

Meeting the moment

Annual Report

MenEngage Alliance

The Story of our International Community in 2025

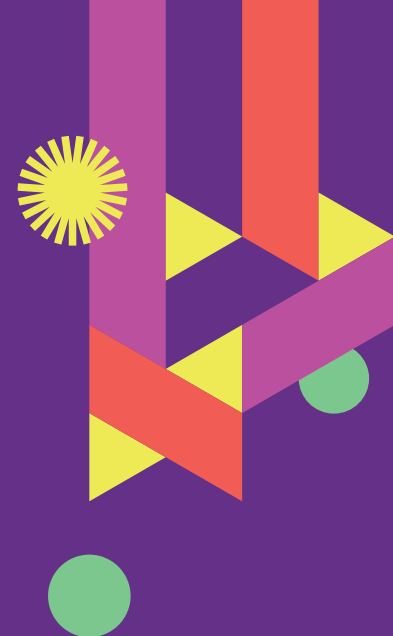


MenEngage Alliance
working with men and boys for gender equality



Table of Contents

01	About MenEngage Alliance	01
	How We Work • About this Annual Report	
02	Letter from the MenEngage Alliance	05
03	Our Strategic Program How We Work	07
	Influence • Improve • Learn • Link	
04	Our Impact - Highlights	10
	National Change Resulting From a Network Approach • Addressing Critical Gaps Around Men with Political Power • Our Values and Network Underpinned Our Successes • Our Network Approach Delivered for Climate Justice • Solidarity With the Feminist Movement Through Sustained Attack	



05	Our Impact - Influence	21
	Policy-Makers • Media, Influencers, Men and Boys	
06	Our Impact - Improve	30
07	Our Impact - Learn	35
08	Our Impact - Link	38
09	Lessons and Reflections	44
10	Annex	46
	Global Board • Glossary of Terms	

About MenEngage Global Alliance



MenEngage Alliance is a global network of organisations and individuals that support men and boys to critically examine and transform masculinities, in ways that ideals of “being a man” are equitable, nonviolent, and rooted in care and accountability. By embracing gender just and equitable attitudes, behaviours and ideals, and challenging patriarchy, men and boys discover pathways to purpose, fulfillment and wellbeing in their own lives, while becoming agents for change for women’s rights, LGBTQIA+ rights, and broader movements for social and economic justice.

The mission of MenEngage Alliance is to transform unequal power relations and dismantle patriarchal structures by:

Transforming patriarchal masculinities and rigid, harmful norms around ‘being a man’. This includes addressing the ways that ideas, norms and values around manhood relate to a range of interconnected issues facing societies and the world today.

Working with men and boys on gender justice through intersectional feminist approaches. Supporting men and boys to examine their own conceptions of masculinities, and to take actions to support feminist movements.

Building inclusive collaborations from local to regional to global levels. As members and as a collective, we have a shared vision and mission for positive change, and to transform unequal power for the benefit of all.

Developing joint actions in partnership with and accountability to women’s rights, gender- and other social justice movements. Together with women’s rights and LGBTQI+ rights groups, we aspire to collectively understand, challenge, and transform patriarchal masculinities.

MenEngage Alliance is a membership-based network. We bring together diverse organisations and individuals who work together at country, regional and global levels towards a common vision and goals. Our membership consists of most of the leading voices on “men and masculinities” in the world, including practitioners, service providers, researchers, activists and donors. Around 70% of our membership is from the Majority World, and are grassroots organisations and activists directly serving communities that have been historically and systematically marginalised.

Our leadership at all levels includes people and groups with great potential to influence women’s rights, LGBTIQ rights, gender equality and climate justice efforts in their specific contexts across Africa, the Caribbean, Europe, the Middle East, the Americas, Asia and Oceania regions, and to contribute to improving conditions for people living in poverty and those furthest behind, with the vision to end poverty and its manifestations, including feminisation of poverty; to combat inequalities within and among countries to build peaceful, just and inclusive societies; to protect human rights and promote gender equality and the empowerment of women and girls; and to contribute to the lasting protection

of the planet and its natural resources. Through this, MenEngage Alliance aims to contribute to just and equal redistribution of power, choices and resources in order to create an enabling environment where all people, in full diversities, enjoy all forms of freedom to decide over and shape their own lives, across the spectrum of private and public spheres.

We consist of 1000+ members working together across 92 countries around the world. The network is organised in six regional networks (Africa, Caribbean, Latin America, South Asia, Europe and North America) and 52 country networks. We have an emerging network in the South West Asia and North Africa (SWANA) region.

How We Work

MenEngage Alliance is the community and space where people and organisations working on the men and masculinities agenda from an intersectional feminist perspective meet, share information and promising practices, learn from and empower each other, build leadership, and embark on partnerships for joint research, programming and advocacy. Through this approach, the Alliance brings together significant social capital to address the pressing development, rights and justice issues of our time, in partnership with other organisations and activists in the field for gender justice - and increasingly human rights and social justice more broadly.

“ all people, in full diversities, enjoy all forms of freedom to decide over and shape their own lives, across the spectrum of private and public spheres. ”

MenEngage Alliance builds the field of practitioners, researchers, policy-makers, funding partners and other important stakeholders, working together to develop gender transformative and accountable programmes, policies and narratives to engage men and boys and transform patriarchal masculinities to advance gender equality. MenEngage Global Alliance has become a pivotal mechanism to anchor, support and bring together the work of members and partners around the world serving to facilitate joint actions to engage men and boys and transform patriarchal masculinities, among key actors in the field.

Members plan initiatives and share knowledge with each other, within and across their regional networks. The Global Secretariat exists to amplify and consolidate members' initiatives, and to support regional networks in

bringing together activists and practitioners to contribute to setting the agenda for a gender-transformative approach to working with men and boys for gender equality. The Alliance provides space and materials for collaboration, technical assistance, convenes working groups, and supports learning across the Alliance. Through its vast network of hundreds of civil society organisations and experts around the world, MenEngage Alliance supports the capacity strengthening of civil society organisations and activists and helps strengthen democratisation processes through its work with social movements, defenders of women's human rights and justice, and future leaders.

About This Annual Report

This report was developed by the Global Secretariat, in conjunction with regional networks. The Global Secretariat collected regional network annual reports that aligned with the new planning, monitoring, evaluation and learning framework, and integrated them within one annual progress report and ongoing routine collection of data and stories from its own activities and the work of members around the world. With these raw materials, we held two sensemaking workshops to identify key themes, successes and challenges. We also identified gaps in our data or knowledge, and sought to fill these gaps where possible.

Reflecting our new Strategic Program 2025-28 and Planning, Monitoring, Evaluation and Learning (PMEL) approach, our 2025 annual report showcases a new format and approach to our reports. It tells stories of change in 2025 across our networks and members, with examples that show how we collectively contributed to this change. We showcase our work and impact across and between the Alliance actors, highlighting significant member contributions, the challenges our members faced, and why the MenEngage Alliance values and principles are critical to the work of our community/collective. This report in itself is a contribution to ongoing learning, not only for ourselves, but for our members and the wider community too.

“ It tells stories of change in 2025 across our networks and members, with examples that show how we collectively contributed to this change. ”

Letter from the Co-Directors, MenEngage Global Alliance



In 2025, the global landscapes for gender equality, climate, and social justice shifted dramatically. In places, we observed stagnation or regression. In other areas, progress was possible, or new opportunities opened up. We saw heightened conflict, the rise of authoritarianism, and policies and messaging that fuelled social anxieties. This was further complicated by the use of gender and sexuality as symbolic battlegrounds for broader struggles over nationalism and identity. We saw the rise of trade and security as key issues, often directly at the expense of social development and justice. Large cuts to development assistance disproportionately impacted those working on women's rights, gender equality, LGBTIQ Rights, and climate and social justice issues. Our members experienced further closing of civic space, an increase in attacks on women's rights, state-sponsored attacks on immigrants and LGBTQI+

people, and regressions on sexual and reproductive rights. Many of the norms and mechanisms that underpin our collective fight for justice further unravelled.

For MenEngage Alliance, 2025 was a year of Meeting the Moment.

Through all of these changes, the agenda of men and masculinities has become even more relevant to understanding and addressing not just gender equality challenges, but also the backslides on human rights, democracy and climate justice. New audiences saw the relevance and urgency of transforming patriarchal masculinities and of work with men and boys on gender equality and social justice. The expertise of the MenEngage Alliance membership gave us a unique role in making sense of what people were seeing and experiencing.

We gave important context to and highlighted the gendered underpinnings of rising authoritarianism. We provided nuance to media discourse around Netflix's Adolescence series, and collectively analyzed and articulated the harms of the manosphere on young men and boys. We built new initiatives from the ground up to address needs our partners identified, like our new Men in Positions of Political Power (MIPP) initiative. We came together as an Alliance to strengthen our communications and mobilisation efforts, tackling the complex mis- and dis-information ecosystem head on

through social media and podcasts. We joined with feminist and other partners to push back against dominant anti-rights narratives, including at the United Nations and in national decision-making spaces. We laid the ground for exciting practice based research and learning efforts, to help decision-makers, members and the public understand the changes we are seeing around us, and to come up with evidence-based solutions. We built our internal capacity and grew stronger and more connected as an alliance. And we set up new ways to measure our impact, and to help our members to measure theirs.

We met the moment by standing in solidarity with activists, human rights defenders and the feminist and youth movements.

We listened to and learned what our partners and allies needed, and pivoted in response. And we supported more cross-member connections, to learn from each other in different contexts, while strengthening our accountable practices including through the membership reaffirmation steps with our regional networks.

