



# Annual report

# 2019

**Implementing the MenEngage Alliance Strategic Plan 2017-2020**

Submitted to:



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## Introduction

Introspection, collective growth, movement-building, and a broadened understanding of the feminist agenda were notable trends for MenEngage Alliance in 2019. Convenings throughout the year – including in Ethiopia, Lebanon, and Nepal – provided space for members representing diverse regions and perspectives to listen to and share with one another. These critical dialogues were strengthened through the collaboration, participation, and leadership of feminist women’s rights and LGBTQI-rights organisations. Together, they helped further deepen collective understandings of ‘men and masculinities’ work in social justice and broader intersectional perspectives around feminism in cross-regional and global spheres of the Alliance.

In particular, it was a year in which power and privilege were further unpacked as critical concepts that must be elevated across work around masculinities. Building upon the work of previous years (including a comprehensive Theory of Change), efforts in 2019 helped advance the importance of these concepts among those MenEngage Alliance members working to dismantle power dynamics. At the same time, they supported dialogues and critical reflection on the power structures that exist within the Alliance itself, the institutions that make up the membership, and across social justice movements more broadly.

Along with an increasing nuance in thinking, comes the need to place ‘men and masculinities’ work within broader social justice efforts. This means going much further than looking at inequalities based on gender in isolation, but recognizing, challenging, and transforming interrelated forms of oppressive power. While many MenEngage Alliance members have been working from this kind of intersectional standpoint in their own contexts, a more central discussion as an Alliance is relatively new. This important growth has been nurtured from the roots of the Alliance, fostered by the prioritization of creating spaces for exchange, movement-building, and capacity-strengthening in 2019.

Accountability remained a priority for MenEngage Alliance throughout 2019, and appears to be becoming more mainstream across ‘men and masculinities’ work in general. These developments seek to find ways to ensure this work truly contributes to a shared feminist agenda. They are the result of many years of challenging discussions, reflections, and concerns – primarily voiced by women-led feminist organizations – around the risks or potential pitfalls of engaging with men and boys for gender justice, such as in advertently replicating and reinforcing masculine dominance.

While the need to strengthen accountable practices remains in all regions, there have been promising developments towards understanding the issues and strengthening the feminist basis of this work. Multiple actors are making accountability a priority, with some publishing significant reviews or guidelines in 2019 around working with men and boys. MenEngage Alliance continued to be part of this trend, which included the launch of the ‘Accountability Initiative’ in partnership with The Equality Institute and ATHENA Network. This consultative process strives to broaden the dialogue, participation, and space for open and critical reflections. It aims to result in strengthened understandings and guidance for feminist-informed, human rights-based work to transform masculinities, including efforts that engage men and boys.

The Alliance has observed that language on men and masculinities in global policy frameworks has gradually demonstrated increasing levels of nuance and complexity, moving towards a more feminist-informed political framework for transforming masculinities. This trend continued in 2019, as MenEngage Alliance worked to strengthen its interconnected advocacy efforts. In particular, the Alliance shifted focus from engaging a handful of activist-members towards a broader movement-building approach. MenEngage Alliance demonstrated its capacity for this collective and partnership-based approach in critical policy spaces throughout the year. These efforts were possible thanks to the work of previous years to establish meaningful partnerships, structures, and processes necessary to engage in joint policy advocacy at various levels.

The broadening of the work of MenEngage Alliance for gender justice was evident in the launch of the 'SRHR For All' partnership in 2019. By examining and addressing the roles of 'men and masculinities' within SRHR, the initiative aims to support existing efforts to advance the human rights of women, girls, and people of diverse sexual orientations and gender identities. This development was reflected in a growing knowledge among involved MenEngage Alliance members of how the multiple ways by which gender and social norms around masculinities, sexuality and reproduction impact people's ability to enjoy sexual and reproductive health with autonomy, dignity and access to care. Thus, the collective understanding of the complexity of the SRHR-for-all agenda was advanced across the Alliance in 2019.

Finally, the increasing engagement and leadership of young people and youth advocates marked an exciting trend for the year. This included the leadership of young activists within the SRHR For All initiative; and the proactive, energized, and engaged contributions of the newly reconvened Youth Reference Group. At regional level, several new structures have been formed for youth representation and leadership, embedding the commitment to support young voices from the roots of the Alliance.

These broad trends – explored in more detail within each section of this report – summarize work across country, regional, and global network levels. Advancements of work in one area have been mutually reinforcing for other strategic pillars and thematic priorities. This has meant the Alliance has been able to build on previous years to create a firm foundation for the final year of the current Strategic Plan. It is a basis that will support 2020 as a year that sees significant Alliance-wide mobilization for engagement in advocacy around Beijing+25, and the convening of the 3rd MenEngage Global Symposium in Kigali, Rwanda in November. Looking further ahead, these actions will inform the co-creation of a renewed shared political agenda for 2021 and beyond.

## An increasingly interconnected approach

The task of presenting the activities and the impacts of MenEngage Alliance under separate, distinct reporting areas is becoming increasingly challenging with the growing nuance and maturation of the work. It is therefore important to note that while activities are divided among the various areas within this report, each of them supports the achievement of multiple result areas.

Simply put, the results areas – as set out in the [2017-2020 Strategic Plan](#) – are seemingly becoming ever more intertwined and interdependent. For example, networks-building, capacity strengthening, and partnerships are vital for strong advocacy. In turn, advocacy discussions help inform the collective agenda, feeding into new knowledge production, communications efforts, and capacity strengthening. Almost all activities contribute to the mission of MenEngage Alliance of building inclusive alliances from local to regional to global levels.

One strategic pillar in particular runs through all of the Alliance's work: Accountability. Thanks to historic and ongoing calls from the broader women's rights and gender justice field, accountability has rightfully become an increasingly central aspect of work for MenEngage Alliance. It can therefore be seen as an underlying consideration in all of the activities documented in this report.

A number of thematic priorities have been advanced in 2019, such as sexual and reproductive health and rights (SRHR), youth leadership, and sexual orientation and gender identity. These too are intrinsically linked to each other, as well as the five strategic pillars (results areas). For instance, work on SRHR has been advanced through a youth-led program. This has involved concerted efforts around capacity strengthening, network building, and will contribute towards interconnected advocacy.

For the purposes of pragmatic reporting, activities have necessarily been listed in the sections to which they most naturally belong. In many cases, where activities have numerous and diverse impacts, it is not straightforward to 'fit' them into any one section over another. So, where relevant, this report includes cross-references between sections where an activity that was important to one area is described more fully under another area. This approach aims to help illuminate the interconnections throughout the work of MenEngage Alliance. Regardless of whether or not an activity described in this report contains cross references, it can be assumed that it contributes to advancing more than one thematic or strategic area of MenEngage Alliance.

## How this report is organized

This Annual Report is divided into three main sections. First, you will find the [Report from the Global Secretariat](#). It describes the trends, activities, and anticipated impacts of each strategic pillar of MenEngage Alliance taking place at cross-regional and global levels. Within the section, text in grey boxes shows the desired goals, outputs and outcomes as articulated in the [2017-2020 Strategic Plan](#).

Secondly, the [Thematic Working Groups](#) section reports on seven themes that are considered priorities (or emerging priorities) for the Alliance at a cross-regional and/or global level.

Finally, each of the regional networks, plus two emerging/country networks, report on their activities, regional trends, and 2019 priority areas in the [Reports from the Regional Networks](#) section.

## Report from the Global Secretariat

MenEngage Alliance set out five results areas in its [2017-2020 Strategic Plan](#). This section of the report – detailing activities conducted at global level with support from the Global Secretariat and Global Board – is organized around these five results areas:

- Network building and capacity strengthening
- Advocacy
- Knowledge management and communications
- Accountability and partnerships
- Governance model

These results areas – or strategic pillars – form the framework for advancing the mission of the Alliance to transform unequal power relations and patriarchal systems by:

- Transforming masculinities;
- Working with men and boys through intersectional feminist approaches;
- Building inclusive Alliances from local to regional to global levels; and
- Fostering joint actions in partnership with women’s rights, gender- and other social justice movements.

More broadly, this report can be seen as documenting how MenEngage Global Alliance used its resources in 2019 to contribute towards the strategic goals of:

Increased support, uptake and implementation of feminist-informed gender transformative approaches on men’s and boys’ roles, attitudes and responsibilities - related to SRHR including HIV/AIDS, GBV, and gender equality - among key stakeholders in the gender justice and human rights field.

Improved access to sexual and reproductive health and rights (SRHR), reduced vulnerability to HIV/AIDS, reduced gender-based violence and discrimination, just redistribution of unpaid care, and a stronger women, peace and security agenda, by strengthening efforts aiming to change discriminatory norms related to men’s and boy’s attitudes, responsibilities and roles, at country, regional and global levels.

See the [glossary](#) section for the value clarification of the understanding of key terms and theoretical/political concepts that form the basis of the work of MenEngage Alliance.

# Networks Building and Capacity Strengthening

## RESULT AREA 1

The MenEngage Community of Practice is capable, inclusive, connected, mobilized and amplifies local, country and regional work on engaging men and boys in gender transformative approaches, thereby contributing to SRHR for all, women's rights and gender justice, GBV prevention, redistribution of unpaid care, peace and security.

### Outcome 1: Capacity Strengthening

MenEngage Alliance members have strengthened capacities to coordinate and implement collective efforts among themselves and with the broader field for women's rights and gender justice to transform masculinities and engage men and boys on issues related to SRHR incl. HIV/AIDS, GBV, and gender equality

Outcome indicators:

- % increase in regional networks having quality strategies & work-plans in place and implemented in the countries and regions where MenEngage Alliance is present by 2020.
- % increase in and quality of individual and collective programs and actions on engaging boys and men among members and partners in the countries and regions where MenEngage Alliance is present by 2020.
- % increase in new networks and members by 2020.
- # and quality of dialogue spaces organized to review and strategize on the work around "men and masculinities" with women's rights and gender justice actors at country, regional and global level by 2020.

The regional networks continued to form the foundation of MenEngage Alliance in 2019. Networks building and capacity strengthening efforts throughout the year supported this foundation, with regionally-led progress to foster an increasing sense of a 'community of practice' approach and forge new country-regional-international connections.

Importantly, there have been successful efforts to foster more diverse representation across regional governance structures. This includes stronger participation and leadership from feminist women's rights voices, LGBTIQ+ rights activists, and environmental justice advocates and leaders. Meanwhile, three regional networks (Africa, Europe and Latin America) have established 'youth leadership committees

and groups’, and others have included youth representatives in the overall regional leadership structures (see: [Youth leadership and engagement](#)).

These developments have provided the opportunity for many regional networks to contextualize the collective vision, mission, guiding principles, priority issues, and core strategies of MenEngage Alliance – at the regional and country levels. This trend will remain important as the Alliance continues to evolve as a collective – based on a shared political agenda – in 2020 and beyond.

## Strength assessments and work plans

*OUTPUT 1.1* – Strength assessments and work plans developed by MenEngage regional networks .

2019 was a year in which the technical support and collaboration between the Global Secretariat and regional networks continued at pace. This included supporting the implementation of regional strategies and work plans, coordinating the regional sub-grants, offering technical support when needed, and creating opportunities for collaboration between regions. In particular, 2019 saw the completion of strength-based assessments of each of the regional networks.

MenEngage Alliance continued to see the strengthening of communities of practice – through joint advocacy efforts, regional leadership meetings, and participation in regional forums. This growth was based on the implementation of the [MenEngage Networks Building Toolkit](#) previously developed by the Global Secretariat together with the regional networks.

### **The following activities contributed to the successful implementation of strength assessments and work plans in 2019:**

#### Sub-grants management

In 2019, the Global Secretariat provided sub-grants to all six regional networks for the implementation of their regional strategic and work plans. Through the subgrants, the regional networks were able to implement their individual strategic plans. This created opportunities to organize and mobilize diverse actors, institutions and networks working through an intersectional feminist approach to engaging boys and men in gender equality. (See: [Reports from the regional networks](#) for details of regional activities supported by the sub-grants).

#### Strong and vibrant regional networks

2019 experienced significant growth of the country and regional networks and membership in almost all of the regions. In particular, Africa saw the formation of a new country network, bringing the total to 23. In Europe, the membership expanded from 23 to 27 countries, as well as the establishment of sub-regional network in the Iberia peninsula (Spain and Portugal). In the Caribbean the membership expanded to 7 countries, in South Asia two new country networks (Afghanistan and the Maldives) are in the process of being associated with the regional network. Globally, 4 new country networks were formed in 2019 (and/or in the process of forming and/or becoming associated). (See: [Reports from the regional networks](#) for more details).

### Regional Networks' Leadership meetings

The Global Secretariat of MenEngage Alliance participated and supported the regional networks' leadership meetings in Africa, South Asia, Latin America, Caribbean, North American regions and in Lebanon. While centering the needs, priorities, and interests of regional networks, the Global Secretariat offered support towards strengthening the governance structures and democratic processes of the regional networks.

Given the diversity that exists among the regional networks, the Global Secretariat extended support in facilitating various parts of the regional leadership meetings including strengthening accountable practices in Africa, Caribbean, Latin America and South Asia; conceptual clarity on politicizing 'men and masculinities' lens in Caribbean and South Asia; anchoring the election processes in Caribbean and developing strategic plans in Europe, North America, Caribbean and Africa regions.

## Capacity strengthening and advocacy activities

*OUTPUT 1.2* – Joint capacity strengthening and advocacy activities organized by MenEngage Alliance at country and regional levels.

One of the key achievements during this year, as a result of the investment for the last three years, has been the increased sense of a strengthened interconnected "Communities of Practice" at regional and global levels. During 2019, the Global Secretariat worked with members and partners to create spaces for exchange, mutual learning and strengthening of political dialogue at various levels. It is expected that these efforts will support the optimum use of existing resources and foster an approach to decision-making and agenda-setting based around dialogue, debate and prioritizing the regional and country level contextualization of the work.

The key focus of these mobilization and activities was to strengthen capacity, knowledge and skills of the regional and national networks around gearing towards policy advocacy opportunities to advocate for

progressive policies toward gender equality, with focus on Agenda 2030 and the Sustainable Development Goals (SDGs), Human Rights Instruments such as CEDAW Committee, Beijing+25 and UNSCR 1325. (See: [Advocacy](#)).

