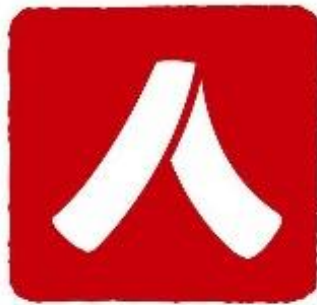


***From drops to pool, from grit to shoal -
the ten-year journey of the Male
Involvement Campaign in China***

(Efforts Made by the White Ribbon Volunteers)

By: Fang Gang (方刚)



中国白丝带志愿者
China White Ribbon Volunteers

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From drops to pool, from grit to shoal - the ten-year journey of the Male Involvement Campaign in China (Efforts Made by the White Ribbon Volunteers)

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It has been a decade since the foundation of “the White Ribbon Campaign - ending male gender violence hotline”. We hereby summarize our efforts and experience in promoting male involvement in ending gender violence in the past ten years, to serve as a reference for individuals and our future work.

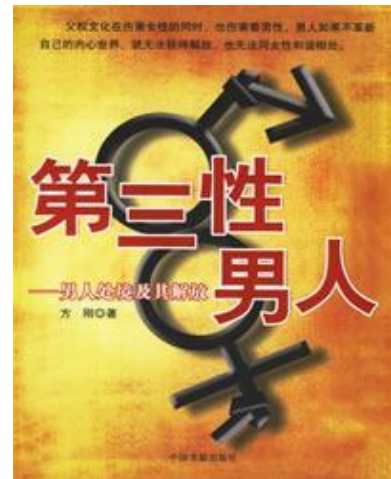
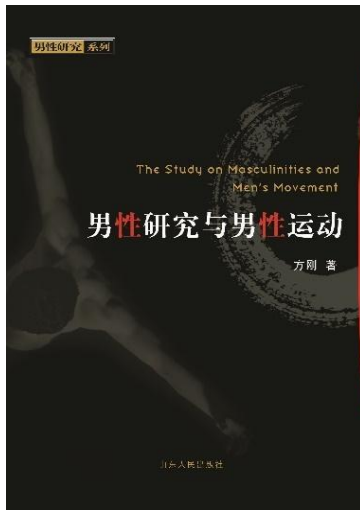
I Preparation and start

The White Ribbon Campaign originated in Canada in 1991. One day in 1989, an unemployed man blamed his situation on women being educated and robbed him of his job. He then rushed into a university in Canada and killed 16 innocent female university students. Two years later, three Canadian men, including Michael Kaufman, launched the White Ribbon Campaign. The White Ribbon Campaign aims at advocating men's participation in ending violence against women. Until now, the White Ribbon Campaign has been launched in more than 80 countries and regions worldwide.

Since 2001, Professor Li Mingshun of China Women's University and others have advocated the White Ribbon Campaign in China.

In 2010, Associate Professor Fang Gang (former director of the Institute of Sexuality and Gender Studies at Beijing Forestry University) founded “the White Ribbon Campaign - ending male gender violence hotline”, which was then served as a platform for its continuous development. This

foundation was also the fruit of experience gained over many years.



As early as 1998, Fang Gang began to follow the issue of masculinity. From 1999, he has published a number of books, such as Men's Liberation and The Third Sex Man.

In 2005, Fang Gang, who was still pursuing a doctor's degree, launched the "Academic Salon on Men's Liberation" to discuss the issue of men's participation in promoting gender equality, which has caused social controversy, including many doubts from the gender academic circles. These discussions were later incorporated into the book Men Needed to Be Liberated.

These controversies motivated Fang Gang to further think about masculinity, and to complete his doctoral dissertation Male Public Relations: A Study of Masculinity, and his monograph Male Studies and Male Sports, etc. These thoughts and works laid a theoretical foundation for his later devotion into the White Ribbon movement.

In 2010, Fang Gang established the "the White Ribbon Campaign - ending male gender violence hotline", which was officially committed to promoting men's participation in social movements against gender violence. The hotline was open round-the-clock throughout the whole year, which also marked a new era of sustainable development of China's white ribbon movement from this year on.

In 2012, Fang Gang was invited by then UN General-Secretary Ban Ki-moon to become the first and only Chinese member of the male leadership network of UNiTE Campaign.

In April 2013, with the support of the China representative office of the United Nations Population Fund, Fang Gang initiated "China White Ribbon Volunteer Network" (CWRVN), and served as convener. Since then, a growing team has been formed, and efforts to promote men's participation in the fight against gender violence have made great progress in China.



II The philosophy of Chinese White Ribbon and team building

1. Philosophy

After years of research on masculinity, Fang Gang incorporated the issue of masculinity into the White Ribbon movement in China at the very beginning of the establishment of the White Ribbon hotline.

Moreover, his research on homosexuality and gender diversity also influences the philosophy of Chinese White Ribbon team.

The international White Ribbon movement first advocated men to end violence against women. After the establishment of the White Ribbon hotline, its mission was further expanded to fighting against all forms of gender violence, including gender violence against women, men, homosexuals and transgenders.

Therein, we can see the expansion of the traditional concept of the White Ribbon movement, from opposing violence against women to opposing violence against all genders.

The White Ribbon Movement in China has become part of male involvement movement, promoting diversity and gender equality.

CWRVN proposed that, violence hurts both men and women, and destroys intimate relationships.

What's more, we all yearn for a happy life, a harmonious and intimate relationship, and we do have the ability to make changes.

The above-mentioned belief determines that in combat against gender violence, we should not regard men as opponents or enemies, but as partners who can be united.

These, compared with former anti-domestic violence work in China, are all important supplements, extensions and innovations.

White Ribbon volunteers are endeavoring based on this philosophy, which has led to the counseling for perpetrators and affirmative consultation for LGBT etc.



2.Team-Building

It's easy to become a member of CWRVN. Anyone who is willing to make a declaration of “no violence and no silence to violence” can become a member of the China White Ribbon Volunteer Network.

As a White Ribbon volunteer, not everyone has to be loaded down with volunteer work. As long as they do not keep silent about violence and help convey the concept of anti-gender violence to the people around, they have fulfilled their responsibility as volunteers. Of course, volunteers are also encouraged to participate in the work of CWRVN, combining with their professional expertise and future life plans.

We see this commitment process also as a process of influencing and changing men. To make this commitment more solemn, each member must submit real-name information such as ID number.

By the end of November 2020, more than 4000 people had declared and become part of the White Ribbon movement. Moreover, the number is still growing at an average rate of one person a day. They come from almost all provinces of China. Chen Dong and Li Chun were responsible for the volunteer's declaration.