The MenEngage Alliance values, principles and approach to accountability formed our anchor and allowed our members to not just meet the moment, but to meet it with honesty, integrity and rigor. When values are under attack around the world, it is more important than ever to demonstrate why they matter. Our values, principles and accountability approach are what distinguish us and bring

“ **We met the moment by standing in solidarity with activists, human rights defenders and the feminist and youth movements.** ”

our members together. They allowed us to grow our alliance with new organisations seeking a platform to defend and advance gender equality, climate and social justice.

And finally, **we met the moment with resilience.** The gender equality field faced losses of funding, losses of work impacting people on the ground, and losses of skilled and treasured team members. Our members and partners faced personal challenges and personal threats to their safety and dignity. Through it all, we drew solidarity from each other.

We offer you this new annual report in the spirit of shared learning and collaboration, and we look forward to working with you in our collective efforts for a more just world.

With warmth and light,
Joni and laxman

Our Strategic Program 2025-28



New this year, our 2025 annual report is structured to reflect our current Strategic Program. The MenEngage Strategic Program 2025-2028 outlines our approach, streams of work and key outcomes as we implement our multiyear program. It describes how we contribute to gender equality and social justice across many fields, including prevention and elimination of gender-based violence in all its forms, advancing sexual and reproductive health and rights for all, supporting feminist and youth-led movements, advancing the climate justice agenda, and countering backlash. Critically, it provides us with a strong analytical framework for our work over the four year period starting 2025, against which we will measure successes. Furthermore it also sets the benchmark for members, partners and the broader field on gender-transformative approaches to work with boys and men in

relation to women's rights, sexual and reproductive health and rights – including HIV/AIDS, unpaid care and fatherhood, women-peace-security, LGBTQIA rights, Climate Justice, among many others.

In 2025, we also adopted a new actor-focused Planning, Monitoring, Evaluation and Learning (PMEL) framework. This new approach details the actors we seek to influence, and how we expect to influence them across three outcome levels - Expect, Like, and Love to see. These outcome tiers reflect a vision of our desired future—how we foresee our efforts gradually and strategically creating meaningful impact over time, and how they contribute to shifting ecosystems and power overall. “Expect To See” is our baseline for measuring outcomes. “Like to See” and “Love to See” reflect bolder and more aspirational and longer term outcomes. Our goal is not to achieve all of these outcomes at once, or within a rigid timeframe. Instead, we take a dynamic and adaptive learning approach. With the actor-focused perspective integrated into our Theory of Change, we have a path showing how the Alliance contributes to transformation by influencing and supporting the people, groups, and networks with whom we work. In each period, we will pause to reflect, learn from what has emerged, and adjust our direction accordingly—choosing to prioritize specific outcomes depending on context, opportunity, and learning.

Our Strategic Program includes four primary Outcomes to make our most effective contributions in the coming years:

INFLUENCE: Systemic Change

The INFLUENCE outcomes represent the systemic changes that the entire MenEngage Alliance - members, networks, governing bodies and leaders - aims to contribute to and track, among external actors whose actions lead to large-scale social transformation.

The Alliance catalyzes key actors to internalize and act in more gender-transformative, feminist, and accountable ways, as a part of enacting broader shifts towards feminist systems change. We contribute to social change through collective mobilization, supporting key external actors in shifting their policies, narratives, institutions, relationships and themselves, to become more gender-transformative.

- **Policymakers in governments and UN agencies** adopt gender-transformative approaches to transform masculinities and engage men and boys in policies, programmes and funding
- **Media, influencers, and public figures** promote gender equitable, feminist, anti-patriarchal narratives and discourses
- **Men and boys** (as a constituency group) mobilize as agents of change for gender

equality, climate and social justice, and human rights.

IMPROVE: Quality and Capacity

IMPROVE focuses on improving the capacities and qualities of the work by MenEngage Alliance members and partners. This area ensures that the Alliance's work is of high quality and accountable, as non-gender-transformative work risks "doing more harm than good". The capacity strengthening is specifically designed to enhance feminist leadership, accountable practices, and high-quality programming, and moves beyond 'capacity-building' to emphasize consistent delivery of quality work.

Practitioners' strengthened capacities and quality programming is supported by the

“ The MenEngage Strategic Program 2025-2028 outlines our approach, streams of work and key outcomes as we implement our multiyear program ”

Global Secretariat's capacity strengthening infrastructure, including facilitating peer-learning across members, partners and the field.

- **MenEngage Alliance members and partners** have strengthened capacities and deliver high-quality gender transformative practices on men and masculinities

LEARN: Knowledge and Evidence

LEARN focuses on establishing the knowledge base to inform effective programming and credible advocacy. Through the Alliance network, external researchers, and knowledge partners, MenEngage Alliance serves as the reliable and trustworthy foundation in the field. The Global Secretariat anchors, positions and disseminates this knowledge base globally. The GS also contributes to knowledge development through its expertise and strategic partnerships.

- **MenEngage Alliance members, networks and partners** actively contribute to and use the (practice-based) knowledge and evidence
- **Research and knowledge partners** collaborate with the Alliance to collect, develop and disseminate the knowledge

LINK: Network Sustainability

LINK focuses on the structural integrity of the network, across our Regional- and Country-Network Secretariats and Steering Committees, the Global Secretariat and the Global Board (collectively: the MenEngage Alliance governing bodies).

The Global Secretariat and Alliance Governing Bodies are characterized by high trust, transparency, and strategic efficiency. This is a foundational prerequisite for the network's sustainability, sustaining the Alliance's core functions, governance, and resources. Which, in turn, enables other pillars, allowing members and partners to improve their practice (IMPROVE), share knowledge (LEARN), and collectively mobilize for external change (INFLUENCE).

- **MenEngage Alliance governance bodies and leaders** uphold and implement the accountability framework and quality standards
- **Feminist leaders, organizations and movements** engage the Alliance as a credible ally

The flow of outcomes and pathways to change is designed as a logical, interdependent and progressive sequence (though not always linear): LINK → LEARN → IMPROVE → INFLUENCE.

Our Impact - Highlight



Amidst the challenging context in 2025, across the MenEngage Alliance we found ways to breakthrough. We launched new, inspiring work that addresses critical and topical dynamics, and in doing so, we contributed to changed behaviours, institutions, policies and discourse. We connected our Alliance research to our programs to our influencing, and drew on our members' expertise to develop recommendations that drove gender transformative change. And we laid the ground for the next strategic period of our work by beginning efforts that will carry through the next three years of our mission.

These are our collective highlights of 2025 - impacts that draw on the diverse expertise of our members, reflect our theory of change and our values, and enabled us to meet the moment. These highlights achieved outcomes

that exceeded expectations, and reflect Like and Love to See in our results framework.

4.a) Highlight: National change happened because of MenEngage Alliance's network approach

Through collective mobilisation, our members' work in their own countries influenced the behaviour of decision-makers to make tangible changes to policies. And it did so because across our Alliance, we shared knowledge, developed a shared accountable advocacy agenda, and fostered peer learning, all underpinned by MenEngage's principles. As a result, despite the challenging context in many of our members' countries, we collectively drove or supported concrete change at national level, ensuring gender transformative policies were enacted or improved in at least seven countries.

Cross-Alliance collaboration that improves national feminist-informed policymaking: In previous years, the Global Secretariat worked with members and feminist partners like FemJust to develop the Policy Scorecard & Policy Analysis toolkit that assesses and guides national progress on feminist policymaking. Drawing on evidence and promising practice, the scorecard allows members to assess and measure their own national policies, and develop plans informed by peer learning, to enact new policies and improve their country's rating on the scorecard. In 2025, we saw substantive cross-Alliance work to deploy this

scorecard and analysis toolkit in ways that contributed in changing national policies through applying accountable practices and methodologies, including holding decision-makers accountable for gender-transformative policies where necessary. Originally, we expected to see decision-makers engage with our members in this work. In reality, due to member efforts and Global Secretariat support, we exceeded these expectations, achieving our initial Love to See outcomes of behaviour change resulting in substantive and new policies at the country-level.

- In Pakistan, Rozan, a *MenEngage* founding member, accompanied the Government of Pakistan and UNFPA in developing a strategy to engage men and boys in ending gender based violence, and centre feminist-informed analysis and approaches throughout the process. The Global Secretariat collaborated and provided technical support to Rozan throughout this process - from planning to the consultations to technical reviews - in an example of cross-Alliance collaboration.
- In Rwanda, Rwanda Men's Resource Center (RWAMREC), *the national coordinator of the national network in Rwanda*, and the Global Secretariat jointly reviewed and provided technical recommendations for a robust feminist-informed national plan on 'men and masculinities', as part of the nation's gender plan/policy. Through RWAMREC's longstanding relationship

with the Government of Rwanda, the two parties then worked in partnership to finalise a meaningful political framework for the national action plan. This resulted in Rwanda adopting the Male Engagement Action Plan at National Level - a gender transformative plan which serves as a benchmark for future feminist-informed policy-making.

- In Spain, Emakunde The Basque Institute for Women incorporated the MenEngage Policy Scorecard and Analysis Toolkit methodology into its existing long-standing Gizonduz initiative to determine if its region's policies were feminist informed. This change, influenced directly by MenEngage's methodological advocacy, moved engagement from informal dialogue to a formal, documented assessment - strengthening the scorecard's legitimacy and creating a replicable model. We issued a collective official report and are working together to share the assessment further, and use it to prompt improvements.
- In Nepal, one of the country network steering committee members, Hami DajuVai, led the updating of the National Action Plan on Male Engagement during which the Global Secretariat provided support with facilitation of the stakeholders' consultation as well as a technical review of the national action plan. The Action Plan will be adopted by the Ministry in the coming year, and will be

implemented in collaboration with the members of MenEngage Alliance Nepal network across the country.