#### Developing capacities for networks building for GBV-prevention

A networks-building workshop hosted by RWAMREC for MenEngage Rwanda Network (RWAMNET) brought together 22 participants from the network for a capacity building session in Rwanda. The session raised collective understanding around accountability, advocacy, SOGIESC and leading to increased cooperation between MenEngage Rwanda and Prevention+ partners in the country. Session was organized and facilitated by RWAMREC and Global Secretariat on the margins of the Prevention+ Partners meeting in Rwanda. (For more activities related to the partnership with Prevention+, see: [Gender-based violence prevention](#)).

#### Strengthening an understanding of power, patriarchy, and feminism

A four-day capacity strengthening session explored, challenged, and developed collective understandings around core foundational concepts including power, privilege, patriarchy, feminisms, and movement building. The content of the sessions was led by [CREA](#), and adapted for MenEngage Alliance members from their 'Power, Patriarchy and Feminism Institute'. MenEngage Alliance Global Secretariat worked with CREA to organize this opportunity, which included members and 'changemakers' from the SRHR For All initiative (see: [SRHR](#)). Held in Kathmandu, Nepal, in October 2019, the workshop addressed: 1. Power, control and patriarchy as ideology, political practice and institutional structures; 2. Systems of privilege and exclusion related to sexuality and gender; and 3. Feminism as a movement and vision for peace and solidarity.

#### African Union advocacy capacity strengthening

The Global Secretariat coordinated a capacity strengthening session carried on the African Union (and its sub-regional bodies) during the SRHR for all kick-off meeting in Addis Ababa (see: [SRHR](#)). The session included 18 participants, including MenEngage Africa members and [Prevention+](#) partners. (See also: [Advocacy](#))

#### GenderPro capacity building and credentialing program

MenEngage Alliance was invited by the Global Women's Institute/George Washington University to join an expert group meeting in Washington, DC in May. The meeting discussed the content of the [GenderPro Capacity Building](#) and [Credentialing Programs](#), and finalized the list of competencies according to which applicants will be assessed. This two-part program aims to build the gender capacity of international development professionals and professionalize and standardize the gender and development field.

Following this, MenEngage Alliance Networks Manager was invited to present at the panel 'The Power of Social Movements for Achieving Gender Equality' together with UNICEF, the Arab Institute of Women, COFEM and Women Human Rights Defenders/JASS, during the GenderPro Summit in July 2019. The

session explored the role of social movements in achieving gender equality and the importance of engaging with and supporting social movements to achieve shared goals, especially between women's movements and the field of engaging men and boys.

## Regional Networks Working Group

*OUTPUT 1.3* – The MenEngage Regional Networks Working Group and virtual platforms are activated and functional.

### Regional networks working group

The regional networks met twice during 2019 – first in Addis Ababa, Ethiopia in June (see: [SRHR](#)), and then again in Beirut Lebanon (see: [Symposiums, colloquiums, and seminars](#)). These meetings provided opportunities to share progress and learn from each other. Because of priorities among regional networks to strengthen their own governance and operational structures, the Regional Networks Working Group was relatively inactive throughout 2019. However, the convenings have provided the foundations for pursuing future cross-regional exchange, supported by this Working Group.

### Streamlining membership data for virtual platforms

Aiming to streamline the membership database of MenEngage Alliance, the Global Secretariat worked with an external technical consultant to develop framework and platform for database management. This included envisioning any current or future virtual platforms and tools function that can serve the needs of the members and Global Secretariat in the overall membership database management.

The consultant and Global Secretariat team engaged with all the regional networks with a series of listening rounds with regional coordinators and leadership to collate and understand their needs and wishes regarding regional-global data management, leading to do a review of current systems/approaches and extensive technical requirements document. This has now resulted in a stronger understanding of the needs of the network with regards to data management – with important, actionable insights to be taken forward into 2020 and the Global Symposium. (See: [Knowledge Management and Communications Strategy](#) for more on online community platforms)

## Symposiums, colloquiums and seminars

*OUTPUT 1.3* – Symposia, colloquia and seminars organized with MenEngage members and partners at global, regional and country levels.

The Global Secretariat continued to support members and regional networks to organize 5 major events across the regions during the year 2019, under the leadership of the respective regional and national networks. The main focus of the Alliance during the year was preparing for the 3rd Global Symposium. The colloquia, forums and conferences were successful to enhance the visibility of the work of its members and partners at the national and regional levels. These spaces provided the opportunity among women's rights, youth, LGBTQIA+ rights and social justice experts and organizations to strengthen knowledge and understanding of transforming gender norms with a focus on boys' and men's attitudes, responsibilities and roles with regards to SRHR including HIV/Aids, gender based violence, women's rights and gender equality.

### 3rd Global Symposium: Laying the foundations

#### **MenEngage Global Symposium Strategy Meeting**

In June 2019, more than 40 members and partners convened in Beirut, Lebanon to strategize and agree on the political framework of the 3<sup>rd</sup> MenEngage Global Symposium. With representation of eight regions – including the Board, regional network leadership, and youth leaders – the meeting set the agreed foundation for the symposium.

The meeting provided a pivotal opportunity to raise understanding around the symposium among all the regional networks and partners internationally. It helped bring together the outline of a political agenda of the 3rd MenEngage Global Symposium. Importantly, the event enabled the Alliance to feel prepared to take the next steps to further inform and articulate the ingredients of a political agenda, based on the grassroots knowledge-base of the Alliance.

#### **Listening rounds for the 3rd Global Symposium**

Building on discussions of the past three years, the current leadership of all the regional networks of the Alliance played a crucial role in the visioning of the organizing of the 3rd Global Symposium. Through a series of listening rounds and global strategic planning sessions, MenEngage Alliance has worked to find ways to break down hierarchies within the Alliance, moving towards more horizontal leadership, agenda-setting and network-strengthening approaches and models.

As the result of these strategic discussions, the following **key organizing documents** were produced. These participatory processes and documents represent the basis for the development of MenEngage Alliance's joint strategic planning for the 3<sup>rd</sup> Global Symposium:

- [Pathways to the Third Global Symposium](#) (Following the June meeting in Beirut, Lebanon)
- [Global Symposium Briefing Note](#)
- [Bottom-up Mobilization Listening Rounds](#)

### Symposiums and colloquiums supported in regions

MenEngage Alliance members participated in several key events through the year. This included the participation of MenEngage Alliance delegations, organizing of workshops/side-events, co-sponsorship of events, and technical organizational support. Reports of MenEngage Alliance involvement within each event are included in the sections of this report indicated below:

- 7<sup>th</sup> International Colloquium on Masculinities in Latin America (See: MenEngage Latin America)
- Youth Forum at International Colloquium in Latin America (See: MenEngage Latin America)
- Sexual Violence Research Initiative (SVRI) Forum (See: Capacity strengthening)
- MenCare Conference (See: Capacity strengthening)
- International conference on “men and masculinities” MenEngage Sri Lanka (See: MenEngage South Asia)

### Symposiums and colloquiums: Support and participation at global level

#### **SVRI Forum, Cape Town, South Africa**

SVRI celebrated 10 Years of SVRI Forum with its 6th biennial Forum successfully held at the Cape Town International Convention Centre, South Africa from 21 – 25 October 2019. MenEngage Alliance was one of the sponsors and partners of the Forum and brought together 12 members from across the regions. SVRI Forum, as an abstract driven event, was supported by the 121 abstract reviewers for ensuring that the science and programmatic learnings coming out of Forum are of an exceptionally high standard. The organizers received 726 abstracts, of which the final program was able to accommodate 221 oral presentations, 98 Four Minute Presentations, 10 pre-conference workshops, a multitude of participant driven events, launches, networking opportunities with self-care and social events woven throughout.

The [Equality Institute](#) (EQI), [ATHENA Network](#), [Coalition of Feminists for Social Change](#) (COFEM), [Raising Voices Uganda](#), [SVRI](#) and MenEngage Alliance jointly organized a participatory event on strengthening accountable practices in the work of ‘engaging boys and men in gender equality’. The Director of the MenEngage Global Secretariat, Joni Van de Sand, spoke about the lessons learned from the Alliance processes in the panel on the 'Involvement of Men'. Videos of the opening plenary, the closing ceremony and some other sessions are available on [the SVRI website](#).

#### **MenCare Conference, Morocco**

MenEngage Alliance, as a Steering Committee member, supported the [3<sup>rd</sup> MenCare Global Meeting](#), a three-day meeting from 19-21 November in Rabat, Morocco. Global Secretariat-MenEngage Alliance actively supported in developing the plenary session on “[Patriarchy, power and privilege - rooting our work in a feminist agenda](#)”, that created a space for reflections on the importance of programs and

initiatives to engage boys and men to assume equal share of the unpaid care-work. This panel comprising of panelists from across various regions brought forward the imperative of the ‘men and masculinities’ field and actors to ensure accountable practices around such programs and initiatives are informed by feminist and rights-based approaches.

The global meeting brought together more than 150 partners from more than 40 countries. The meeting concluded with recognizing the importance of men’s and fathers’ commitments to unpaid care and the necessary, active involvement of men and youth in advancing feminist informed and gender transformative agenda around men’s participation in parenting and care work in general. The meeting raised reflections around various themes such as sustainable development, committed fatherhood, the impact of migration on parenting, and non-resident fathers.

### 7<sup>th</sup> Annual SAIS Global Women in Leadership Conference

The 7th annual [SAIS Global Women in Leadership](#) conference, brought together a diverse group of voices to share lessons about how to claim and exercise power to effect social change in Washington DC on 4<sup>th</sup> April 2019. Over 150 participants engaged with leaders from diverse backgrounds, learn strategies to claim their own power, and leave with a deeper understanding of how they can change existing inequalities. Laxman Belbase from Global Secretariat-MenEngage Alliance, Gary Barker and Ron Legrand from Promundo US, and Manuel Contreras-Urbina from Global Women’s Institute/GWU were [invited to join the panel](#) to present the examples and reflections on the efforts to engaging men and boys in transforming masculinities and advancing feminist agenda and the effects of gender norms on women and men and empower everyone to be agents of positive change by challenging these norms.

Table 1: Capacity Strengthening Output Indicators

Outputs	Output Indicators	Report 2019
<b>Output 1.1)</b> Strength assessments and work plans developed by MenEngage regional networks	# of MenEngage regional networks undertaking capacity and strength assessment and work-plan development in 2017	Not Applicable for the strength assessment. 6 regional work-plans developed 1 strategic plan developed
	1 Network Building toolkit developed in 2017	Not applicable 3 regional networks (Africa, Caribbean, and Latin America) have used this toolkit in their work.
	% increase in MenEngage membership at country, regional and global levels. Target: 5%	-
<b>Output 1.2)</b> Joint capacity strengthening and advocacy activities	# of meetings, workshops, trainings organized per year among the global, regional and country MenEngage networks by 2020 Baseline: 0 → Target: 6	2 International (CREA, SRHR Kickoff) 1 Sri Lanka 1 Maldives

organized by MenEngage regional and country networks	# of members participating in capacity strengthening initiatives by 2020 Baseline: 0 → Target: 350	2 International (CREA, CSW) = 80 people Regional - National -
	# of thematic working groups work plans developed and implemented by 2020.	
	# of campaigns developed, adapted and implemented at global, regional and country levels by 2020.	-
	# of people outreached by MenEngage campaigns by 2020	
<b>Output 1.3)</b> The MenEngage Regional Networks Working Group and virtual platforms are activated and functional	1 Regional Networks Working Group in place and functioning by 2020	In place
	# of calls, visits and activities organized in support of the regional networks by 2020	3 visits 3 activities 12 calls with the regions
	1 MenEngage Alliance online membership community in place and used by 2020	-
	# of webinars and e-dialogues organized by 2020	-
	# of users and attendants of virtual platforms by 2020	-
<b>Output 1.4)</b> Symposia, colloquia and seminars organized with MenEngage members and partners at global, regional and country levels	# of global, regional and national colloquiums or symposiums organized by the MenEngage Alliance members and networks by 2020	2 regional in Latin America and South Asia
	# of contextualized Platforms for Action developed by 2020	2
	# attendants and diversity in constituency and location by 2020	400 in Latin America 100 in South Asia

# Advocacy

## RESULT AREA 2

An enabling policy environment for gender transformative approaches with men and boys to advance women's rights and gender justice, SRHR for all, GBV prevention, redistribution of unpaid care, peace and security.

### Outcome 2a: Increased joint policy advocacy actions

MenEngage members and strategic partners have increased joint policy advocacy actions, thereby contributing to increased policy and decision makers' awareness on gender transformative approaches with men and boys on issues related to SRHR including HIV/AIDS, GBV, women's rights and gender equality.

Outcome 2a indicators:

- # and quality of joint advocacy agendas formulated and shared broadly in a timely manner at national, regional and global advocacy spaces on GBV, SRHR including HIV/AIDS, unpaid care, peace and security by 2020
- # and quality of joint advocacy activities undertaken at national, regional and global advocacy spaces on GBV, SRHR including HIV/AIDS, unpaid care, peace and security by 2020
- # and quality of supportive statements by policymakers demonstrating their awareness on gender transformative approaches to engage men and boys on GBV, unpaid care, SRHR including HIV/AIDS and gender equality by 2020

### Outcome 2b: Policies

Policies and laws on SRHR, women's rights and gender justice increasingly include gender transformative analysis and approaches inclusive of men and masculinities, and are implemented at country, regional and global levels.

Outcome 2b Indicators:

- # global, regional and national policies and laws integrating gender-transformative approaches to engaging boys and men on GBV, unpaid care, peace and security, SRHR and HIV/AIDS at national, regional and global levels where MenEngage is present by 2020
- Improved quality of the policy language on engaging men and boys from a gender-transformative perspective among laws and policies at country, regional and global levels by 2020.

MenEngage Alliance's advocacy has become increasingly organized and political. As the Alliance

approaches the end of its strategic period, 2019 was a critical year in strengthening the implementation of interconnected advocacy efforts from national to regional to global levels, demonstrating the Alliance’s increasing capacity to carry out advocacy as a collective.

Over the last few years, the Alliance has focused on establishing partnerships, structures and processes necessary to engage in joint policy advocacy at various levels. MenEngage Alliance has worked to deliberately foster meaningful allyship with feminist advocates, policy and decision-makers and UN agencies in international policy spaces from New York to Geneva. Central in all these efforts is MenEngage Alliance’s political agenda of advancing gender-transformative, feminist-informed, human rights based, intersectional and accountable approaches to engaging men and boys and transforming masculinities. In recent years, the Alliance has observed that language on men and masculinities in global policy frameworks has gradually demonstrated increasing levels of nuance and complexity, moving towards a feminist political framework for transforming masculinities.