We believe that volunteers should combine public welfare with personal work and ideals, in order to help them engage in public welfare for a longer time.

To better implement the project, CWRVN set up an “executive committee” with varying numbers of members every year. From 2013 to 2020, the staff who once served on the Executive Committee include: Fang Gang, Wang Dawei, Tian bin, Zhu Xueqin, Guan Xiaochuan, Zhang Zhizhi, Zhang Linghua, Chen Dong, Li Chun, Yu Changmo, Nan Chuxin, Wen Xueqi.

From 2013 to 2019, Fang Gang was in charge of this project. Since 2020, Fang Gang, Tian Bin and Zhang Zhizhi have been the co-directors of the project.

To enable the work advocated by the White Ribbon, and to motivate volunteers from all over the country to engage in public welfare activities, we also encourage members to set up “White Ribbon service stations” in different areas.

The local White Ribbon service stations are formed by people who advocate male involvement and oppose gender violence. Moreover, CWRVN provides professional support and guidance to these stations, based on which the two parties form a partnership. The form of service station helps to carry out activities at grassroots level and provide face-to-face services for people who are involved in gender violence.

By the end of September 2020, more than 80 cities have set up White Ribbon service stations, covering 25 provinces, autonomous regions and municipalities. In spite of different length of work hours and different extent of engagement in public welfare activities, they all have done some work. Tian Bin has been responsible for the coordination and cooperation among local stations.

Some service stations have been very active, including those in Beijing, Qinhuangdao, Huainan, Shanghai, Jinan, Xining, Hefei, Guiyang, Hami, Qingdao, Yantai, Weifang, Linyi, Yixing, Lanzhou, Laiyang, Changchun, Weihai, Hohhot, Kunming, Yinchuan, Guangzhou, etc. (please refer to the appendix of White Ribbon Service Stations List Over the Years.)

We also put great importance in improving volunteers' ability by conducting volunteer training from time to time.

In April 2013 and November 2014, we held a “White Ribbon Hotline Consultant Capacity Improvement Workshop” respectively.

In February 2015, we held the “White Ribbon Local Leaders Joint Meeting” and “School Sexuality education Improvement Training”.

In October 2015, leaders from local White Ribbon service stations across the country received training in the use of the “Full Participation Male Group Counseling Manual”. The manual, developed by Dr. Fang Gang, has designed 20 group counseling activities to guide men to reflect on traditionally dominant masculinity, to learn to care for their partners, to participate in housework and child-rearing, and to become friendly to women in the workplace. CWRVN service stations of all areas will refer to this manual to organize group activities, leading men to make a change.

At the end of October 2015, Michael Kaufman, one of the initiators of the White Ribbon movement, was invited to carry out “Training on Male involvement and White Ribbon Development”.



From November to December 2017, volunteer Wang Dawei established an online course “Application of Cognitive Behavioral Therapy in Domestic Violence Intervention” for all White Ribbon volunteers, which was well received by volunteers.

CWRVN holds “White Ribbon Volunteer Annual Meeting” every year, which is an opportunity for volunteers from different regions to share and exchange work experiences, learn from each other and improve.

Here’s the list of all annual meetings held so far:

First Session: November 22nd -24th, 2013

Second Session: November 18th -20th, 2014

Third Session: October 25th -27th, 2015

Forth Session: November 18th -19th, 2016

Fifth Session: December 9th -10th, 2017

Sixth Session: December 6th, 2018

Seventh Session: August 11th, 2019



During the Second Session, the first International Seminar on Chinese Male's Participation and Gender Violence Intervention was also held.

Except for the Fifth Session, held in Taizhou, sponsored and hosted by Taizhou Institute of Science and Technology of Nanjing University of Technology, the other sessions were all held in Beijing.

Each year, the meeting publicizes the performance of the year, praises outstanding volunteers and local service stations, discusses and plans the work for the coming year. The annual meeting itself is also an advocacy to promote the participation of men against gender violence. (See Appendix - List of Outstanding Volunteers and Local Service Stations of the White Ribbon Over the Years)

The sessions in 2018 and 2019 were held at the same time with the first and second session of Empowerment Education Workshop. The volunteers could join both activities to study and improve themselves.

The volunteer team of CWRVN was mainly composed of psychological counselors at the beginning, later many sexuality education teachers joined in, which helped us to build the three pillars of the volunteer team, which are consultation, promotion and teenager education.



III. Consultation & Guidance

In the first few years of establishing the White Ribbon hotline, Fang Gang was training psychological counselors all over the country. He took advantage of this opportunity to publicize the White Ribbon. Many of the early volunteers were psychological counselors, so our work is bound to be related to psychological counseling and guidance to the victims of domestic violence.

The target is to provide counseling and help for victims and witnesses of sexual violence, domestic violence and other gender violence, and provide guidance for behavioral change of perpetrators of gender violence and those with violence tendency.

On the one hand, in addition to the White Ribbon hotline, local volunteers of CWRVN have carried out various counseling programs for the parties concerned, such as case counseling and group counseling. On the other hand, we also worked on a large number of training for psychological counselors.

1. White Ribbon Hotline

Since the establishment of "White Ribbon Anti Gender Violence Hotline" in 2010, it provides continuous services for all the years. There are people on duty from 8:00 to 22:00. The operators of the hotline are senior state level II psychological counselors, who have received special gender training to ensure that they can undertake the hotline work well with their ideas and skills.

In 2013, the "White Ribbon Anti Gender Violence Hotline Volunteer Manual" compiled by Fang Gang and Lin Shuang became the guide book for hotline consultants.

The initial hotline number in 2010 was 157111447572. In 2013, we changed it to a 400 phone number: 4000 110 391. In the same year, CWRVN launched the consultation QQ: 2959512636, as well as the consultation email address: bsd4000110391@163.com. From 2020, the channel has been changed into Wechat ID: bsdgyrx. Because it is more convenient and effective, other channels of consultation are rarely used now.

By the end of October 2020, more than 6000 people have been reached, with an average of more than 600 people per year.

When the hotline was founded in 2010, the consultants were Fang Gang and Cheng Jiahe. Since 2013, Wang Dawei, Meng Yu, Xu Lei, Yu Changmo, Zhang Linghua, Ding Shaoxing, Guan Yuanyuan, Dong Xiaoying, Feng Xujing, Zhang Zhizhi, etc. Since then, Ge Chunyan, Zhou Hongchao, Li Weifeng, Guan Xiaochuan, Jin Jianshui, Ma Linqun, Jiang Peng, Wang Yingying, Liang xianbo, Li Min and Xu benlei have successively joined in the consultant team.

