-led spaces in work, school, and community settings. Individual and group peer-based outreach and facilitated group discussions are used to reach youth in community groups, at events and at other locations. Program tools include two cartoon-based educational videos aimed at engaging young men and boys. The absence of human dialogue in the videos allows facilitators to draw in participants’ own personal stories as a means to relate to the stories in the videos. The first video, “Once Upon a Boy,” focuses on rigid gender roles faced by men and the impact those have on the lives of young men and boys. The second video, “Afraid of What?” tells the story of a young gay man and addresses homophobia and respect for sexual diversity (Instituto Promundo, 2002). The social marketing strategy includes PSAs, billboards and posters that use messaging to encourage young men to think positively about gender equity and health relationships, as opposed to admonishing them for behaving badly. This strategy taps into youth culture (music, video, etc.) and targets youth in their micro-communities.

An evaluation model for assessing the program’s impact on gender-based attitudes is included in the program. The Gender Equitable Men (GEM) Scale (Pulerwitz & Barker, 2008) is used as a pre- and post-test, identifying a set of attitude and behaviour changes to promote and achieve. One area deals directly with young men and boys attitudes towards their health, hoping to achieve an understanding of reproductive and sexual health and promoting the use of condoms or other contraceptives (Barker, Nascimento, Segundo, & Pulerwitz, 2004).

Program H was evaluated with 271 men aged 15 to 24 in six countries within Latin America and the Caribbean. “Results found that participants displayed increased feelings of empathy and critical reflections about how they treated their partners, and also reported reduced

conflict among participants” (van der Gaag, 2011, p. 174). Impact evaluation results from India and Brazil have been largely positive, with improved relationships with friends and partners and higher rates of condom use being reported by participants. In Brazil, the percentage of Program H male participants who described their female counterparts as equal increased from 48 to 68 per cent (van der Gaag, 2011). In India, participants who justified violence against a partner declined from 25 to 18 per cent (van der Gaag, 2011). Program H strongly overlaps with the section on Peer Relationships in this document, as many of the community campaign activities are delivered by the young men involved in the educational groups.

Northern Health: Northern BC Man Challenge – Canada

The Northern Health initiative, created by the Province of British Columbia, provides health services to communities in the northern two-thirds of the province (Northern Health, 2011). Northern Health: Northern BC Man Challenge, a response to the Chief Medical Health Officer 2010, *“Where Are the Men?”* report, includes a series of programs to engage men in self-care and health-promotion, including mental health and relationships. Statistics in northern British Columbia, as outlined in the report, reaffirm the global observation that men’s health, in general, lags behind that of women (Bowering, 2011).

The Northern BC Man Challenge includes a website of resources and guidance for men to help them lead healthier lifestyles. The site also provides a space for men to share personal health stories, ask professionals questions and learn about available health programs in their area of residence. This program is structured to help men dialogue with other men in a non-judgmental and safe space. Funding for men’s health programs is also available through this initiative (Northern Health, 2011).

Northern Health also created a Men’s Health Coalition that provides seed grants to community partners working to address health issues among men. The grants help to develop men’s health groups that also participate in the regional collation. Funding is earmarked to support new or existing local partnerships at the local level with community-based organizations, service clubs, businesses and others (Northern Health, 2011). The Northern BC Man Challenge is an example of a multi-sectorial strategy using primary, secondary and tertiary strategies that address both personal and health issues from a community perspective.

One Man Can – South Africa

Sonke Gender Justice is a South African NGO working across Africa with local governments to affect change in men and boys by promoting gender equality, prevention of domestic and sexual violence and working to reduce the spread and impact of HIV and AIDS through their One Man Can (OMC) campaign. This campaign supports a number of projects that address men’s sexual health, including the Klipfontein Health Project, Refugee Health and Rights Project and Prisons Project. Each of these projects aims to raise awareness about HIV and

AIDS, and encourages men to access community-based services, counselling and testing (Sonke Gender Justice, 2012).

OMC reaches an even wider audience through its Community Radio Project. For example, staff in 12 different communities in South Africa were trained on gender and HIV issues and subsequently promoted men's involvement in these issues using a specific set of guidelines. The radio programs stress the importance of community involvement, often engaging local organizations and governments in on-air discussions (Sonke Gender Justice, 2012).

Sonke's One Man Can program is an example of how men can be engaged in health and violence prevention within their communities, in clinics, schools, places of worship and social settings, and how they can be connected with health care programs and services. Results from pre- and post-test evaluations with participants of Sonke's OMC fatherhood workshops in Nkandla showed significant attitudinal changes. For example, prior to attending one of the workshops "100 per cent of respondents believed that they had the right, as men, to decide when to have sex with their partners"; however, following the workshop only 75 per cent agreed with this statement (Colvin, 2009, p. 13). One component of the OMC evaluation was a phone survey, conducted with a randomly selected sample of 181 men who participated in the program. Results demonstrated a 67 per cent increase in condom use and there was a greater tendency for violent incidents to be reported to the police (Colvin, 2009).

Action Plan for Combating Violence Against Women – Sweden

This four-year action plan was initiated in 2007 and has 56 measures. Measure 24 is one example of a multi-sectorial, health-based, gender-transformative policy. This measure aims to establish a virtual youth centre for sexual and reproductive health, using funds from the National Board of Health and Welfare. As more youth and young adults turn to the Internet for guidance, training, social interaction and entertainment, a virtual centre has the potential to be a safe space where youth, particularly young men, can discuss issues openly and learn about sexual and reproductive health, relationships, and mental health, and access tools to promote change in their lives. The centre works in partnership with established health services and offers local community connections while tapping into the nationally coordinated health care system (Reinfeldt & Sabuni, 2007).

C. Men's Health Approaches: Community and Citizen-led Initiatives

No promising practices and programming were located in this area.

THE ROLE OF SPORTS AND RECREATION IN DOMESTIC VIOLENCE PREVENTION

A. Sports and Recreation: Policies and Policy Recommendations

Primary Prevention

The research could not identify any relevant government policies specifically around the use of sports, coaching and recreation to engage men on gender equality and violence prevention. Hockey Calgary’s adoption of the Respect in Sport (RIS) certification is an organizational policy that is part of a larger initiative. Details on this approach are provided in the Practices and Programming section.

Secondary/Tertiary Prevention

Respect and Responsibility Policy – Australia

In terms of policy interventions, the Australian Football League’s (AFL) Respect and Responsibility Policy (AFL, 2005a) is an example of a response to allegations of sexual violence. The AFL commissioned LaTrobe University and Victorian Health Promotion Foundation to develop a training curriculum and resources for the 16-team league in response to allegations of gang rape and widespread sexual harassment of women in 2004 and 2005 (AFL, 2005b; Mewett & Toffoletti, 2008). This included sexual harassment and discrimination policies, changes to the “code of conduct”, as well as a public education campaign (Dyson & Flood, 2008). Currently, this approach, now titled the Respect and Responsibility Policy Program has expanded to become a national program, and includes many clubs beyond the AFL. A focus on education and prevention through implementation of training and public awareness as well as policy development is a primary prevention approach. The Respect and Responsibility Policy Program overlaps with the section on Workplace approaches included in this paper.

B. Sports and Recreation: Practices and Programming

Primary Prevention

Mentors in Violence Prevention – USA

With origins as far back as 1993, Mentors in Violence Prevention (MVP) is one of the earliest primary prevention projects to engage men and boys in violence prevention through sports. MVP views sports and athletics as venues to resist the normalization of violence and places where there is opportunity to affect change. Athletes, and student athletes in particular, are identified as gatekeepers of establishing and perpetuating healthy or harmful masculinities. They are viewed as key agents of change, particularly on college campuses where this project originated (Katz, 2011).