An emerging insight has been to shift focus from engaging with a handful of MenEngage activists in policy advocacy, towards *movement building* to improve the Alliance’s ability to work together to influence policy; and to work as accountable allies to feminist, SOGIESC<sup>1</sup>, SRHR and other social justice movements. With access, expertise and influence in key international policy spaces, the MenEngage Global Secretariat focused in efforts in 2019 on supporting movement building, mobilizing and working collectively with advocates from all MenEngage regional networks. (See the Networks Strengthening section above for details)

The Global Secretariat continued to advance an accountability lens in the design, development and implementation of advocacy actions, collaborating with women’s rights organizations on all capacity strengthening efforts, engagements in policy spaces, and in any other advocacy activities. In doing so, the Alliance has developed meaningful advocacy partnerships, and better integrated its advocacy objectives of *accountable* work on men and masculinities into broader agendas for women’s rights and gender justice.

## Advocacy strategy

*OUTPUT 2.1* – Interconnected global-regional-country level advocacy strategy developed and implemented with MenEngage regional and country networks and at-large member organizations.

### Global Advocacy Working Group

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<sup>1</sup> People of all sexual orientations, gender identities and expressions and/or sex characteristics. See: [Glossary of terms and abbreviations](#)

The global Advocacy Working Group (AWG) has been consolidated as a centralized mechanism through which the Alliance has been able to anchor its strategic planning and agenda setting from national to regional to global level. Comprised of representatives from 6 regions, as well as at-large members with a strong international advocacy presence and expertise, this group has successfully fostered complex partnerships across various levels of policy intervention and thematic expertise. The group has created a space for the negotiation of joint working methods which have yielded an inspiring year of coordinated multi-level advocacy actions and outcomes.

The AWG held quarterly calls in 2019 and ad hoc working groups that were formed to mobilize around particular advocacy opportunities held a range of virtual strategy meetings throughout the year, including on the CEDAW expert workshop, CSW63 and Beijing +25 commemorations. The AWG listserv was established as a dedicated space to share advocacy opportunities and multiple opportunities and requests for inputs were shared through this listserv.

The development of an Interconnected Advocacy strategy continued in 2019, with regular calls with regional AWG Focal Points on regional advocacy strategies and ways forward to integrate plans into a consolidated national-regional-global advocacy strategy.

### Regional advocacy capacity building and advocacy strategy development

The Global Secretariat provided ongoing support to the regional networks in their advocacy capacity building and the development of regional advocacy strategies in 2019, which enabled them to deepen their engagement in regional and national policy processes.

The Global Secretariat provided strategic guidance and support to the North American MenEngage Network (NAMEN) Policy Advocacy Committee to develop joint regional priorities and supported the AWG focal point for NAMEN in relationship building and strategy development meetings with women's rights organizations in Washington, D.C. The Global Secretariat also supported NAMEN in providing technical inputs to various national policy frameworks including USAID Gender Strategy, Violence Against Women Act and Title IX.

The Global Secretariat developed a mapping of African regional normative frameworks, which was shared with MenEngage Africa.

The Global Secretariat held regular calls with the advocacy focal point for Latin America to discuss regional advocacy strategies and supported the organization of an advocacy relationship building session during the Costa Rica regional colloquium, in which regional network members met with policy and decision makers.

### Beijing+25 Mobilization

In 2019 the Alliance began to mobilize around the upcoming global commemorations of the [Beijing Platform for Action](#) in 2020, including by holding global AWG virtual meetings and supporting the regions to participate in the regional review processes that took place this year.

The Global Secretariat coordinated multiple strategy sessions with the regional delegations from Latin America, Africa, the Caribbean, North America and Europe to their regional review meetings to advance an accountable advocacy lens in all planning around the sessions. The Global Secretariat also coordinated with the regional networks to gather collective inputs to the regional and national review processes. In advance of the European regional consultation, the Global Secretariat coordinated with the MenEngage Europe Youth Working Group to gather collective inputs to the regional agenda setting process and provided direct support to the regional network in providing recommendations and technical inputs towards the development of civil societies' UNECE Declaration.

MenEngage Alliance supported delegations to attend the regional review meetings for Europe and North America in Geneva in October, and for Africa in Addis Ababa in November. During the regional consultations the delegates joined civil society to review and set agendas for the achievement of women's rights and strategizing on pathways for the inclusion of a feminist-informed gender transformative, human rights based framework for the engagement of men and boys.

## Activist responses

*OUTPUT 2.2* – Timely activist responses to human rights violations developed and broadly disseminated, with a focus on transforming gender norms and the roles and responsibilities of men and boys.

MenEngage Alliance has actively sought opportunities to show solidarity with global calls to action by feminist, women's rights, SOGIESC, climate, and social justice activists and movements, and continued to be a supportive actor towards the advancement of human rights and environmental frameworks. The 700 MenEngage Alliance members globally were kept informed of urgent calls to action, activist statements, request for inputs for United Nations processes and advocacy stances. This helped the Alliance offer a unified voice of support while engaging in emergent political realities.

Example of statements signed on to and supported in 2019 include:

- Visa Denials (CSW) NGO CSW Statement
- Increased Opposition Backlash at CSW - Statement put forward by the Women's Rights Caucus
- Nicaragua Human Rights Council Resolution Statement
- CSW Mobilization to Support Climate protest - Women's Environment & Development Organization (WEDO)

- SRI Statement on Abortion and Sexual Rights Justice at the 42nd Session of the Human Rights Council (HRC42)
- Statement challenging the Spotlight Initiative to make funds more accessible to civil society by Count Me-In
- CSO statement for the UNECE Regional Review Meeting by NGO CSW support the young feminists synthesis statement of the Beijing+25 CSO forum of the UNECE region
- Women’s Major Group [feminist statement](#) in response to the Cancellation of COP25 in Chile
- Joint CSO declaration on abortion for the Nairobi Summit on ICPD25

## Partnerships

*OUTPUT 2.3* – Concrete partnerships among MenEngage Alliance members and partners with global SRHR, women’s rights and gender justice CSOs, NGOs and UN agencies developed and implemented.

MenEngage Alliance has continued to advance the development of partnerships with critical actors from civil society and UN Agencies, creating an increasing sense of political articulation with feminist and social justice movements. Through direct efforts to engage in these spaces from a movement building framework which centralizes accountability to women’s rights and SOGIESC voices and actors, MenEngage Alliance has been able to forge opportunities for meaningful allyship with key actors, and its commitment to stand in solidarity with the broader field has increasingly been acknowledged.

### Relationship Building with UN agencies

The Alliance continued to strengthen partnerships with key UN partners in 2019. At CSW, the Alliance held meetings with and organized side events together with UN Women, UNDP and UNFPA (see: [Policy makers reached](#)). At the Nairobi Summit Menengage Alliance was represented on a panel of experts coordinated by UNFPA together with members Promundo and Sonke Gender Justice. The Alliance also engaged in ongoing strategic relationship building with OHCHR around the coordination of the CEDAW Expert workshop (see: [Policy and law-makers supported](#)).

MenEngage Alliance was invited to serve as a member of the Global Advisory Group the EU/UN Joint program the Spotlight Initiative. Several of the Alliance’s members have also been invited to serve on the regional and national advisory groups for Spotlight Initiative supported programs. In addition, the Alliance was invited to join the CSO Advisory Working Group for Beijing+25, together with other members such as Promundo US, Women Deliver among many others.

### Capacity strengthening on workplace gender parity and the role of UN leaders

In 2019, MenEngage Alliance continued to extend technical support to UN Women to address internal resistance among some personnel and to help create an enabling environment to respond to such resistance. The Alliance provided technical support for three workshops: two in New York, and one in Nairobi. The facilitators of these workshops shared frameworks and strategies to deal with resistance to gender parity. The workshops contributed to strengthening the capacities of more than 150 UN staff. These efforts supported strategic aims to generate greater momentum for gender equality within the UN, and accelerated existing efforts within UN structures.

## Women Deliver Conference

WOMEN DELIVER 2019 CONFERENCE 3-6 June 2019 • Vancouver, Canada		
Concurrent Session: <b>Gender-based Violence "IT'S TIME TO TALK ABOUT POWER"</b>		
<b>Beyond the Hashtag: Power and Women's Movements in the Era of #MeToo</b>	<b>Let's Talk About Power: Structural Gender Inequalities and Gender-Based Violence</b>	<b>Sex and Power: The Dynamics Between Sexual and Reproductive Health and Rights and Gender-Based Violence</b>
4 June Room 301, Vancouver Convention Center 10:30 am - 12:00 pm PST	5 June Room 211, Vancouver Convention Center 3:00 pm - 4:00 pm PST	6 June Room 211, Vancouver Convention Center 1:30 pm - 2:30 pm PST
<b>Speakers:</b> Jean Kemitare Humberto Carolo Sophia Wanjiku Ramatu Bangura	<b>Speakers</b> Ambassador Deborah Birx Geetanjali Misra Patrick Mwesigye Rasha Jarhum Preston Mitchum Erin Kenny	<b>Speakers</b> Dr. Ana Baptista Dr. Claudia Garcia-Moreno Lydia Tabuke Dr. Henia Dakkak Dr. Daniela Ligiero Dr. Afiodis Kagaba

MenEngage Alliance was invited by Women Deliver to join a working group along with Together for Girls, Spotlight Initiative and UNFPA to develop the concurrent session on 'Gender-based Violence: it's time to talk about power. The Alliance led in putting together the session on 'Fighting structural inequalities as

drivers of GBV'. This concurrent session contributed to broadening understanding among participants of the complexity of power inequalities and the root causes of GBV and created space for constructive discussions around the complexity of gendered power across all levels of the socio-ecological model.

**PREVENTION+ INVITATION TO JOIN**  
Men and Women Ending Gender Based Violence

**Challenging Power Relations to prevent Gender Based Violence at Women Deliver 2019**

Where: Vancouver Convention Center, Room 212, Level 2  
When: Monday 3 June 2019, 06:00 - 08:00 am

How can gender transformation contribute to the prevention of violence? Join the Prevention+ side event at Women Deliver 2019 to find out.

We will proudly share practical experiences of gender transformative advocacy in Indonesia, Rwanda and Uganda, how we actively engage men and boys in all aspects of our work and how we include a gender transformative approach in our advocacy.

Speakers include:

- **Hinke Nauta**, Coordinator Women's Rights & Gender Equality Taskforce, Dutch Ministry of Foreign Affairs
- **Ton Coenen**, Executive Director Rutgers
- Representatives of the **MenEngage Alliance**
- and delegates from **Ghana, Indonesia, Rwanda and Uganda**

**RSVP**

PROMUNDO SONKE GENDER JUSTICE Rutgers For sexual and reproductive health and rights UN WOMEN

MenEngage Alliance and Promundo US also developed and organized a networking session 'The Power of Communities'. This event was an opportunity for critical reflection and to hear from diverse voices on understandings around boys and men who harass and assault, how these patterns can be changed, and what meaningful actions can be taken by boys and men.

MenEngage Alliance joined its partners under the Prevention+ project at the Prevention+ breakfast session 'Challenging Power Relations to prevent GBV' that brought together over 50 participants. Through a practical exercise from the [MenEngage Alliance Accountability Toolkit](#), 35 participants heard how conceptual clarity on accountable practices can be

developed in organizations working with a men and masculinities approach.

## Masculinities and SRHR - Agenda Setting and Influencing Research

MenEngage Alliance was invited by the World Health Organization (WHO) to be part of an expert advisory group on 'Setting a research agenda for addressing masculinities in the context of sexual and reproductive health programmes'. The first meeting of the expert group was convened by WHO's Departments of Reproductive Health and Research (RHR), HIV/AIDS, and Maternal, Newborn, Child and Adolescent Health (MCA) in Geneva in December.

The expert group was comprised of 16 independent researchers, practitioners and donors, and 14 WHO experts. The agenda included reviewing and assessing key components and approaches to involve men and boys in gender transformative SRHR programming. The group considered priorities, types of measures and partnerships to advance this agenda, with attention to interventions and studies that seek to transform gender power relationships, norms and stereotypes. The expert group will continue to convene in 2020 and release a framework by October of this year. (See also: [SRHR](#))

## Partnerships with feminist and women's rights organizations

New and existing partnerships have been developed or strengthened throughout 2019. These collaborations are explored in more detail in the relevant sections of the report:

- In UN policy spaces in Geneva to New York with International Women's Rights Action Watch (IWRAP), Arrow, Sexual Rights Initiative (SRI), the Women's Rights Caucus and the Women's Major Group. (see: [Advocacy](#))
- In our accountability efforts with Athena Institute and Equality Institute (see: [Accountability and partnerships](#))
- In our SRHR for all Initiative with CREA and Women's Global Network for Reproductive Rights (WNRR) (see: [SRHR](#))

## Policy makers reached

*OUTPUT 2.4* – Global, regional and national decision and policy makers are reached with collective MenEngage Alliance policy advocacy.

MenEngage Alliance has continued to advance its engagement with critical policymakers central to the advancement of gender justice and human rights. These efforts have facilitated dialogue around the uptake of feminist-informed, gender transformative, human rights based approaches to engaging men and boys and transforming masculinities.

Continued expansion in the number and scope of organizations, governments and civil society organizations taking on efforts to transform masculinities means that strong alliances with policymakers who support the need for a strong and progressive normative framework to engage men and boys has never been more important. From the [CEDAW Committee](#) to key allied governments at international forums, MenEngage Alliance has continued to forge a coalition of allied policymakers to support and advance the need for such frameworks.

## 63<sup>rd</sup> Session of the Commission on the Status of Women

MenEngage Alliance continued to deepen its engagement in the [Commission on the Status of Women](#) (CSW) this year, coordinating the participation of 40 members from 18 countries in the session. Together, the Alliance organized or participated in 16 side events, including three MenEngage Alliance Caucus meetings, a CSW capacity building session, and an Advocacy Working Group strategy meeting. The Global Secretariat and members met with various UN agencies in order to advance strategic partnerships (including UN Women, UNFPA, and UNDP), in addition to international development partners and bilateral organizations including the Clinton Foundation. In addition, three members participated in the official capacity of civil society representatives on their country's delegation (Sweden, South Africa and Rwanda).

### **Caucus meetings**

The Alliance organized two MenEngage Alliance Caucus Meetings as an opportunity to connect with members from all regions joining CSW and share expectations, objectives and experiences as the session unfolded.