The previous directors of the hotline were Fang Gang, Wang Dawei, Guan Xiaochuan and Zhang Zhizhi. Zhang Zhizhi has been in charge of the hotline since 2016.

2. Group support for domestic violence victims

CWRVN is devoted to exploring new forms of psychological consultation. In 2014, without any financial support, Doctor Fang Gang led a group called "Counseling Group for those Who Have Suffered from Domestic Violence during Adolescence". 10 young people who were victims of domestic violence when they were young joined and they received group consultation for 60 hours in total. Nobody has done similar things and it is us who started this kind of consultation. The result evaluation showed that except for a few, most of the participants have changed a lot.

In 2016, supported by the United States Embassy, we established the second session of the counseling

group, which was led by Fang Gang, Ding Xinhua and Li Lu. The counseling group was renamed as "Counseling Group for Those Who Suffered from Domestic Violence in their Families of Origin". 9 people joined and the work went well.

Drawing on the experience of the two sessions, we finished the booklet "Saying Goodbye to the Trauma from Domestic Violence—Group Counseling Booklet to those who have Suffered from Domestic Violence in their Families of Origin". It not only provides ways to have group consultation, but also gives useful guidance to the leaders of the counseling group in the future from the experience of the two sessions.



3. Group support for domestic violence perpetrators

In 2014, when China's Anti Domestic Violence Law was open to national consultation, White Ribbon volunteers also actively participated in the proposal to include a "guidance order" for domestic violence perpetrators in the bill, although this proposal was not adopted in the end.

Based on the concern about masculinity and masculinity issues, Fang Gang began to build up a counseling group for male abusers at the establishment of CWRVN, and compiled a group assistance program. It was not until 2018 that the "group counseling project for male perpetrators of domestic violence" funded by the Ministry of Rights and Interests of the National Women's Federation was officially launched.

In September 2019, the Group officially started, led by Fang Gang and Tian bin. Due to the impact of the Covid-19 epidemic, the group activity ended in March 2020 after organizing a network activity after the last off-line activity organized in January 2020. The pre-test and post-test were carried out after the first activity of the group, which showed that the group activity had a great influence on the group members.

This "abuser group" provides us with an opportunity to explore and summarize the experience of recruitment, organization, group activities and other aspects of group counseling for domestic violence perpetrators, which will be helpful for the development of such activities in the future.

You can refer to the article "the auxiliary group for correction of domestic violence perpetrators: model, effect, experience and suggestions".

4. Training of psychological counseling ability for victims of domestic violence

It is one of the most significant training of CWRVN open to the public, which is also direct-sponsored by the Australian government.

This training was held in 2017, 2019 and 2020. Each year, a training session for psychological counselors, social workers and other personnel working in related fields will be organized in one city of each of the three provinces. The training usually lasts for three days, and eight hours a day.

In 2017, it was held in Hami of Xinjiang, Xining of Qinghai and Lanzhou of Gansu;

In 2019, it was held in Kunming of Yunnan, Guiyang of Guizhou and Nanning of Guangxi;

In 2020, despite the impact of the Covid-19 epidemic, we still took the opportunity to complete three training sessions in Hohhot of Inner Mongolia, Yinchuan of Ningxia and Xi'an of Shaanxi.

At the time of project application, we plan to train no less than 50 people in each province. However, in each of the nine provinces, more than 100 people participated in the training, and in some provinces, more than 140 people participated in the training.

After the training in each province, we set up the "Psychological counseling station for domestic violence parties" in the local area. Three years after training, psychological counseling is provided free of charge to victims of domestic violence one day a week. Tutors are trained personnel, and they all promise to spend at least one day each year on duty. In this way, the beneficiaries of public welfare training can repay the society and the project can be sustainable.

In the first year of the project, it was rated by the Australian Embassy as one of the two outstanding projects funded in that year. That's one reason why the project can last three years. This project is going to last for a long time, hoping that one day the stations will be set up all over China.

Counseling stations have been built in 9 different cities. They are built for victims who suffer from domestic violence. The names of both the stations and persons in charge are listed below.

Hami Counseling Station, person in charge: Lu Quanling

Lanzhou Counseling Station, person in charge: Yang Lijuan

Xining Counseling Station, person in charge: Ma Linqun

Guiyang Counseling Station, person in charge: Ma Haiyan

Kunming Counseling Station, person in charge: Zeng Lin

Nanning Counseling Station, person in charge: Liang Yanni

Yinchuan Counseling Station, person in charge: Kang Hongliang

Huhehaote Counseling Station, person in charge: Xu Hong

Xian Counseling Station: Ren Xiaowei

Dr. Fang Gang, the director of CWRVN, initiated the series of courses called "Counselor of Sex and Intimacy" in 2018. Counseling sessions on domestic violence make up for 3 days of the 12-day course. Most of the members are psychological counselors, who also study domestic violence counseling, thanks to this opportunity.

In 2018, Dr. Fang launched the course in Shanghai, Beijing and Shenzhen, each of which had more than 100 students.

In 2019, the course was set up in Shanghai, Beijing, Shenzhen, Guangzhou, Nanjing, Suzhou, Hangzhou and Wuxi, with a total of more than 400 students.

In 2020, due to Covid-19, the course was only held in Beijing and Chengdu, with a total of about 130 students.

This course will continuously spread its influence for a long time in the future, and the date of the course in 2021 has been confirmed in Beijing, Shanghai and Guangzhou.

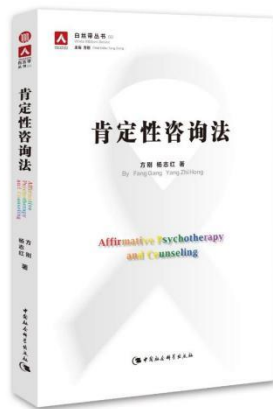


5. Affirmative Psychotherapy and Counselling

In 2015, after five years, Affirmative Psychotherapy and Counselling by Fang Gang and Yang Zhihong was published after the manuscript had been revised four times. In contrast to the traditional "reversal therapy", this new method advocates a supportive and accepting attitude towards the LGBT group. Affirmative Psychotherapy is opposed to violence against homosexual and transgender, and against violence among homosexual partners.

The publication of Affirmative Psychotherapy and Counselling shows CWRVN's concerns on gender-based violence in a broader sense.