MVP uses a bystander approach intended to provide men and boys, athletes and coaches the tools and skills to more effectively intervene to prevent and address situations of violence. It also challenges men and boys to understand their roles in an inequitable system that disproportionately harms women and girls (Katz, 2011). “The heart of the training consists of role-plays intended to allow students to construct and practice viable options in response to incidents of harassment, abuse, or violence before, during, or after the fact. Students learn that there is not simply ‘one way’ to confront violence, but that each individual can learn

valuable skills to build their personal resolve and to act when faced with difficult or threatening life situations” (Slaby, Branner, & Martin, 2011, p. 1). The program has also been adapted for use in the military, high schools and sports associations (see Whitemud-West Minor Hockey Association below).

The Mentors in Violence Prevention (MVP) model, also used in schools to prevent gender-based violence and bullying, encourages young people to become leaders in their schools and communities. MVP has been implemented among student athletes as well as general student populations in high schools and post-secondary institutions (Katz, 2011).

The MVP Program has been formally evaluated on several occasions, and results have subsequently helped strengthen the program design (Katz, 2011). “Extensive research has proven MVP to be highly effective in creating positive and significant changes in students’ knowledge, attitudes and behaviours regarding gender violence. An in-depth program evaluation conducted from 1999 - 2002 collected qualitative and quantitative data from 475 student leaders from 20 different urban, suburban, and rural high schools” (Northeastern University, 2007, p. 2). A majority of participants expressed interest in getting involved in preventing violence; most indicated they would support a female friend in an abusive relationship and would intervene in situations where their male peers are verbally abusive to women. The results also indicated an overall reduction in rape-supporting beliefs coupled with an increase in gender equitable norms. This approach overlaps as a promising practice within the Peer-Relationship section of this paper.

Whitemud West Bantam Coach Training – Canada

Whitemud West Bantam Coach Training is a collaborative project between Alberta Council of Women’s Shelters (ACWS) and the Whitemud-West Minor Hockey Association (WWMHA). The goal is to build a sustainable program in the WWMHA that trains and supports coaches to integrate information and intervention practices to address violence. The proposed outcomes are attitude and behaviour change of coaches and players towards violence against women, as well as improved responsiveness to situations of violence in the minor hockey setting. The first stage of this approach involved a training session with educator Jackson Katz, based on the MVP program outlined in the above section. The Goals for Life Off the Ice Playbook (ACWS, 2010, p. 1) was created, giving coaches a tool with themes, teachable moments and talking points for use with players. Coaches were contacted at different stages in the project to answer questions and provide support for difficult real-life scenarios with players/athletes (ACWS, 2010).

To date, 16 coaches participated in a project evaluation through post-training questionnaires and individual follow-up interviews. The preliminary evaluation results demonstrated an increased awareness among coaches about the issue of violence against women, including its prevalence and how it impacts men. Coaches also recognized that they had a role to play in changing attitudes about violence against women and agreed the project helped them learn

new strategies to address this with their players/athletes. The coaches further commented that the project should represent a first step in a larger initiative focused on preventing gender-based violence, with this work becoming an integrated part of the coaching role. The post-project interviews also highlighted the challenges of introducing this approach into a hockey setting (ACWS, 2011).

Grassroots Soccer – South Africa and Global

Grassroots Soccer programs focus on long-term engagement through sports that promote attitude and behaviour change around health and risk and the primary prevention of HIV/AIDS. The program “operates flagship sites in South Africa, Zambia and Zimbabwe [...] and has helped design and launch sustainable projects in Botswana, Ethiopia, Kenya, Lesotho, Malawi, Namibia, Sudan, Tanzania, Guatemala and the Dominican Republic” (Grassroots Soccer, 2012a, para. 1). The program includes comprehensive resources for coaches and a public awareness effort through popular media. Celebrity soccer stars are also utilized as messengers of campaign priorities (Grassroots Soccer, 2012b). South Africa’s Grassroots Soccer has built an integrated skills curriculum that focuses on developing basic life skills to help boys and girls adopt healthy behaviours.

Approximately 10 evaluations were conducted to assess the impact of the Grassroots Soccer program (Grassroots Soccer, 2012b). Although most studies focused on participant knowledge about HIV/AIDS and their use of condoms (e.g., Botcheva & Huffman, 2004; Bor, 2006), several reports identified a need to increase healthy behaviour and attitudes to prevent HIV/AIDS. For example, project stakeholders from health, academic, governmental and non-governmental organizations in Africa emphasized “respect for girls and women” as a necessary element in reducing the spread of sexually transmitted infections (Fuller et al., 2010, p. 547). Overall, most program evaluations indicated a positive impact on knowledge, attitudes and communication skills of participants related to sexual health. For instance,

a 2008 behavioral survey found that two - five years after the program intervention, participants in Zimbabwe were nearly six times less likely than their matched peers to report sexual debut between 12-15 years, four times less likely to report sexual activity in the last year, and eight-times less likely to report ever having had more than one sexual partner. (Rosenbauer & Kaufman, 2009, p. 6)

The program demonstrated impact in preventing risk-taking behaviour and increasing knowledge (Grassroots Soccer, 2012b).

Coaching Boys Into Men (CBIM) – USA

Coaching Boys Into Men (CBIM) is a U.S.-based campaign by Futures Without Violence. “CBIM’s core goal is to inspire men to teach boys the importance of respecting women and that violence never equals strength” (Futures Without Violence, 2012, para. 1). CBIM was launched in 2001 as a media awareness campaign and is currently one of the oldest public

awareness campaigns focused on men and boys. The campaign evolved significantly since its origins and today focuses on equipping sports coaches with strategies, scenarios and resources needed to promote healthier attitudes and behaviours. CBIM also centres on preventing harassment, sexual assault and violence in relationships. Internationally, the campaign has been adapted into Spanish and French and has been used in India with cricket as the foundational sport (Futures Without Violence, 2012).

A cluster-randomized trial completed in 2011 with 2,006 male high school students from 16 schools examined the effectiveness of CBIM approach. Athletes who attended the program indicated higher levels of engaged bystander behaviours and bystander intentions (intentions to intervene positively), as compared to the study's control group. The trial group also reported a greater recognition of abusive behaviours (Miller et al., 2012).

Respect Group Inc. – Canada

Respect Group Inc. promotes several educational programs including Respect in Sport for both coaches and parents, Respect in School and Respect in the Workplace. These programs address abuse, harassment, bullying and neglect. Information is also provided on hazing, discrimination, power imbalances and emotional and physical development. The Respect in Sport program provides coaches, referees and camp counsellors with tools to identify, respond and report cases of abuse, bullying, harassment and neglect. Hockey Calgary has made the Respect in Sport (RIS) certification a requirement for coaches and all parents who want to register their children (Hockey Calgary, 2012). The certification is an online course that takes one hour to complete, and the initiative includes numerous resources, information and training. The purpose of RIS is to create a safe sporting environment where participation and fun are priorities and abuse and harassment are not acceptable.

The Respect in the Workplace program focuses on workplace rights and responsibilities of employees and managers, appropriate behaviour, how to intervene in workplace bullying, and discrimination and harassment. Respect in School focuses on appropriate and inappropriate behaviours in an adult to child relationship, with a special emphasis on the school environment. This program targets all individuals in a learning environment, including administrators, teachers, custodians, school bus drivers and parent volunteers (Respect Group Inc., 2009). Respect Group Inc. overlaps with the Workplace entry point.

