

The Winston Churchill Memorial Trust of Australia

Report by - Damien Barry Churchill Fellow 2015

The development of an early intervention program that targets teenage boys to reduce incidences of domestic violence.

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Introduction

The Churchill Trust has allowed me to investigate existing programs, agencies, support services, curriculum, workshops and training around domestic violence and education that targets teenage boys, or has the potential to do so. The purpose of the Fellowship is to develop an early intervention program that targets teenage boys to reduce the incidences of domestic violence in Australia. With this objective, I have travelled to the USA, Kenya and South Africa to examine innovative programs that currently work with teenage boys and men to address gender based violence.

Executive Summary

With the investigation into strategies that reduce gender based violence through programs that target teenage boys, I commenced my research in the USA on December 3rd 2015. I arrived in North Carolina where I participated in a Rites of Passage workshop in order to see how this could translate into a boys to men program. The Rites of Passage concept was something that I needed to explore as these sort of concepts have been seen as a possible mechanism to develop men of character and conscious, the mentors and the personal awareness, and therefore a real and tangible solution to gender based violence. I then travelled to Nashville, San Diego, Washington and New York where I met with representatives from various organisations that work to reduce domestic violence through specific education, training, workshops, and interventions with young men in Schools, Colleges, Churches and sporting clubs. I left the USA and arrived in Kenya on 2nd January where I met with Wanjala Wafula, the CEO and Founder of Co-Exist. Kenya was a stark contrast to the USA not only due to the differences in living standards but because of the overt, patriarchal and entrenched views and role of women in their society. Co-Exist works with men in urban and rural areas to change their mindsets and to reduce female genital mutilation and child marriage. My final destination was Cape Town, South Africa where I met with representatives from a training, service and healing centre for women called Mosaic. This centre has partnered with similar organisations in Brazil, Rwanda and Indonesia to develop a powerful program called MenCare Plus. Mosaic has also collaborated with representatives of the South Africa peak body around domestic violence called Sonke Gender Justice. I arrived back in Australia on January 10th 2016.

Programme

Thursday 3rd December - Departed Australia for Raleigh, North Carolina. Participated in a New Warrior Training Adventure organised by The Mankind Project. Completed Sunday 6th December.

Monday 7th December - Drove to Nashville, Tennessee. Met with 2 representatives from 'You Have The Power', a support service for women who have experienced domestic violence. Cathy Gurley - Executive Director; and Vicki Moser - staffer.

Tuesday 8th December - Met with Shan Foster who manages a program for YWCA called MEND. This initiative works directly with coaches and athletes to break down stereotypes and language that perpetuates negative attitudes towards women in society.

Wednesday 9th December - Arrived in San Diego.

Friday 11th December - Visited Andrew Tandy, counsellor at Arroyo Vista Charter Middle School to discuss how the 'Boys to Men' program has worked in his school.

Sunday 13th - Tuesday 15th December - Spent a significant amount of time with the founders and leaders of the 'Boys to Men' program in San Diego. Anthony Hutchings is the lead facilitator and Program Director, and Craig McCain, one of the founders. Visited other schools - Spring Valley Secondary and Harry Taubman Middle School. Also met with Brad Waugh who is the General Manager of Panthers on the Prowl, the Community Development Foundation of the Penrith Panthers Rugby League team in Sydney.

Wednesday 16th December - flew to Washington DC.

Thursday 17th - Friday 18th December - Met with Neil Irvin Executive Director of 'Men Can Stop Rape', and Richard Martin who is the Technical and Training Assistance Consultant. Examined their programs and education campaigns with Schools, Fraternities, Colleges and the various defence forces.

Monday 21st December - continued the work with 'Men Can Stop Rape'.

Tuesday 22nd December - caught a train to New York City

Wednesday 23rd December - Met with James Waslowski, Principal of New Directions Secondary School in the Bronx. James has implemented some relevant positive programs for the boys in his school.

Friday 25th December - Xmas Day. Went and had lunch at a homeless shelter called The Bowery Mission. Wanted to observe their men's outreach programs.

Saturday 26th December - met with grad students from York University to discuss their Male Initiative Program.