During the publication process, several workshops were organized and over 20 homosexual communities joined together to launch the Assessment of Affirmative Counselling. Afterwards, it was incorporated into the training of counselors who specialize in sex and intimate relationships, which had a profound impact on psychological consultation in China.



6. Other work in the field of counselling

Psychologists and social workers at service stations, as well as White Ribbon Volunteer Center, also provide a great deal of counseling services as their routine. In particular, volunteers such as Tian Bin, Zhang Zhihui, Wang Dawei, Zhang Linghua, Yu Changmo, etc, who have been working with CWRVN since the beginning, have made great contributions to the counselling program. For example, Zhang Zhihui provides offline counseling services in Shanghai for women who have suffered from domestic violence; Wang Dawei provides both case counseling and group counseling services to the LGBTQI community in Qinhuangdao, Hebei Province.

IV Work of Publicity

1. Routine promotion activities

In 2010, when the White Ribbon Hotline was first established, group members carried out promotional activities through media reports and the distribution of promotional materials in communities.

In 2012, Fang Gang initiated the signature campaign, which was called "No Gender Violence, No Silence from Men". In 16 days, 350 men took part in the signature campaign. In the end, the goal of improving men's participation against gender violence in society was achieved to a certain extent.

In 2013, the famous film actor Feng Yuanzheng, along with his wife Liang Danni, were invited to become the spokespersons of the China White Ribbon Volunteer Network. With their influences, the organization hoped to encourage more men to participate.

We have also made full use of the media to spread the idea of anti-violence. Different online platforms have been put in use, such as the WeChat account, which is named as White Ribbon or Baisidai 2013, as well as micro-blog, website (<http://www.whiteribbon.cn>), etc.

We produced cartoons in both 2013 and 2014 and released them on the Internet, in hope of promoting the White Ribbon Campaign. White Ribbon volunteers Xue Rui, Shang Linlin, and Sun Yu participated in the production.

We designed and produced posters, which were respectively targeted at the community and local schools. With the help of volunteers across the country, these posters were put up in local communities, schools, hospitals and other places.

We also produced folders, calendars, bookmarks, etc. Our local volunteers were responsible for the distribution.

White Ribbon volunteers and service stations in different regions carry out most of the promotions on a daily basis, and their workload is too heavy to be measured. For example, volunteers in many regions went to streets to promote White Ribbons. In Huainan, the volunteers creatively combined the promotion with the event of a long-distance race. They ran through the local streets, wearing ribbons with slogans about men's participation against gender-based violence. What's more, Ning Lingyun, the convenor of the station in Langfang, wrote an anti-bullying play called *Metamorphosis*, which was rehearsed by students and performed at both Langfang Advanced Vocational School and the Langfang Art Museum.

Volunteers from White Ribbon are often invited by enterprises, communities, schools and women unions to give lectures. For example, Wei Xuhong from Tianjin, Liu Chaoyang from Xingtai, Ren Xiaowei and Li Yue from Xi'an, Xu Hong from Huhehaote, and Kang Hongliang from Yinchuan have all given numerous lectures in factories, institutions and schools. Nan Chuxin, Beijing's White Ribbon volunteer, introduced the concept of the White Ribbon campaigns during the programme of People's Daily. Fang Gang was invited to give lectures at the U.S. Embassy in Beijing and the U.S. Consulate in Guangzhou. Zhang Zhihui was invited to give lectures at the U.S. Consulate in Shanghai.

In Huainan City, Anhui Province, Yu Changmo, taking the local industries and mining into consideration, went into the local industry communities to hold campaigns on the topic of anti-domestic violence. Yu also initiated a daddy-parent association, encouraging fathers to participate in childcare and improving parent-child relationships.

By promoting a different concept of masculinity, Yu intended to oppose gender violence. Moreover, with the help of the Huainan Women's Federation, he also cooperated with the Huainan 110 Command Center to offer anti-domestic violence contact cards to victims. Yu not only promoted the White Ribbon Hotline, but also gave his own contact information to the victims who suffer from domestic violence.

In addition, we promote the concept of male involvement in promoting gender equality and opposing gender-based violence, through our annual national volunteer conference and a number of other public forums.



2. "Men Tell Their Stories"

In 2014, CWRVN organized the campaign called "Men Tell Their Stories". In this campaign, ten participants, who support gender equality, went to four cities to share their gender-awareness journeys in universities, engaging more men against gender-based violence.

Speakers, including male scholars in gender studies, male teachers in kindergartens, male nurses, male leaders in campaigns against domestic violence, full-time house-husbands, and male leaders of homosexual movements, shared their experiences and ideas in the campaign. And the audience came to realize that men are free to show their genuine individuality, and there are different types of masculinities. By reflecting on themselves, the audience can therefore look at their social responsibilities in the process of promoting gender equality.

Moreover, the speeches of these men, together with six others who participated in the previous campaigns organized by Fang Gang, were all featured in the book titled *The Voice of Men: 16 Men Tell Their Stories of Gender Equality*.

Meanwhile, a documentary film was also produced and later spread over the Internet. We hope that through these unique voices of men, more men will be awakened and speak for themselves.



3. "Male virtuousness class"

During the National Day holiday in 2015, Fang Gang held a workshop in Beijing on "Becoming Good Mates and Fathers: Male Development Workshop", known as "Male virtuousness class". Over ten men attended the workshop, most of whom were leaders of the White Ribbon Service stations across the country.

The workshop aimed to develop participants' awareness of gender equality and improve their ability to participate in family life. And it covered a wide range of topics such as reflections on gender stereotypes, gender concepts, ways of partner interaction, fatherhood, reflections on domestic violence, housework skills, childcare skills, etc.

The workshop drew wide attention from the media and was interviewed by over 20 media platforms. These reports attracted both attention and criticism, most of which were based on the traditional gender stereotypes that men were supposed to dominate.

Both sides of voices have sparked controversy. More than 300 media platforms, including several television stations, reposted the news and published their comments.

This workshop has become a good example of public opinion advocacy, prompting people to think about the role and responsibility of men. Reference can be found in the book *Good Mate, Good Father: A Fully Participatory Men's Program*.



4. "White Ribbon Film Festival"

In 2016, Fang Gang selected 64 films to be compiled into the book "Gender Violence in Films", which includes several themes: societies that nurture violence, partner violence, intergenerational domestic violence, sexual violence, gender violence in schools, gender violence in the workplace, gender violence in war, homophobic and transphobic violence, other gender violence, insensitivity to gender violence, and resistance to gender violence. Again, CWRVN's broad focus on the topic of gender-based violence can be seen in these themes.