### **MenEngage Alliance CSW capacity building session**

The Alliance organized a capacity building session for its members attending CSW in order to raise the network's capacity to engage as a collective at CSW. The session included components on advancing a political feminist agenda, a history of MenEngage Alliance at CSW, radical inclusion at CSW, plans around the commemoration of Beijing+25 and the UN reform process, with speakers from WILPF, Advocates for Youth, UN Women and UNDP.

### **Side events**

MenEngage Alliance facilitated an all-day side-events meeting space, where members from [MÄN](#), [SafAids](#), and [ATHENA Network](#) held back to back side events. MenEngage Alliance contributed to the development and framing of the a side event (together with WILPF and ABAAD) entitled, ' Militarism and Women Peace and Security: The Masculinity Perspective'. The Alliance also coordinated members' participation in a range of side-events requiring experts on various thematics throughout the session.

### **Youth at CSW**

Youth was a significant focus for the Alliance at CSW this year. The Alliance was part of the Youth Dialogue task force which was made up of 17 youth-led and youth-serving organizations and coordinated by UN Women. A delegation of 5 young people participated in the dialogue, some of them

facilitating sessions and workshops, and contributed to the Common Minimum Standards that were developed. The Alliance also organized a youth-led side event on SRHR and social protection in which members of our youth delegation presented their work on SRHR. In addition, the Alliance organized an accountability dialogue with young feminists from the Athena Network (see section xxx for more details) and held a youth caucus meeting to strategize and reflect on meaningful youth engagement at CSW.

## ICPD25 / Nairobi Summit

MenEngage Alliance members, changemakers and partners joined the 25th anniversary of the landmark 1994 International Conference on Population and Development (ICPD). MenEngage's active involvement in the ICPD25 summit in Nairobi, Kenya, resulted in a statement of commitment to the Summit's Accelerating the Promise of ICPD25 Platform ([MenEngage Alliance Commitments at ICPD+25 and Beyond](#)).

At the Nairobi Summit, the Alliance reiterated its support to the feminist SRHR agenda, and particularly to the rights of women and girls, and articulated how the men and masculinities lens can strengthen the implementation of the Platform for Action (PoA)<sup>2</sup>.

The Alliance's strategic support to those most excluded, such as the LGBTIQ and global south women's movements, is part of our commitment to accountability and recognition of power dynamics and privileges that must be addressed and transformed. Activities around ICPD25 included:

- Coordination of participation of 14 members from 11 countries.
- MenEngage Alliance participants collectively contributed to 5 official events, 4 side events and 2 MenEngage Alliance Caucus meetings highlighting the different ways in which addressing masculinities improves the SRHR of all people.
- MenEngage Global Secretariat and members also met with various UNFPA, UN Women and WHO representatives, and connected with INGOs and regional partners from around the globe (including International Planned Parenthood Federation (IPPF), IPAS, Sexuality Rights Initiative (SRI), CHOICE for Youth, Center for Reproductive Rights, Women's Global Network for Reproductive Rights, International Campaign for Women's Right to Safe Abortion) to expand the conversation about engaging men and boys in transformative and meaningful ways.
- Coordination of SRHR Changemakers from Bangladesh, Democratic Republic of the Congo (DRC), Mexico, and Trinidad and Tobago along with members from Kenya, Rwanda, and Ivory Coast at the Nairobi Summit. This was an opportunity for information sharing and reflection on the links between men and masculinities and controversial SRHR issues such as safe abortion, stigma and homophobia (see: [SRHR, Youth leadership and engagement](#)).

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<sup>2</sup> The landmark 1994 ICPD Program of Action (PoA) shifted the attention of the international development sector to focus on the needs of individuals. As a result, it became possible for civil society voices to emphasize gender and sexuality, human rights and violations of these rights as real experiences. The PoA acknowledged that gender and sex discrimination and exclusions are barriers to health, and deterrents of equal rights and of women's empowerment.

## Advocacy statements

*OUTPUT 2.5* – MenEngage Alliance issue-based policy advocacy statements developed and broadly disseminated at global, regional and country levels

MenEngage Alliance developed four knowledge products (see also: [Knowledge Products and case studies](#)) in preparation for the CEDAW expert workshop (see: [Policy and law-makers supported](#)), coordinating participatory inputs from partners and members:

- [Policy Brief: Policy Recommendations](#) towards the advancement of progressive legal frameworks inclusive of transforming masculinities and engaging men and boys in women's rights and gender equality
- [Policy Brief: Jurisprudence of CEDAW and General Recommendations](#) On Engaging Men and Boys, Transforming Masculinities and Dismantling Patriarchy
- [OHCHR Report Brief](#): Highlights from the Report on Promising Practices to engage men and boys in violence prevention and response
- [Lists of Issues and Recommendations](#): Ensuring the Implementation of a Transformative Framework for the Engagement of Men and Boys Policies

## Policy and law-makers supported

*OUTPUT 2.6* – Policy and law-makers are supported by MenEngage Alliance and members in their policy development around SRHR, women's rights and gender justice at global, regional and country levels

Coordinating a wider variety of actors in joint advocacy and lobbying, the Alliance has been able to reach an increasing number of policymakers in policy spaces from national to regional to global. As such, we have observed an increased uptake in more nuanced language on transforming masculinities and engaging men and boys in gender justice across normative frameworks. In addition, the Alliance began an in-depth effort to evaluate how national policies have designed, monitored and implemented gender transformative frameworks for the engagement of men and boys. The outcomes of this comprehensive policy analysis will yield an invaluable body of knowledge for the broader field of gender justice, in particular amidst increasing uptake by governments worldwide.

## CSW advocacy and technical inputs

The Global Secretariat organized a CSW Language Advocacy Group and compiled the technical inputs of 12 members in order to inform its collective advocacy agenda in the negotiations of the sessions' outcome document. Additionally, the Global Secretariat participated in the strategy meetings of the Women's Rights Caucus in order to engage meaningfully with the broader feminist activism around the session, practicing accountable advocacy throughout its engagement.

During the session, the Global Secretariat coordinated the submission of technical inputs to governments (including Canada, Sweden and the Netherlands) during 4 rounds of language negotiations and successfully avoided the inclusion of regressive language around the men and boys agenda, in addition to supporting the inclusion of key language around GBV, SRHR, women human rights defenders and civil society space. (See also: [Policy makers reached](#)).

## CEDAW Committee Expert Workshop

The Alliance formed a coalition with four key women's rights and one UN partners (IWRRAW, SRI, ARROW, WILPF and OHCHR) to carry out a [CEDAW](#) Expert Workshop under an accountable frame. The group collaborated on agenda-setting for the workshop, knowledge product development and content/framing for the session. The meeting successfully centralized a progressive agenda to transform masculinities and engage men and boys with the CEDAW Committee, and opened the door for continued dialogue and discussions on how to advance a joint effort to propel accountability by governments, by working in coordination as UN and civil society partners.

The Global Secretariat coordinated the participation of 6 MenEngage Alliance experts from various regions to join the workshop, working closely to develop session presentations and to coordinate joint messaging. The expert workshop 'Engaging Men and Boys, Transforming Masculinities and Dismantling Patriarchy for the Realization of CEDAW's Mandate' was held in June in Geneva with the participation of nine CEDAW committee members. At the workshop, Alliance members and the Global Secretariat presented their work and the Alliance's global framework for the engagement of men and boys, and engaged in a discussion with committee members, addressing their questions and concerns about this work and how it relates to the mandate of the CEDAW committee.

## 41st Session of the Human Rights Council

MenEngage Alliance participated in the 41st session of the Human Rights Council (HRC41) in June, including in a WILPF Side Event on Feminist movement building in Syria and the full-day discussion on women's human rights. The Alliance provided technical inputs on the [resolution on the elimination of discrimination against women and girls](#) led by Mexico and Colombia and on the [resolution on youth and human rights](#), alongside the SRI coalition.

## Technical Inputs

The Alliance developed a mapping for Sida’s Gender Unit identifying actors (organisations, funds, institutions and networks etc) with a global/regional added value in the field of GBV prevention/response

## Policy monitoring

*OUTPUT 2.7* – Policies, laws and statements by policy makers on SRHR, women’s rights and gender justice are monitored on gender transformative approaches inclusive of men and masculinities perspectives, by MenEngage Alliance and members and partners at global, regional and country levels.

Through the strategic planning of the Global Advocacy Working Group and the development of the Alliance’s interconnected advocacy strategy, a clear plan of engagement in international policy spaces has been laid out. The Alliance has raised its capacity to engage in and monitor various key policy spaces from Geneva to New York, building a broader base of interconnection with these spaces and raising its ability to influence global gender justice outcomes, alongside feminist, SRHR, SOGIESC and women’s rights partners. In 2019 the Alliance remotely monitored and updated its membership on UN Security Council processes, the 73rd session of the CEDAW Committee and the UN General Assembly and SDG Summit.

### Policy Consultancy

MenEngage Alliance initiated efforts to carry out a comprehensive review of national policies inclusive of a men and masculinities lens across all regions, which will explore opportunities and gaps in these efforts. The review will seek to assess the extend to which the design, implementation and monitoring of such policies is done through a feminist-informed, human rights based, gender transformative and intersectional approach. This policy analysis, which will conclude in 2020, will provide a rich contribution to the field, as an increased number of governments take up strategies or policies to engage men and boys. Through the production of case studies and policy scorecards, the Alliance will be better equipped to advocate for and monitor how these efforts are carried out by governments worldwide. In addition, this will enable the Alliance to better support UN monitoring mechanisms such as UPR and the CEDAW Committee in carrying out their roles through these informed inputs.

Table 2: Output indicators for increased joint policy advocacy actions

Outputs	Output Indicators	Report 2018
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Output 2.1) Interconnected Global-Regional-Country advocacy strategy developed and implemented with MenEngage regional and country networks and at-large member organizations	# of joint MenEngage Alliance advocacy working group meetings by 2020	19 AWG 12 Beijing
	1 interconnected MenEngage Advocacy Strategy developed and used	1
	# of advocacy capacity strengthening events organized with MenEngage Alliance members and partners by 2020	6 Beijing 5 CSW 2 ICPD 1 CREA Workshop 1 SRHR For All Launch
	# of participants in advocacy capacity strengthening events organized by MenEngage Alliance global, regional and country networks by 2020	500
	1 MenEngage Global Advocacy calendar created and maintained with updated opportunities and activities	1
<b>Output 2.2)</b> Timely activist responses on women’s rights, SRHR, gender and social justice violations developed and broadly disseminated, including focus on transforming gender norms and the roles and responsibilities of men and boys	# of global and regional rapid responses issued by MenEngage Alliance and members by 2020	2
	# of action alerts and responses supported by MenEngage Alliance and members by 2020	12
	# of human rights and gender justice solidarity statements issued and circulated by MenEngage Alliance and members by 2020	12
<b>Output 2.3)</b> Concrete partnerships among MenEngage Alliance members and partners with global SRHR, women’s rights and gender justice CSOs, NGOs and UN	# of MoUs with strategic partners signed by MenEngage Global Alliance by 2020	2 (WGNRR and CREA)

agencies developed and implemented.	# of collaborative actions between MenEngage Alliance and members and UN agencies in 2018	15
	# of collaborative actions between MenEngage Alliance and members and other women's rights and gender justice actors by 2020	25
<b>Output 2.4)</b> Global, regional and national decision and policy makers are reached with collective MenEngage Alliance policy advocacy	# of MenEngage country and regional advocacy champions supported in collective policy advocacy efforts at country, regional and global levels by 2020	23
	# joint events and panels organized in strategic policy advocacy settings by 2020	4 CSW 1 HRC 1 CEDAW 4 ICPD 1 Women Deliver 1 SVRI
	# of policy and decision makers reached by MenEngage Alliance and members during 2018	100 (CSW WRC Lobby; SRI HRC Lobby - to all governments, in addition to our targeted lobby)
	# of submissions and technical advocacy inputs made to relevant decision and policy making institutes by MenEngage Alliance and members in 2018	3 CSW Outcome Document 2 VAWG HRC Resolution 1 DAWG HRC Resolution 1 Youth and Human Rights Resolution 1 ICPD Commitments 1 SIDA Technical Inputs on VAW Strategy

Table 3: Policies outcome indicators

Outputs	Output Indicators	Report 2019
Output 2.5) MenEngage Alliance issue-based policy advocacy statements developed and broadly disseminated at global, regional and country levels	# of policy advocacy briefs produced and disseminated by MenEngage Global Alliance and members in 2018	4 CEDAW 1 ICPD 1 CSW Report 1 CEDAW Committee analysis 1 UNGA analysis

	# of people reached with MenEngage Alliance advocacy materials in 2019	More than 500 people accessing advocacy materials via the MenEngage Alliance website.
	% increase in (social)media sharing of MenEngage Alliance advocacy statements and materials by 2020	Monitoring tools to be developed.
Output 2.6) Policy and law-makers are supported by MenEngage Alliance and members in their policy development around SRHR, women's rights and gender justice at global, regional and country levels	# of direct policy development support, proposals and recommendations provided by MenEngage Alliance and members to policy-, law- and decision-makers at national, regional and global levels by 2020	3 CSW Outcome Document 2 VAWG HRC Resolution 1 DAWG HRC Resolution 1 Youth and Human Rights Resolution 1 ICPD Commitments
Output 2.7) Policies, laws and statements by policy makers on SRHR, women's rights and gender justice are monitored on gender transformative approaches inclusive of men and masculinities perspectives, by MenEngage Alliance and members and partners at global, regional and country levels	# of policy monitoring tools developed and used by MenEngage members and partners	10 Policy Score Cards (in progress)
	# of policy analysis and monitoring reports by MenEngage Alliance global, regional and country networks 2020	4 CEDAW 1 ICPD 1 CSW Report 1 CEDAW Committee analysis 1 UNGA analysis
	# of shares of MenEngage Alliance's policy analysis and monitoring reports by 2020	Monitoring tools to be developed.

# Knowledge Management and Communications

## RESULT AREA 3

Programs, campaigns, advocacy efforts and organizations in the gender equality and human rights field are informed and strengthened by the information and knowledge produced by MenEngage Alliance and members on gender transformative, intersectional feminist and rights-based approaches to men and masculinities in addressing SRHR including HIV/Aids, gender-based violence, women's rights and gender equality by 2020.

