

VIRTUAL DIALOGUE

Men, Masculinities and Training for Gender Equality

6 – 20 June 2018, Community Of Practice (CoP) Online Platform

Webinar: Tuesday, 12 June 2018, 10:00 NYC Time /16:00 CET (Central European Time)

CONCEPT NOTE

Introducing our Virtual Dialogue

As we move to mark the 4th anniversary of UN Women’s [HeForShe campaign](#) on the 20th of June 2018, it is an opportune moment to take stock of why and how we can engage men and boys to act as agents of change, including by addressing **masculinities** through training for gender equality. As the UN Women Training Centre’s new [Self-Paced Training Course on Masculinities](#) makes clear, “masculinities” denotes the “gendered roles, behaviours and attributes that are associated with maleness and considered appropriate for men”.¹ While patriarchal masculinity is deeply entrenched around the world – prompting power imbalances and perpetuating harmful norms by emphasizing the “superiority” of masculinity over femininity and the authority of men over women – there is no single version of masculinity that pervades across all societies. Instead, ideas about masculinities are varied and ever-changing, differing across cultures and historical contexts, and differing even within the same context. These ideas are “shaped by many processes and intersecting identities or conditions”, yielding understandings that are “gendered” and result from the fact that “both men and women have ‘undergone historical and cultural processes of gender formation that distribute power and privilege unevenly’.”² Alternatives to patriarchal masculinities are possible – alternatives like “transformative masculinities”, which are transformative for everyone because they emphasize the values of respect and dignity of all people, of all gender identities.³

This Virtual Dialogue is a chance to discuss the “**what**”, “**why**” and “**how**” of addressing **masculinities** and **engaging men in training for gender equality**

Masculinities offer a powerful lens for understanding the complex dynamics of power relations, gender inequalities and – crucially – how to transform these in order to advance the course of gender equality. However, approaches on engaging men for gender equality “too often stop at recommendations for ‘gender-sensitive training’ for male leaders or coaching for women on how to develop tactical alliances with male elites. Neither approach is grounded in analysis that unpacks the socio-cultural norms.”⁴ As Promundo argues, “Without this analysis, efforts to have men ‘speak up’ for women’s rights, while important, do not take root as transformational norm change because they do not require men to question and understand how privilege and power operate in their own lives and in the spaces where they work; and they often displace women’s own agency which further reinforces the gender gap in power.”⁵

To discuss these issues, the UN Women Training Centre will host its **12th Virtual Dialogue in June 2018** on “Men, Masculinities and Training for Gender Equality”. This two-week [online discussion](#) and accompanying [live Webinar \(12th June\)](#) are a unique, exciting opportunity for participatory reflection on **what** we mean by masculinities; **why** it is important to engage men in training for gender equality; and **how** we can facilitate their engagement and address issues of masculinities through transformative training.

Drawing together a broad audience – including the over 1,900 members of the UN Women Training Centre’s [Community of Practice](#) (CoP), experts, practitioners, researchers, academics and development organisations – the discussion will move us closer to understanding and addressing intersectionality in order to prompt ever more transformative change through training for gender equality.

Objectives and Key Questions

The **objective** of this Virtual Dialogue is to discuss **masculinities and training for gender equality** in order to better understand **what** masculinities mean for our field; **why** they are important to consider and why it is important to engage men in training for gender equality; and **how** we can address masculinities and best engage men through training for gender equality to advance transformative change. Each week of the Virtual Dialogue will be guided by the following **key questions**. Participants are strongly encouraged to raise further issues for discussion.

Save the Date

The Virtual Dialogue will last for two weeks (6 – 20 June, 2018) through a discussion forum on the UN Women Training Centre’s [Community of Practice \(CoP\) platform](#). A live English-language **Webinar** will be held on **Tuesday, 12 June 2018** ([register here](#)).

1st Week: 6 – 11 June 2018 (online forum discussion)

1. *Why is it important to address men and masculinities through training for gender equality?*

- i. *What do we mean by masculinities?*
- ii. *Why is it important to engage men in training for gender equality? What implications does this have for transformative change through training?*
- iii. *Why is it essential to take masculinities into account in training for gender equality? How does such an approach affect training’s transformative potential?*

2nd Week: 12 – 20 June 2018 (online forum discussion and Webinar)

2. *How can we address masculinities in training for gender equality?*

- i. *How can we employ training for gender equality to navigate the complexities of engaging men in transforming the gender inequalities that currently privilege them?*
- ii. *In practical terms, what approaches, strategies and tools can we use to address masculinities and engage men in training for gender equality?*
- iii. *What pedagogical and methodological implications do addressing masculinities and engaging men have for training for gender equality?*
- iv. *How can training move beyond a focus on sensitizing men to evoking lasting transformative change in gender norms by ensuring that it is grounded in analysis that questions and unpacks how privilege and power relate to masculinities, and how these dynamics play out in our lives, work places and communities?*

What’s the Format?

Week 1

Online
Forum
Discussion

The Virtual Dialogue will involve a [two-week long forum discussion](#) on the UN Women Training Centre’s Community of Practice (CoP) platform, guided by key questions (above) on how training for gender equality can address masculinities and engage men, through transformative training, to advance gender equality worldwide. Here, participants will be able to share thoughts, experiences, lessons learned, and raise questions for reflection.