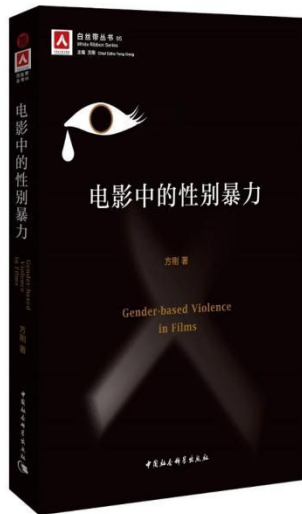
Under each theme, there are multiple films. The content of the book includes a description of each film, an analysis of the film from the perspective of gender violence, a review of the film during viewing, and so on.

In December of the same year, based on the book, the White Ribbon Film Festival was held in Beijing to organize movie-viewing and discussions.

During that year's annual White Ribbon Gathering, volunteers from all over the world learned how to use the book to organize local White Ribbon Film Festivals to raise awareness against gender violence.

In a year after the training, local service stations in more than 30 cities organized White Ribbon Film Festivals to promote local advocacy against gender-based violence in the form of films and discussions, which is fun and acceptable to most people.

One can see the film list in "Gender Violence in Film" in the book *Promoting Male Involvement in Books*.



5. The Play *The Penis Monologue*

In 2018, Fang Gang finished the script for the play *The Penis Monologue*, which is also known as *The Men's Monologue*, and premiered in Beijing in December of the same year. Since then, the play has

been performed in five cities: Shenzhen, Hangzhou, Guangzhou, Taizhou, and Linyi. Two of them were performed in Shenzhen.

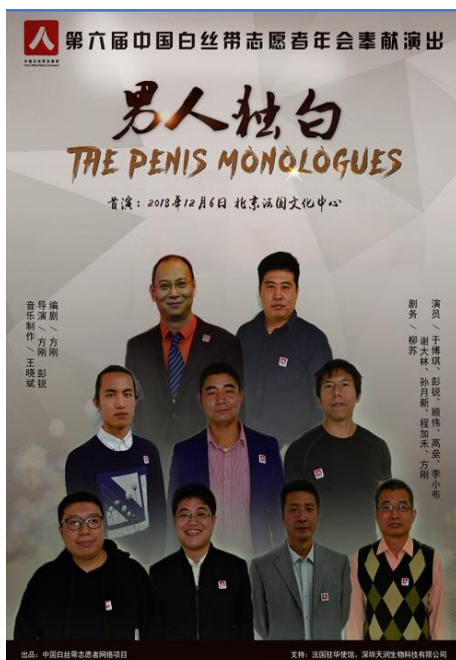
The play is a parody of the famous feminist play *"The Vagina Monologue"* in the form of creation. In the play, more than ten men tell their own stories about their penises to reflect on men's violence against women, advocate male involvement and gender equality, and oppose gender violence from a male perspective.

The play is divided into eleven acts, covering topics such as masculinity, sexual harassment, date rape, genderqueer, homophobia, unwanted pregnancy, domestic violence, impotence, domestic chores, and so on. It is worth mentioning that three of the stories are completely true, and in two scenes, the characters play themselves: Gu Wei, a White Ribbon volunteer and former domestic violence abuser, and Gao Baili, a genderqueer. At the performance in Hangzhou, another genderqueer, Ye Chuyang, also joined in to tell his story.

The performance was reported by China Daily, Southern Metropolis Daily, Beijing News, and other media. Meanwhile, the video of the performance in Beijing, as well as the full script, was published on the WeChat official account with ID "fanggang1968", noting "Copyright is open for free use".

In 2019, the project "Enhancing Male involvement and Promoting Gender Equality" proposed by White Ribbon volunteers from the Shenzhen Station, Liu Ying, Yan Xijie, and Zhang Lingyun, won the honorable mention of the "Social Innovation Award" arena at Overseas Young Chinese Forum. In July, they introduced the play *The Penis Monologue* at the 2019 Annual Meeting of the Overseas Young Chinese Forum in San Diego, USA, and has been spoken highly of by many gender experts both at home and abroad.

See the full script of *The Penis Monologues* in this book.



6. Media Coverage

Along the promoting process, CVRWN attached great importance to the influence of media reports, including traditional media and new self-media.

CVRWN successively set up columns in traditional print media such as China Women's Daily, Family Delight, and The Beginning of Life, disseminating the idea of opposing gender violence to the public through analysis of individual cases of gender violence. From 2013 to 2014, Family Delight published a column entitled "China's White Ribbon Hotline" for two consecutive years.

In 2014, the second, third, and fourth editions of China Sexual Science published back-cover advertisements recommending the White Ribbon Hotline.

Mainstream media coverage of White Ribbon's work is itself advocacy for the public. Between 2013 and 2020, mainstream media outlets, including CCTV, China Youth Daily, People's Daily, Guangming Daily, Beijing News, Southern Metropolis Daily, South China Morning Post, Breaking News, China Women's Daily, Beijing Youth Daily, Vista, and China Daily, have reported on the work of the White Ribbon nearly 100 times. This does not include the aforementioned more than 300 reports on the "Male Virtuousness Class".

The work of White Ribbon was also featured on German TV, Japanese TV, Singapore TV, and other foreign media.

White Ribbon volunteer and former domestic violence abuser Gu Wei has been interviewed more than 20 times by the media, including CCTV's "Face to Face" program, "Psychological Interview" program, and Phoenix Video's "Direct FACE" documentary on his work. And he has also been interviewed by Marriage and Family magazine and many local media and has repeatedly spoken out against domestic violence on local radio programs.



V. Youth education work

The key to advocating against gender-based violence is prevention, therefore it is very important to focus on the influence on youth. White Ribbon has always considered influencing youth as one of the

key areas of its work.

1. School Advocacy

White Ribbon volunteers, many of whom are teachers in primary and secondary schools and even kindergartens, have brought the idea of promoting male involvement and opposing gender violence to schools.

There are many examples. Qingdao Service Station convener Duan Qinghui has been conducting White Ribbon Volunteers' anti-school-violence activities at Qingdao West Coast New District Advanced Vocational and Technical School since 2015, holding annual anti-school-violence conferences. What's more, the school's White Ribbon volunteers have formed the Sunshine Campus Inspector Team, which patrols the campus every day and makes an important contribution to preventing campus violence. Lu Peiyan in Taizhou and Xue Yaqing in Linyi are both college teachers who work to promote male involvement in higher education. Lu Peiyan's college, Taizhou Institute of Science and Technology of the Nanjing University of Technology, also sponsored and hosted the fifth annual White Ribbon Volunteer Gathering. Wen Xueqi and her teammates in Jinan are secondary school psychology teachers, who have substantially promoted the concept of male involvement and gender equality in secondary schools. Liang Xianbo, convenor of the Weihai Service Station, and Ma Linqun, convener of the Xining Service Station, etc., have been advocating the White Ribbon concept on campus for a long time.