### Outcome 3: Knowledge systematized, disseminated and used

Knowledge emerging from MenEngage Alliance members and partners on promising practices to transform masculinities and engage men and boys on issues related to SRHR incl. HIV/AIDS, GBV, women's rights and gender equality is systematized, disseminated and broadly used by the broader gender equality and human rights field

Outcome 3 Indicators:

- Quality of publications by MenEngage Alliance and members by 2020
- # of organizations, academic institutions, government agencies and programs utilizing evidence from MenEngage Alliance members, partners and allies by 2020
- # of publications, news-items, stories highlighting MenEngage Alliance members' work by 2020
- # of requests and downloads of the documents and materials produced by MenEngage Alliance members and partners at country, regional and global levels by 2020

MenEngage Alliance strengthened its collective voice in 2019, with some key developments in the use of external communications and knowledge products. This included changes in the style, development and design of reports, videos, and the regular newsletter (and other mass mail outs). On social media, the Alliance sought to strengthen its political voice and calls to action around core issues.

Insights from the Global Knowledge Management and Communications (KMC) Working Group led to efforts to align communications and knowledge products more closely around the needs of members and relevant partners. This has translated into efforts to make communications and knowledge products – from reports to social media posts – increasingly clear, accessible, relevant, political, and visible.

## Knowledge management and communication strategy

*OUTPUT 3.1* – MenEngage Alliance knowledge management & communications (KMC) strategy developed and implemented with regional and country networks and at-large member organizations.

The use of Knowledge Management and Communications (KMC) became more strategic in 2019. This was articulated in four broad goals within the draft KMC Strategy (developed by the KMC Working Group together with the Global Secretariat): 1) Keep stakeholders well-informed, and amplify relevant voices and examples; 2) support the strengthening of capacities across all areas; 3) engage and mobilize members and partners; and, 4) inspire accountable action for gender justice through gender-transformative approaches. Together, these aims helped ensure KMC efforts in 2019 remained centered around the needs of the membership, and grounded in the Alliance’s shared political agenda.

See the regional networks reports for KMC activities taking place at regional level. MenEngage Global Alliance developments within specific KMC activities are described below:

### KMC Working group

A more participatory and member-led approach was fostered in 2019 with ongoing activity of the Global KMC Working Group. The group now includes representatives from every region, having grown from 10 to 13 participants, and it convened (virtually) six times during the year. A key insight from the group’s discussions is the need for communications to – first and foremost – serve the purpose of supporting a Community of Practice approach to networking. This includes, within the KMC group itself, using the group as a platform for participants to exchange experiences and knowledge on the topic of using communications as an effective tool to engage men and boys through effective campaigning and messaging. This is an area that will be developed in 2020.

### Newsletters and mass mail-outs

The 4,000-strong mailing list has been used throughout the year to directly inform members, partners and supporters. It is a key platform to amplify members’ messages and the collective agenda of MenEngage Alliance, as well as supporting the access to knowledge, opinions, and resources to help strengthen the understandings and capacities of subscribers. Including translated versions, 30 mail-outs were issued to subscribers in 2019. These emails consisted of newsletters (amplifying member content, useful resources, opportunities, and events), and other mass mail-outs (sharing statements, announcements, new reports etc).

The content, style and tone of the newsletters has evolved around the strategic KMC aims, such as being more informative and including inspirational content (such as quotes). Activities through the year included:

- A newsletter review (including a review of 2018 survey results), leading to a re-prioritization of newsletter content around what members said they want most: tools, resources, and opportunities to support them in their knowledge, understanding and practice.
- Mail-outs were viewed by subscribers more than 12,400 times in total.

#### **Newsletters and other mass mail-outs issued in 2019**

14 January – [More language options now available](#)

18 January – [7 things to look out for across MenEngage Alliance in 2019](#) (Arabic, French, Spanish)

22 February – [Video: Why accountability is so important](#)

8 March – [International Women’s Day statement](#)

18 March – [Latest news, views and events](#) (focus issue on advertising challenging ideas around masculinities) (French, Spanish)

25 April – [MenEngage Alliance at CSW63, plus news, events & opinions](#) (French, Spanish)

17 May – [International Day Against Homophobia, Transphobia and Biphobia](#)

11 June – [Civil rights organisations call for release of Farirai Gumbonzvanda, a Zimbabwean Human Rights Activist and her co-accused](#)

18 July – [REPORT: Advocating for progressive global frameworks on gender equality](#) (CSW63 report)

8 August – [Resources for youth leadership + the latest opportunities, events & news](#) (French, Spanish)

26 September – [Resources for SRHR + the latest news, events and opportunities](#) (French, Spanish)

12 November – [Announcing the 2020 Global Symposium](#) (French, Spanish)

18 November – [NEW REPORT: Towards a shared vision + latest news, events & opportunities](#) (French, Spanish)

25 November (International Day for the Elimination of Violence Against Women) – [Men and boys must join efforts to end violence against women and girls](#)

13 December – [A snapshot of actions through #16DaysOfActivism](#)

#### **Facebook**

The tone of the MenEngage Alliance (global) Facebook Page was developed (in line with the evolving KMC Strategy) to become a more political voice. Specifically, this meant that when sharing relevant articles as Facebook Posts, they were increasingly accompanied by incisive and assertive messages – based on the shared political agenda. The platform continues to be an important channel – especially aimed towards a broader popular audience than the mailing list or Twitter. The following insights relate

to the Global MenEngage Facebook page only ([facebook.com/menengage](https://facebook.com/menengage)), and do not include regional pages or Groups:

- 453 Posts
- 800 new Page Likes (total 6,668)
- 42,158 unique individuals engaged with MenEngage Alliance content (Post clicks, Likes, Shares, Comments)
- Total Reach of 679,956 (number of times MenEngage Alliance content was seen in 2019)

Post with biggest overall reach:

**MenEngage Alliance**  
Published by Thomas Hornbook [?] · 25 November 2019 · 🌐

Today on International Day for the Elimination of Violence Against Women – and the first day of #16DaysOfActivism – we call on men and boys to 'never commit, condone or remain silent about violence against women and girls' (White Ribbon Campaign).

We must support feminist women's rights activists to challenge harmful ideas of manhood, and the unequal power relations that lead to gender-based violence.

**Violence against women and girls is a persistent, universal, and devastating human rights violation.**

**The vast majority of this violence is at the hands of men.**

18,866 People reached      428 Engagements      [Boost Post](#)

👍👎🗨️ 80      2 comments 47 shares

Post with most overall engagement:

**MenEngage Alliance**  
Published by Sinéad Nolan [?] · 4 April 2019 · 🌐

"Brough sums it up nicely, "We need to overcome our unhealthy judgements of gender incongruence. And men need to be confident in their self-identity and decide to live a sustainable lifestyle without caring what other people think." Let's begin the conversation to start overriding our natural judgements. Our future depends on it."

FORBES.COM  
**What if Toxic Masculinity Is The Reason For Climate Change?**  
Dr. Aaron Brough of Utah State University and team research gender...

15,394 People reached      5,105 Engagements      [Boost Post](#)

👍👎🗨️ 54      7 comments 487 shares

## Twitter

Partners, stakeholders and members were engaged and informed through the MenEngage Alliance Twitter page. This platform remains an important channel for maintaining relationships with other actors in the gender justice field. It facilitates accountability, clarity, and responsiveness on emerging issues, and allows the Alliance to demonstrate solidarity and allyship with messages from women's and LGBTIQ rights voices. In addition, the platform allows the elevation of core messages, and the promotion of resources and content relevant to those working to transform patriarchy from a 'men and masculinities' approach. The following insights relate to the Global MenEngage Twitter page only ([@MenEngage](https://twitter.com/MenEngage)), and do not include regional or country-level Twitter profiles:

- 156 tweets posted
- 151,109 total impressions (number of times MenEngage Alliance tweets appeared in other people’s screens)
- MenEngage Alliance was mentioned by other Twitter users 1,703 times
- 798 new followers (total

### Tweets with highest impressions in 2019

**Jun 2019** • 30 days

TWEET HIGHLIGHTS

**Top Tweet** earned 2,011 impressions

**#Accountability** is fundamental principle when it comes to “engaging boys&men in gender equality” Sharing an example of a session from our toolkit on reflecting on strong thing individual accountability. Requires to interrogate power & privilege that this work has on its own.  
[pic.twitter.com/HuJyXnShUM](http://pic.twitter.com/HuJyXnShUM)



← 1 ↻ 12 ♥ 15

**Nov 2019** • 30 days

TWEET HIGHLIGHTS

**Top Tweet** earned 2,691 impressions

Violence against women and girls is a persistent, universal, and devastating human rights violation. We must help transform this reality by challenging harmful ideas of manhood, and the unequal power relations that lead to gender-based violence  
**#16DaysOfActivism**

← 2 ↻ 15 ♥ 27

### Website

The website ([menengage.org](http://menengage.org)) remained a central hub for publishing content and resources, and elevating key issues. Key figures for 2019 include:

- 33 new pieces of content were posted throughout the year (blog posts, resources, web pages)
- 3,635 visits to the resources area
- 15,146 unique website visitors
- 28,375 page views
- 45% of website visits are on mobile or tablet devices
- 45% of website visitors found the site through search engines (others entered the URL directly, and some navigated from social media or links on other websites)

### Website redevelopment

A methodical and thorough redesign of the layout, structure and look-and-feel of the website was completed throughout 2019. These steps have allowed for the building and launch of the website in 2020. The new designs will ensure a clearer and more logical user experience, improved resource/member/news search function, multiple language options, mobile screen adaptability, and the ability for regional networks and members to have more control over their presence and information on the website.

## Regionally-led communications projects

Regional communications groups were initiated in Latin America, Europe, and Africa, with several other regional networks making plans to do the same. This has led to a number of promising projects taking place at a regional level, which are detailed in the regional network sections of this report. These regional actions reflect a growing sense of capacity, empowerment, and political will to develop decentralised communications actions and materials. (See also: [Reports from the regional networks](#))

## Online community platforms

Like many communities and networks, MenEngage Alliance sees the value in fostering online engagement and discussion between members and partners. Indeed, this is a central element of a community of practice approach. 2019 represented a year of further exploration of the opportunities and challenges of online community-building. At a global level, existing platforms – in particular Google Groups (listservs) – remained an important space for members to share, discuss, and exchange ideas online (See regional network reports for platforms used at regional levels) Google Groups was also used to facilitate listservs for Advocacy and the KMC Working Group, as well as various regional network groups:

- **[‘MenEngage Member’ Google Group:](#)**
  - 38 new members (of 781 in total)
  - 49 posts by the Global Secretariat
  - 14 posts by MenEngage Alliance members
- **[‘MenEngage Connect’ Google Group](#) (for both members and partners):**
  - 50 new members (of 2,053 in total)
  - 37 posts by the Global Secretariat
  - 42 posts by group members

## **Challenges, learnings and paths forward for online community-building**

MenEngage Alliance advanced on some key learnings on online community platforms through 2019. A KMC Working Group sub-group on ‘involving members more online’ was convened (including three members with strong collective experience on the subject). This resulted in a strategic project to test out members’ appetites for engaging in online spaces around an event co-organized by MenEngage Europe in October. The experience showed that while there was willingness to engage in the space by some participants of the meeting, sustained and meaningful engagement and discussion did not manifest. A survey was issued to participants to generate actionable, qualitative feedback that can be taken forward in 2020.

MeanwhileThe Global Secretariat gained new insights from the experiences of other membership networks. In a (virtual) meeting with two organizations with experience building and developing bespoke online platforms, it became apparent that such platforms require significant investment and in both cases, have not received the levels of engagement expected (by a significant margin). Similar experiences were noted by members of the KMC Working Group sub-group on the topic.

Instead of focusing on building a bespoke platform, which had been an aim of KMC in previous years, a new draft plan was developed. The plan articulated a two-pronged approach in which existing platforms and online spaces – where MenEngage Alliance members already convene – are given more support, while options for new platforms will continue to be explored.

## Knowledge products and case stories

*OUTPUT 3.2* – MenEngage Alliance knowledge products on transforming masculinities and engaging men and boys in priority issues related to SRHR, women’s rights and gender justice developed and disseminated at country, regional and global levels.

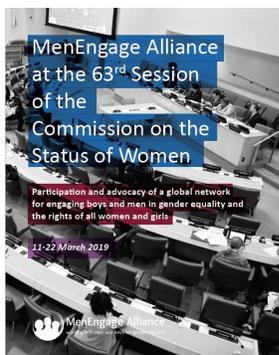
*OUTPUT 3.3* – Case-stories about promising practices and lessons learned on gender transformative work with men and boys’ issues related to SRHR, women’s rights and gender justice identified, packaged and disseminated with MenEngage Alliance at country, regional and global levels.

MenEngage Alliance supported advocacy efforts and elevated key messages around accountability, gender transformative approaches, and transforming masculinities in 2019 with the publication of 22 new reports, policy briefs, and digital mass mail-outs.

These publications helped strengthen the collective knowledge and understanding of members and partners – particularly those engaging in global policy advocacy spaces. They collated and shared a rich diversity of experiences and knowledge, helping amplify the voices of those working for gender justice (particularly with a ‘men and masculinities approach’), at community, national, regional, and global levels.

In total, MenEngage Alliance were collectively viewed and/or downloaded 3,635 times throughout the year (including publications issued in previous years). Summaries of the publications of 2019 can be seen below.

## Knowledge products

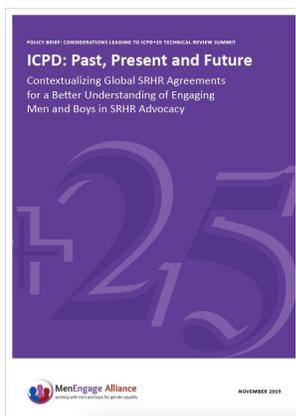


## CSW63 Report

*July* – The collective participation of MenEngage Alliance members at CSW63 was shared and elevated among the Alliance and partners in a comprehensive report.

The report, disseminated through the 4,000-strong mailing list, membership listserv, and social media, was viewed and downloaded X times.

It offered members a broad overview of what CSW is, as well as specific topics including Beijing+25, youth leadership, capacity strengthening for advocacy. See more on CSW63 in the *Advocacy* section of this report.



## ICPD Policy Brief

*November* – This policy brief strengthened capacities and understandings around the International Conference on Population and Development (ICPD). It contextualized global SRHR agreements to support understanding of engaging men and boys in SRHR advocacy.

In particular, it supported the MenEngage Alliance delegation to the Nairobi Summit marking 25 years since ICPD. As well as ensuring the delegation had a clear picture of the significance of ICPD, it is a resource for anyone wishing to understand the value addition of engaging men and boys in SRHR advocacy in the context of ICPD and similar policy norm-setting spaces.

See more on ICPD+25 in the *SRHR* section of this report.