Monday 28th - Tuesday 29th December - visited the Centre Against Domestic Violence in Brooklyn. Met with Executive Director Rona Solomon and Director of Programs Luis Matos. Discussed their programs with schools, and the work they do with women who have been abused, and their shelters.

Met with 3 of the social workers at CADV who work directly with schools. Explored their programs and workshops.

Wednesday 30th December – met briefly with Quentin. He didn't have a last name apparently. He co-developed a men's outreach model called 'Connect' in Harlem. Reminded me of the Men's Shed model in Australia.

Friday 1st January – flew to Kenya. Arrived on Saturday 2nd January. Drove to a township outside Nairobi called Kitengela.

Sunday 3rd January – met with Wanjala Wafulu who is the Founder/CEO of Co-Exist Kenya and Return to Manhood. Organisations set up to support women in the local communities by educating men about responsible conduct and attitudes that perpetuate gender based violence.

Monday 4th and Tuesday 5th January – I shadowed Wanjala for 2 days to learn all about his programs and to observe how he affects change in Kenya.

Wednesday 6th January – flew to Cape Town, South Africa.

Thursday 7th January – met with Kathryn Rhese from Mosaic. Kerry is the manager of MenCare Plus and has partnered with Sonke Gender Justice in South Africa as well as similar organisations in Brazil, Rwanda and Indonesia.

Saturday 9th January – departed Cape Town for the return to Australia.

Main Body

My fellowship has had 2 themes running through it.

Theme 1 has been the investigation into preventative measures that target boys and men to prevent gender based violence.

Theme 2 has been my observations of the suffering that occurs when people and families are traumatised by domestic violence.

By way of going into greater depth, I will start from the beginning and highlight where the 2 themes presented themselves and which ones in my view had the greatest impact.

The Mankind Project – North Carolina USA

The New Warrior Training Adventure organised by The Mankind Project was a great way to commence my trip. It was a 3 day program that was held in remote countryside near a small town called Reidsville. It was a Rite of Passage for men. There were 30 initiates as we were called and about 40 facilitators. The program followed a true Rite of Passage continuum from the 'descent' or 'separation' through to the 'return'. In between, there were a range of initiations, and challenges both emotional and physical. The first 2 days of the course were very challenging to say the least. I knew what the facilitators were trying to accomplish, and I thoroughly enjoyed the process, but it was demanding. There were aspects of the program that can't be shared in this report due to the sensitivities of the initiations, suffice to say that it included a large amount of soul searching, tears, anger, and self-revelations from all men involved. I wanted to do this program as I felt that I needed to experience a rite of passage directly in order to completely understand its possible relevancy to boys and the potential it has to develop responsible masculinity. I had done significant research into rites of passage programs both within Australia and overseas and so was aware of the role it played in the past in the development of boys to men. Many cultures used this process as a way to initiate men to prepare them for fatherhood, and the care of the village. Within Australia we have lamented the fact that we do not have a healthy rites of passage program for our young men and teenage boys, or rather the ones that we do have are self-initiated usually involving risky behaviours. We have recognised for some time that we do not have a formal process to prepare our boys for manhood. The negative effects of this can not only be found in rising statistics of domestic violence but also male suicide, mental health issues and other life limiting behaviours on the part of our Australian males. My take away from the program was the overall process, the deliberate planning, and the power of the mentor. The male facilitators were simply wonderful, committed men who voluntarily give their time to assist other men. For many men this Rite of Passage is life changing.

You Have the Power – Nashville USA

In Nashville I visited 'You Have the Power'. I met with Executive Director Cathy Gurley and staffer Vicki Moser. YHTP was established in the 1980's by the wife of the then mayor of Nashville. It was done in response to the increasing levels of domestic violence and the objective was to provide advice, support and resources to women in need. Over the years the organisation has grown to the point where they now also develop education programs for civic groups, church organisations, schools and Colleges. Vicki Moser is responsible for the development of this curriculum and she has written 11 modules that can be delivered over a

period of 6 weeks. Schools and teachers can take this curriculum and deliver this within their own context. YHTP also have a range of existing material that provides key information on all things to do with Domestic Violence. One of their best publications in my view is called 'When Violence Hits Home'. This is a handy little resource booklet that provides facts, warning signs, the Violence Wheel, the Cycle of Domestic Violence, suggestions for helping, a personalised safety plan, effects on children and key contacts and resources.