In addition to continuing the forum discussion, the **second week** of the Virtual Dialogue will feature a live English-language [Webinar](#). Four invited experts will give short (5 minute) presentations on

Week 2

Online Forum
Discussion &
Webinar

**Remember to
pose your
questions for the
Webinar
speakers!**

men, masculinities and training for gender equality, followed by a dynamic Q&A session. Audience members are invited to submit questions via the **Webinar’s “chat” facility**, which the Moderator will pose on their behalf. A recording will be posted on the CoP platform and the UN Women’s Training Centre’s YouTube channel. Both the Webinar and the discussion forum will be moderated by the CoP Consultant, Ruya Leghari. Our Webinar panellists will be asked to contribute to the forum debates.

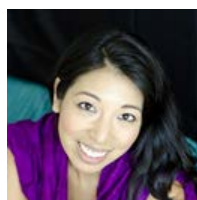
Follow-up

Virtual Dialogue Report

All discussions will be synthesised into a comprehensive **Virtual Dialogue report**, to be disseminated through the CoP and UN Women’s communication channels. **All participants in the forum discussion, and those who ask questions in the Webinar, will be credited in the report.**

Who are our Webinar Speakers?

Webinar Expert Panel Members (12th June, 2018)



Jane KATO-WALLACE

Programme Director, Promundo-US

Jane is an expert in programme development, training, and research related to engaging men and boys. She has been at the forefront of developing and expanding the global MenCare Campaign and training Promundo’s international partners on implementing Program P, a gender-transformative, multi-pronged approach to engaging men as caregivers.

j.kato@promundoglobal.org

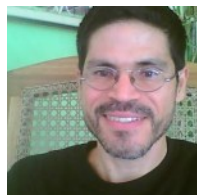


Jean NIMUBONA

MenEngage Initiative, CARE International, Burundi

Jean has worked in the development sector since 1993, taking on a specific focus on gender integration over the past 10 years. He brings training and programming expertise in rural livelihoods programming, engaging men and boys for gender equality, GBV and gender in emergencies – particularly across the Great Lakes, East Africa.

Jean.Nimubona@care.org



Oswaldo MONTROYA

Global Networks Associate, MenEngage

Oswaldo is one of the founders of the Men’s Group against Violence in Managua, Nicaragua, one of the first men’s groups of this kind in Central America. For over twenty years he has served as an educator, activist, programme officer, researcher, college professor, consultant and counsellor working with men and boys for gender equality. Oswaldo is currently working with the Global Secretariat of MenEngage to promote accountable practices within the network.

oswaldo@menengage.org

Additional panellists to be confirmed

How can our Audience Participate?

You can participate in this Virtual Dialogue in two ways – by participating in the live panel discussion during the **Webinar** on the 12th of June, and/or by contributing to the open **discussion forum** on the CoP platform. The discussion forum will be open between from 6th–20th of June, 2018.

To participate in the Virtual Dialogue forum, you’ll need to join the Community of Practice.

Click [here](#) to become a CoP member
and join the [CoP Forum Discussion](#)
and [here](#) for the live Webinar

The **Virtual Dialogue is open to everyone** – from all the members of the UN Women Training Centre’s Community of Practice to UN Women and UN system staff; government representatives; experts and practitioners in training for gender equality; academia and research institutions; civil society, especially women’s organisations; and all those interested in men, masculinities and training for gender equality. We particularly welcome the participation of gender trainers and trainers in other fields, whose insights will enrich the debates.

Background: What are Virtual Dialogues?

Virtual Dialogues are online discussions that promote debate, dialogue, the exchange of good practices, ideas and information on training for gender equality. Their overall aim is to develop effective, inclusive processes of collective knowledge production with the end goal of improving the quality and impact of training for gender equality, while highlighting its transformative potential. They respond to the interests, needs and motivations of [UN Women Community of Practice in Training for Gender Equality \(CoP\)](#), an open forum for discussion for gender experts and practitioners, as well as a clearing house of [resources](#), [institutions](#) and [training opportunities](#) related to training for gender equality.

Past CoP Virtual Dialogues

- [Intersectionality and Training for Gender Equality](#) (2017)
- [Understanding Change through Training](#) (2017)
- [Professionalization of Trainers](#) (2016)
- [Theory of Change and Feminist Pedagogies](#) (2016)
- [Compendium of Good Practices](#) (2016)
- [Resistances in Training for Gender Equality](#) (2015)
- [Online and Mobile Training for Gender Equality](#) (2015)
- [Training for Gender Equality and Beijing +20](#) (2014)
- [Transformation through Training](#) (2014)
- [Knowledge on Training for Gender Equality](#) (2014)
- [Evaluation and Training for Gender Equality](#) (2013)

References

¹ UN Women Training Centre (2018) [Self-Paced Course: Understanding masculinities and violence against women and girls: An Introduction](#). Santo Domingo: UN Women Training Centre.

² Gardiner (2002) quoted in de Mel, Neloufer, Peiris, Pradeep, Gomez, Shyamala (2013) [Broadening gender: Why masculinities matter](#). Colombo: CARE International Sri Lanka.

³ UN Women Training Centre (2016) [Self-Learning Booklet on Masculinities and Violence against Women and girls](#). Prepared by Alan Greig. Santo Domingo: UN Women Training Centre.

⁴ Promundo (2018) [Promundo-US and NDI Host Roundtable Discussion on Masculinities and Politics](#). Washington, DC: Promundo.

⁵ Ibid.

Join us for the UN Women Training Centre’s [Virtual Dialogue](#) discussion and [Webinar](#) on
Men, Masculinities and Training for Gender Equality

For more information, please contact tc.cop@unwomen.org