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



Domestic, family, and sexual violence is a workplace issue

- 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
- 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.

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.)

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

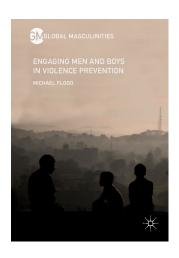
Inviting men in

- · 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



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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