2. Development and publication of anti-violence teaching toolkits.

The CWRVN organization has developed two toolkits against gender-based violence and bullying for use in schools.



The organization began working on *Positive Action: A Toolkit to End Gender-Based Violence in Schools* in 2016, which was officially published in 2017. The book includes several sections: learning materials for educators, parent education tools, a training manual for peer educators, picture book instruction,

course design, film instruction, activity design, counseling tools, and PowerPoint and poster design.

In 2017, the organization began to work on the book *Bringing Bullying to Zero: A Toolkit to End Bullying in Schools*. The book was published in 2018. It consists of several parts including teacher training programs, tools for all students, tools for the bullied, tools for the bullies, tools for parents, and so on.

The toolkit has been developed and published in a way that is very accessible to those working in education in schools.

3. Involvement of sex educators in male involvement in anti-violence work.

In 2013, Fang Gang introduced the "Empowering Sexuality Education Theory" and began training sex educators to incorporate gender education throughout sexuality education, rethinking traditional masculinity, and combating domestic violence in their work. Sexuality education is combined with male involvement in education.

In 2018, Fang Gang started to form a team of empowering sexuality education instructors, with which the White Ribbon team work in a mutually reinforcing way.

Among the 24 days of the training for the empowering sexuality education lecturers, 3 days are devoted to the comprehensive training on "Gender-Based Violence and Bullying in Schools", while the other training sessions are devoted to other topics such as opposing gender-based violence, rethinking gender stereotypes and promoting gender diversity.

4. Sexuality education Camp

In the "Owl Sexuality education Camp", the flagship product of the team of empowering sexuality education instructors, the concept of gender equality is embedded throughout both the youth and teenager camps. For example, in teenager camp, the afternoon of the first day is devoted to teaching the concept of "body right" and saying "no" to gender-based violence; while the second afternoon is devoted to reflecting on gender stereotypes and discussing gender diversity in the context of the movie *Step Up*.



5. Sexuality education Monographs

The "Empowering Sexuality education Series" compiled by Fang Gang also includes anti-gender violence content. This is not only about opposing sexual harassment and rape, but also about anti-domestic violence, anti-gender stereotypes, and advocacy of gender diversity and equality.

These books include: *Middle School Sexuality education Teaching Plan Samples*, *Movie Sexuality education Reader*, *Family Sexuality education 16 Lectures*, *All about Adolescent: Adolescent Sexuality education Reader*, *Sexual Rights and Gender Equality: New Ideas and Methods of School Sexuality education*, *Empowering Sexuality education: Good Sexuality education for Children*, *Sexuality education in a Word*, *What Should We Teach in Sexuality education: 85 Practical Cases of Sexuality education*, *Open Sexuality education: Sexuality education That Affects Children's Life*, *Sexuality education Teaching Kit for Primary School Students*, *Sexuality education Teaching Kit for Junior High School Students*, *Sexuality education Teaching Kit for Senior High School Students*, and so on.

VI. Research and publication

Around the time that the White Ribbon Hotline was established in 2010, Fang Gang began to explore the application of masculinity research to the issues against gender-based violence, and published several papers.

In 2011, the UNFPA Representative Office in China funded a survey on “masculinity and domestic violence in China”, which was jointly led by Li Hongtao of China Women’s College, Wang Xiangxian of Tianjin Normal University and Fang Gang of Beijing Forestry University. This survey is the first study on the relationship between domestic violence and masculinity in China.

Fang Gang and many other volunteers were invited to attend various academic conferences, including related conferences sponsored by the Women’s Institute of the All-China Women’s Federation, to discuss the issues of male involvement and ending gender-based violence with colleagues in academic circles. For example, in 2013, Fang Gang, Zhang Zhihui and Feng Xujing were invited to attend the International Symposium on “Gender-based Violence - Prevention and Treatment” held at Pingtung University of Education in Taiwan and gave keynote speeches respectively.

In 2015, to commemorate the 20th anniversary of the Fourth World Conference on Women held in Beijing, Fang Gang and others were invited to attend several conferences to introduce the work of promoting male involvement. Fang Gang was also listed as one of only two male respondents in the project “Influence on the Oral History of Chinese Gender Equality Movement Characters” of China Women's College. You can check it in the book *Fang Gang's Oral History: 20 Years of Experiencing China's Sex and Gender Equality Movement*.

Entrusted by the Rights and Interests Department of the All-China Women’s Federation, in 2015, CWRVN completed an interview with six domestic violence perpetrators and submitted policy proposals for the perpetrators.

In 2016, Zhang Zhihui, a volunteer of White Ribbon and one of the leaders of CWRVN, passed the defense of his doctoral thesis *Narrative Research on “Domestic Violence” in Contemporary Literature (1978-2015)*.

CWRVN has successively organized and written the “White Ribbon Series”, which is mainly published by China Social Sciences Press, with a total of 9 books, namely:

Men's Voice (editor-in-chief), China Social Sciences Press, 2015

Being a Good Man with Full Participation: Masculinity and Male involvement, China Social Sciences Press, 2015

How Intimate Relationships Hurt Us: 94 Cases of Gender-based Violence, China Social Sciences Press, 2015

Affirmative Psychotherapy and Counseling, China Social Sciences Press, 2015

Handbook of Full Participation in Male Group Counseling, Da Dao Publishing House (Hong Kong), 2015
Gender-based Violence in Movies, China Social Sciences Press, 2016
Saying “Goodbye” to the Trauma of Domestic Violence — A Handbook for family of origin Victims of Domestic Violence, China Social Sciences Press, 2016
Positive Action: Suggestive Solutions for Ending Gender-based Violence in Schools (Editor-in-Chief), China Social Sciences Press, 2017
Let Bullying Disappear (Editor-in-Chief), China Social Sciences Press, 2018

In addition, Fang Gang's "Good Dad Raising Good Children: A Guide to Full Participatory Fathers" (Intellectual Property Publishing House) published in 2019 is also a good book that advocates male involvement and the new role of a father. he article “Promoting Men’s Participation in Book Introduction” is in this book.