MEND – Nashville USA

The YWCA (Young Women's Christian Association) has developed an adjunct program called MEND. This is managed by ex NBA player for the Utah Jazz, Shan Foster. The MEND program works largely with coaches of sporting teams. In the USA the sporting coach of basketball, baseball, athletics and gridiron are held in very high esteem. They have significant influence over many young men. They also have the power to shape the culture of their sporting teams and the mindsets of the young men under their tutelage. Much like Australia, all male sporting teams tend to exhibit certain characteristics, attitudes and behaviours towards women, not all of it positive. Shan has developed the MEND program over the past 12 months. He identifies coaches or some are referred to him. He meets with them regularly, has monthly e-blasts, and has 1 day conferences. Through all of this he rolls out the program that essentially focusses on changing the conversations, changing the attitudes, changing the dialogue and stereotypes around women. His research suggests that it is these beliefs around gender and attitudes towards women, that start as words, comments, put downs, crude jokes and locker room banter, that has the potential to them become much more damaging involving domestic violence. It is these athletes that other young men look up to as role models. Once trained, the coach becomes the advocate for change, and Shan simply maintains contact and provides ongoing support to each coach. This is a proactive, preventative measure along the lines of Theme 2. It appeals to me because it goes to the heart of the male culture, the locker room, the sporting field, where so much masculinity and modern day Australian Rites of Passage journeys occur. It's where the vernacular and the attitudes towards women are shaped and reinforced.

Boys to Men – San Diego USA

In San Diego I visited the headquarters of Boys to Men, as well as a number of schools where the program has been implemented. Boys to Men was established 20 years ago in San Diego by Craig McCain and Joe Sigurdson after they noticed that a number of boys in their neighbourhood did not have fathers, appeared to have no direction, and were engaging in delinquent behaviour. They started simply by taking the boys surfing. This small group grew larger as more mothers in the area heard about what was occurring and seeing the positive effects on the boys. Over time Craig and Joe developed a basic program and launched 'Boys to Men' in one San Diego school not far from their homes. Soon the program grew to include dozens of schools and they gained various financial support from philanthropists and government grants in order to employ more staff. Schools refer boys to the programs themselves. They are usually boys who are exhibiting poor behaviour in class, and beyond the school gates. The group size ranges from 6 to almost 30. They have approximately 1 hr per week and each group is managed by 2 Boys to Men leaders. They have 3 tiers. Tier 1 is for Middle School, Tier 2 is for Senior, and Tier 3 is for boys who have finished formal schooling. Tier 3 meetings are held in the evening at local schools. Boys to Men also run

their own Rite of Passage camp at a remote property in the mountains east of San Diego. One thing I noticed was the manner in which the boys to men leaders talk with their groups, it is a lot more relaxed and informal. There is even some quite colourful language with the Senior Boys. The boys enjoy coming to these group meetings for a number of reasons. They can talk about their feelings, they feel that they have a safe container to have these conversations, and they enjoy the companionship of older men. These men will listen to them without judgement. They don't offer advice, they provide options. All of the men are also great mentors to the boys. The boys trust them simply because they trust them to turn up for them at the same time, week after week. For many boys this trust and certainty, the familiarity, the relationships developed, is a big part why the boys gain so much out of it. The Boys to Men staff, led in large part by Anthony Hutchings have developed a manual that maps out their Rite of Passage camp program and their weekly curriculum. Anthony himself is a wonderful role model and dished out a lot of tough love. Anthony himself has had at times difficult life and he draws on this when counselling the boys. Anthony had high level involvement with the Hell's Angel motorcycle group and was incarcerated for 15 years as a result. He now devotes his life to this program and is widely admired because of that.

