

Building respectful and inclusive workplaces: Men's positive roles in violence prevention

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Domestic, family and sexual violence

- Domestic, family and sexual violence are on the public agenda
- Large numbers of women experience violence
- This violence has social causes
 - Domestic and sexual violence are rooted in gender norms, gender roles, and gender inequalities. As well as other factors.
- Some men are more likely than other men to abuse or assault women



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Domestic, family, and sexual violence is a workplace issue

- 1) Most victims, and most perpetrators, are in paid employment
- 2) DFV, SV, sexual harassment, and other forms of violence have a profound impact on workplaces
- 3) Workplaces can be places where the violence happens
- 4) Workplaces themselves may contribute to or tolerate domestic and sexual violence



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Workplaces may contribute to violence against women

- When workplaces are unequal and unfair
 - Workplace gender inequalities – including unfair divisions of labour and power and norms of male dominance – contribute to women's economic and social disadvantage and men's privilege
- When workplaces have violence-supportive cultures
 - Social norms of sexism and disrespect, 'bros before hos', codes of loyalty and secrecy, bullying, etc.
- When workplaces lack safety or accountability
 - Some workplaces turn a blind eye to harassment and violence, blame victims, buy their silence, and fail to hold perpetrators accountable.

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Preventing and reducing violence

- There are growing efforts at primary prevention
 - Aimed at preventing initial perpetration and victimisation
 - Aims to change the social conditions that support and promote domestic and sexual violence
 - Aimed at changing structures, norms, and practices



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Engaging men and boys

- There is an increasing emphasis on engaging men and boys in violence prevention
- There is:
 - An increase in projects and initiatives aimed at men and boys
 - An increase in men-focused organisations
 - Growing attention in the violence prevention plans of state and national governments
 - An international field of 'engaging men' or 'work with men and boys'
 - A growing body of scholarship
- (See <https://xyonline.net/content/engaging-men-violence-prevention-key-resources>.)

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Men can be part of the solution

- We can learn
 - About domestic and family violence, sexual violence, and all the many ways that sexism and discrimination shape women's and men's working lives
- We can work on our own behaviour
- We can speak up
- We can become advocates for workplace change
- We can lead change
 - Initiate and lead violence prevention and gender equality efforts in the workplace



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Rookie mistakes for men to avoid

- Seeing only other men as the problem
 - We must critically scrutinise our own attitudes and practices
- Taking over or dominating
- Trying to 'rescue' women
- Waiting until you're perfect
- Talking the talk but not walking the walk

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Inviting men in

- Personalise the issue
- Appeal to higher values and principles
- Show that men will benefit
- Start where men are
- Build on strengths

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Inviting men in *cont'd*

- Show that other men agree
- Provide knowledge and skills in intervention
- Provide opportunities and invitations for involvement
- Build knowledge and skills in intervention
- See Chapter 5 of *Engaging Men and Boys in Violence Prevention*, free here:
<https://xyonline.net/content/new-book-engaging-men-and-boys-violence-prevention>



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Take-home messages

- Domestic, family and sexual violence are workplace issues
- Men can play vital roles in helping to reduce and prevent domestic and sexual violence in our workplaces and communities
- Let's engage men, with women, in building a better world

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Resources

- Free book, *Engaging Men and Boys in Violence Prevention* (Flood, 2019): <https://xyonline.net/content/new-book-engaging-men-and-boys-violence-prevention>
- Men's positive roles in violence prevention: <https://xyonline.net/content/engaging-men-violence-prevention-walking-tour-some-xys-content>
- Men building gender equality: <https://xyonline.net/content/men-building-gender-equality-guide-xys-content>
- Men building gender equality in workplaces: <https://xyonline.net/content/men-building-gender-equality-workplace>
- [Men's positive roles in ending sexual harassment](#)
- Professor Michael Flood's publications: <http://www.xyonline.net/category/authors/michael-flood>
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