- In Latin America, members used the new Peruvian regional ordinance on working with men on the elimination of violence against women and girls as the basis for further influencing across 13 other regions, encouraging them to adopt their own ordinances, and then provided training to prosecutors in implementing the protocol.

4.b) Highlight: Addressing critical gaps around men with political power

In 2025, we began exciting new work that addresses a critical gap identified by partners, the feminist community and governments themselves - how do men in positions of political power really use their role to advance gender transformative policies, and how do they themselves understand men and masculinities? Our Men In Positions of Political Power initiative draws on the expertise of our members and partners, to develop methodology for an accountable way to work with men in positions of power.

Through its 13 years in global spaces, MenEngage Alliance has worked closely with United Nations' agencies, and country diplomats and governments to help them understand masculinity and its links to both their organizational leadership, and to the political agendas they advance. Through this

period, the Alliance and our members have accompanied policy and decision makers on personal and professional journeys to understand how masculinities impacts both the way they do their work, and the policies they advance. We have also built a large body of knowledge and expertise on what is effective in working with men and boys in group settings to create personal and collective shifts.

Through our new Men in Positions of Political Power work, we bring these bodies of knowledge and experiences together, to work accountably with men in power with the aim of strengthening political will and commitment to systems change that advances women's rights and gender equality. There have been many efforts to engage male decision-makers

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in gender equality in the past. However, feminists and partners have identified that these efforts are often surface-level and have not been effective in delivering systemic change. These initiatives often offer platforms and incentives for men to show up and be recognized, but have neither the capabilities to facilitate transformative changes, nor the tools to support those men in their own learning journeys, or be accountable for delivering on the promises they make. When badly designed, these programs can end up doing more harm than good. Yet we know there are promising example programs that can guide us in designing more effective, accountable initiatives.

In 2025, in collaboration with feminist allies, governments and our members, MenEngage initiated the development of a methodological framework to work with Men in Positions of Political Power, with a two year plan to unroll the effort. We led a rigorous stakeholder consultation with over 50 stakeholders to draw on the expertise of our community and seek early buy-in from partners. We conducted a mapping and analysis of existing practices, gaps and lessons. We will publish this analysis in 2026, to share knowledge with our community. The resulting methodology will be underpinned by decades of expertise and research, and aims to shift the personal beliefs and positions of the men involved, as well as deliver concrete, accountable policy shifts and feminist leadership in their work and institutions. Initially, we intend to engage a

pilot group of men in positions of power at global levels, to test the methodology and finesse it. This represents our Expect to See outcomes. Once the pilot is underway, we plan extensions of the initiative through our members, into national arenas, and reaching Like and Love to See outcomes. We have already received significant community interest in the methodology, as well as innovative ideas about how it could be applied in the future.

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4.c) Highlight: Our values and our network underpinned our successes

In 2025, the MenEngage Alliance network continued to grow, strengthen and influence because we curate shared identity, purpose and resilience. We found that in difficult times, our values acted as a beacon. Not only did they ground our members and networks as the world changed around us, they also brought on board new members to our network. Our values and principles also helped position MenEngage Alliance as an accountable and meaningful actor within the broader feminist movements. In this work, we expected to see outcomes where members aligned with our values framework. We exceeded these expectations, achieving initial Love to See outcomes, where through our values re-affirmation process and our work, we attracted new members, launched two new country networks, and have a new regional network in development.

- The re-launch of MenEngage India was invigorated by values, and momentum, snowballed across the South Asia region:** Our members in India used the MenEngage values reaffirmation process and a successful men and masculinities campaign to reinvigorate and relaunch MenEngage India. This re-energised national network then sparked momentum across the South Asia region, resulting in a revitalised regional network and increased youth leadership.
- After several years of dormancy, members in India used the cultural, social and political moment to re-energise and re-build a new MenEngage India. MenEngage India brought together the community to reconnect with each other, re-affirm their commitment to MenEngage Alliance values, and re-familiarise themselves with the men and masculinities field in India. Their first campaign - “household work is everyone’s work” - drove collective excitement and energy. They then initiated a capacity strengthening and strategy building effort. Throughout this process, the Global Secretariat supported with guidance on network building, connecting with key actors and donors in the country, and facilitating value clarifications sessions.
- The nationwide #GharKaKaamSabkaKaam Campaign highlighted the value of unpaid care work, predominantly performed by women and girls, and encouraged men and boys to share these responsibilities. Through a mix of street plays, workshops, rallies, and creative activities like film screenings and puppet shows, the campaign challenged and changed outdated gender norms on caregiving. It engaged with communities through interactive fairs, and “Papa’s Kitchen” events where men took on household tasks. The campaign reached

over 40,000 people across nine states and over 30 organizations partnered. AZAD together with MenEngage India then did a 7-episode podcast series about the campaign to which both the South Asian Regional Coordinator and Global Secretariat contributed, spreading knowledge of the campaign further and providing a resource for all MenEngage members.

- During this period, MenEngage India assumed the regional leadership role and helped revitalise the MenEngage Alliance South Asia network (MEASA). This reenergizing led to new leadership from the four country networks, and increased support for youth leadership and engagement via a new strategic plan. This momentum in the region also led to MenEngage Pakistan electing a youth member to the national steering committee, while in MenEngage Sri Lanka, a youth-led LGBTIQ rights organisation was elected as the country secretariat.

4.d) Highlight: Our Network Approach

Delivered For Climate Justice. In 2025, our climate justice and gender work embodied the MenEngage Alliance theory of change. Led by our members, and grounded in our expertise in men and masculinities, we shared our knowledge on the connections between climate and masculinities through the Alliance and with our partners, creating a broader

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understanding of the role ‘men and masculinities’ plays in climate crisis issues. We then translated this knowledge to global and country contexts, bringing country expertise to global spaces, developing policies for influencing, and generating ideas for new programming and implementing two pilot projects in Bangladesh and Uganda. Significantly, we collaborated with feminist and other allies to drive concrete policy change. We expected to engage with the climate justice community to support increased connections to gender equality and men and masculinities, as a baseline outcome. In reality, we met the first stage of our Love to See outcomes, connecting Learn to Improve, to Link and then Influence, and multiplying impact across the MenEngage Alliance.

LEARN - Knowledge translation on climate justice

- MenEngage members YouthNet Global and MÄN held a three-part online training workshop on how young Bangladeshis explore care-based masculinities, challenge patriarchy and connect gender equality with climate justice through dialogue, research and action planning. The MenEngage Global Secretariat provided space, infrastructure and coordination for the sessions.
- Our Climate Justice Working Group published a journal article "Care is not only the goal, it's the way: working with men and boys for climate and gender justice" in the NORMA journal. The article analyses 15 interviews with MenEngage members working for environmental and gender justice to showcase how practitioners engage boys and men, how they hold men in positions of power to account, and the challenges they face in their work, including patriarchal backlash. This article was developed through intergenerational exchanges, and has added to the knowledge building on the intersections of Climate Justice and Masculinities.

IMPROVE - Improving climate justice programs through collaboration

- MÄN Sweden provided financial and technical support to two other members -

YouthNet Global Bangladesh and COFONET Uganda. This support particularly improved YouthNet Global's 'EcoMen Project' quality and was cited as a promising example in submissions to the UN Climate Change processes. Following this, YouthNet Global, MÄN and Women Engage for a Common Future (WECF) will develop and implement a Training of Trainers on Masculinities, climate justice and care, supported by the Global Secretariat. This effort will further share expertise across the Alliance and with outside partners, and demonstrates commitment to intergenerational partnerships that promote youth leadership in climate justice.

LINK - Trusting partnerships at the core of progress on climate justice

- Our Learn and Improve work progress was underpinned by our strategic partnership with Women Engage for a Common Future (WECF). The relationship evolved from initial contact in 2024 to a trusted partnership involving reciprocal knowledge exchange, shared advocacy goals, and co-creation of resources. Our partnership enhances the Alliance's credibility in climate justice movements and shows how engaging men and boys can tangibly support and strengthen feminist climate advocacy. Our work together includes:

- YouthNet Global, MÅN Sweden and the Global Secretariat held two capacity building workshops on climate justice with WECF. We connected this learning work to advocacy partners, to share expertise and achieve influencing outcomes
- Joint submission to the UN Special Rapporteur on Climate Change and Human Rights
- Collaborating on MenEngage's submission to contribute and influence the UNFCCC's Gender Action Plan 2025
- Joint high-level advocacy at the Human Rights Council and with UNFCCC
- Collaborating on MenEngage's work with the 62th Subsidiary Body (SB) Sessions, which feeds into COP31
- Joint funding proposals, which are a work in progress

INFLUENCE - Influencing policies and decision-makers to deliver real change on climate justice

- Gender is often a missing element in climate discussions, and insufficient numbers of climate negotiators or Government gender focal points have high expertise on the connections between gender and climate. Our WECF partnership

was critical for influencing climate change negotiations, to increase climate negotiators' knowledge of gender, and ensure gender was reflected in the eventual outcomes. MenEngage Alliance members conducted heavy engagement at SB Sessions and COP30 through two of our expert members from Bangladesh, for example, meeting governments ahead of the negotiations to increase their knowledge of the political agenda of men and masculinities. We made a number of formal submissions with WECF, and we provided expertise from a men and masculinities perspective to other organisations' submissions to UN Special Procedures and other key processes. We supported and funded a YouthNet Global member, Saila Sobnom, to attend COP30. EU policy-makers, the UNFCCC Gender Advisor, and other Governments welcomed our analysis and policy language on transforming masculinities to end the climate crisis.