Men Can Stop Rape – Washington USA

In Washington I met with representatives from the organisation Men Can Stop Rape. This is a proactive, educational body that delivers training and presentations to Colleges, Defence Forces and schools. They also conduct workshops around training people to be advocates for support and change. They have also established a group called WISE – Women Inspiring Strength and Empowerment. Whilst meeting with their Chief Executive Neil Irwin, he gave me the details of 5 other organisations that he has found helpful and which I know they draw upon when developing their workshops and resources:

- Futures Without Violence
- A Call to Men – Tony Porter
- MVP – Mentors in Violence Prevention
- Positive Coaching Alliance – Jim Foster
- Inside Out Coaching – Joe Ehrman

All of these groups are about prevention and changing the conversation. I have investigated each of these and can see their influence in the work that Neil has been doing. In a similar fashion I will also borrow from them, in the work that I will do around responsible masculinities in Australia.

Men Can Stop Rape have established a Healthy Masculinity Training Institute. Through three days of discussions about theory, interactive group exercises, role-playing, and multi-media presentations, the training institute presents participants with a framework to positively construct masculinity and to motivate men's engagement in challenging the attitudes and behaviours that support violence against girls and women. This training is presented to staff from universities, middle and high schools, law enforcement agencies, the US armed forces, plus related service and government agencies.

In contrast to traditional efforts that address men as the problem, Men Can Stop Rape's pioneering work embraces men as vital allies with the will and character to make healthy

choices and foster safe, equitable relationships. They also have a range of youth development programs, and public education promotions, which together with their leadership training, constitute a unified and comprehensive campaign that has been launched in a number of states and cities around the USA.

A great example of their youth development program is what they have branded, The Strength Campaign. Their Men of Strength (MOST) Club in middle and high schools, and College Campus Men of Strength Club in colleges and universities, work at the individual level by helping members to build a healthier masculinity. These young men, in turn, go on to work at the relationship level by positively influencing peers, teachers, and family. They next work at the community level where they implement a Community Strength Project designed to have an impact on their entire school or place of study. Finally, Men Can Stop Rape's public awareness campaigns, launched city, state, or nationwide, influences social norms at the societal level.

Direct service through youth development programs are the cornerstone of Men Can Stop Rape's work. Since 2000, the Men of Strength (MOST) Club – which has become the premier primary prevention program for male youth in the country - has provided middle and high school age men with a structured and supportive space to learn about healthy masculinity and translate learning into community leadership. Identified by the U.S. Centers for Disease Control as among the top gender violence prevention programs in the country, the MOST Club is currently serving youth at over 100 sites across the country. MOST Club members have become spokespersons for healthy masculinity and prevention in their schools and society more broadly.

Their Campus Men of Strength (MOST) Club is the nation's most comprehensive strategy to engage college-age men in preventing violence against women, developing healthy masculinity, and organizing to create campuses free from violence. Campus Men of Strength accomplishes these goals by supporting student groups, faculty, and staff who are working to end violence against women. They provide training, organizing tools and technical assistance based on their experience as a national leader in the prevention of men's violence against women.

James Waslawski – New York USA

At New Directions Middle School in the Bronx, New York City, Principal James Waslawski watched many students experience a number of cultural, social and educational problems. Some were homeless and drifting in and out of the system, or made poor choices — perhaps triggered by trauma at home or in the streets — which kept them in trouble and out of class. Some also had an undiagnosed learning disability, or they just couldn't keep up with the work, so they were held back again and again.

Whatever the cause, James recognized that many of these children needed something better, however the New York Public Schools system only catered for a small number of high needs students adequately. He could see that these children had much potential, but through living

in sometimes difficult conditions in the Bronx, just couldn't break out of the negative cycle, they needed a specialized program.

James' idea was to create a middle school just for those students who are below average academically and at risk of falling even further behind. The result, New Directions Secondary School, opened in 2014 in the basement floor of an existing secondary school. In New York there are often 3 or 4 separate schools occupying the same building, each with their own floor.

When James opened New Directions in July 2013 after a year of planning, it was one of the first schools of its kind in the city. While there were dozens of programs in NYC able to serve thousands of high-school students who fall behind, fewer than 450 slots exist for Middle School students. Many of those middle-school programs are designed primarily for eighth-graders or students with particular problems, such as substance abuse.