VII International exchanges

As part of the international white ribbon campaign, Chinese white ribbon volunteers actively participate in international exchanges. In 2014, Raewyn Connell, a masculinity research expert, was invited to give a speech; In 2015, Dr. Kaufman, one of the founders of white ribbon campaign, was invited to visit China and train volunteers; In December 2015, the Canadian Embassy in China held a forum. Fang Gang, Kaufman and representatives of UNFPA China, and the Canadian Ambassador to China presided over it; In the same year, Fang Gang, Zhou Hongchao and other three volunteers participated in the “Second Global Male involvement Forum” held in Delhi, India; CWRVN is also a group member of the International Male involvement Alliance.

In the “He For She” event organized by UN Women, white ribbon volunteers from all over the country responded positively and signed their names online to show their support.

At the White Ribbon Annual Conference in 2015, a sharing session of white ribbon campaign was held. Representatives from UNFPA, Europe and Mongolia gave their speeches, and representatives from Australia and New Zealand also addressed the meeting via online video.



In 2016, the new Speaker of the House of Representatives of Canada visited China and met Dr. Fang Gang, leader of the white ribbon campaign of China.

In June 2016, Zhang Zhihui and Nan Chuxin, leaders of the White Ribbon Hotline, were invited to participate in the “Regional Workshop on Prevention Partners” held in Bangkok, sharing the intervention experience of the White Ribbon Hotline with representatives of all countries against gender-based violence.

In 2017, Dr. Fang Gang, funded by UNFPA, attended the Asia-Pacific Experience Exchange Meeting on Combating Gender-based Violence in Bangkok, Thailand.

On March 8, 2018, Dr. Fan Gang was invited to attend the Women’s Day Symposium held at the French Embassy, and held talks with Leila Slimani, winner of the Le Prix Goncourt and Chinese women activists.

In 2020, Dr. Fang Gang made a speech at the Third Global Conference on Male involvement (online conference).

At previous annual meetings of White Ribbon, officials from foreign embassies in China were invited to attend and share their views.

Through these exchanges, we have further expanded the social influence of China’s White Ribbon, and also learned about the work of the international community in promoting male involvement and opposing gender-based violence.



VIII Summary and Outlook

In the past ten years, we have experienced ups and downs. Looking back to the ten years of work in promoting male involvement in China, we can summarize our work into "successful experience", "lessons learned from failures", "challenges" and "future prospects".

(1) Successful Experience

1. It's a successful approach to combine public welfare with personal career and life planning, so that volunteers' work can promote their career and life development, such as the promotion and expansion of psychological counselors' business ability. If the contribution of volunteers is without any return, it is difficult for them to continue their work. Therefore, if they can't be given enough material rewards,

they must be rewarded in terms of opportunities, resources, and ability to improve. For example, the various trainings organized by CWRVN are free for volunteers. This is a very good opportunity for them to study, which can attract the volunteers continuously. Public welfare is not for profit, but the people engaged in public welfare should gain some room to grow to indirectly increase personal income and improve personal living standards.

2. To combine male involvement and anti-domestic violence work with other powerful systems. China's huge psychological counseling system and sexuality education system have emerged in recent years, and these two systems are familiar to the heads of China's White Ribbon Volunteer Network, so that they can leverage each other and work together to get twice the result with half the effort; For example, when Fang Gang trains psychological counselors in various places, he will always promote CWRVN, and many volunteers will join as a result; and the empowering sexuality education lecturer group also includes anti-domestic violence into sexuality education. By 2020, the most active White Ribbon volunteers are also lecturers of Empowering Sex Education.

3. To find a point of convergence with the Chinese government's policies, such as actively participating in the implementation of China's anti-domestic violence law and providing counseling for perpetrators. Male involvement is still a very new concept in China, even in the academic circles and gender movement circles, many people do not know what it means. The White Ribbon Movement is a concept from the West. When male involvement movement landed in China, it needed to integrate with the Chinese context and Chinese discourse, so that more people could understand it, and then it can work better. Fortunately, the leaders of the All-China Women's Federation Rights and Interests Department understand the meaning of male involvement and white ribbons, and have always supported our work, which has given us a certain amount of "official support". Otherwise, there's risk for some Chinese to work with "Western ideas".

4. In a big country like China, male involvement is “landed” through local service stations, so that more people can participate. So it is very important to set up local stations. Each local station works according to its own characteristics and advantages. CWRVN has always hoped to promote volunteers to carry out the work in the local area and to advocate our ideas. Only in this way can the concept of male involvement be popularized. And if only a few people are doing this work, the limitations will be very large. In the process of establishing the local station, we emphasize "an independent station construction and parallel cooperation", which means that we and the local station are in an equal and cooperative relationship, providing professional support, rather than a hierarchy with the superior and the subordinate. The White Ribbon is a public symbol. Therefore, anyone who supports gender equality and is interested in promoting male's participation could build a service station under the name of “the White Ribbon”. However, if there is no substantial work carried out for half a year after the station having been established, we will no longer regard it as a white ribbon local station and no longer cooperate with it; we also recommend that the highest level of the local station is the "city" level, only in this way can it truly unite local volunteers to carry out their work. CWRVN's biggest support for the local service stations is professional guidance, such as providing opportunities to participate in training, sharing toolkits developed by CWRVN, inviting volunteers from local stations to participate in the White Ribbon Annual Conference to share experience, and so on.

5. To make full use of media to publicize and advocate, to expand influence and spread ideas. For example, the “Good Companion” workshop received more than 300 media reports, which greatly spread our idea of promoting male involvement. In addition, a large number of media reports can give two benefits: firstly, it can help the project funders to understand our strength and influence; secondly, our visibility can be expanded, thereby gaining greater "legitimacy." For example, the contacts with mainstream media such as China Daily, People's Daily Online, China Central Television, China News Service, and Global Times have laid the foundation for our follow-up work. Therefore, each of our projects will regard attracting media coverage as important work. These activities have all been introduced in the previous sections, but here we want to emphasize that carrying out innovative activities can help to gather volunteers, attract the media, spread ideas, which is an important manifestation of the vitality of a team.

6. The creative, innovative and sustainable project design, such as sexuality education picture books, white ribbon film festival, “Penis Monologue” drama, etc., can effectively expand the scale of our activities.



(2) Lessons learned from failures

In addition to the above experience, there are also many other lessons from failure in CWRVN's ten

years of work. These lessons are mainly due to the lack of experience in many aspects of the project leadership team.