C. Sports, Coaching, and Recreation: Community and Citizen-led Initiatives

Primary Prevention

White Ribbon Campaign – Canada and Global

White Ribbon Campaigns have used amateur and professional sports as a venue for raising awareness, engaging men in violence prevention, and community mobilization in numerous countries such as Canada, Italy, UK, Australia, Scotland, Denmark and the U.S. The campaign involves leveraging men's interests in the area of sports to conduct awareness and

mobilization efforts. These campaigns range from single game events to season-long initiatives. They involve sports as diverse as hockey, soccer, cricket, rugby, swimming and Australian Rules football (WRC, 2012c).

In Denmark, the National soccer team promoted an awareness campaign called, “Give a Red Card To Violence Against Women” in partnership with the Ministry of Equality in September 2011 (Inside World Soccer, 2011). In Alberta, the Grand Prairie Storm, an Alberta Junior Hockey League Team, used the White Ribbon Campaign as an awareness-raising effort, and dozens of communities across Canada have done the same (Grand Prairie Storm, 2011).

NFL Dads Dedicated to Daughters – USA

NFL Dads Dedicated to Daughters is an initiative of A Call To Men (ACT Men), a U.S.-based organization working with men to challenge and change traditional male stereotypes and engage men in violence prevention (A Call to Men, 2010). In 2009, ACT Men partnered with the National Football League (NFL) on a book project and awareness campaign entitled NFL Dads Dedicated to Daughters. This project engaged prominent NFL players with daughters to pose for pictures and reflect on different issues including fatherhood, gender equality, masculinities and healthy relationships. The book highlighted the relationship constructs of teacher-student, provider-protector, friend-confidant and fan-champion. Several NFL players were recruited as spokespersons for both ACT Men and the campaign for media and public speaking activities.

Secondary/Tertiary Prevention

No promising practices and programming were located in this area.

THE ROLE OF THE WORKPLACE IN DOMESTIC VIOLENCE PREVENTION

A. Workplace: Policies and Policy Recommendations

Primary Prevention

Occupational Health and Safety Act – Canada

In 2010, Ontario amended its *Occupational Health and Safety Act* (2011) to address workplace harassment and strengthen protections for workers from workplace violence. The amendments include the requirement that employers must have a policy on workplace violence that addresses violence from all possible sources, including domestic partners, and take reasonable precautions to protect workers when domestic violence “follows them” to the workplace. To assist employers in creating sound workplace policy around domestic violence, both the Occupational Health and Safety Council of Ontario and the University of Western Ontario’s Centre for Research and Education on Violence against Women and Children have developed comprehensive resources for employers.

Workplace Safety and Health Regulations – Canada

In 2011, the Province of Manitoba amended its *Workplace Safety and Health Regulations* to require all workplaces involved in public services to develop and implement violence prevention policies. Employers must also provide training for their workers on the policy and ensure that all employers follow and comply with the stipulations of the policy (CPI, 2011).

B. Workplace: Practices and Programming

Primary Prevention

Male Champions of Change – Australia

Male Champions of Change (MCC) is a corporate initiative composed of business and institutional leaders convened by the Australian Human Rights Commission. MCC has a broad mandate of promoting and inspiring women’s leadership in the workplace but includes a specific objective to address violence in the workplace. The initiative includes CEOs and board members from corporations who are leading efforts to address women’s equality in the workplace. MCC highlights three incremental steps in achieving gender equality in the workplace: promote organizational interest and work to remove barriers and challenges; shift from policy to practice and implementation, ensuring commitment and buy-in across all levels of leadership and front line; and be a driving force for true culture change within an organization where a culture of inclusive leadership is emphasized (Australian Human Rights Commission, 2011). This initiative helps to advance the point that men and women can work together to promote greater equality and safety in the workplace and in society.

Secondary/Tertiary Prevention

Taking a Stand/Family-Business Connect – Canada

“The Alberta Council of Women’s Shelters (ACWS) is a province-wide organization supporting women’s shelters and their partners through education, research and services for the benefit of abused women and their children” (ACWS, 2012a, para. 1). ACWS implemented Taking A Stand, a five-year project focused on working with men and boys in preventing and responding to domestic violence. Workplace engagement initiatives within this project include Breakfast with the Guys and the Domestic Violence & Your Workplace project. The goal of this initiative is to raise general awareness about violence and discrimination and challenge attitudes that contribute to the use of violence.

In partnership with ACWS, Edmonton Mayor Stephen Mandel promoted the Family-Business Connect initiative, designed to foster partnerships “between major businesses and ACWS aimed at raising awareness of domestic violence and its impact on the workplace, the family and the community” (ACWS, 2012b, para. 1). ACWS’s contributions to the partnership include providing participating businesses “with the tools and information to educate and engage employees in the workplace and in the community in efforts to end domestic violence” (ACWS, 2012b, para. 2).

The ACWS Domestic Violence & Your Workplace Toolkit incorporates several resources, including: a binder for employers with information resources; a framework for developing a response to domestic violence in the workplace; curriculum to support the implementation of the toolkit; and evaluation tools. ACWS provides employers with facilitation, consultation, and training to assist them with all aspects of implementation of the workplace toolkit. Evaluation of the toolkit is still in its planning state at the time of writing this report (ACWS, 2012).

Corporate Alliance to End Partner Violence – USA

The Corporate Alliance to End Partner Violence is a U.S.-based coalition of approximately 60 corporations with a commitment to address the impact of violence in the workplace and end domestic violence in the community. Alliance members exchange information, collaborate on projects and promote change within the corporate world and in society at large. The Alliance supports and promotes various initiatives aimed at ending domestic violence through its corporate members. Examples include: webinar series on domestic violence; local and national conferences on workplace and violence; business exchanges on workplace policies and practices; research on attitudes about domestic violence; and resources focused on preventing domestic violence in different contexts for the workplace (Corporate Alliance to End Partner Violence, 2012).

C. Workplace Approaches: Community and Citizen-led Initiatives

No promising practices and programming were located in this area.

THE ROLE OF PEER RELATIONSHIPS IN DOMESTIC VIOLENCE PREVENTION

A. Peer Relationships: Policies and Policy Recommendations

Primary Prevention

Education Ministries – Canada

Many provincial education ministries, school boards and individual schools have policies and guidelines that support the prevention of violence in peer relationships and promote the existence of support structures and groups within schools. In British Columbia, for example, the Ministry of Education promotes the development of positive school culture and includes a focus on violence prevention. Their policies also dictate the use of school-wide efforts to build community, fostering respect, inclusion, fairness and equity. Schools are expected to set clear expectations of conduct and to communicate and reinforce these expectations to students and teachers. There is a demand that schools teach, model and encourage socially responsible behaviours, resolve conflict in peaceful ways and value diversity in the school community. Finally, these policies encourage schools to better understand and respond to

the impact of harassment, bullying, intimidation, sexism, racism and homophobia (British Columbia Ministry of Education, 2004).

Secondary/Tertiary Prevention

No policies were located in this area.

B. Peer Relationships: Practices and Programming

Primary Prevention

WiseGuyz – Canada

WiseGuyz was initiated in 2010 by the Calgary Sexual Health Centre in Alberta to support young men aged 11 to 15 to achieve healthy relationships and sexual well-being. This 14-week program includes skill development, targeted education and support:

The program employs a comprehensive approach to sexual health that recognizes that sexuality and male gender norms influence young men’s attitudes, actions, relationships and their sexual experiences. The curriculum encompasses a range of topics related to sexual well-being including anatomy, birth control and STIs, gender and masculinity, human rights and personal values, effective communication, and decision-making. Importantly, participants also analyze the highly-sexualized pop cultural landscape that surrounds them in an effort to develop critical thinking skills about mass media. (WiseGuyz Program, 2012, p. 1)

All program participants complete a pre- and post- survey. During the 2011-2012 school year, 50 young men participated in the WiseGuyz program. The vast majority of participants accredited WiseGuyz for their increased understanding about healthy relationships, decision-making, consent, gender and masculinity, respect for diversity and anti-homophobia education and safer sex practices. An evaluation of WiseGuyz is planned for 2012-2013 (Calgary Sexual Health Centre, 2012).