We were honoured to be part of the climate and gender community, whose collective work led to the adoption of the Belem Gender Action Plan at COP30. We specifically supported better and more nuanced language on the need to engage men and boys in climate action, as well capacity raising with policy-makers on the links between masculinities and the climate crisis. The adoption of the Belem Gender Action Plan points to commitment, but

more work is needed to ensure it moves from a skeleton call to action, to an implementable, measurable plan woven into national climate change strategies. Despite possible future challenges in implementing the Belem Gender Action plan, the meaningful inclusion of men and boys represents an initial Love to See outcome for MenEngage Alliance.

Network Approach to Climate Justice: All together, our extensive and interconnected work across multiple pillars of our strategic framework, and happening across the Alliance, between and within our members, supported by the Global Secretariat, has positioned MenEngage Alliance as a relevant actor within the Gender and Climate Justice agenda and space. We look forward to learning from our successes, building on this extensive work in 2026 and beyond.

4.e) Highlight: Solidarity with the feminist movement during sustained attacks

In 2025, our movements came under sustained attack due to the backlash, increased authoritarianism and hostility, legal and other restrictions, and in some cases, physical violence. Through our stream of work on backlash, we identified ways our members could support and contribute to the collective struggle. For example, we listened to partners in the feminist movement to understand what role we and our members could play in supporting their work. We shared country

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context and developments to build a shared understanding of the landscape, and we provided research, evidence, policy and solidarity. In places, we used our voices and platforms to speak out when others could not, and in others, our shared spaces supported our own members who faced increased risk themselves. We deepened our partnerships with feminist actors, recognising the need for a united front. We convened our members around common calls to action, and provided spaces to come together. As a result of this solidarity, our expertise was sought after, and we were able to bring a unique perspective to feminist advocacy, policy and research. Our partnerships allowed us to reach new and different audiences, including new decision-makers, and leaders in education and financing spaces. These met our Love to See outcomes, and we look forward to building on these new partnerships in 2026 and beyond.

- Our partners answered the call from MenEngage to form a solidarity partnership to counter the backlash against gender equality and feminist partners. Our Backlash Coalition offered a dedicated and safe space to exchange and develop new knowledge, and conduct collective strategising on how men and masculinities can show solidarity.
- We fed into joint events, created joint knowledge products, and shared resources and events with leading feminist groups like the Women's Rights Caucus and Women's Major Group. These initiatives then included a men and masculinities lens, and helped educate decision-makers more effectively.
- We presented to the Feminist Foreign Policy Collaborative webinar on our policy brief on men, masculinities and Feminist Foreign Policy. The resource was shared widely with its network, and MenEngage Alliance subsequently presented at a workshop with the FFPC community, civil society partners and governments.
- Our strategic engagement with Malala Fund's co-founder Ziauddin Yousafzai about men and masculinities led to collaboration in their pilot project in Nigeria to be initiated in 2026.
- We provided input from an accountable feminist approach on the Manifesto of the Global Alliance for the Protection of Boys from Sexual Violence (GAPB), a coalition dedicated to addressing sexual abuse against boys.
- We made an FP2030 commitment on men, masculinities & SRHR.
- We participated in the To Kill a Tiger partnership - part of the Stand With Her global campaign to mobilize men to step-up for women and girls rights, speaking on a panel with the documentary film makers, alongside Equimundo and UN Women.
- The MenEngage Global Youth Reference Group, MenEngage South Asia, WILPF Young Leaders, and ATHENA #WhatGirlsWant Leaders held a special International Youth Day webinar celebrating young feminist leadership in resisting backlash and transforming patriarchal masculinities.
- We sponsored member participation and strategic engagement in CREA Recon Conference, during which the YRG members presented their Adolescent Comic book on boys and gender norms.
- We contributed to a workshop with MenEngage Europe at WO=MEN's RightsAtRisk conference in the Netherlands, alongside a number of parliamentarians.

- We joined Global South Coalition for Dignified Menstruation as co-organisers for the 7th International Dignified Menstruation Day Learning Conference. We supported the drafting and finalisation of the Kathmandu Declaration, by joining the declaration committee, and provided technical language support on men and masculinities lens.
- We were invited to join the Expert Advisory Group to the ALL IN Initiative Group to end gender-based violence, which we joined via one of the Co-Directors and together with other three members - the Sexual Violence Research Initiative (SVRI), Equimundo and Beyond Equality UK. We provided technical inputs and drafting of the ALL IN White Paper, while closely working with feminist actors like MeToo international, The Equality Institute, GBV Accelerator, Prevention Collaborative and ways to advance movement building to end GBV.
- We participated in the Feminist Financing for Development Forum in Sevilla, Spain.
- We contributed to the workshops to develop the Feminist Play book by WomenDeliver, which will be launched during the conference in 2026 in Australia.

Through all our partnerships and work with the feminist movement, we provided needed support and expertise that increased the

effectiveness of our collective activities. Our trusting relationships allowed us to bring a unique men and masculinities lens to new audiences, influencing the behaviour and outcomes of decision-makers, men and boys, our own members, and wider community partners.

“ In 2025, our movements came under sustained attack due to the backlash, increased authoritarianism and hostility, legal and other restrictions, and in some cases, physical violence. ”

Our Impact - Influence



The Goal: Policies, practices, and public narratives advance women's rights and gender equality by including gender transformative and accountable approaches in engaging men and boys

- **Policymakers in governments and UN agencies** adopt gender-transformative approaches to transform masculinities and engage men and boys in policies, programmes and funding

5.a) Policymakers - The Story of 2025: _____

Recognising the challenging context for our work, in 2025 we focused our work with policy-makers on making progress where it was possible. An initial landscape analysis identified these spaces, solidifying a decision to focus on cross-Alliance collaboration at national and regional levels. We doubled down

on country and regional-level progress, collaboratively supporting members to enact national and regional policy, funding or legislative wins. To achieve policy progress, we deepened existing relationships, and identified new allies who wanted to join us. These relationships didn't just open new avenues for progress, they also bolstered our defences in spaces where we needed to hold the line. Finally, we connected our advocacy communities across gender, climate, and sexual and reproductive health and rights, to learn new strategies and tactics from each other, share expertise and reduce silos. This resulted in significant progress on climate justice, as well as mainstreaming SRHR through our influencing, which surpassed our Expect to See outcomes, and reached Like and Love to See outcomes.

Regional progress was driven by cross-regional collaboration:

- **Progress at Organisation of American States through cross-regional partnership between CariMAN, MELA and NAMEN:** Building on the relationship initiated by the Global Secretariat with the OAS Secretariat and the Inter-American Commission on Women Secretariat, MenEngage members across the Caribbean and Americas formed an influencing effort to advance gender transformative policies in the Organisation of American States. Drawing on cross-context expertise, members from five countries (Trinidad and Tobago, Antigua, St

Vincent, Mexico and the United States) first conducted an analysis of avenues for influence in the region, which identified OAS as a critical body where men and masculinities perspectives were often missing, and where progress on gender equality was possible.

To advance these aims, MenEngage members held multiple meetings with policymakers at national and regional levels, providing information and support, as well as making the case for the importance of this legislation. Our members met with the Inter-American Commission of Women secretariat and Secretary General. We were invited to speak to member states at the Permanent Council of the OAS about masculinities and care. We presented during the OAS 55th General Assembly.

A member of MenEngage's National Mexican Network, the organization Defensoras Digitales, were subsequently recognized for their invaluable contributions to the development of the regional protocol and their close accompaniment of the Government of Mexico and of other Governments in the region to adopt similar laws at national level. Notably, this resulted in OAS adopting the Inter-American Model Law to Prevent, Punish, and Eradicate Gender-Based Digital Violence Against Women, a benchmark legal instrument to tackle digital SGBV at a regional level.

- Partnership in the Africa region influencing the African Union:** Our members SONKE and Athena Network joined with feminist partner FEMNET to host a Women Deliver Africa regional workshop. The convening produced a set of outcomes for the African Union, member states, donors, civil society, and Women Deliver itself, which included strengthening the African Union Convention on Ending Violence Against Women and Girls, ensuring dedicated SRHR and GBV budget lines, mandating comprehensive sexuality education in schools, and guaranteeing meaningful youth participation at WomenDeliver conference 2026.
- MenEngage Uganda was invited by Uganda AIDS Commission to contribute technical input to the **Guide for Male Engagement on HIV and AIDS at the Workplace**, institutionalizing male engagement in health policy. In November 2025, this partnership expanded to popularise the UNAIDS-introduced Adolescent Boys and Men pillar as an HIV prevention priority.
- Latin America Joint Campaign Changes Behaviours and Policies:** Our Latin America Regional Network, MELA, launched a comprehensive campaign on Masculinities, Care and Fatherhood. The campaign worked across programmatic progress, research generation, forging new alliances, and delivering policy and behaviour change in decision-makers. More

details on this campaign are found throughout the report, and in the regional reports available on request. MELA were able to produce outcomes that exceeded expectations, as a direct result of this comprehensive approach that exemplifies the MenEngage Alliance theory of change. By connecting programmatic evidence to public policy generation, they drove policy-maker change in a way that was steeped in lived experiences and drew directly from the expertise of those working with men and boys. By grounding their communications campaign in the MenEngage principles and values, and basing it on a regional values re-affirmation process, they could be sure that the messages they conveyed to media, influencers and men and boys were effective and resonated, but were also derived from thoughtful evidence on masculinities and care. As a result of this significant work:

- In Peru, the presidents of the Judiciary and the Public Ministry of Piura requested training for judicial and administrative personnel, expressing interest in developing a permanent program on masculinities for justice operators. The coordinator of the Sexual and Reproductive Health Strategy of DIRESA Piura (MINSA) requested training for obstetrics personnel. The Regional Governor and district mayors committed to promoting regulatory

frameworks coordinated with CISTAC Peru.