Borrowing a practice from alternative high schools, James brought in a nonprofit, Wediko Children's Services, to provide counselors and run student-support sessions on topics from marijuana use to the way students must "code switch" as they adapt their behavior to school or work. The reason why this program appealed to me and the work I am doing around healthy masculinities, was because James and his team established a number of interesting initiatives as part of this school set up. For instance the counselors from Wediko also deliver presentations around relationship abuse and creating safe and respectful communities. They also established a mentor program with male staff and small groups of younger students. These groups follow a loose curriculum or talking points each week around core values, treating themselves and others appropriately, and reinforcing the work that the Wediko counsellors perform.

The Bowery Mission – New York USA

Since 1879, The Bowery Mission has served homeless, hungry and poor New Yorkers. Their meals, shelter and medical care lead to residential programs that offer men and women the opportunity to transform their lives. Children who are also living on the streets get additional support through a summer camp and mentoring.

Homelessness is both the problem and symptom of other problems that can range from financial instability to chronic substance abuse, from unemployment to family trauma. To help address these needs the Bowery Mission provides a residential recovery program for men. This program incorporates addiction recovery, one on one counseling, educational and vocational training. Each intake offers long term, practical solutions to chronic homelessness through life and employment skills training, legal aid, job-readiness training and housing placement.

In terms of the applicability of this trip to The Bowery Mission it was important for me to see the terrible effects that domestic violence can have on the lives of families. I also wanted to

examine the type of counseling and programs that are offered in these extreme cases. Whilst I recognise that many of the people at this shelter aren't there due to domestic violence, it was interesting to see the positive effects that can be achieved following extreme trauma.

Male Initiative Program - York College, New York USA

Whilst In New York City I managed to set up a meeting with some Graduate students at York College who are part of their Male Initiative Program. I wanted to talk to them as I had heard that their mentor program has had great success in getting young Afro-American males into College, and then continuing to support them through their mentor program.

The purpose of the York Male Initiative Program is to provide a system of support, through various resources, that contribute to the improvement of enrollment and graduation rates of under-represented populations, particularly male students. Coordinated efforts to recruit students from various areas in the community, is one of their main goals. The other main goal is to provide various systems of support that lead to continuous satisfactory progress towards degree completion. The cornerstone of the program is their Mentoring Program, in which students have the opportunity to interact with other male role models on their faculty/staff, and in the college community. The mentoring program is called Each One, Reach One, where they identify early stumbling blocks in academic performance and provide quick intervention or, ideally, prevention. The mentors also provide the practical advice in terms of organisation, study skills, note taking, academic writing style requirements, and vital research skills.

Centre Against Domestic Violence – New York USA

The Centre Against Domestic Violence has been established since the 1980's and is based in Brooklyn, New York City. This organisation has a number of shelters for women and their children who are fleeing a domestic violence situation. The shelters have support staff who provide safety, access to legal aid, and advice in how to remove themselves from the situation and to re-start their lives. The other part of this organisation is the preventative work that they have been doing with schools. Social workers are employed to deliver a curriculum called RAPP (Relationship Abuse Prevention Program) to both Senior students and Middle School students. The RAPP curriculum has a number of very worthwhile modules including:

- What is violence and abuse?
- Introduction to relationship abuse
- Bullying and cyber-bullying
- Groups and cliques
- Identifying and expressing boundaries
- Gender roles
- Sexual harassment
- Rape
- Building block of healthy relationships

The social workers who deliver these programs are the real keys to this work. CADV have almost 20 social workers, and each one has their own school whom they work with singularly year after year. Most of the social workers are young women, there are only 2 males. They spend Monday to Thursday at the school and Fridays back at the CADV head office. Across Monday to Friday they deliver the RAPP program but they also do a number of other things including:

- Conduct clinical one on one counseling
- Run small group workshops where they unpack in greater detail the RAPP as well as explore topics that need to be discussed. These students are referred by teachers.
- Deliver community outreach in the form of parent presentations
- Provide staff training so that all staff are aware of the right language, the referral process and what RAPP is trying to achieve

On Fridays when they are back at Head Office they debrief with their supervisor, particularly their clinical case load.

The work that these social workers do is a bit like the mentors with the Boys to Men program in San Diego, they provide that trusting relationship with students to discuss issues in their life beyond the academic. The work that these social workers do is also similar to what a year level co-ordinator, or person responsible for pastoral care with an Australian school would do. Which makes it even more impressive considering that they are an outside agency, not employed by the actual school, and here they are not only delivering a worthwhile curriculum, but also upskilling the staff and parents.