Fourth R (Relationship) – Canada

The Fourth R promotes healthy relationships and targets multiple forms of violence. It is a school-based curriculum that meets provincial and state requirements for courses taught in grades 7 through 12 and is delivered by the teachers who received training on the program (Featuring the Fourth R, 2008a). The core program includes teachings on: personal safety and injury prevention; healthy growth and sexuality; substance use and abuse; and healthy eating. The number of lessons depends on the grade in which the program is taught, and varies from 21 to 30 (Featuring the Fourth R, 2008b). The program also has curricula for alternative education settings, such as Aboriginal and Catholic perspectives.

An evaluation of the 21-lesson curriculum (three units excluding healthy eating) used a cluster randomized control design with 20 high schools (10 intervention and 10 control

schools). Pre- and post-tests of more than 1,500 grade nine students showed significant gains related to attitudes and knowledge about violence, sexual health and substance abuse at a four-month follow up. A sub-sample of 200 students was tested “to assess skills acquisition under realistic circumstances” (Crooks et al., 2008, p. 119). Findings indicated that Fourth R students were:

2.2 times more likely than control comparisons to show at least one negotiation skill during role-play interaction; 4.8 times more likely to show at least one delay skill during role-play interaction (girls only); and were 50% less likely to yield to the coercive pressures being perpetrated against them. (p. 119)

In order to assess the long-term behavioural outcomes of the program, a cluster randomized trial design was conducted at a 2.5-year follow-up with 1,722 students from the 20 schools (Wolfe et al., 2009). The results demonstrated the control group had self-reported a greater amount of physical dating violence during the previous year compared with intervention students (9.8 per cent vs. 7.4 per cent). Although the outcomes for physical peer violence, substance abuse and condom use did not show a significant difference, sexually active boys who received the intervention demonstrated significantly higher condom use (Wolfe et al., 2009).

Men of Strength (MOST) Clubs – USA

In 1997, Men Can Stop Rape launched a development program for young men called the Men of Strength (MOST) Club. MOST Clubs are a primary prevention approach that engages young men in addressing sexual and dating violence in their own lives and in their communities. Usually operating in a school environment, the clubs work to create a structure and supportive space for young men to connect with male peers, to redefine masculinity and promote healthy relationships. There is also an element of leadership development, as the clubs require the young men to create projects or campaigns to promote their message in their schools or communities (Men Can Stop Rape, 2011a).

Two evaluations were located on the MOST Clubs. One evaluation included 58 participants in seven MOST Clubs in five U.S. states. The majority of participants were 13 years of age and in the eighth grade, and 73 per cent of them identified themselves as black or African American (Anderson, 2011). Results indicated that after participating in the program, young men were more likely to disagree with statements that support traditional norms of masculinity and harassment. They were also more likely to intervene when witnessing sexual harassment, verbal violence or threats of physical violence toward their peers (Anderson, 2011).

White Ribbon Clubs – Canada

The White Ribbon Clubs are a model for change. The clubs take place in schools and community, bringing together 15 high school-age young men to each club, once a week, over an eight-month period. With a trained facilitator, curriculum based on best practices and current research, and a safe, supportive environment, the participants are both invited and

challenged to make change within themselves and within their communities, leading to a safer environment for everyone (WRC, 2012c).

White Ribbon Clubs work with young men to address and reframe aspects of masculinity that are harmful to the lives of young women, girls, and young men themselves. Participants are encouraged to take on positive roles as allies in promoting healthy relationships and gender equality while building a healthier, more equitable vision of what it means to a man and to be strong (WRC, 2012c).

This program builds in several mechanisms that enhance its impact and contribute to its success. One element is the inclusion of near-peer education. By utilizing the modeling and previous learning of older boys (program graduates still in the school and now graduated from school), the program provides a non-adult mentor and leader for the group. Another powerful aspect of the clubs is the emphasis on action. Each club wraps up its year with a significant outreach event. This provides the host school or community with a chance to change, learn and, maybe more importantly, give the young men an opportunity to exercise and enhance their leadership skills (WRC, 2012c). The White Ribbon Clubs program is in a development phase, as funding has not been secured to launch the pilot project.

Men's Action to Stop Violence Against Women (MASVAW) – India

Men's Action to Stop Violence Against Women (MASVAW) was initiated in 2002 in Uttar Pradesh, India, and has grown from a small, grassroots campaign to a state-wide alliance of individual men and organizations addressing violence against women and working on gender issues at the individual and community level (Men's Action to Stop Violence Against Women, 2012). Currently, MASVAW is a collaboration among students, teachers, media professionals, social activists and elected councilors who organize trainings, workshops, men's groups, classes in schools, media reports, cultural and advocacy campaigns (Das et al., 2012).

Initial research indicates that men who had been the focus of MASVAW activities scored "significantly higher on measures of gender-equitable beliefs and practices than men who had no interaction with MASVAW" (Das, Wahl, Barbhuiya, Chandra, & Singh, 2011, p. 1). A small 2005 study that used qualitative interviews and observations with nine men, their families and close associates, reported six areas of change in men who joined MASVAW. These included an enhanced understanding of violence, improved relationships with spouses and women in their respective households, and increased leadership in both mentoring other men and supporting women who have been exposed to violence (Mogford & Das, 2007). A recent evaluation of this program was conducted with a trial group of men who were either MASVAW members (98 men) or men who had been exposed to MASVAW campaigns (175 men), and a control group (100 men) (Das et al., 2012). Results indicated that MASVAW involvement and exposure "is correlated with more progressive attitudes and behavior in men" and were stated to have impacted even those who did not participate in any activities but lived in the area where the MASVAW campaign was active (p. 671).

Men as Partners – Africa, Asia, Latin America

Engender Health established the Men as Partners (MAP) program in 1996. This program engages men and encourages them to play an active role in promoting health and gender equity within their families and communities. MAP uses several approaches to achieve this goal. The program holds interactive, skill-building workshops that confront damaging stereotypes of masculinity. It works to enhance health care providers' capacity to support and be accessible to men. In addition, the program leads national and local media campaigns using a variety of mediums. MAP has been implemented in more than 15 countries in Africa, Asia and Latin America (Engender Health, 2011).

Secondary/Tertiary Prevention

No promising practices and programming were located in this area.

C. Peer Relationships: Community and Citizen-led Initiatives

Primary Prevention

Bystander interventions – Global

One of the more promising and researched areas for men's positive roles in preventing and reducing violence is in the area of effective bystander intervention. Particularly in the context of preventing sexual assault, bystander interventions include several objectives: prevent sexual assault; interrupt sexist and objectifying remarks about women; prevent victim-blaming; and interrupt male harmful behaviour among men (Berkowitz, 2008). Effective bystander intervention programs seek

to give men and boys the tools, skills, options and confidence to be more effective interveners, and in the process, challenge and change existing social norms around men's roles and responsibilities in a positive way. In doing so, many of these programs involve role-playing or other active learning experiences to build skills and eliminate inhibitions. (Minerson et al., 2011, p. 28)

As demonstrated below, significant evaluations exist to categorize bystander interventions as a strong approach to engaging men and boys in violence prevention.