- Mexico developed an information, education, and communication strategy for the Federal Judiciary Council, implementing workshops in six cities across the country and establishing a replicable model for intervention in the federal justice system.
- In Colombia, the National Convention "Men for Care" placed the issue on the institutional agenda and generated interest from government agencies, with the formation of a national monitoring commission.
- Guatemala and Ecuador strengthened links with educational institutions and state gender mechanisms to integrate a masculinity perspective into prevention programs.
- Uruguay participated as a member of the advisory group for the development of the Mexican Government's Women's Human Rights Primer. The government authorities of Inmujeres-MIDES requested collaboration in the design of a national protocol for the care of men in situations of violence. This was the first formal institutional recognition of masculinities in Uruguayan public policy.

Strategic analysis allowed us to identify global arenas where progress was possible:

- While many global arenas were challenging for gender equality, through a strategic analysis, MenEngage Alliance identified spaces where progress was still possible, and our members could play a unique role in advancing men and masculinities perspectives. For 2025, our analysis identified the Geneva-based United Nations spaces and instruments, such as the Convention for the Elimination of All Forms of Discrimination Against Women (CEDAW), the UN Women Division for the Advancement of Women, the Special Rapporteur on Climate Justice, and the Human Rights Council. We invested in building new, trusting relationships in Geneva, by providing value and expertise to decision-makers and partners. We drew on existing relationships built over eight years of trusting collaboration, to partner on shared actions. And we shared knowledge of Geneva-based UN policies and processes through our networks, so members and partners could navigate these spaces effectively. Critically, we integrated our stand-alone sexual and reproductive health and rights (SRHR) advocacy into these plans, ensuring we were able to effectively address multiple issues in these spaces. Given the challenging context in 2025, our work here achieved Love to See outcomes, because broad expectations were that global

progress simply was not possible, and we should expect to hold the line only.

Through our work in 2025, an increased number of policy-makers in human rights mechanisms reached out to MenEngage for our expertise and contributions on men and masculinities. We found that policy-makers actually wanted to deepen their understanding and inclusion of men and masculinities in their work, as well as in the procedures for State monitoring under the CEDAW convention. The CEDAW committee actively wanted to host shared spaces for discussion on these topics. This space allowed us to build new partnerships with decision-makers curious about gender equality and men and masculinities.

- A CEDAW Committee member reached out for support from MenEngage Alliance to contribute to the development of General Recommendation No. 41, including inviting MenEngage as a panelist in the high level launch dialogue for GR 41. We will continue our collaboration and contributions on this in the coming year including organising consultations on 'men and masculinities' lens to the GR.
- The CEDAW Committee Working Group on Gender-Based Violence requested a meeting with MenEngage to develop a position paper on ending Sexual and Gender-based Violence through the

engagement of men and boys, and requested support from MenEngage in drafting. They also request a briefing session with MenEngage at HRC59 to share expertise with members of the Committee ahead of the drafting.

- **Through our partnerships, we supported feminist movements in holding the line in global and UN spaces:** Drawing expertise from our members, and using direct examples of backlash-experiences from members in their countries, we worked with feminist movement partners to prevent regressions on gender equality in United Nations spaces. As we saw in past years, the United Nations has come under sustained attack, and in 2025, these attacks were more coordinated, better funded, and in places, led by member states themselves. We identified the UN as a critical space for defending longstanding norms, mechanisms and instruments upon which much global and country progress rests.

MenEngage Alliance provided significant input into the UN80 reform process, particularly on the impact on gender equality. We continued to support calls for a strong UN fit for the purpose of addressing the pressing challenges of our times, including by working with partners like UN Women, OHCHR, and the governments of Sweden and Rwanda for example, to hold the line on Beijing Platform for Action progress. We

successfully pushed UN Agencies and governments to reaffirm the need to engage men and boys at CSW69, in Beijing+30, and at UNGA. We co-hosted, together with Bahai's International and UN Women, the launch of a policy document on the backlash informing and bringing in new allies. We are collaborating with UN Women ahead of CSW70, to unpack the priority theme of access to justice from a men and masculinities lens. The summary report that is produced will be disseminated to governments and civil society partners.

Through all our work in UN spaces, MenEngage is recognized as a leading voice on men and masculinities, ensuring we can educate and influence key decisions and decision-makers. The conversations on masculinities within this sphere continue to gather interest, partnership and attention of policy-makers. In this arena, we exceeded our expectations given the difficult context.

The Goal: Policies, practices, and public narratives advance women's rights and gender equality by including gender transformative and accountable approaches in working with men and boys

- **Media, influencers, and public figures** promote gender equitable, feminist, anti-patriarchal narratives and discourses

- **Men and boys** (as a constituency group) mobilize as agents of change for gender equality, climate and social justice.

5.b) Media, Men and Boys - The Story of 2025:

This year, through our members, we used our work to influence media and public figures to reach men and boys directly. We spent time collectively discussing ways to navigate the complex information environment around men and masculinities. Then we shifted strategic efforts towards bolder thinking about not just to talk with men, but how to disrupt these harmful public narratives. To do this, we harnessed the power and expertise of our members to combat the media and influencer backlash on gender equality, as well as adding critical context and nuance to public discussions. This includes beginning a key initiative to equip members to engage effectively in influencer spaces.

In 2025, we saw a heightened public concern about young men. We saw both concern about young men themselves, their mental health and their beliefs, as well as the links between young men and regression in public attitudes to gender equality and social progress. Popular social media influencers and Netflix's *Adolescence* series brought this issue to mainstream consciousness and discourses. In response, we listened, we engaged with our members, and we developed initiatives for 2025 and beyond to address the ways

“ We shifted strategic efforts towards bolder thinking about not just to talk with men, but how to disrupt these harmful public narratives. ”

influencers and media talk about men and masculinities, and the ways men and boys think about their own masculinity.

At the heart of this effort lay our values, principles and platform. The MenEngage values and approach gave us the expertise, voice and unique perspective to shape narratives, adding needed context to topical public discourse, and to counter harmful messages.

- We responded to the significant public interest in Netflix's *Adolescence* series. Recognising this as a moment where men and masculinities were squarely in mainstream discourse, we responded in multiple ways to meet the moment. We helped nuance the “what’s going wrong with young men?!” conversation, with

evidence and highlighting common pitfalls when discussing this topic.

- Our youth members used the moment to generate discussion among youth themselves, and collaborate with other MenEngage members to develop and launch a comic and a podcast, putting out articles, blogs, and social media messaging. One of our MenEngage Europe members sat on a panel with the Adolescence cast, director and writer, adding important evidence and context to the conversation for the media. We also published an op-ed. These helped prevent subsequent reporting from replicating harmful messages.
- Our Lebanon member, ABAAD, spoke about the increased public interest in masculinities on a well-known podcast. This appearance generated further discussion, and ABAAD was invited on the major TV channel France24 to explain a gender-transformative approach to men and masculinities. Nearly one in five people in the North Africa region watch France24, and France24 has 9.4 million YouTube followers in the region. Following this media success, ABAAD held a session for other MenEngage members in Lebanon on promising practice in doing media on the manosphere. Reflecting on this televised debate with a "red pill" influencer, Stephanie from MenEngage Lebanon noted, *'We researched our opponent, focused on key messages, and used local statistics to*

demonstrate our approach was scientifically grounded.' This preparation turned the tide, exposing the red pill influencer's weak arguments and making him come across as *'very silly,'* while amplifying feminist voices.

- In North America, White Ribbon Canada ran the campaign 'My Friend Max Hate'. This interactive campaign shines a light on how predatory online personalities groom vulnerable boys, cloud their thinking with toxic ideologies, and sometimes turn them into resentful, misogynist men. Since its release, My Friend Max Hate has reached audiences globally, with 3.3 billion clicks, 30,851 website views, 23,099 video views, and 1,715 webinar replay views (at the end of 2025 and counting), with educators, parents, youth, and community partners seeking guidance on recognizing and responding to online grooming and radicalization.
- In Latin America, our members' Masculinities That Care campaign reached 1.65 million people across 14 countries, and directly engaged 197,000 men and boys with messaging about the shared responsibility to care for others, and to allow yourself to be cared for. Drawing on regional expertise, they secured a significant increase in TV interviews, public engagement, podcasts and print media. For example, in Puerto Rico, members participated on a television program on

gender violence and men's emotional health, podcasts on abortion and fatherhood, and wrote an opinion column in *El Nuevo Día* that discussed fatherhood from a feminist perspective. Deepening their impact, country members mirrored these efforts in their programming, so the regional network was able to draw from on the ground experiences in Argentina, Brazil, Columbia, Costa Rica, Ecuador, Guatemala, Mexico and Peru, to inform regional level influencing and public engagement. Underpinning this campaign was the shared values and principles of MenEngage Alliance, and the regional network specifically notes the critical role the Alliance re-affirmation process played in bringing on board and aligning more members with the campaign.

- In Zimbabwe, the community dialogues by our members engaging 234 men produced evidence of personal and political transformation, with participants moving from defensive postures to critical self-reflection on harmful practices, including early child marriage. Four men subsequently joined school Child Protection Committees, demonstrating movement from conversation to institutional responsibility.
- In Kenya, our network and members trained 60 police officers and security personnel who went on to apply non-violent approaches showcasing likely

institutional transformation. After being trained on Gender-Informed Community Engagement they were found subsequently applying de-escalation techniques, worked directly with women and youth in early warning systems, and addressed GBV with gender-sensitive approaches.