The CWRVN project has a strong personal color of its leaders (this is the biggest challenge CWRVN faces, which will be shared in detail later). The strong points of individual leaders are the important reasons for the success of the project. However, the failure of the project is also caused by the lack of personal ability of leaders, which is mainly reflected in three aspects

1. The lack of ability to deal with administrative agencies has affected the "legitimate identity" in the project acquisition system. For example, the Department of Rights and Interests of the All China Women's Federation (ACWF) once suggested we establish non-governmental organizations, and introduced us to the Beijing Women's Federation, which was to be the parent organization of us. However, due to the lack of communication and interpersonal coordination between the project leader Fang Gang and the administrative agencies, the activity didn't lead to the expected result in the end. If CWRVN exists as a formal civil society organization, it will undoubtedly work better.

2. The lack of interest and ability to communicate with mainstream academic circles has affected the expansion of the project influence in China. Because the leadership team of the network is not interested in participating in academic conferences or publicizing the results of actions, and because there are different views related to sex between the network and mainstream academic views, the leaders of the network have always been on the edge of gender academia, which has directly affected the influence of CWRVN project in domestic gender academic and action circles.

3. The lack of English communication skills has affected the international influence of CWRVN project. A lot of our work is cutting-edge and creative at international level. UNFPA has also provided CWRVN with stages for international experience sharing and exhibition for many times. In addition to Fang Gang, Zhang Zhihui and Nan Chuxin have participated in international activities with the support of UNFPA. However, we are all very introverted people and our oral English is very poor. Even if there were two times when UNFPA especially assigned a translator for Fang Gang, the effect of international communication was still very poor.

The lessons from these failures also remind us that the biggest challenge of CWRVN project is the lack of certain leadership skills and a leading team with complementary talents.

(3) Challenges

Internal Challenges

1. Lack of leadership skills with outstanding and complementary talents

At present, there are only a few core leaders in the team, while no one has a paid full-time job. Only because of the interest and ideals, they spend their spare time on this work. Therefore, we have our own shortcomings. For example, the current leaders lack the ability to communicate with administrative agencies or apply for projects from the Chinese government, which directly affects the depth of our work. Since there is no fixed position and no salary for the job, it is difficult for the leaders to attract many other talented people with complementary professional abilities to join. The lack of excellent and complementary team leaders is the biggest challenge faced by the CWRVN project in the future.

The current leadership of the CWRVN project is open, and we look forward to more like-minded people joining us. We are always ready to let more capable people take our leadership positions.

2. CWRVN is just a project not a legal entity that can better carry out its work

Our projects have been carried out under different institutions in the past, and CWRVN does not have the identity of an officially registered entity, which makes many of our work impossible to be carried out or to grow. We look forward to having competent leaders and a more supportive external environment in the future to make CWRVN a registered entity.

3. Financial support

As a public welfare project, CWRVN is highly dependent on project funding. Many volunteers have invested their time and energy for many years without compensation, for example, the consultants of the White Ribbon Hotline have not received a penny of labor fees for two or three years. However, some tasks cannot be carried out without funds. For example, the White Ribbon Annual Meeting serves as an important activity for volunteers to communicate, summarize and improve their work. Because there was no funding in the past two years, it could only be carried out in conjunction with the Empowering Sex Education seminar, which could not achieve the expected results. .

Continuously applying for funds from different channels still requires professional talents to join us and time investment. These are also what the CWRVN project currently lacks.

External Challenges

- 1.The current regulations on the development of civil organizations at the national policy level have a restrictive effect on our work to some extent.
- 2.Unlike the well-known topics including anti-domestic violence and women's pursuit of gender equality, "Male's participation" has not been understood and recognized by the public. Therefore, it is not easy to obtain greater support in gender study, at the policy level and at the government level.
- 3.The registration of non-governmental organizations for public welfare is difficult to achieve under today's policy and environment in China.

(4) Looking into the future

To sum up the past ten years, we are both pleased with the work we have done and deeply feel that we still have much more to do.

Looking into the future, we have a lot of dreams to accomplish. Although, as mentioned above, many external factors matter a lot, we will strive to tap the existing resources to ensure that these plans are carried out:

1. Continue to improve the awareness of male involvement and anti-domestic violence counseling. We will continue to conduct the public welfare training program for psychological counselors in three provinces every year. We will also take advantage of the business training opportunity of "sex and intimate relationship counselors" to popularize the concept and skills of counseling for domestic violence parties, and establish a "sexual and intimate relationship counselor team". This team building has started this year.
2. Make full use of the "sexual and intimate relationship counselor team" to carry out the work of anti-domestic violence and male involvement. In the next few years, we hope to accumulate their successful consulting cases and promote their experiences to the consultant group through publications or other means, so as to help more professionals grow.
3. We should further improve the system of psychological counseling for people who suffer from gender violence, organize more counseling groups, accumulate counseling experience and improve the counseling program.

4. We should further integrate male involvement into youth education. Since the operation of the empowering sexuality education lecturer team is relatively successful, we hope to promote the concept of male involvement with the help of successful sexuality education, such as adding the content of male involvement into the teaching.

5. Continue to promote male involvement in the form of children's books. The education of children is very important. It is more important for children to accept the concept of male involvement and anti-gender violence. We have published a series of picture books on owl's early childhood sexuality education, including male involvement and anti-domestic violence. In 2021, We will also publish six volumes of picture books on the role of father and two collections of fairy tales, of which at least one third of the articles are about the role of father and male involvement. We will carry out this work with current resources and expect more people to participate in it.

6. Try to use commercial means to promote male involvement. Because of the uncertainty of applying for public welfare assistance, we need to raise funds through commercial means. We plan to try to restart the "good partner, good father: male involvement workshop" in 2021 in a commercial way. If successful, we can carry out this work continuously without applying for external funds. If it is more successful, we can spread the experience all over the country.

7. We will continue to carry out the "commitment against gender violence", hoping the number of participants will increase from current 4,000 year by year, so as to promote the development of local service stations and psychological counseling stations. At the same time, we will find ways to promote the presentation of excellent talents, to discover, train and engage outstanding leaders, so as to lay a foundation for sustainable development in the future.

8. Continue to promote the daily publicity and advocacy work, mainly through local volunteers and service stations to carry out male involvement, anti-gender violence advocacy activities.

The journey is long, we will make our efforts to accomplish the goals.

We look forward that the "male involvement" will become a universal consensus among Chinese people and opposing gender-based violence will be regarded as a common goal by the whole society.

(Tian Bin and Zhang Zhihui provided information for this report and reviewed the whole manuscript.)