Green Dot Campaign – USA

Many bystander intervention programs function within a post-secondary campus environment. One such example is the Green Dot Campaign, which builds community awareness about acts of violence, symbolized by red dots placed in public spaces. The presence of green dots, conversely, is stated to promote positive behaviour and foster bystander intervention. By increasing the number of green dots visible on campus, the program aspires to decrease the number of incidents of violence (red dots) by shifting the

culture to one that supports bystander interventions and rejects violence (University of Tennessee-Chattanooga, 2012).

The campaign is implemented in two phases, including a motivational speech provided to students and school personnel as well as training for a number of participants. While the speech focuses on introducing the concept of active bystander behaviours, the training consists of an intervention program called Students Educating and Empowering to Develop Safety (SEEDS) that teaches bystander behaviour to prevent violence perpetration (Coker et al., 2011). The Green Dot Campaign teaches students about the “3Ds” when witnessing violence (direct action, delegation or distraction) emphasizing that socially confident students might be direct in their actions while “shy bystanders could make an anonymous phone call, send a text to a friend or divert the perpetrator” (Katz, 2009, para. 5).

A study involving a random sample of 2,504 college undergraduate students at the University of Kentucky, United States, showed that “46 % had heard a Green Dot speech on campus, and 14 % had received active bystander training during the past 2 years” (Coker et al., 2011, p. 777). Rape myth acceptance scores were significantly lower for students who completed the training than those who did not. This included intervening or speaking up when witnessing negative behaviours and checking in with someone who had been victimized. Students who attended the training also reported significantly higher bystander behaviours than those who only heard a Green Dot presentation (Coker et al., 2011).

Men Against Violence – USA

Men Against Violence (MAV) was established in Louisiana in 1995 by students who were concerned about violence on campus. A peer education organization was created with a goal to address “harassment, fights, vandalism, domestic violence, and sexual assault” (Men Against Violence, 2012, para. 1). The organization is open to both male and female students; however, MAV recognizes that men have a unique responsibility in the work to end violence. In subsequent years, MAV has opened chapters in universities and colleges across the United States.

MAV challenges traditional norms of masculinity, helping young men to redefine gender roles, to understand the meaning of violence and to appropriately manage anger and fear in order to reduce violence within the university community. MAV is actively involved in education and awareness campaigns, policy revision and the promotion of cultural change, while also providing resources and support for survivors of violence (Men Against Violence, 2012).

MEN AS ALLIES IN PREVENTING DOMESTIC VIOLENCE

A. Men As Allies: Policies and Policy Recommendations

No policies were located in this area.

B. Men As Allies: Practices and Programming

Primary Prevention

White Ribbon Campaign Pledge – Canada and Global

The White Ribbon Campaign pledge, available online and in poster format, is a direct call to action for men to engage as allies working to end violence against women (WRC, 2012b). The pledge to “never to commit, condone, or remain silent about violence against women and girls” is a very simple way for men to act as allies working with women and girls. This has led to its widespread use, for more than 20 years, as a cornerstone for many organizations working around the world with men and boys to end violence against women (para. 1). As the campaign promotes a global, decentralized approach, no current numbers of signatories are available.

Walk A Mile in Her Shoes – Canada and Global

Walk A Mile in Her Shoes is an international initiative, which started in 2001, that invites men to literally walk a mile in women’s shoes to raise funds for rape crisis centres, and other sexual violence prevention and recovery services, engaging directly as male allies to end violence against women and support women’s organizations.

By providing an entertaining, yet thought-provoking public event, the walk is a safe space to engage men, many for the first time, in work to end violence against women and to support gender equity. In the case of the Toronto Walk, hosted by White Ribbon Campaign in Canada, many of the men engaged are from the business and financial sectors, where opportunities to make advances in gender-transformative change are truly needed. The Toronto Walk also engages corporations as sponsors and team recruiters, helping those corporations to engage their employees as allies in this work. A similar event is organized by YWCA Calgary (2012) Canada as a means to engage men as allies to raise funds for projects and services that benefit women in the community. To date, it is estimated that tens of thousands of men have participated in walks all over the world (YWCA Calgary, 2012).

Sustaining Healthy and Awesome Relationships – Canada

Sustaining Healthy and Awesome Relationships (SHARE) “is a community-based domestic violence primary prevention initiative in Calgary, Alberta, that works collaboratively with ethno-cultural communities and community partners to develop and implement engagement strategies, that support the prevention of domestic violence” (Ethno-Cultural Council, 2012, p. 1). SHARE was initiated in 2011 by the Ethno-Cultural Council of Calgary (ECCC) in partnership with the Calgary Chinese Community Service Association. A developmental evaluation process is integrated in the SHARE initiative to assist in integrating emergent learnings into practice and to demonstrate impact.

Priority areas for SHARE's work are:

- The engagement and support of ethno-cultural men in violence prevention;
- The engagement of ethno-cultural Youth in Healthy Relationship Development; and
- Fostering healthy relationships with community members through a geographic neighbourhood approach. (Ethno-Cultural Council, 2012, p. 1)

SHARE works closely with Shift: The Project to End Domestic Violence, located in the Faculty of Social Work at the University of Calgary.

The Muslim Family Safety Project – Canada

The Muslim Family Safety Project (MFSP) is a community-based collaborative project initiated in 2003 by the local Muslim communities and the London Coordinating Committee to End Woman Abuse in Ontario in response to a need to address domestic violence in the community (Baobaid & Hamed, 2010). More than 250 community members and supporting organizations attended the project launch, which occurred at the London Muslim Mosque in 2004.

MFSP's objectives are to:

- establish and promote dialogue between the Muslim community and mainstream anti-violence agencies;
- facilitate an environment of mutual understanding and respect;
- enable and promote the mobilization of the Muslim community on the issue of family violence;
- empower Muslim women to define and articulate their needs and social realities; and
- enable the collaborative development of prevention and intervention materials and services that meets the needs of Muslim women. (Baobaid & Hamed, 2010, p. 47)

Particular attention is paid to the inclusion of diverse stakeholders from the Muslim community, including Islamic religious, cultural, women's and youth organizations as well as a broad representation from local service providers. The involvement of men in the development of this project ensures project activities are well received in the community. Specific project initiatives include public education workshops and presentations in the community, engaging religious leaders and training workshops for service providers (Baobaid & Hamed, 2010).

One of the main outcomes of the project has been the establishment of the Muslim Family Support Services, under the leadership of Family Service Thames Valley (Baobaid, 2008). Using MFSP as foundation, further work has been proposed "to develop culturally competent integration strategies to support early identification, prevention and intervention work with men coming from conflict zones and involved with domestic violence" (Baobaid, 2008, p. 3).

Strength Campaign: Men Can Stop Rape – USA

Men Can Stop Rape's (MCSR) Strength Campaign is an excellent example of an approach to engaging and embracing men and boys as vital allies working towards equitable relationships with women and girls. The Strength Campaign's public awareness resources include a ground-breaking series of posters that shift men's focus of strength as a form of dominance over women to strength as a form of support for women and gender equity (Men Can Stop Rape, 2011b). The Strength Campaign is a widely recognized, intensive and long-term primary prevention program (e.g., Men of Strength and Strength Mediaworks) which has reached more than two million male students in schools and colleges (Men Can Stop Rape, 2011b).

Men Stopping Violence – USA

Men Stopping Violence (MSV), a not-for-profit organization based in Decatur, Georgia, offers various programs focused on engaging men to create safer communities for women and girls. Those programs include Because We Have Daughters, True Allies Breakfast, Men's Education, and the Community Restoration Program. Men Stopping Violence recently completed 30 years of service to the community. According to the website, the organization has provided social change education to more than one million people, and 60,000 men have been supported to change their abusive behaviours (Men Stopping Violence, 2012).