- Equipundo: Center for Masculinities and Social Justice launched the LinkUp Lab experiments with innovative digital ideas that invite young men to find healthy connections. Working with partners Amaze and Futures Without Violence, Equipundo developed youth-focused videos and educational materials to strengthen media literacy for boys and equip the adults in their lives to open conversations on a broad range of topics from body image, online exposure, video games and emotional regulation, to loneliness, dating in a digital age, and deepfakes. Each educational video includes a resource guide to help adults and young people talk openly about issues such as social pressure, mental health, identity, relationships, and harmful trends.

We also met the moment by providing guidance, materials, shared spaces, and platforms for our members to accelerate their own work in their communities. Our members used MenEngage Alliance messaging and materials to reach media, influencers and men and boys directly.

- We relaunched our website and created online member spaces that lay the ground for exciting work in 2026 and beyond. Underpinning this work was extensive examination of our own messaging and language. In order to connect more effectively and to reach new audiences, we revised how we talk about ourselves and our work in certain spaces. As a result, our website and resources will reflect a more accessible tone and language.
- Our newsletter has reached a tipping point of over 5000 subscribers from government, UN agencies, funders and civil society, solidifying our role as a field-builder. The newsletter has become a primary way of reaching a large audience with stories about the field, what works, inspiring stories, etc. This work will continue throughout 2026 as a core plank of the way we support members and reach men and boys themselves.
- We are expanding this work in 2026 to support members in directly engaging with influencers and creating and shaping real conversations about masculinities. This campaign continues our work on shifting narratives, and harnesses the power of collective approaches to effectively challenge harmful narratives online about men and masculinities.
- We launched our new newsletter, which is now a primary way of reaching not just our

members, but our community at large. We share resources, topical updates, evidence and inspiring stories from the field.

- We also used our social media outreach to voice support for ending VAWG, advancing SRHR - including abortion rights - and supported the LGBTQI community in pushing back on the anti-trans messaging that has become a gateway issue for anti-rights activists.
- We produced impactful social media materials that grew our online following, and attracted new online partners to our work from 2024. Most notably, our presence on LinkedIn grew with a 49% increase in followers and a surge in visibility, with just 95 organic posts earning over 234,000 interactions.

Similarly, our Instagram presence saw growth in 2025 as we gained 935 new followers to bring our total count to 3,027—a 29% increase from 2024.

“ We helped nuance the ‘what’s going wrong with young men?!’ conversation.”

Our Impact - Improve



The Goal: MenEngage members and partners deliver high-quality gender transformative and accountable work on men and masculinities

The Story of 2025: As men and masculinities became ever more relevant and popular in 2025, the MenEngage Alliance focused on ensuring new and existing efforts with men and boys remain accountable and do not end up causing harm. With increased attention and concern, came new efforts to address men and boys, and yet this work was not always high quality. In some cases, the work was hijacked by anti-rights groups, who tried to use it as a vehicle to restrict women's and LGBTQI people's rights. We focused on using our expertise and voices to make sure that programming was grounded in evidence.

We also sought to bring men and masculinities lens to broader topical issues like climate, care work, online violence/technology facilitated violence, and family planning. To do this, we used our network as an entry point for diverse groups to bring and share their knowledge. We facilitated and created spaces that were conducive to safe, effective sharing, and our members brought their expertise, questions, and concerns to work through some of the hardest problems. These connections both built and were based on trust and solidarity.

The MenEngage Learning Collaborative (CoLab) is a core way we support learning and improvement across the Alliance and beyond. The CoLab primarily focuses on strengthening engagement, capabilities and leadership of members and partners, together with the country-regional-and global MenEngage networks.

It is a space for community building: a space to speak about emerging issues; space for critical conversations and member-hosted events, trainings, webinars etc; and a space that encourages and fosters collaboration and creates joint mobilization opportunities. The CoLab supports members to contextualise the MenEngage agenda within their own realities by fostering decentralized, context-specific learning and collaboration across local, country, and regional networks.

- We held two Prevention Collaborative sessions and three gender-based violence working group sessions, sharing our knowledge of gender-based violence with a broader network, and improving GBV programming by strengthening knowledge on accountable work on men and masculinities. We particularly focused on the use of gender-based violence as a tool for regressive groups. We held two CoLab sessions on accountability in practice, strengthening our members' understanding of evidence-based, responsible approaches to men and masculinity programming. This was particularly critical given the influence of anti-rights groups on the communities in which our members work.
- Building on lessons from previous years, we tried a new approach to our CoLab peer learning sessions for 2025, to better match member needs with the sessions we curate. As part of our commitment to continuous learning, we will take these new lessons into 2026, and the lessons section of this report provides more detail on our thinking in this area.
- We held a session at the United Nations General Assembly on the backlash. Our members subsequently used this knowledge to inform their work in their countries. This included a report on the backlash, guiding members and partners on navigating this context, as well as a fact sheet with 10 ways to engage men and boys effectively in addressing the backlash. Notably, our new network in Korea used these products to guide their launch and work.
- In Spain, Fundación Iniciativa Social (FIS) in collaboration with Laintersección launched the award-winning Broders project. FIS is an active MenEngage Europe member, and has played a leading role in building out the MenEngage Iberia network, a sub-regional network within MenEngage Europe. *Broders* is a pioneering project that seeks to change the way young men engage online, while allowing them to ask for support in a safe, anonymous way. It offers an anonymous space for young men to express themselves, reflect on their feelings and discuss issues that affect them. Since its start, there have been over 10,000 discussions on its forums and over 1,000 confidential chats, supported by 40 volunteers and 200 professionals. The project came about as a result of conversations and partnerships through the MenEngage platforms, including with Swedish MÅN. *Broders* received a government award in November 2025.
- Sonke Gender Justice and MenEngage Africa convened a three-day in-depth workshop on Sexual and Reproductive Health and Rights, bringing together sixteen religious and traditional leaders in Entebbe, Uganda.

- As part of its Fatherhood, Care and Masculinities work, the MELA network connected their public and media campaign to improved country level programming. The regional campaign provided an umbrella framework for multiple and coordinated regional efforts. A number of countries launched projects under the framework of the Masculinities and Care Campaign, and then generated concrete evidence of how men reflect on their roles. Members then used this evidence in professional training across Uruguay, Nicaragua, and Puerto Rico.
- Under this same umbrella, national networks in Argentina, Brazil, Colombia, Costa Rica, Ecuador, Guatemala, Mexico, and Peru developed their own initiatives for training, advocacy, research, and community coordination. In Columbia for example, the National Convention "Men for Care" was held, bringing together for the first time more than 80 organizations, activists, and professionals from across the country. This event positioned Colombia as a strategic space for regional dialogue on co-responsibility, caregiving, and masculinities, and generated coordination among organizations that previously worked in isolation. A national monitoring commission was then formed to drive forward progress.

“As men and masculinities became ever more relevant and popular in 2025, the MenEngage Alliance focused on ensuring new and existing efforts with men and boys remain accountable and do not end up causing harm.”

“Broders is a pioneering project that seeks to change the way young men engage online, while allowing them to ask for support in a safe, anonymous way.”

Story of Improve Outcomes:

Examples of transformative shifts through members' and partners' programming - as shared by them in reporting to MenEngage Alliance:

“

One of the most transformative examples came from a group of fathers who participated in a 10-week learning circle. Initially skeptical, many admitted they only attended the first sessions because community leaders encouraged them. However, as the weeks progressed, participants began sharing personal stories, some about stress, unemployment, or the pressure to “always be strong,” others about their struggles to connect with their children.

One participant, a 38-year-old father of four, said that for the first time he understood how traditional expectations limited not only women’s opportunities but also his own relationship with his family. After the session on shared caregiving, he began spending more time with his daughters, helping with homework, and allowing his wife more time for her own activities.

Within two months, several fathers reported a significant reduction in household conflict, improved communication with their wives and children, increased participation in school activities and caregiving duties, and a greater willingness to speak publicly against violence and harmful norms.

”

Member Himaya Daam Ataa Organization, Lebanon, on their programming

“ During one of our group meetings, a newcomer spoke about the importance of compliments and words of praise. “Even though the safe environment of our group encourages free expression, I was personally surprised by such “audacious” behavior; in my country, it is not customary for men to “lavish” compliments on one another. What was even more surprising was the others' reaction. It was as if a veil had been lifted from the guys' eyes. Beneath the thick armor of being “strong” and “masculine” for so many years, a colorful world of tender emotions was revealed for the first time. That day, I began to appreciate anew the importance of having the opportunity to do this work: to take part in the formation of a group where a new participant, despite their different past experiences, can feel safe - free to share or remain silent, to motivate or to cry (and often, both at once)

” **Armenia member**

“ Twelve adolescents participated in the VinculArte art therapy process, developing emotional management skills and questioning gender stereotypes. One participant said at the end: “I used to think that crying was for the weak, but now I know that showing what I feel makes me stronger.”

” **Nicaragua member**

Our Impact - Learn



The Goal: MenEngage Alliance actively contributes to and uses knowledge and evidence on transforming masculinities and gender justice. We collaborate with research and knowledge partners to develop and disseminate this knowledge

The Story of 2025: As the world shifted, MenEngage Alliance focused on documenting and understanding the local, national and global political context in which we are living. We collaborated with research partners to produce case studies, thinkpieces and novel research to understand the fast-moving developments around us, to share evidence on what was happening and which solutions work to combat our challenges, and to bridge gaps between academic and practitioner communities.

We brought together the scope of our members' and movement expertise, to drive new knowledge and practice-based research, and ensure men and masculinities were included, reflected accurately and grounded in evidence, in critical policy and public discourse, policy-making and agendas. We particularly harnessed our expertise in the so-called *manosphere*, connecting members across the Alliance on a variety of topical research projects to better understand this phenomenon and how it manifests in specific cultural contexts. These research efforts are now driving programmatic improvements, leading to the launch of new programmes in 2026, and informing public policy generation on how to accountably and effectively address the ways men and boys engage online.