## Transforming Masculinities: Towards a Shared Vision

*November* – This report helped elevate some of the most pressing topics affecting feminist-informed work with men and boys today. The report, titled ‘Transforming Masculinities: Towards a shared vision’, communicated a range of perspectives – representing diverse regions and contexts – to more than 140 members and partners who viewed or downloaded it in 2019.

The content of the report offers a critical platform for further discussion and debate through 2020 and beyond



## Brief: Establishing a framework for the engagement of men and boys

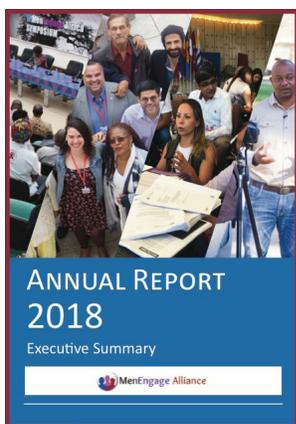
June – Collective advocacy efforts of the Alliance were supported through clear information and recommendations captured and disseminated in this policy brief that focussed on the [report of the Office of the High Commissioner for Human Rights \(OHCHR\)](#).

The document supported the knowledge and understanding of X members directly involved in advocacy efforts of the Alliance. This helped strengthen advocacy efforts, helping those involved in advocacy to be well-informed and more accountable to feminist goals.

See more on advocacy around OHCHR in *Advocacy*.

## Annual Report 2018 Executive Summary

To improve communicability and reader accessibility the design and layout of the 2018 Annual Report Executive Summary evolved compared to previous years.



For additional Knowledge products related to Advocacy, see: [Advocacy statements](#).

## Case stories

The ‘Stories of Change’ (case studies) project remains a challenge to progress consistently for several reasons. Firstly, the number of programs where it is possible to gain good, ethical access to participants, beneficiaries, as well as strong evaluative data, is limited. In many cases, case study development would add additional work for members involved (for whom time/capacity is very limited). Secondly, there are a number of other communications efforts considered higher priority for the Global Secretariat to implement.

Nonetheless, a story of change was investigated, researched, and developed in 2019 based on a program in Costa Rica. This included interviewing members involved. Its publication in 2020 will support the experience and capacity of MenEngage Alliance to develop further stories of change in future.

Table 5: Knowledge management and communications output indicators for 2019

Outputs	Output Indicators	Report in 2018
Output 3.1) MenEngage Alliance knowledge management & communications (KM&C) strategy developed and implemented with regional and country networks and at-large member organizations	# members participating in the MenEngage Alliance KM&C working group by 2020	13 members participating in a Global Communications and Knowledge Management Working Group, representing 6 regional networks, 1 country network (Lebanon), and 3 At-Large board members (Breakthrough, Sonke Gender Justice, Promundo).
	1 global comprehensive MenEngage Knowledge Management and Communications Strategy developed and utilized by 2020	Draft KMC Strategy developed and iterated
	# of regional and country networks utilizing contextualized versions of the MenEngage KM&C strategies by 2020	KMC working groups initiated in 3 regions (Africa, Europe, and Latin America), with the intention of creating contextualized KMC strategies.
	# of mentions and articles in newspapers and blogs at country, regional and global levels by 2020	Monitoring mechanisms for this to be developed.
	# of social media (Facebook, Twitter) posts and shares at regional and global levels by 2020	453 Facebook Posts, with a reach of 679,956 (and more than 42,000 unique individuals) 156 Tweets, with a reach of 151,109
Output 3.2) MenEngage Alliance knowledge products on transforming masculinities and engaging men and boys in priority issues related to SRHR, women's rights and gender justice developed and disseminated at country, regional and global levels	# of publications (discussion papers, synthesis reports) developed and shared at global, regional and country levels by 2020	5 print/PDF publications produced
	# of global e-newsletters and magazines published and disseminated by 2020	15 mass mail-outs (including newsletters, statements, announcements etc.). 15 additional translated versions (30 total)
	# of uses and shares of knowledge products at global, regional and country levels by 2020	3,635 views/downloads of resources and knowledge products from the global website
Output 3.3) Case-stories about promising practices and lessons learned on gender transformative work with men and boys issues related to SRHR, women's rights and gender justice identified, packaged and disseminated with MenEngage	# of country and regional network members participating in meetings, workshops and trainings on collating and sharing promising practices by 2020	Reporting on this remains to be implemented.
	# of quality stories of change developed at country, regional and	1 story of change researched and drafted (to be published in 2020)

# Accountability and Partnerships

## RESULT AREA 4

Accountable practices and partnerships among MenEngage Alliance members and SRHR, women's rights and gender justice movements, based on solidarity, equality, justice and feminist principles.

### Outcome 4: Strengthen capacity on accountability issues

MenEngage Alliance members and partners have strengthened capacities to uphold quality standards and accountable practices in transforming masculinities and engaging men and boys, and work in partnerships and solidarity with the broader field of SRHR, women's rights and gender justice.

#### Outcome 4 Indicators:

- % of members and partners reporting increased understanding of key concepts such as power, privilege, patriarchy, feminism, masculinities by 2020
- % of members, networks and partners reporting having tools and procedures in place to deal with accountability issues at country, regional and global levels by 2020
- # of partnerships and collaborations with women's rights and gender justice actors and organizations at country, regional and global level where MenEngage Alliance is present by 2020

Trust and understanding among those working with a 'men and masculinities' approach, with regards to feminist actors and the broader gender justice field, was promoted in 2019. This included meaningful progress towards advancing understandings around accountability through an extensive, partnership-focussed, participatory review into accountability. These efforts and others have helped develop and strengthen partnerships with global women's rights leaders, organizations and networks.

Through these engagements, the Alliance has strived to elevate and listen to those voices who have raised the issues around risks and pitfalls in work with men and boys when it is not done in accountable ways. Concerns around this work were further exposed in July 2019, with [the publication](#) of a systematic review on interventions involving men in supporting SRHR by WHO. It showed that, of the interventions reviewed, only 8% aimed to challenge unequal gender power relations and the majority showed inconclusive results. Feminist leaders have pointed out that some organizations working with men are

disconnected to women’s rights organizations, and some even do their work in opportunistic ways to obtain funds or visibility.

During the past few years, these issues have increasingly become a central concern of MenEngage Alliance. 2019 saw a continuation of this development with the launch of strategic efforts to address the issue and advance work that is feminist-informed, gender transformative, and human rights-based.

## Accountability activities and collaborative actions

*OUTPUT 4.1* – Joint accountability activities organized by MenEngage Alliance members and partners at global, regional and country levels.

*OUTPUT 4.2* – Collaborative actions among MenEngage Alliance members and partners with leading CSOs/NGOs in the broader field of SRHR, women’s rights and gender justice on issues related to SRHR including HIV/AIDS, GBV, unpaid care, peace and security, LGBTQI rights, Youth rights, Child rights, etc. at national, regional and global levels.

A new initiative launched in 2019 aims to dig deeper on the challenges and responsibilities of those working to transform masculinities and engage men and boys. The ‘Accountability Initiative’, developed and implemented in partnership with [The Equality Institute](#) and [ATHENA Network](#), has so far heard from more than 100 stakeholders in in-person dialogues, and 200 people via an online survey.

Specifically, the Accountability Initiative aims to strengthen capacities to uphold quality standards and accountable practices throughout the Alliance, and as useful guidance for anyone working to transform masculinities or engage men and boys – especially for those seen as leaders within this area of work. It represents an extensive and thorough review of the accountability frameworks of MenEngage Alliance. As such, 2019 was a year in which significant groundwork was laid for advancing accountable practices across MenEngage Alliance and beyond in the years ahead.

The Accountability Initiative was primarily implemented through the co-creation of dialogues for stakeholders to raise their concerns. Equally importantly, these dialogues offered stakeholders opportunities to make proposals on how MenEngage Alliance members and other actors working in the field can remain accountable to feminist movements.

### Accountability dialogues

- Critical discussions around accountable practices took place during the **Latin American Colloquium on Masculinities**, co-sponsored by the MenEngage Latin American Network. (See: [MenEngage Latin America](#)).

- The **MenEngage Alliance Board and Strategy Meeting** in Beirut, Lebanon provided another opportunity to gather bottom-up inputs and feedback on this key principle. (See: [Symposiums, colloquiums and seminars](#)).
- A side event at **CSW63**, co-organized with ATHENA Network, emphasised participation of young feminists. Importantly, this session elevated feminist youth perspectives and understandings on how the MenEngage Accountability Standards and obtained feedback on the gaps and the improvements needed. (See [Advocacy](#) for more on CSW63)
- Together with [ATHENA Network](#) and the support of [White Ribbon Canada](#), MenEngage Alliance organized a consultation at the **Women Deliver conference**. The session included 15 women’s rights organizations, development agencies, foundations, youth advocates, and SRHR organizations.<sup>3</sup> It resulted in critical reflections on the responsibility of networks like MenEngage Alliance to ensure accountable practices across its membership, as well as stepping up to hold other actors to account including donor agencies. (See [Partnerships](#) for more on the Women Deliver conference)
- During the **Sexual Violence Research Institute (SVRI) Forum** in Cape Town MenEngage Alliance collaborated with The Equality Institute, ATHENA Network, the Coalition of Feminists for Social Change (COFEM), Raising Voices, and SVRI to jointly organize a dialogue event. Entitled, ‘Accountable practices in engaging men and boys to end gender-based violence: a critical dialogue’, the event provided a platform to share and discuss the preliminary results of the accountability survey (see below). (See [Symposiums, colloquiums, and seminars](#) for more on SVRI)

By elevating the importance of dialogues on accountability, these initiatives have also inspired other organizations to hold similar events. For example, a panel entitled ‘Accountable practices for engaging men and boys in preventing violence against women and girls’, was organized in Geneva by WHO, UNAIDS, OHCHR and [CERAH](#).

### Accountability survey

More than 200 people responded to a survey into accountability within work to transform masculinities and engage men and boys. Led by Equality Institute, the survey invited people from around the globe (feminist activists, practitioners, academics, etc.) to share their views and concerns around what accountability for MenEngage and the engaging men and boys look like and should look like.

Key findings from the survey relate to the need to build more meaningful partnerships with women’s rights organizations and the limitations for those working with men and boys to hold one another accountable. Another challenge that respondents identified was that there is too great a focus on changing individual men’s behaviour, without also addressing structural change.

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<sup>3</sup> Including Kering Foundation, Women Deliver, National Democratic Institute (NDI), Plan International, SAfAIDS, and Spotlight Initiative, among others)

Key successes in being accountable to feminist women’s rights movements were also highlighted by respondents, with some noting an increased critical self-reflection amongst the men and masculinities field.

Table 5: Accountability output indicators

Outputs	Output Indicators	Report in 2019
Output 4.1) Joint accountability activities organized by MenEngage Alliance members and partners at global, regional and country levels	# of capacity strengthening meetings, workshops, trainings on MenEngage Alliance Accountability Standards organized by 2020	2: <ul style="list-style-type: none"> <li>- MenEngage Global Board session and strategy meeting in Beirut</li> <li>- Workshops during Latin American Colloquium on Masculinities</li> </ul>
	# of times the online MenEngage Global Alliance Accountability education platforms are accessed by 2020	55% of respondents were aware of MenEngage's accountability standards (accountability survey)
	# of MenEngage country and regional networks adapting the MenEngage Alliance Accountability Standards by 2020	39% of respondents found 'holding one another accountable' difficult or very difficult (accountability survey)
	# of promising practices on accountability and partnerships among MenEngage Alliance members and partners documented and disseminated internationally by 2020	Examples of accountable practices by five MenEngage Regional networks (included in toolkit) were disseminated during events in 2019
Output 4.2) Collaborative actions among MenEngage Alliance members and partners with leading CSOs/NGOs in the broader field of SRHR, women’s rights and gender justice on issues related to SRHR including HIV/AIDS, GBV, unpaid care, peace and security, LGBTQI rights, Youth rights, Child rights, etc. at national, regional and global levels.	# of collaborative actions including ‘men and masculinities perspective’ among MenEngage Alliance members and leading CSOs/NGOs in the broader field of women’s rights and gender justice by 2020	5 <ul style="list-style-type: none"> <li>- CSW Side event</li> <li>- Session on accountability during Women Deliver Conference</li> <li>- Survey on accountability for the engaging men and boys field</li> <li>- Workshop/consultation on accountability during SVRI Conference</li> <li>- Contribution to panel “Accountable practices for engaging men” in Geneva</li> </ul>
	# of collaborative actions with key women's rights organizations and networks on emerging issues of shrinking democratic spaces and (women’s) human rights defender violations by 2020	1 accountability Initiative developed and implemented in partnership with The Equality Institute and ATHENA Network

	# of public actions by MenEngage Alliance and members condemning individual and groups of men that are against feminism and women's rights ("MRAs") and/or promoting positive alternatives (leading by doing) by 2020	
	# of global women's rights and gender justice alliances that MenEngage Global Alliance is an active member of by 2020	2 <ul style="list-style-type: none"> <li>- Women's Rights Caucus</li> <li>- Women's Major Group</li> </ul>

# Governance model

*Result Area 5*

A strong, inclusive, democratic and sustainable MenEngage Global Alliance governance model.

**Outcome 5: Institutional governance strengthened**

MenEngage Alliance is an active, membership-led, democratic, sustainable and accountable learning organization that acts in solidarity with its members and partners.

Outcome 5 Indicators:

- % of members and partners reporting increased collective actions, participation and sense of ownership at country, regional and global levels by 2020
- Quality of planning, reporting, operation and governance of MenEngage Alliance at country, regional and global levels by 2020
- # of global, regional and country networks having raised at least 80% of their planned budget through independent fundraising activities by 2020
- # of inter-country and inter-regional coordinated activities on GBV, unpaid care, peace and security, SRHR and HIV/AIDS issues, including cross-sharing and learning exchanges between and among members, partners and allies taking place at country, regional and global levels by 2020

Relationship-strengthening and trust-building were key areas of focus and development for the governance structures of MenEngage Alliance in 2019. Through some challenging and important discussions that took place at global convenings, the Alliance has engaged in a process of collective (and

ongoing) self-reflection. This included an assessment of the principles, standards, and political standpoints of MenEngage Alliance, and whether these aspirations are being met in practice.

Building upon previous years, these discussions have led to the insight that the foundational principles of MenEngage Alliance no longer cover the depth and breath of its political work. A process has therefore begun to re-develop them alongside efforts to strengthen accountability (see: [Accountability and partnerships](#)).