Working against injustices based on race, class, gender, sexual orientation and others are incorporated into MSV's various programs. Men's engagement in violence prevention is promoted through the emphasis that men have women and girls in their lives that they care about such as daughters, sisters, mothers and partners. Because We Have Daughters is a program that promotes father-daughter relationships through activities and discussion. The Men's Education Program offers a 24-week class for men focused on promoting alternatives to abusive and controlling behaviour in relationships (Men Stopping Violence, 2012).

MSV delivers culturally-appropriate programming for African American men, incorporating a cultural analysis focusing on the broader context of men's use of violence, considering how historical, cultural and social factors have influenced individual behaviours and perceptions. This work centres on five core principles: promote self-examination; include the voices of African American women; provide safe and cultural-specific spaces for African American men to participate; consider the intersections of race, gender, class, and sexual orientation; and promote community accountability (Douglas, Nuriddin, & Perry, 2008).

C. Men As Allies: Community and Citizen-led Initiatives

Primary Prevention

Where Our Boys At? – USA

Where Our Boys At is an initiative by the Rogers Park Young Women’s Action Team in Chicago to involve men as allies to end violence against women and girls. The initiative was created to address concerns that women were doing most of work in the anti-violence movement and men were overwhelmingly absent. The initiative incorporates educational materials including a film (*Real Talk*), a discussion guide, and support group work as a means to engage men on a community-based level as male allies, working to end violence against women (Rogers Park Young Women’s Action Team, 2012). Where Our Boys At? is an excellent example of a practice in engaging men within the communities in which they work, live, and socialize, and to help build a movement of men working as male allies to stop violence against women.

Call to Action to Eradicate Domestic Violence – Canada

In November 2011, a group of prominent national and local Muslim organizations, community leaders, activists, and Imams from across Canada, issued a call to action to eradicate domestic violence. The call promoted six ways for Canadian Muslims to engage in efforts to end violence. These included: working within the community and across groups to raise awareness about harmful attitudes that lead to the use of violence; raise awareness about the impact of such violence through sermons, lectures and workshops in the community; challenging the use of the term “honour” in relation to crimes against women; providing training to community leaders and Imams in order to strengthen their capacity to support victims of violence; and educating parents and youth to prevent intergenerational conflict before it leads to violence (CAIR-CAN, 2011).

Imams across Canada were encouraged to dedicate their Friday sermon to draw attention to December 6, Canada’s National Day of Remembrance and Action on Violence Against Women. In Toronto, a group of Imams and Muslim organizations launched a community-based White Ribbon Campaign in one of Toronto’s largest Islamic Centres. Following a sermon focused on the role of men and boys in ending violence against women, men and boys were invited to sign a pledge to work to prevent violence against women. The initiative was organized in response to the Call to Action (IQRADOTCA, 2011). As the organizers felt it was well received by the community, the initiative was repeated again at the largest Canadian Muslim Convention, Reviving the Islamic Spirit, in Toronto, in late 2011. Approximately 25,000 participants listened to the keynote speaker’s sermon about ending violence against women, the important role that Muslim men and boys can play, and the work of the White Ribbon Campaign. More work is being planned by this group to engage community members in violence prevention.

Don’t Be That Guy Campaign – Canada

An example of programming geared towards men who may be at risk of offending is the Don’t Be That Guy campaign, a poster campaign initiated by Sexual Assault Voices of Edmonton, a coalition of police and community organizations in Edmonton, Alberta. This

public awareness effort focuses on preventing alcohol-facilitated sexual assault and is aimed at men who may use alcohol as a part of a sexual assault (Sexual Assault Voices of Edmonton, 2010). The campaign is relatively unique in that it chooses to address the potential offender rather than the more common approach which speaks to women about what they can do to avoid or prevent being sexually assaulted. Avoiding victim-blaming and addressing some of the root causes of sexual assault are two significant benefits to this approach. The campaign has since been used in several other municipalities and cities across Canada and some around the globe. An impact evaluation for this campaign is planned for 2012.

ABORIGINAL HEALING AND DOMESTIC VIOLENCE PREVENTION

A. Aboriginal Healing: Policies and Policy Recommendations

Primary and Secondary/Tertiary Prevention

General Policy Framework - General

Bopp et al (2003) developed a holistic and systemic framework of interventions that they view as necessary to meaningfully address domestic violence and abuse in Aboriginal communities. There are four areas of intervention that require attention. The first category demands that an adequate community response system be built. A protocol must be established in partnership with justice and social service agencies to intervene in situations of domestic violence and abuse. Community-based healing and reconciliation programs are needed to support victims and survivors.

The second category deals with healing the root causes of family violence and abuse. This intervention attempts to break “the cycle of intergenerational trauma by assisting the present generation of parents to see the roots of their own pain and to learn how to stop the cycle of abuse” (Bopp et al., 2003, p. x). It is also necessary to help children now living in abusive environments to receive care that will assist them to heal from experiences of trauma.

The third category involves transforming the systems in families and communities that enable and perpetuate abuse. In order to achieve this, two key areas must be addressed. The first is “identifying and mapping the dynamics of the key determinants of family violence and abuse” in Aboriginal communities and gaining an “understanding of how each determinant plays out with the particular system in question” (Bopp et al., 2003, p. x). Another area is determining community capacities needed to bring about change and to develop these capacities. This needs to be done strategically and systematically in order to shift the status of these key determinants.

Finally, the fourth category “deals with building adequate support and service systems for long-term healing and community development” (Bopp et al., 2003, p. xi). This requires creating a comprehensive response to family violence and abuse in the following areas:

- early detection and intervention;
- safe houses and emergency shelters;
- protection of victims including children;
- confrontation and containment of abusers;
- healing and long-term support for both victims and abusers;
- prevention-oriented education and public relations;
- maintenance and supervision of at-risk households;
- healing and reconciliation work with extended families; and
- integrating the family violence initiative within a wider community healing movement (Bopp et al., 2003, p. x).

All of these elements require that issues external to the Aboriginal community be addressed. These include “(1) funding, (2) public policy implementation, (3) support for the development of Aboriginal civil society and (4) the status of Aboriginal people in society as a whole” (Bopp et al., 2003, p. xi).

National Plan to Reduce Violence against Women – Australia

The Australian Government developed a National Plan to Reduce Violence Against Women and Their Children. There is a segment of this plan dedicated to addressing violence experienced by Indigenous women and children. The following main strategies are identified to achieve this goal: “encouraging Indigenous women to have a stronger voice as community leaders and supporting Indigenous men to reject violence, improving economic outcomes and opportunities for Indigenous women are critical to reducing violence. [...] Given the significant disadvantage experienced by Indigenous Australians, [...] [there is] a focus on strengthening Indigenous communities to better tackle family violence and sexual assault” (Australian Government, 2010, p. 20).

There are stipulations in the plan that focus on supporting men to develop their roles in violence prevention. This includes funding the Australian White Ribbon Campaign to assist men to develop their roles as allies in remote and rural communities. Another element of the plan is to fund Men and Families Relationships Services to provide relationship support, counselling and education for men to enhance their relationships with their partners and children (Australian Government, 2010). This National Plan is a model that attempts to address the multiple layers within community and government that impact violence against Indigenous women and girls.

