

Rus Funk

Consulting

Organizational Readiness To Engage Men in Violence Prevention

The goal of this self-assessment is to assist organizations interested in engaging men and boys to respond to and prevent gender based violence to begin a process of identifying their degree of readiness. This tool is designed to help organizations to identify some general goals for engaging men in the prevention of rape, domestic violence or other forms of gender based violence; as well as engage a systemic review of the specific ways that your organization may be ready to effectively engage, empower, organize and mobilize men to join our efforts to prevent all forms of gender based violence.

You are encouraged to engage in this assessment tool as a group. An individual completing this assessment will provide only one perspective as to the answers provided. Having a team who works collectively to complete this assessment will provide you a much fuller view of your organizations degree of readiness. In addition, going through this as a team can help you, as a team (and perhaps as an organization) clarify your goals and vision for engaging men. Thus, simply by completing this assessment, you can find yourselves further along in your collective process towards creating an effective plan for engaging, mobilizing and organizing men in your communities.

General Questions

- 1) Why do you want to engage men? _____

- 2) What is men's role in preventing gender based violence? _____

- 3) What do the women who seek services with your organization think of men coming to your organization and working on prevention?

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The 2nd half of this assessment will help you identify in four different categories, the more specific ways that your organization is ready to engage men effectively.

Organizational

This includes areas such as 1) organizational policies and procedures, 2) processes and practices, 3) organizational culture including the attitudes, beliefs and values of organizational staff, and board, and 4) physical environment.

Professional Development

This includes the efforts made to identify and develop the knowledge and skills of the staff in your organization, and leadership support for professional development.

Programming

The services and programs offered by the organization, how staff and volunteers are recruited and supported to provide these services and programs, how programs and services are promoted and marketed.

Community Engagement

How the organization engages in and connects with the community(ies) (geographic, demographic, identity, cultural, etc.).

As a result of completing this half of the assessment, some ideas will likely emerge for you as to how you can build on the readiness that already exists in your agency to engage men to prevent GBV, and enhance your readiness even more.

You will also, likely, find ways that are beyond your current skills, confidences, or resources to address in terms of enhancing your readiness. If this is the case, and you find you're still committed to becoming better able to effectively engage men in the prevention of rape, domestic violence and other forms of gender based violence, please contact RusFunkConsulting. We can work with you to develop a plan to make sure your as ready as you can be, provide training and TA support to develop your confidence and skills, nurture your community to support your efforts, and launch a strategy for engaging men in your community (ies).

Organizational

		Yes	No
1.	Our organization has a dedicated prevention team.		
2.	Our organization has at least one person at the management level or above that champions men's role in responding and/or prevention.		

Rus Funk

Consulting

3.	Our organizational board supports the prevention mission of our agency (as measured by board members being trained in prevention practice, board member involvement in prevention efforts of the agency, board-led fundraising for prevention efforts, etc.)		
4.	Our organization has a history of supporting men's involvement at this agency as volunteers, board members, spokespeople etc.		
5.	Our organization has engaged in a conversation amongst key staff about the benefits and costs, hopes and fears of launching an engaging men initiative.		
6.	Our organization can articulate a clear set of roles for men to be involved in the prevention of rape or domestic violence.		
7.	Our organization has a thriving volunteer program, including recruitment, training and sustaining the involvement of volunteers in a variety of roles in our organization.		
8.	Our organization has engaged in a process to assess how men in the communities served by our programs and services view our agency.		
9.	Our organization recognizes that men tend to have a different relationship with and experience of gender based violence than do women.		
10.	And take this into account when developing educational programs and materials in and for the community.		

Professional Development

1. Our agency has committed (or can commit) resources to support the development of skills of a staff person in engaging men theory and practice.
2. Staff at this agency are provided opportunities to receive training on working with men and boys.
3. Our agency employs an intersectional approach.
4. And is prepared to apply this approach to our work to engage men and boys.
5. Key staff have been to at least one training on engaging men theory or practice.
6. Key staff have received training on community organizing, collective impact, or similar models of community engagement.
7. Our staff have access to training on leadership development practices.
8. Key staff have ongoing opportunities to continue to develop their knowledge and skills in prevention practice.

Programming

1.	Our agency provides resources and services specifically to and for males (men who have been victimized, male loved ones of, etc.).		
2.	The prevention efforts offered by our organization include organizing and leadership development aspects (i.e., we go beyond "prevention education").		

Rus Funk

Consulting

3.	The services offered by our agency are welcoming of men.		
4.	Our agency has developed some educational materials and programming specific to men and boys.		
5.	Our agency partners with local agencies that serve or work primarily with men or boys (ie. Boy scouts, male teams, etc.), in order to develop male specific efforts of outreach and education.		
6.	Our agency has a means by which we regularly evaluate our efforts and strategies.		

Community Engagement

1. Our agency works with other community partners on efforts to improve male health and well-being in our community.
2. Our agency participates in community-area efforts (men's health fairs, fatherhood events, etc.) to promote men's health and well-being.
3. Our agency has experience in leading community-based/community-led organizing efforts.
4. Our organization is regularly and actively in the community recruiting volunteers.
5. Our organization is recognized by the community as a hub for community engagement, involvement and social activism.
6. Our organization organizes community events on a regular basis, that are well attended.
7. Men regularly attend public event organized by our agency (at a level of above 15% as a guesstimate).
8. Our agency partners with organizations or agencies that predominately serve men (i.e. fraternities, barber shops, men's faith groups, etc.) in order to connect with and reach men in the community with our message.

When scoring this assessment, give yourself a "0" for each no and a "1" for reach yes. If you score:

Score: _____

- 27 – 32 You are ready to launch or expand your engaging men efforts and activities.
- 21 – 26 You are almost ready but appear to have some institutionalized hesitation.
- 15 – 20 You seem to like the idea of engaging men, but need to consider how you might devote more resources in order to increase your capacity to effectively engage men.
- 10 – 15 You probably need to re-think if your organization is ready, at this time, to take on an engaging men initiative.
- 0 – 10

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