Discussions at global levels have also led to collective self-reflection on power-dynamics within the Alliance. Questions were explored around how to create a truly inclusive network that recognizes and deconstructs harmful power hierarchies, and how to better promote equality and justice throughout. In particular, all spaces where the Alliance exists must strive for equality/equity, whether in terms of gender identity and sexual orientation, ethnicity, or diversity among regional networks. These internal reflections are an opportunity for change to come from within, in order to model and legitimize the transformative and systemic change this work aims to create.

## Strategic Plan and Theory of Change

*OUTPUT 5.1* – MenEngage Alliance Strategic plan and Theory of Change developed, implemented and monitored at global, regional and country levels.

The newly adopted MenEngage Theory of Change (ToC) shaped much of the political thinking across MenEngage Alliance in 2019. The ToC includes a clear mandate for MenEngage Alliance to explore men and masculinities perspectives to a broad range of issues that feminist movements are calling for action on. This includes women and LGBTQIA rights, and the relations to racial, age, disability, economic, and climate justice.

While many members have been working on a broad range of issues in their own contexts, it is relatively new for MenEngage Alliance to discuss these matters centrally through an overarching theoretical framework. The Symposium Strategy Meeting in Beirut highlighted many of these topics, which will be taken forward in 2020 in Symposium planning and organizing (see: [Symposiums, colloquiums, and seminars](#)).

### Institutional strengthening

The institutional interconnectivity among the Global Secretariat and the regional networks was strengthened in 2019. These efforts have been supported in particular through mobilizing towards the 3rd Global Symposium (see: [Symposiums, colloquiums, and seminars](#)) as well as Beijing+25 mobilizations

across the regions (see: [Advocacy](#)). (For more on institutional strengthening, see: [Networks building and capacity strengthening](#))

## Annual Plan and Report

The annual planning and monitoring cycle, including an annual plan and annual report that brings together efforts from the regional and global levels, are of significant importance to the ongoing development of MenEngage Alliance as an active, membership-led, democratic, sustainable, transparent, and accountable learning organization that acts in solidarity with its members and partners.

Developed by the Global Secretariat with support from the Global Board – the Annual Plan articulated the vision, aspired changes, strategies and activities for the year. It followed the spirit of the [2017-2020 Strategic Plan](#) and the latest understandings around transforming masculinities and engaging men and boys in gender equality.

The Annual Report represented a collective effort among the regional networks, Global Board, and Global Secretariat, to document and reflect on the individual and joint actions of 2018. Together with the 2018 Financial Report, the Annual Report was successfully presented to Sida, and then approved following a conference call. An Executive Summary of the report was produced, which – along with the full version – was made publicly available. (See: [Knowledge Products and case studies](#))

## Monitoring Evaluation and Learning framework development

In 2019 it was decided that a stand-alone monitoring evaluation and learning (ME&L) framework will not be developed within the current strategic plan. This is because the detailed 2017-2020 results framework is now familiar to the regional and global level individuals responsible for reporting. Instead, through the development in 2020 of the 2021-2024 Strategic Plan, the opportunity will be taken to improve the current ME&L frame. The Theory of Change, developed this strategic period, will be the guiding input for the new framework.

## Governance structures

*OUTPUT 5.2* – MenEngage Global Alliance governance structures in place, participatory and functional at global, regional and country levels.

This third year of our strategic plan implementation also marks the third year of MenEngage Global Alliance as a registered non-profit organization. The governance mechanisms and systems are therefore maturing and improving on an ongoing basis.

The Global Board held five meetings in 2019, including one in-person meeting. These convenings have developed a well-established routine that allows formal matters to be dealt with smoothly, allowing more time for discussion on political challenges. The Global Secretariat team expanded with the support of a new Finance Officer, and a project coordinator for the Global Symposium was also recruited (to start in January 2020). The sexual harassment policy was adopted and its operationalization was initiated. The Alliance also successfully completed its second unqualified financial audit (for 2018).

## Global Board

The annual board meeting has become a key pillar in the MenEngage Alliance calendar, in which our board members, representing every region of the Alliance, reflect on progress made and develop plans for the years ahead to advance feminist-informed, gender transformative work with men and boys. The 2019 in-person board meeting took place in Beirut, Lebanon in June (and was followed by the broader Global Symposium Strategy meeting. See: [Symposiums, colloquiums and seminars](#)).

A challenging situation was managed throughout 2019, following the resurfacing of accusations of harassment and misconduct against one of the board members and global co-chairs, Abhijit Das, Director of Center for Health and Social Justice (CHSJ) India. In January the Global Board and South Asia Regional Network released a joint [statement](#) in which the Alliance shared information about the situation and the course of action, as well as reiterating the principles of the Alliance. Follow-up actions were a key agenda item at every Board meeting throughout 2019. In June it was decided to terminate Abhijit Das and CHSJ's membership of the Global Board. This decision does not represent a judgement on the case. A representative group of MenEngage Alliance remains in contact with Abhijit Das to monitor case handling and follow-up actions by CHSJ.

## Sexual harassment policy

The Global Board of the MenEngage Global Alliance formally adopted the Sexual Harassment Policy and took the first steps in its implementation. Led by an internal working group, the policy is the result of a process of consulting with members and external feminist experts, as well as reviewing best practices. It is divided into two main sections. The first is focused on *prevention* through the promotion of an aware and accountable culture, the improvement of vetting and recruitment practices, and the strengthening of skills. The second section is focussed on *response*, and outlines actions to be taken when concerns about potential or actual sexual harassment behaviors arise, and with the handling of report of misconduct.

Following the adoption of the policy, a new working group was created to plan its full implementation. Because the policy sets general guidelines, it was decided that a more actionable Policy Protocol and Action Plan are needed in order to set out specific steps to implement the policy in practice. To take this forward, the working group developed Terms of Reference and – in December – appointed an external consultant with expertise on implementation of sexual harassment policies.

## Security protocol

In 2019 the Alliance began the development of a Security Protocol to support members when their safety is at risk. This development is in response to situations in 2018 in which several MenEngage Alliance members faced acute safety risks working to defend gender equality and human rights in their contexts. This prompted a necessarily fast response from the Alliance to support those at risk. These experiences led to the realization that structured response mechanisms are needed to best support members and partners if and when situations arise in future. This effort will continue into 2020, with regionally targeted consultations seeking to highlight needs and best practices by members in their contextualized realities regarding holistic feminist safety and security measures.

## Resource Mobilization

*OUTPUT 5.3* – MenEngage Global Alliance resource mobilization and fundraising strategy developed and successfully implemented.

No new global-level funding applications were made in 2019. Instead, efforts were directed into rolling out the new SRHR For All grant (secured in 2018) through Amplify Change, led by the Global SRHR Coordinator (who was recruited in late 2018). The implementation of the SRHR For All grant marked an increase in funds available for the regional networks. The Global Secretariat collaborated with the regional networks to develop the regional plans, and regional (as well as global) monitoring and reporting mechanisms.

The further development of the Global Alliance's resource mobilization strategy was tied-in with fundraising for the 3rd Global Symposium.

### Regional-level resource mobilization

At a regional level, MenEngage Europe and MenEngage Africa have successfully raised region-specific grants to support the implementation of their strategic and annual plans, while other regions are also working to mobilize resources. MenEngage Africa raised \$4.9 million for a four year period from Swedish International Development Agency (Sida) (see: [MenEngage Africa](#)). MenEngage Europe raised \$560,000 from OAK Foundation for the next 4 years (see: [MenEngage Europe](#)). MenEngage Latin America and [Instituto WEM](#) secured resources to organize the 7<sup>th</sup> International colloquium on Masculinities in Latin America (see: [MenEngage Latin America](#)).

### Country-level resource mobilization

In addition, MenEngage Alliance together with the country network in Pakistan generated 560,000 USD for the year 2020 to support a project on ending gender-based violence in the Pakistani province of

Sindh, and for strengthening advocacy efforts at national level for MenEngage Pakistan Network (see: [MenEngage South Asia](#)).

Table 6: Output indicators for governance structures

Outputs	Output Indicators	Report in 2019
<b>Output 5.1)</b> MenEngage Alliance Strategic plan and Theory of Change developed, implemented and monitored at global, regional and country levels	# of strategic planning activities with MenEngage global, regional and country networks and at-large members organized by 2020	11 <ul style="list-style-type: none"> <li>· 1 Global</li> <li>· 2 Africa</li> <li>· 1 South Asia</li> <li>· 1 Latin America</li> <li>· 1 Europe</li> <li>1 Caribbean</li> <li>2 North America</li> <li>1 Lebanon</li> <li>1 Australia</li> </ul>
	1 Strategic Plan and 1 ToC developed and implemented by MenEngage Alliance and members by 2020	1 ToC implemented
	1 MenEngage Alliance Planning, Monitoring and Evaluation (PM&E) strategy developed and implemented by MenEngage global, regional and country networks by 2020	1 MenEngage Global Evaluation process initiated
	# of annual plans and reports developed and disseminated by MenEngage global, regional and country networks by 2020	14 <ul style="list-style-type: none"> <li>- 1 global plan</li> <li>- 6 regional plans</li> <li>- 1 global report</li> <li>- 7 reports</li> </ul>

	# of external evaluations undertaken and disseminated by MenEngage global, regional and country networks by 2020	1 MenEngage Global Evaluation process kicked-off
<b>Output 5.2)</b> MenEngage Global Alliance governance structures in place, participatory and functional at global, regional and country levels	# of joint initiatives by the Global Secretariat organized with regional and country networks, members and partners by 2020	1 Global Symposium Preparation in Beirut 4 Beijing+25 regional conferences 1 Capacity Development workshop 2 Accountability workshops 2 International conferences 4 regional leadership meetings
	# of Board meetings, calls and joint activities, including exchange visits, organized with regional networks, at-large members and the Global Secretariat by 2020	4 - 3 virtual board calls - 1 face-to-face board meeting 1 additional (Symposium prep)
	# of contextualized global, regional and country network Membership Strategies developed and implemented by 2020	1 MenEngage membership strategy drafted and implementation started
	1 Up-to-date Global membership database maintained by 2020	1 global database maintained
	% of MenEngage Global Alliance operating budget secured by 2020	100% of Global operational budget secured in 2019 1/3 of Global Symposium funds raised - remainder to be raised in 2020
<b>Output 5.3)</b> MenEngage Global Alliance resource mobilization and fundraising strategy developed and successfully implemented	# of regional and country networks supported for fundraising and resource mobilization efforts by 2020	5 Africa, Europe, Latin America, Caribbean, North America, 2 Sri Lanka and Pakistan

	# of grants, donations and philanthropy support received by the Alliance by 2020	1 new grant for MenEngage Pakistan through MenEngage Global as fiscal agent
	# of concept notes, ToRs and proposals developed and submitted by 2020	3 <ul style="list-style-type: none"> <li>- 1 Africa</li> <li>- 1 Europe</li> <li>- 1 North America</li> </ul>

## Thematic Working Groups

MenEngage Alliance made significant steps in advancing understandings, capacities, knowledge-sharing, and communities of practice around several core issues. Because these issues have been raised as priorities across the Alliance and in the [2017-2020 Strategic Plan](#), they are reported on separately within this section of the report.

# Youth leadership and engagement

Significant progress in the leadership and engagement of young people across MenEngage Alliance was facilitated throughout 2019 – both at global and regional levels. Much of this progress is anchored in the reconvening of the Youth Reference Group to serve as the focus for all activities relevant to youth leadership and engagement. The group has elevated youth representation within the Alliance, thanks to the proactive, energized, and engaged contributions of 25 participants from 6 regions.

Through virtual convenings and two in-person meetings, the Youth Reference Group has collectively shared and exchanged on the status of young leadership within their regions, and has begun to collectively develop a youth strategy for MenEngage Alliance. This strategy will include youth engagement and leadership at the 3rd Global Symposium in November 2020. At CSW63 in March, the Alliance placed a significant focus on youth (see: [Advocacy](#)).

## Youth and SRHR For All

Many young activists and leaders – or those working with young people – from across various regions are involved as ‘changemakers’ in the SRHR For All initiative. A number of the changemakers have joined the Youth Reference Group, and have played a key role in strengthening youth leadership in their regional networks (see: [SRHR](#)).

## Youth involvement in regional networks

Several regional networks made considerable advancements in promoting youth representation, leadership and engagement in 2019. Where relevant, the Global Secretariat helped facilitate or provide technical support for such efforts. The following actions took place at regional levels:

- MenEngage Europe created a youth working group and MenEngage Global Alliance supported one member to attend the youth forum at the regional civil society consultation on Beijing+25 in Geneva in October.
- MenEngage Latin America organized the first ever Latin American Forum on Youth and Masculinities in Costa Rica in July as part of the 7th International Masculinities Symposium (see: [MenEngage Latin America](#)). The Global Secretariat attended the forum and presented its youth leadership plans, and provided support in the development of the [Youth Statement](#). Reflections on the Youth Forum were shared in an article to the global mailing list.

- The Alliance also began to document promising practises of youth-led and youth-focused initiatives among our members, and developed one in-depth case study on a program for young men by Instituto WEM in Costa Rica (see: [Knowledge products and case studies](#)).

## Gender-based violence prevention

### (Prevention+ program)

The Alliance continued to play lead role in 2019 in advancing the agenda of accountable advocacy and discourse on the roles and responsibilities of men and boys to ending gender-based violence. Much of this work centered around participation in the [Prevention+](#)<sup>4</sup> consortium, and supporting the program’s ability to continue to articulate its work with broader movements and actors working on GBV and violence against women and girls (VAWG).

Violence against all women and girls, and people with diverse SOGIESC continues to be a global pandemic, affecting societies at all levels. It therefore continues to be of critical importance that MenEngage Alliance fosters partnerships and accountability to feminist groups and social justice movements to end GBV and address its root causes.