Australian Male Health Policy – Australia

The Australian Federal government launched a national men’s health policy in 2010. This \$16.7 million strategy is directed at funding research on the economic and social factors that impact men’s health, establishing “Men’s Sheds” across the country and focusing on father involvement in Aboriginal and other communities. Men’s Sheds are popular approaches to

engaging young men, parenting-age and older men in meaningful activities and conversations that promote their health, with many incorporating a violence-prevention approach. Examples of these include the Young Aboriginal Men’s Shed, which focused on reducing and responding to domestic violence using a culturally appropriate model, as well as Sheds for men who are 65 years and older. Survey and interview data, available from 24 of these Sheds, indicate a positive impact for men, their families and communities. Results from one survey with senior men demonstrated that 99 per cent of Shed participants had an improved self-concept and self-esteem and 97 per cent felt they could ‘give back to the community.’ Although not all Men’s Sheds directly measure a decrease in men’s involvement in violence, the Men’s Sheds are an approach to engaging men from diverse backgrounds in activities that relate to violence prevention (Golding, Brown, Foley, Harvey, & Gleeson, 2007).

B. Aboriginal Healing: Practices and Programming

Primary and Secondary/Tertiary Prevention

Kizhaay Anishinaabe Niin (I am a Kind Man) – Canada

Kizhaay Anishinaabe Niin is an Ontario-wide initiative developed by the Ontario Federation of Indian Friendship Centres and the White Ribbon Campaign that utilizes primary, secondary and tertiary prevention strategies. As stated in the program website, the main objective of the initiative is to “engage men of our communities to speak out against all forms of abuse towards Aboriginal women” (I am a Kind Man, 2011, para. 2). The initiative offers a safe place for Aboriginal men and youth to learn their roles and responsibilities and reconnect to their traditional roles within families and communities in order to address violence against Aboriginal young girls and women. This supportive model incorporates an understanding of the challenges faced by Aboriginal youth and men and incorporates community healing. Currently there are over 30 sites in Ontario running a variety of programs as part of this initiative. These include poster and public awareness efforts, a website, youth and adult mentoring programs, youth and adult workshops and an educator toolkit (I Am a Kind Man, 2011).

Aboriginal Dad’s Program – Australia

The Australian Aboriginal Dad’s Program is a strength-based mentorship program for young dads developed by Males in Black in partnership with Uniting Care Wesley (Communities and Families Clearinghouse Australia, 2010). It focuses on eight key principles to engage and support young Aboriginal dads. This approach includes: capacity building and leadership development, activities that are family-focused, cultural teachings, mentoring support, promoting community development through activities and peer-support, strong partnerships and a peer worker to engage and support the participants. Evaluation of the program is in progress. Males in Black is “a group of Aboriginal men who wanted to make a difference in their local communities through supporting men and their families to respect themselves and

their culture and become contributing community members” (Communities and Families Clearinghouse Australia, 2010, p. 3).

In Search of Your Warrior – Canada

In Search of Your Warrior is a program developed by Native Counselling Services of Alberta (NCSA) for Aboriginal men who have committed violence. The program is based on the following assumptions: men are part of a holistic system of families, community and society; men must be respected as human beings and must learn from past mistakes; men can be guided back to a non-violent way of living through traditional teachings and culture; and

all human beings are inherently good, and their behaviour is shaped by their life experiences; personal change takes time and requires readiness, commitment, desire and patience; in order for healing to occur, the spiritual, emotional, physical and psychological parts of the self must be engaged in the healing process. (Trevethan, Moore, & Allegri, 2005, Findings, para. 9)

This program provides information, therapy and resources over a six to 13 week period to help men end their cycle of violence. Culture, traditional teachings and ceremonies of Aboriginal people are at the foundation of this program. Aboriginal elders assist in delivering the program. This program is currently delivered by trained facilitators in federal prison institutions in Alberta, British Columbia, Quebec, Saskatchewan and Manitoba. The program manual has been translated into French. An adapted version for women who have used violence is also being delivered in federal institutions (Trevethan et al., 2005).

An evaluation conducted by Trevethan et al (2005) in 2003 found that participants, elders and facilitators were very satisfied with the program. As part of the evaluation, offender files were examined. Interviews were also conducted with 46 program participants, 17 program facilitators and 20 other key informants such as prison personnel, psychologists, Native liaison officers and parole officers (Trevethan et al., 2005).

The evaluation showed promising results when pre- and post-test findings were analyzed, however, comparisons with a control group did not demonstrate significantly different post-program scores and general re-admission rates (Trevethan et al., 2005). Pre- and post-analysis indicated most participants were successful in the community upon release and “over two thirds were not re-admitted to a correctional institution within a one-year follow up” (Trevethan et al., 2005, Executive Summary, para. 4). Also, participants demonstrated significant improvement in areas such as substance misuse, social attitudes and interaction and the amount of intervention needed regarding employment and their functioning within the community (Trevethan et al., 2005).

The Healing Journey Toolkit – Canada

The Healing Journey provides culturally appropriate information and resources for Aboriginal women, men, elders and youth “to assist in their on-going efforts to address family violence

and its impact on individuals, families and entire communities” (Family Violence Prevention in Aboriginal Communities, 2006, p. 5). The toolkit is an example of an approach to violence prevention that is both holistic and comprehensive. Educational materials about the root causes of domestic violence within Aboriginal communities are provided, as well as crisis intervention tools for both service providers and those in crisis. The medicine wheel is utilized across all ages to foster discussion on family violence. One of the resources offered in the toolkit is a comprehensive healing guide that centres on First Nations men (Mussell, 2005). The guide includes an extensive literature review and the historical impacts of colonization on the lives of First Nations males. Key findings are also presented from interviews with community leaders and issues such as grieving, healing and the empowerment of First Nations males are discussed (Mussell, 2005).

C. Aboriginal Healing: Community and Citizen-led Initiatives

No promising practices and programming were located in this area.

APPENDIX B: ENGAGING MEN AND BOYS IN DOMESTIC VIOLENCE PREVENTION: A MATRIX OF PROMISING APPROACHES

| Name | Policies & Policy Recommendations | Practices & Programming | Community & Citizen-led Initiatives | Country |
|---|-----------------------------------|-------------------------|-------------------------------------|---------------------------------|
| Engaging Fathers in Domestic Violence Prevention | | | | |
| Parental Leave | ✓ | | | <i>Canada / Quebec</i> |
| | ✓ | | | <i>Norway</i> |
| | ✓ | | | <i>Sweden</i> |
| Young Fathers | ✓ | | | <i>United Nations / General</i> |
| Fatherhood & Child Protection Policies | ✓ | | | <i>General</i> |
| www.itstartswithyou.ca | | ✓ | | <i>Canada</i> |
| The Men & Family Relationship Government Initiative | | ✓ | | <i>Australia</i> |
| Fatherhood Support Project | | ✓ | | |
| The Supporting Fatherhood Involvement Project | | ✓ | | <i>USA</i> |
| | | ✓ | | <i>Canada</i> |
| Hit the Ground Crawling | | ✓ | | <i>UK</i> |
| Supporting Young Families Program: Fathering Group | | ✓ | | <i>Canada</i> |
| Hey, Dad! | | ✓ | | <i>Australia</i> |
| Respectwomen.ca | | ✓ | | <i>Canada</i> |
| Father Support Program | | ✓ | | <i>Turkey</i> |

| Name | Policies & Policy Recommendations | Practices & Programming | Community & Citizen-led Initiatives | Country |
|---|-----------------------------------|-------------------------|-------------------------------------|---------|
| 24/7™ Dad | | ✓ | | USA |
| Young Dads Program | | ✓ | | Canada |
| Nanaimo Men's Resource Centre | | ✓ | | |
| InsideOut Dad™ | | ✓ | | USA |
| Canadian Families & Corrections Network | | ✓ | | Canada |
| Caring Dads | | ✓ | | |
| Children's Protection Agencies | | ✓ | | |
| The Black Daddies Club | | | ✓ | |