The curriculum itself is written for a co-educational audience. There isn't the culture of single gender schools in the USA as there is in Australia. The RAPP program is underpinned by excellent research and relevant statistics around domestic violence. This adds credibility and validity to the work and it is hard to argue against raw data especially when it is so damning. It provides a great attention grabber from which to springboard into the preventative work. Overall this program impressed me with the way that it integrated with a school, the way it delivered a range of preventative measures from the one on one counseling to the whole of staff. Staff at the CADV put me in touch with a man named Quentin. He didn't have a last name. He has set up a program called 'Connect' which operates a bit like Men's Shed in Australia but much more simplified. He has established this in Harlem and works with marginalised men, provides them with some counseling, and gives them some advice and support. Some of these men have performed with domestic violence or have been the recipients of it.

Return to Manhood, Co-Exist – Kenya

The Return to Manhood range of initiatives delivered by Co-Exist is the result of the determination of one man, Wanjala Wafulu. In a fairly impoverished and values entrenched society, he is challenging the status quo, and the culture of masculinity. His not for profit organisation was coined 'Co-Exist' as his dream is to bring people together, various Kenyan tribes, the powerful elite of Kenyan society, schools, families, men and women to co-exist in

harmony and not have the existing power struggles which prevents many groups from attaining physical, emotional and financial health. The work that Wanjala does was borne out of tragedy. He had a twin sister who at the age of 24 was brutally gang raped and murdered. These men were known to Wanjala and his family as they were all members of the same large tribe. The elders of this tribe tried to placate Wanjala's family and protect these men by making them pay 11 goats. So the price of his sister's life came down to 11 goats. Wanjala refused and instead started a campaign with the legal and political fraternity to change the laws to protect women and instill appropriate consequences. These men are now serving life sentences in prison.

It's Wanjala's belief that it is the men in Kenyan society who hold the key to affecting real change and he therefore directs much of his energies towards them. Wanjala has a small office in Kitengela, about 40 minutes outside of Nairobi, with 5 staff. The only way he keeps the organisation afloat financially is via grants, a few generous benefactors and some consultancy work. However he is in much demand and travels extensively throughout Africa and Europe delivering speeches and workshops. Most recently he was in Malta, delivering a presentation to the Queen and delegates from all Commonwealth countries. Due to the lack of funds, Wanjala has used a variety of marketing ploys to gain attention to his work. Much of it involves various spins on crowd funding, the use of human psychology, and an intimate understanding of the power dynamics within certain Kenyan tribes. Every week Wanjala will go to the local markets and strike up a conversation with a small group of men around what it means to be a man. This small group will grow to dozens due in large part to Wanjala's imposing physical stature and booming voice. He is also a very articulate and intelligent man, with a great sense of humor so people are naturally drawn to him.

The Return to Manhood program involves 100 students per year, selected from schools throughout Kenya. The 100 students are split into 10 groups and it includes both boys and girls. Each student attends school as normal but throughout the year, they work through a series of 7 challenges or propositions.

I investigated some traditional rites of passage programs whilst in Kenya. This generally involved a separation of the boy at 14 from his family and village, to spend several months living in the bush with very little support. Upon his return he was circumcised and then sent back into the bush to heal. When he returned a second time he was considered a man. Whilst this sort of rite of passage for boys has decreased due to urbanisation, the practice of female genital mutilation has increased. This is because it is a form of power and control of men over women. The male rite of passage does not transform boys into men, it transform boys into violent savages. It actually kills many of them. These boys have been beaten and traumatized, so the change that occurs in them is not positive in the main. They come back to their village and continue to mistreat women, quite significantly.