We produced 11 policy papers and statements on diverse topics such as care, gender-based VAWG, climate justice, trans rights, racism, LGBTQI rights, centering care and contraception to support members and public learning.

Five research papers by members on topical issues, such as the far right and masculinities in Germany, North America speaker series on boys' radicalisation, the anti-feminist backlash in Korea, and the environmental impact of hosting COP. The NAMEN webinar series in particular attracted significant attention and drove new members to join the network.

- We made significant policy and research contributions to the feminist foreign policy discourse and developed policy papers that advanced collective knowledge of the intersections between men and masculinities and foreign policy, and helped shape decision-maker understanding of the issues
- Our partnership with the Institute for Strategic Dialogue (ISD) led to the publication of an ISD policy brief "Fostering Healthy Masculinities: Building Resilience Against Online Misogyny", which our expert inputs helped shape.
- In Guyana, collaboration between national activists and members from the Netherlands with the University of Guyana's Institute of Gender Studies helped bridge academic and activist perspectives to build the knowledge base on which activists could support their work.
- In Europe, the Men4Dem project is a Horizon Europe-funded research project building bridges between society, art and science to understand how masculinities affect the future of European democracy. It brings together gender justice organizations - including members of MenEngage Europe - performance artists and a consortium of academic partners to co-create and share different types of knowledge. Together, the project develops and tests visions of a transformation from anti-democratic to more inclusive masculinities.
- In Brazil, members worked directly with universities and researchers in Latin America to document the experiences working with men from transformative approaches.
- In Nicaragua, members conducted the first systematic study of the impact of the manosphere on Nicaraguan youth, surveying 96 adolescents in five departments on indirect exposure to misogynistic content through TikTok. The findings are of significant regional relevance.
- Mexico is leading the organization of the IX International Colloquium on Masculinities (Mexico, April 2026), positioning the network as the key player, facilitator and contributor of the main regional academic space. The Latin American Academic Committee coordinates the participation of multiple countries.
- Uruguay developed multiple documented presentations on feminist ethics, victimological approaches to GBV, and male discomfort, contributing to the development of conceptual evidence in the field. Including:

- Actions, experiences, and challenges in masculinities: Argentina and Uruguay. Uruguay Masculinities Network/ MenEngage Latin America; MenEngage Alliance.
- Course: “Masculinities and Care”: Uruguayan Masculinities Network / MenEngage Latin America; MenEngage Alliance; MenCare Alliance, Lazo Blanco. Session 1 and Session 2
- Equimundo: Center for Masculinities and Social Justice conducted research to understand masculinities online Manosphere Rewired, with a six-month deep dive into the lives of young men online, primarily focused on the platforms and online spaces used by young men in the United States. While the masculinities field is already robust in research and programming, online spaces – which are now the primary place young men spend their time – have been largely ignored until recently. This research is informing a forthcoming design lab and new efforts to promote healthy masculinities online that build on the positive sources of connection and community that young men already find online.

“

We collaborated with research partners to produce case studies, thinkpieces and novel research to understand the fast-moving developments around us.

”

“

We focused on documenting and understanding the local, national and global political context in which we are living.

”

Our Impact - Link



The Goal: MenEngage Alliance Governing Bodies are characterized by high trust, transparency, and strategic efficiency, ensuring the Alliance's core functions, resources, and structures seamlessly enable the collective mission. The feminist movement sees MenEngage as a trustworthy and accountable partner.

Values and Principles - The Story of 2025:

Our network is stronger and wider *because of* our values and principles. Our values resonate and our approach attracts organisations and individuals from across various sectors and areas of work. Our accountability standards were never more important, particularly for maintaining high quality programming and ensuring anti-rights efforts were not successful. But they also allowed us to attract new members and allies, who were looking for values-based peers and networks to help them

navigate and make sense of the challenging context. Similarly, our membership process has been the foundation for a lot of network strengthening. Our members have used the re-affirmation process to improve their programming, attract new members to our networks, and increase connections and trust with feminist partners.

- The Global Secretariat supported capacity strengthening on the Alliance's accountability framework with all regions. As a result, we saw significant improvement in alignment across the Alliance, and particular progress in three regional networks, Africa, CariMAN and MenEngage Latin America, and two country networks in Lebanon and India.
- MenEngage Alliance led accountability conversations in other regions, conducting value clarification sessions where needed, and facilitating trusting and honest conversations to help members fully understand the nuances of the Alliance's principles and values. This has led to improvements in the ways the regional leadership lead the networks, and to better connections and partnerships with feminist organisations and networks.
- We consolidated our complaint handling process, including regional trainings on case handling, to increase trust within the Alliance and ensure alignment with values across our members.

- CariMAN's reaffirmation to the Alliance's principles and values helped drive a full transformative regional strategy. The network reaffirmed values with 44 existing members, and attracted two new members from Barbados and St Lucia. As part of this, they held a three-part onboarding process, which resulted in members reporting an improved understanding and an increased sense of belonging. With this stronger governance, they were then able to launch their new strategic plan for 2026-30 and an annual operational plan.
- MenEngage Africa's audit process actually resulted in a reduction of members, but ensured that existing members are aligned with MenEngage values and principles. This work will strengthen the network over time.
- For MenEngage Latin America, the MELA restorative processes, work with the Latin American Academic Committee of the Masculinities Colloquium, and the country project evaluation committee strengthened their Men, Care and Fatherhood campaign, and brought on board new partners to the campaign. The regional network also reports this strengthened values alignment significantly improved the network's ability to respond collaboratively to political crises and adverse contexts in the region.
- In Europe, MenEngage Iberia (Spain and Portugal) report a shared sense that the MenEngage principles help their members to clarify where they stand in the context of right-wing radicalization and increased interest in men and masculinities work.

“

Members expressed continued commitment to collective action and regional solidarity. Optimism for 2026 was closely tied to CariMAN's role as a platform for knowledge sharing, learning, and mutual support within the MenEngage Alliance. Together, these reflections illustrate that while risks to gender justice work are real and growing, the network's strength lies in its adaptability, shared values, and capacity to sustain momentum through collective care and strategic collaboration

”

- CariMAN reflections on their 2025 journey

Peer Connection and Outcomes - The Story of 2025

- In 2025, we saw increased collaboration, support and learning across our members. Rather than requiring connection through the global secretariat, the trust and relationships built over years allowed members to collaborate with each other directly, to develop shared initiatives, accelerate work, and build on each other's efforts across different contexts and languages. These partnerships also provided solidarity and care, especially in challenging times. This collaboration exemplifies the magic of the MenEngage platform.

- Korean MenEngage (K-Men) launched their new network. This effort was born of two years of groundwork by Korean feminist groups, MenEngage Europe members and the Global Secretariat, including Korea-Netherlands collaboration. Furthering connections, one of the members of our Youth reference group from Japan presented their comic on masculinities and backlash at the launch of MenEngage Korea.
- Members are in the early stages of forming a South West Asia and North Africa (SWANA) regional network, together with the MenEngage Lebanon network, beginning with a call for membership to organisations and individuals in the SWANA region.
- MenEngage Europe hosted a monthly members' online community check-in to find solidarity and care with each other.
- NAMEN organised three Member Meet-up - Brave Space sessions, where they provided a space for members to reflect on the current landscape, share insights, and collaborate on strategies to counter backlash and deepen collective outcomes.
- MELA conducted two sessions on feminist leadership and masculinities with support from two feminist consultants.
- There was a cross-collaboration between one NAMEN member, Men's Story Project, with two MELA members Puntos and Instituto WEM on Men's Story Project productions in Costa Rica and Guatemala.
- This led to development of the Men Story Project Resource Package, including an Action Guide, a peer leadership & storytelling curriculum, Presenter Workbook, and adaptable templates for evaluation forms, so the work can be widely adapted, implemented and evaluated. The resource package consolidates practice-based learning from 22 iterations of the project, with hundreds of men over 18 years, in varied settings around the world.
- MenEngage Africa organised its AGM with representatives from all 20 country

networks, during which they elected new regional leadership. The Youth Network of MenEngage Africa also saw young leaders from across the continent representing diverse sexual orientations and lived experiences stepping into key leadership roles in both the Regional and Youth Steering Committees.

- We expanded our presence to Japan with two members, both of whom are youths, collaborating to deepen their work in Japan.
- Following conversations with members from Australia, a group is establishing a national network in Australia in collaboration with the Global Secretariat.

Youth Leadership - The Story of 2025 - One of MenEngage's strengths identified in our 2021-24 independent assessment, is our efforts on youth leadership and engagement at alliance level. In 2025, the leadership of young people in the MenEngage Alliance stood out, particularly as the world focused on young people and young men and boys, not always in helpful ways. Young people were particularly critical as leaders in co-developing our strategic response to the growing backlash against gender justice. Youth engagement and leadership, not just tokenistic inclusion, can reshape movements by leveraging their creativity, digital fluency, and peer influence.

PROYECTO HISTORIAS DE HOMBRES

CAMBIANDO LA NARRATIVA

sobre lo que puede significar ser hombre

Hombres reales comparten historias personales sobre salud, dignidad, justicia y amor. Historias que desafían lo que aprendimos sobre ser "hombres de verdad" y abren caminos hacia masculinidades más libres, cuidadosas y auténticas.

Veni a escuchar, sentir y reflexionar.



Relatos - Monólogos - Música - Discusión Colectiva



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07:00 PM
Puertas se abren 30 minutos antes.

DOMINGO 9 DE NOV.
06:00 PM



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PROYECTO HISTORIAS DE HOMBRES

en deconstrucción



¿Qué pasa cuando los hombres mismos cambiamos la narrativas

estereotipadas que hemos aprendido de la sociedad, sobre que significa ser hombre?