| Men's Health & Domestic Violence Prevention | | | | |
|--|---|---|--|--------------|
| World Health Organization Policy Recommendations | ✓ | | | General |
| Program H | | ✓ | | Brazil |
| Northern Health | | ✓ | | Canada |
| One Man Can | | ✓ | | South Africa |
| Action Plan for Combating Violence Against Women | | ✓ | | Sweden |

| The Role of Sports & Recreation in Domestic Violence Prevention | | | | |
|---|---|--|--|-----------|
| Respect & Responsibility Policy | ✓ | | | Australia |

| Name | Policies & Policy Recommendations | Practices & Programming | Community & Citizen-led Initiatives | Country |
|-------------------------------------|-----------------------------------|-------------------------|-------------------------------------|-----------------------|
| Mentors in Violence Prevention | | ✓ | | USA |
| Whitemud West Bantam Coach Training | | ✓ | | Canada |
| Grassroots Soccer | | ✓ | | South Africa / Global |
| Coaching Boys Into Men | | ✓ | | USA |
| Respect Group Inc | | ✓ | | Canada |
| White Ribbon Campaign | | | ✓ | Canada / Global |
| NFL Dads Dedicated to Daughters | | | ✓ | USA |

| The Role of the Workplace in Domestic Violence Prevention | | | | |
|---|---|---|--|-----------|
| Occupational Health & Safety Act | ✓ | | | Canada |
| Workplace Safety & Health Regulations | ✓ | | | |
| Male Champions of Change | | ✓ | | Australia |
| Taking a Stand / Family Business Connect | | ✓ | | Canada |
| Corporate Alliance to End Partner Violence | | ✓ | | USA |

| Name | Policies & Policy Recommendations | Practices & Programming | Community & Citizen-Led Initiatives | Country |
|---|-----------------------------------|-------------------------|-------------------------------------|------------------------------------|
| The Role of Peer Relationships in Domestic Violence Prevention | | | | |
| Education Ministries | ✓ | | | <i>Canada</i> |
| WiseGuyz | | ✓ | | |
| Fourth R | | ✓ | | |
| Men of Strength (MOST) Clubs | | ✓ | | <i>USA</i> |
| White Ribbon Clubs | | ✓ | | <i>Canada</i> |
| Men's Action to Stop Violence Against Women | | ✓ | | <i>India</i> |
| Men as Partners | | ✓ | | <i>Africa, Asia, Latin America</i> |
| Bystander Interventions | | | ✓ | <i>Global</i> |
| Green Dot Campaign | | | ✓ | <i>USA</i> |
| Men Against Violence | | | ✓ | |

| Men As Allies in Domestic Violence Prevention | | | | |
|--|--|---|--|------------------------|
| White Ribbon Campaign Pledge | | ✓ | | <i>Canada / Global</i> |
| Walk A Mile in Her Shoes | | ✓ | | |
| Sustaining Healthy & Awesome Relationships | | ✓ | | <i>Canada</i> |
| The Muslim Family Safety Project | | ✓ | | |

| Name | Policies & Policy Recommendations | Practices & Programming | Community & Citizen-Led Initiatives | Country |
|---|-----------------------------------|-------------------------|-------------------------------------|---------|
| Strength Campaign / Men Can Stop Rape | | ✓ | | USA |
| Men Stopping Violence | | ✓ | | |
| Where Our Boys At? | | | ✓ | USA |
| Call to Action to Eradicate Domestic Violence | | | ✓ | Canada |
| Don't Be That Guy Campaign | | | ✓ | |

| Aboriginal Healing & Domestic Violence Prevention | | | | |
|---|---|---|--|-----------|
| General Policy Framework | ✓ | | | General |
| National Plan to Reduce Violence Against Women | ✓ | | | Australia |
| Australian Male Health Policy | ✓ | | | |
| Kizhaay Anishinaabe Niin | | ✓ | | Canada |
| Aboriginal Dad's Program | | ✓ | | Australia |
| In Search of Your Warrior | | ✓ | | Canada |
| The Healing Journey Toolkit | | ✓ | | |

APPENDIX C: GLOSSARY OF TERMS

Domestic violence: “The attempt, act or intent of someone within a relationship, where the relationship is characterized by intimacy, dependency or trust, to intimidate either by threat or by the use of physical force on another person or property. The purpose of the abuse is to control and/or exploit through neglect, intimidation, inducement of fear or by inflicting pain. Abusive behaviour can take many forms including: verbal, physical, sexual, psychological, emotional, spiritual, economic and the violation of rights. All forms of abusive behaviour are ways in which one human being is trying to have control and/or exploit or have power over another” (Calgary Domestic Violence Committee, 2008, p. 2). Domestic violence is also referred to as domestic abuse, spousal abuse, battering, violence against women, family violence or intimate partner violence.

Evidence-based programs: “Well-defined programs that demonstrated their efficacy through rigorous, peer-reviewed evaluations and [...] have been well-documented” (Small, Cooney, & O’Connor, 2009, p. 1). These programs are not only well-defined and effective, but they have also shown long-term benefits and have been successfully replicated across a range of populations and contexts (Center for the Study and Prevention of Violence, 2011)¹⁸.

Evidence-based practices: “A systematic process that blends current best evidence, client preferences (wherever possible), and clinical expertise, resulting in services that are both individualized and empirically sound” (Shlonsky & Gibbs, 2004, p. 137).

Promising practices: For the purposes of this study, practices are considered promising if they demonstrate a positive, intended effect or outcome on the research subject (i.e. client/participant).

Gender and Sexually Diverse persons: “All people who identify themselves as being gender and sexually diverse. This includes but is not limited to people who are Lesbian, Gay, Bisexual, Queer, Inter-sexed, Transgender, and Two-spirited” (Alberta Health Services, 2009, para. 5).

Gender-based violence (GBV): “Violence involving men and women, in which the female is usually the victim; and which is derived from unequal power relationships between men and women” (United Nations Population Fund, 1998, para. 14).

¹⁸ The authors note that within a community-based setting, programs with this type of evidence are not the norm. As a result, other forms of evaluation and evidence were reviewed for the purposes of this paper.

Gender-based approach: An approach in which policies, programs and initiatives are assessed based on gender to respond to the different experiences, needs and situations of women, men, boys and girls (Status of Women Canada, 2012).

Primary prevention: Primary prevention in this context means reducing the number of new instances of domestic violence by intervening before any violence has occurred. Primary prevention “relies on identification of the underlying, or ‘upstream,’ risk and protective factors for intimate-partner violence and/or sexual violence, and action to address those factors” (Harvey, Garcia-Moreno & Butchart, 2007, p. 5). For the purpose of this report, primary prevention lessens the chances that men and boys will use violence, and/or that women and girls will suffer from violence in the first place. These include education, awareness campaigns, mobilizing communities, policy reform and challenging and/or changing social, organizational and environmental norms.

Secondary prevention: There is some variance in the literature as to what secondary prevention is. According to the CDC (2004), secondary prevention is comprised of the mediating responses immediately following domestic violence that are intended to address the short term consequences of the violence (e.g., crisis counselling). Secondary prevention includes opportunities to work with men and boys who are at high risk of perpetrating violence. Secondary prevention may include targeted programs for at-risk populations including counselling, supports and skill-based programs.

Tertiary prevention: These approaches focus on long-term care in the wake of violence, such as programs that address the trauma of the violent event (World Health Organization and London School of Hygiene and Tropical Medicine, 2010). Sex offender treatment interventions would be an example of a tertiary prevention strategy (CDC, 2004). Tertiary prevention includes work with batterers as well as interventions by the criminal justice system once violence occurs. In these cases, the goal is often intervention and prevention of re-occurrence of the violence (Minerson et al., 2011).

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