Mosaic / Sonke Gender Justice, MenCare Plus – Cape Town, South Africa

In Cape Town I met with Kathryn Rhese who is the manager of a program called MenCare Plus. This program sits under the umbrella of larger organisation called Mosaic which is a training, service and healing centre for women in Cape Town. In developing this program Mosaic has also partnered with Sonke Gender Justice which is the peak body in South Africa

that campaigns to reduce gender based violence. The team at Mosaic manage a range of services including court support services; reproductive health clinics which includes HIV/AIDS testing, STI's and abortions; day hospitals for rape victims; family strengthening programs; and training courses for everything from personal assertiveness through to job skills. MenCare Plus works with teenage boys and men through a collection of initiatives to build capacity, skills, education, and consciousness around attitudes towards women. This includes:

- The Toolkit for Men – this is a 12 session program. The men are either identified or self-enrol. It is a one on one program with a counsellor.
- Fatherhood programs – providing men with the skills in childcare and partner support.
- Sexual and Reproductive Health Rights for Young Men – this is for boys and men aged 15 to 24. The males are usually identified to be on the program by a community identifier who acts as a social worker and works largely in impoverished communities.

On top of this, Mosaic manage additional programs that support women subjected to domestic violence. They manage a 24hr Total Care Centre (TCC) which is a comprehensive assistance centre where a women can come into the centre and can report the crime to police. She will receive counselling and the police will enact their investigation right through to a court appearance.

In developing the MenCare Plus program, Mosaic has also partnered with similar organisations in Brazil, Indonesia and Rwanda. Their Toolkit for Men is a comprehensive training program for men to identify their triggers for violence, their prevailing attitudes towards women and delivers a range of strategies to assist men in curbing this violence. I believe it to be the most comprehensive program of its kind globally. It not only includes strategies for the men, but also detailed training manuals for the counsellors.

Conclusions and Recommendations

The conclusions I have drawn from my research include the following:

- There is a need for an explicit program that supports boys to transition into healthy masculinity.
- The issue of gender based violence is not solely a men's issue or a male problem. It is a whole of society issue, and as such we need a whole of society solution.
- We are all exposed to violence from a very early age, and it shapes how we conduct ourselves. We therefore need strategies that recognise and mitigate the effects that a violent society perpetuates.
- We can develop a healthy rite of passage program for Australian boys that is contemporary, that is not based in violence, but raises their level of consciousness around the way they conduct themselves.
- Boys from an early age get burdened with a mask, and a gender straightjacket, that is not only borne from the world of violence in which they inhabit, but is formed due to the socialisation of masculinity. This does not enable them to develop the emotional literacy nor the permission to express themselves, and to therefore develop the skills they need to manage their emotions, their conduct and their relationships.
- There are a range of issues in society that contribute to the way males and females are shaped, viewed and objectified. This enables the power differences, the socialisation of gender and facilitates gender based violence. Unless these are recognised and addressed, gender based violence will increase.
- We need a collective approach to reducing gender based violence. Any boys to men program needs to be facilitated by good men, with values and dispositions that make them strong role models to the boys.
- Our schools need to be de-feminised and become more boy friendly. They must adapt to meet the unique learning style and needs of boys. Our teachers also need to receive gender based teaching strategies.

Recommendations

- Develop explicit responsible masculinity programs from Primary, Middle and Senior students.
- Schools are the best place for these programs to be delivered, however they should not be the sole place. Sporting teams, church groups and any place where boys meet and congregate are also viable options.
- Upskill those people who have the most contact and influence over teenage boys – this includes coaches, teachers and parents. These people become not only the deliverers of these programs but the mentors and role models.
- Provide a scaffold or framework for people throughout the country to develop their own contemporary rite of passage for boys. This should not be simply a weekend program, but rather a year long program. Ideally boys around 13 should do this program however it can be as young as 12 and up to 17. A rite of passage program can work for men of any age but for the early intervention around 13 is ideal.
- This year long program needs to include mentors. Mentors can come from teachers, coaches and parents. Every boy needs to have a team of positive male role models.

- Girls also need to be educated around their own power, femininity, responsible conduct, and responses to males.
- Build the emotional literacy of boys through and within these programs.

Dissemination and Sharing

The knowledge gained through this fellowship will be disseminated and shared in the following ways:

- I will partner with similar relevant organisations within Australia to share my knowledge. This includes White Ribbon Australia and the Rosie Batty Foundation.
- I will prepare a curriculum for schools and teachers that includes a variety of lesson plans, topics, exercises and discussion points which will be easily accessible and able to be implemented within the unique context of each school.
- I will look for opportunities to present workshops and talks at various conferences and gathering of educators and health care workers.