Hombres reales comparten historias personales sobre salud, dignidad, justicia y amor. Historias que desafían lo que aprendimos sobre ser "hombres de verdad" y abren caminos hacia masculinidades más libres, cuidadosas y auténticas.

Veni a escuchar, sentir y reflexionar | Relatos - Monólogos - Discusión Colectiva



MARTES 11 DE NOVIEMBRE
Centro Cultural de España
(6 avenida 11-02, Edificio Lux, segundo nivel, Z.1,
Ciudad de Guatemala)
5:30 p.m. feria de servicios (lobby)
6:00 p.m. inicio de presentaciones



MIÉRCOLES 12 DE NOVIEMBRE
Teatro de la UP (Universidad Popular)
(10a. calle 10-32, Z.1, Ciudad de Guatemala)
5:30 p.m. feria de servicios (lobby)
6:00 p.m. inicio de presentaciones

Admisión gratuita, acompáñanos

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Rana Labs

acad cultura
Guatemala

- Youth continued to be meaningfully and strongly represented in leadership roles throughout the Alliance. This included a youth leader elected as MenEngage Africa co-chair, MenEngage Sri Lanka electing a youth-led LGBTQI-rights member organisation as its national coordinator, a new space created in the Pakistan network for a youth leader, and NAMEN including a youth member on their board.
- Youth engaged in partnerships with linkminded youth movements. A new partnership was established with the Women's International League for Peace and Freedom (WILFP) Young leaders network. This partnership resulted in a member of WILFP young leaders network joining the MenEngage Youth Reference Group (YRG) to strengthen collaborations and efforts towards a shared advocacy agenda. They will build on this work in 2026 and beyond, to deliver concrete advocacy projects.
- Through a member from MenEngage Iberia, the MenEngage YRG will be featured as a promising practice internationally in the field of masculinities and young people in the Youth Magazine of the Youth Institute in Spain which will be published in 2026.
- Aligned with the trend of listening and adjusting to what the 2025 moment required, youth conducted an assessment

of their 2021-2024 Youth Strategy. The outcomes of the assessment will inform a revitalised strategy that will meet the needs of youth and strengthen youth leadership and engagement across the Alliance and beyond.

Network Infrastructure Strengthening -

Story of 2025 - Throughout the year, we undertook significant tranches of work to strengthen our backend processes, governance and tools. These efforts increase our internal capacity and help us better measure and tell the story of our work. This is critical and often unseen work that positions us to deliver on our next strategic framework, and better support our members and partners.

- We developed a new Planning, Monitoring, Evaluation and Learning framework that gives us new ways to ladder up impact across our Alliance, focusing on Expect, Like and Love to see outcomes from key actors we can influence.
- We re-launched the MenEngage Alliance website and set up a new membership database and forum space.
- The Global Secretariat created the position of Programs Manager and brought on board a new People and Operations Manager, to support its commitment to learning, and strengthen financial and governance processes.

- We began our new BUILD grant with the Ford Foundation, and successfully completed the Organisational Management Tool assessment process of MenEngage Global Alliance, which resulted in identifying areas for improvements and organisational capacity strengthening across various aspects of management, organising and institutional development.



Link Story of Outcomes:

"I have been part of the MenEngage movement since 2008. One of the most valuable supports has been laxman, the Global Co-Director of MenEngage Alliance.....laxman's mentorship has been a crucial resource for me in navigating challenges and strengthening our programs.

Through MenEngage Alliance, I gained access to online sessions, discussions, and safe spaces to learn diverse perspectives. These resources helped me understand current debates, challenges, and innovative approaches in the field. Thanks to this support, I was later appointed as a consultant for the Ministry of Women, Children, and Senior Citizens in Nepal, and given opportunities to participate in national discussions as a leading voice on men's accountable engagement in gender equality.

- Sanjog Thakuri, founder of Hami DajuVai (HDV) and awardee of the 2025 Kamla Bhasin South Asian Award



Lessons and Reflections



One of MenEngage Alliance's core values is our honest reflection and commitment to learning. Our new Planning, Monitoring, Evaluation and Learning framework embeds that commitment through adaptive management, in which we continuously evaluate and learn from our work, pivoting where necessary. In that spirit, we share with our community some lessons and reflections from our work in 2025.

What we learned

- Trust matters: Our relationships are built over time, and success is never instantaneous. Trusting relationships underpin all our work, and without safety, honesty and trust, we cannot advance as progressive movement. Trust is not a soft 'nice-to-have'. It is a strategic investment in delivering concrete outcomes and improvement to gender justice.
- Our values are not only right, they are effective. People and organizations are attracted to us because we uphold and live our values, internally with our own members, and in our work with partners. And in instances when we do not, we invest in holding each other to account. Our accountability framework is a critical part of our work and the foundation upon which progress on other streams of work happens.
- MenEngage has a significant role to play in the public discourse. Our values and accountability approach allow us to provide a unique and frequently missing perspective. We have a bigger role to play in mitigating harmful narratives and in addressing wider issues outside of gender justice, with men and masculinities lens.
- We spent significant time thinking about and learning from our CoLab offerings over the last three years. We tried new ways to support peer learning among our members, and learned from the trade-offs involved. We realised there are often trade-offs, and that changes we make to peer learning in our network also have effects elsewhere. There is no one ideal way to learn, and so we are committed to testing new and diverse methods.

What we'll do differently

- We are excited about our new strategic program and new Planning, Monitoring, Evaluation and Learning framework for 2026 and beyond. Together, they will allow us to better plan, measure and deliver impact across and between our members. They also commit us to ongoing learning and capacity strengthening.
- We will seek more connections with partners, and spaces where we can strategically add value. We will look for comprehensive stories across all our work, exemplifying our theory of change. Our activities will build on each other, across our pillars of work, rather than sit in silos.
- We will further refocus our influencing work on specific spaces where we can progress the most.
- We will deepen our communications work, with efforts to reach men and boys directly, and further support members in increasing their outreach to influencers and media.
- We will build towards a 2027/8 member summit, that we will use strategically to deliver a next phase of work.
- We will deepen, strengthen and promote youth leadership and engagement through the development of a revitalised cross-cutting Youth Strategy 2026-2030.

“ Trust is not a soft ‘nice-to-have’. It is a strategic investment in delivering concrete outcomes and improvement to gender justice.

“ We have a bigger role to play in mitigating harmful narratives and in addressing wider issues outside of gender justice, with men and masculinities lens

Annex



Our Global Board

At the global level, MenEngage Alliance is governed by the Global Board. The Board sets the strategic priorities for MenEngage Alliance at the global level. The Board also governs the organisation, activities and finances of MenEngage Global Alliance, the Global Secretariat that connects and coordinates the Alliance's work worldwide.

The Board consists of representatives from MenEngage Alliance's six regional networks, plus at-large members. At-large Board members are international actors that anchor specific priority issues based on their area of expertise.

MenEngage Alliance is committed to diversity and inclusion in the Board membership. This includes designated seats for key

constituencies that we consider ourselves accountable to, including women's rights, youth and LGBTIQ rights organizations and networks.

The Global Board facilitates meaningful participation of members and key constituencies in the governance and decision making of MenEngage Alliance, as well as in setting its agenda and overall strategic direction.

The Regional Networks identify their representatives to the Board, who rotate on a periodic basis as determined by the Regional Networks (usually every 2 – 3 years). The representatives to the Global Board currently are:

- MenEngage Europe, represented by: Aleksandar Dimitrijevic, Malta
- CariMAN, represented by: Phillip Carlisle, Dominica
- MenEngage Latin America, represented by: Hernando Muñoz Sánchez, Colombia
- MenEngage Alliance South Asia, represented by: Yogesh Vaishnav, India
- North American MenEngage Network, represented by: Shane Joseph, Canada
- MenEngage Africa, represented by: Bruce Sakindi, Rwanda

At-large board members

- Global Co-Chair: Samitha Sugathimala, representative of Foundation for Innovative Social Development (FISD), Sri Lanka
- MenEngage Global Youth Reference Group, represented by Henry Mitchel
- Athena Network, represented by Irene Ogeta
- Breakthrough India, represented by Nayana Chowdhury
- Sonke Gender Justice, represented by Bafana Khumalo
- Equimundo: Center for Masculinities and Social Justice, represented by Wessel van den Berg
- Sexual Violence Research Institute (SVRI), represented by Elizabeth Dartnall
- White Ribbon Canada, represented by Humberto Carolo
- Board Treasurer (Ex-Officio): Richard Boriskin

Glossary of Terms

Feminist approach: We acknowledge that we build on the heritage of feminist women's

rights organisations and movements and ground our work firmly in feminist principles. We seek to strengthen our work by embracing a women's rights perspective and feminist analysis, including placing inequalities in privilege and power that result from patriarchy at the heart of our work with equalities and injustice. We seek to contribute to an intersectional understanding of men and boys' roles and responsibilities, and enhance an intersectional perspective in the work of the Alliance and its members

Accountability: For MenEngage Alliance being accountable is a proactive responsibility. The onus falls on us as individuals, organisations, and as a global community to be accountable in words and deeds. We strive to hold each other and ourselves accountable in the work through our communities at national, regional and global levels, especially to women's rights organisations, LGBTQI organisations, and movements for intersectional feminism and gender justice. By being accountable, we aim to ensure our efforts are effective and impactful for gender equality, women's rights, and LGBTIQ rights for all.

Transform masculinities: We seek to destabilise stereotypical male gender roles and hegemonic expressions of manhood, and support manifestations of non-violent, equitable and inclusive notions of manhood, by changing social norms that shape boys' and men's behaviour





MenEngage Alliance

working with men and boys for gender equality

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