Advocacy efforts related to GBV-prevention included:

- Co-coordinated a side event at Women Deliver Conference (in partnership with Prevention+): *Accountability Session on Accountable Advocacy*. (For more on the Women Deliver Conference, see: [Partnerships](#))
- Coordinated the Advocacy Working Group (AWG) (see: [Advocacy strategy](#))
- As part of coordinating the AWG, MenEngage Alliance supported the realization of the Prevention+ International Advocacy mid-term review (MTR) process, which included:
  - Outcome harvesting process with consultants: 4 sessions
  - 4 Reviews of MTR International Advocacy Draft Document
  - 3 In-person meetings on International MTR Process
  - 5 virtual meetings with AWG including planning, processing and final reflections on MTR process and ways forward
- The Global Secretariat coordinated the participation of [RWAMREC](#) representatives in a side event at CSW alongside MenEngage Alliance member, [WILPF](#). The event focused on ‘Post-war reconstruction and Gender Equality’ and provided a men and masculinities perspective of post-genocide Rwanda to a discussion on reconstruction and its effects upon women and girls.
- The Global Secretariat coordinated the delivery of technical inputs throughout the CSW official outcome document negotiations with Prevention+ partners [Sonke Gender Justice](#), [Rutgers](#) and [RWAMREC](#) representatives for their direct submission to their government delegations.
- Coordinated and provided logistical support to bring Prevention+ partners to the April ‘SRHR For All’ meeting (see: [SRHR](#)) in Addis Ababa, Ethiopia. This enabled their participation in the African

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<sup>4</sup> Prevention+ is a five-year multi-country programme aiming to address the social, economic, religious, and cultural contexts that shape attitudes and behaviour that lead to violence. See: [rutgers.international/programmes/prevention](https://rutgers.international/programmes/prevention)

Union Capacity Strengthening session alongside MenEngage Africa (see: [Advocacy](#)), advancing cooperation on the development of an integrated regional advocacy strategy.

### Strengthening accountability within GBV-prevention

An accountability session was organized and carried out on 'Power and Feminist Movements' for all Prevention+ partners (consortium and country partners) at the Prevention+ partners meeting (the session was voted most relevant and helpful session of the meeting in the participants feedback survey)

### GBV-prevention program engagement

The Global Secretariat of MenEngage Alliance took part in the Prevention+ Partners Meeting. In addition, the AWG and MenEngage Alliance Global Secretariat supported planning and reporting activities related to Prevention+, including:

- Submission of three rounds of reporting both as MenEngage Alliance and the dedicated Prevention+ Advocacy Working Group
- Development of the Annual Plan, Budget and Budget Narrative 2020

## Sexual and Reproductive Health and Rights

The collective understanding of the complexity of the SRHR-for-all agenda was advanced in 2019.<sup>5</sup> This trend supported the overarching goal of transforming gender norms to secure equal rights and gender justice. The developments were also reflected in a growing knowledge of how the multiple ways by which gender and social norms around masculinities, sexuality and reproduction impact people's ability to enjoy sexual and reproductive health with autonomy, dignity and access to care.

The advocacy efforts of MenEngage Alliance addressed links between SRHR, masculinities, and the positive roles that men and boys can play to advance the rights of women and non-binary individuals.

### SRHR Working Group and project Advisory Committee

The [SRHR working group](#) exercised oversight of the Alliance's position on SRHR in 2019, and the extent to which it connects to gender equality and masculinities. Early in the year, a project Advisory

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<sup>5</sup> MenEngage Alliance recognizes that people's lives, and particularly sexual and reproductive experiences, are diverse and multi-layered, and identities intersect with and are impacted by myriad of factors, many of which are outside individual control. The MenEngage Alliance's approach to SRHR is comprehensive and acknowledges women's current realities, and that access to SRHR information, care and policies is skewed by hierarchical social gender norms. Therefore, the Alliance's [2017-2020 Strategic Plan](#) emphasizes a commitment to sexual and reproductive health and rights for all, regardless of gender identity or sexual orientation, age, sex, ethnicity, geography, beliefs or social-economic situation.

Committee comprised of working group members and representatives from two feminist organizations was established. At its first meeting, the committee affirmed the need for improved understanding of SRHR within the Alliance through an inclusive sharing of resources from all regions. It also expressed a commitment to strengthening the Alliance's advocacy capacity in SRHR in ways that reflect a resolve to adhere to accountable practices. In 2019, this was accomplished by integrating feminism and feminist perspectives into the planning and implementation of the MenEngage Alliance SRHR initiative.

The [Women's Global Network for Reproductive Rights](#) (WGNRR) and [CREA](#) joined the Alliance's SRHR Initiative's Advisory Committee, and participated with the MenEngage Alliance Global Secretariat in the planning of the first consultation meeting. Their input greatly facilitated the inclusion of a feminist lens into the meeting agenda and in various debates and presentations. In addition to joining MenEngage Alliance members and partners in this event, these two Global South feminist organizations agreed to share with the Alliance membership their experience. MenEngage Alliance signed agreements with both CREA and WGNRR in support of concrete plans to work with the Alliance's regional networks.

### Investing in the advocacy capacity of selected regional Change Makers, and designing specific strategies to strengthen their advocacy capacity in SRHR

The Alliance expanded its work on SRHR advocacy, which with the support of AmplifyChange launched the changemakers initiative. Regional networks selected 22 Changemakers to represent four regions and to engage in regional and global advocacy for SRHR for all people. The Global Secretariat supported four regional networks in the process of engaging Changemakers and identifying specific strategies and gaps in regional advocacy capacity that needed strengthening.

This process resulted in four regional action plans developed to strengthen SRHR advocacy (South Asia, Latin America, Caribbean, and Africa). Intentionally including SRHR in regional and global MenEngage Alliance events to allow for robust learning and keeping up to date and aligned with the feminist and LGBTIQ policy agendas. MenEngage Alliance engaged with the SRHR agenda in key international and regional conferences such as CSW63, the Latin American Men and Masculinities Colloquium, Women Deliver Conference, and ICPD25, and facilitated opportunities for members and changemakers to participate in global policy-making events.

MenEngage Alliance SRHR Changemakers participated in a two-day safe abortion advocacy capacity building workshop organized by partner organization WGNRR, on 10 and 11 November, as a side event within the ICPD25 conference in Nairobi, Kenya. The workshop was a hands-on training in advocacy in SRHR, particularly on safe abortion, and coincided with the launch of WGNRR's new campaign #SHE\_ACTS.

### Launch of 'SRHR for All: Platform for Action'

In order to kick off its SRHR Platform for Action, the Alliance brought together 46 members and leaders of the Alliance from across 27 countries where the Alliance is present. This successful gathering in Addis

Ababa, Ethiopia during the period of April 30-May 2, 2019 focused exclusively on the kick off of the project and creating learning exchange among the regional networks of the Alliance as well as strategic partners. The event brought together regional representatives, at-large members, changemakers, members of the SRHR Working Group, Advocacy Working Group and SOGI Learning Circle.

The regional representatives and focal points recognized the systematic and structural ways in which some people, some groups, and some identities are excluded from access to health care, and excluded from the benefit of legal provisions, state-of-the art quality services and supplies, and development programs. Such exclusions may take the form of language, distance, accessibility, or literacy barriers but usually come as intimidation and discrimination.

The agenda included broad assessment and strengthening understanding of current challenges per region and globally, as well as contributions from researchers, international SRHR experts in-service provision and policy advocacy, LGBTIQ advocates, youth members, and feminists with considerable experience in SRHR. Four regions of the Alliance presented reports of current trends and gaps in their region, and agreed on steps to be taken to develop and implement action plans for the next 18 months.

The final day of the meeting included a capacity strengthening workshop on advocacy tactics with a focus on engaging with African Union leaders and events (see: [Capacity strengthening and advocacy](#)).

## Men, Caregiving and Unpaid Care work

MenEngage Alliance continued to remain an active and critical steering committee member of the global [MenCare Campaign](#) in 2019. MenCare Campaign continues to provide a unique platform for MenEngage Alliance members to contribute to strengthening work on ‘men and caregiving’. MenCare Campaign had new partners join from 14 countries this year.

MenEngage Alliance and its members supported the development as well as launch of the third [State of the World's Father's report](#) at the Women Deliver 2019 Conference in Vancouver, Canada as well as in other parts of the world. MenEngage Alliance supported in organizing the [third MenCare Global Meeting](#), which included the Global Secretariat presenting remotely to 150 participants from more than 40 countries on the question how to strengthen feminist-informed and accountable approaches to men and caregiving.

## Sexual Orientation and Gender Identity

MenEngage Alliance is committed to advocating for the human rights of all people, including the sexual rights of lesbian, gay, bisexual, transgender, intersex and queer people (LGBTIQ). As such, and as set out in the [2017-2020 Strategic Plan](#), the Alliance has worked to deepen understanding of the complex and diverse reality of people whose sexual orientation and gender identity (SOGI) does not conform to

binary and exclusionary norms. To address both sexuality and gender as markers of identity and discrimination, MenEngage Alliance continued to promote cultures of masculinities that respect sexual and gender diversity, which must be understood as enmeshed with the many intersecting layers of people's experiences such as race, class, faith, geo-political situation, age and ability, to name a few.

Following the establishment of a Sexual Orientation and Gender Identities (SOGI) Learning Circle comprised of members from different regions and with a significant depth of knowledge and experience, the SOGI Learning Circle recommended building a specific Community of Practice (CoP). With the goal of mobilizing internal expertise on LGBTIQ issues and rights, and to share with the wider membership the rich expertise that exists within the Alliance, the CoP seeks to be intentional about including the experiences and voices that are often marginalized in mainstream narratives.

### SOGI Learning Circle

At its February 2019 meeting, the SOGI Learning Circle participants expressed interest in elevating this conversation to build common understanding within the Alliance about SOGIESC experiences and LGBTIQ rights movements. To this end, the Alliance sought to develop a discussion paper on masculinities and SOGI to serve as the basis for a critical reflection about power dynamics that perpetuate polarization and exclusion of gender non-conforming populations and individuals.

In 2019, members of the SOGI Learning Circle participated in the Alliance's launch of the SRHR advocacy initiative. One of the goals of this event held in Addis Ababa, Ethiopia, in April (see also: [SRHR](#)) was to strategize on collective action for an inclusive agenda. The agenda of this event emphasized the overarching goal of the inclusive SRHR initiative, which was to eliminate gender-related stigma, homophobia and discrimination. As a result, a robust conversation about gay, bisexual, trans and queer men took place at the meeting, shedding light on the imperative of deepening the discussion about masculinities in the SOGIESC context.

The SOGI Learning Circle retained one of its members as an expert consultant to conduct consultations with regional representatives and map priority issues for further discussion. The Global Secretariat of MenEngage Alliance worked with the consultant to develop a scope of work which includes: a) conducting a desk review, b) engaging with and listening to key members and partners involved in the LGBTIQ rights movements, c) attending key meetings and conferences, and d) developing a discussion paper. To date, the consultant has:

- Conducted a series of listening rounds with MenEngage members and partners about SOGIESC issues in several African countries and regions, including Ivory Coast, Kenya, Uganda and Rwanda.
- Attended the ICPD25/ Nairobi Summit where he engaged in dialogues with LGBTIQ activists from around the world.
- Attended the ICASA Conference in Rwanda in early December 2019.

SOGI Learning Circle members met again in July for the Alliance's Strategy Meeting in Beirut, Lebanon (see: [Symposiums, colloquiums, and seminars](#)). The meeting agenda included a dedicated session on

SOGIESC issues led by Dr. Odumosu, a representative of AMShER, Uganda. As a result, it is expected that SOGIESC experiences and advocacy for LGBTIQ rights will be a central topic of the 3rd MenEngage Global Symposium in 2020.

## Masculinities, Militarism, and Women, Peace and Security

Advocacy, partnerships, and strategic development were advanced throughout 2019 on the topic of masculinities, militarism, and women, peace and security. This included the following activities:

- Joint development with [WILPF](#) of a funding proposal with Canadian Government: ‘Movement-building, Alliance Building, Masculinities and Militarism’
- Strategy Sessions were conducted with WILPF partners at CSW in April, and in September
- Strategic discussions at CSW in April explored potential collaboration with WILPF towards a proposal for joint engagement in a Fact Finding Mission in Cameroon
- Provided technical inputs on UNSCR Resolution 2467 – in particular, around language on engaging men and boys, and the prevention of sexual violence in conflict settings
- Along with WILPF and ABAAD, MenEngage Alliance co-coordinated a side event at CSW in April: ‘Militarism and Women Peace and Security: The Masculinity Perspective’
- Held a virtual meeting with Global Partnership for the Prevention of Armed Conflict (GPPAC) in order to trace pathways for collaboration

## Sex-work/Prostitution

In 2016 the Global Board of MenEngage formed an ad-hoc working group on Sex Work/Prostitution that was mandated to explore issues relating to sex work/prostitution as they relate to the work of the MenEngage Alliance and whether or not MenEngage can and should have a joint position on such issues. Through 2018 several rounds of dialog were organized among Board members holding different views, through which similarities and differences were explored. Working group members acknowledged that these conversations were challenging, and did not result in a consensus. In 2019 an independent consultant was recruited and developed a discussion paper to review the work of the Working Group, to examine key issues pertaining to prostitution/sex work which should be considered by MenEngage Alliance in any further process of dialog, and to make some recommendations on next steps with respect to any decision on developing a joint position on sex work/prostitution.

As the Terms of Reference state, this discussion paper is not, and was never intended to be, a statement of a joint MenEngage Alliance position on prostitution/sex work; it is an exploration of the challenges, issues and steps involved in any process to develop such a joint position. Towards the end of 2019 the working group started considering the recommendations in the paper. In 2020 they will outline suggestions for next steps, which will be considered by the MenEngage Global Board.



## Reports from the Regional Networks

The following reports – produced by the regional networks with support from the Global Secretariat – document the diversity of trends, priorities, and activities happening collectively at regional level.

# MenEngage Africa

## Network building

The MenEngage Africa (MEA) network continued to expand in 2019, with 1 new country network, launched in Mali in July. The network's aim is to be a dynamic, vocal and visible network of leaders and gender justice advocates that can drive the gender equality and human rights agenda in their communities, their countries and in the continent. The MEA network continued to build relationships with strategic partners at national, regional and global level, focusing on four core thematic areas (LGBTI, SRHR and women's rights and children's rights), as well as UN agencies. Some of the actors engaged in the mentioned categories included: children's rights organizations such as PLAN International and Girls Not Brides, youth organizations such as Advocates for Youth and AFRIYAN, SRHR/HIV organizations such as Hivos and SAfAIDS, LGBTQI+ organizations such as AMSHeR, GBV organizations such as Raising Voices, conflict/post conflict organizations such as Women's International League for Peace and Freedom (WILPF) and women's empowerment organizations such as FEMNET and the ATHENA Network. MEA also continued strengthening its working relationships with UN agencies at the national, regional and global level (including UNFPA, UN Women, UNAIDS and UNESCO). MEA continued to strengthen existing strategic relationships, which has led to many of these groups now forming part of the network's decision-making structures - for example, AMSHeR and SAfAIDS are the newest members on the MEA Steering Committee, recognising their experience and expertise on LGBTI and SRHR issues in Africa.

As a result of engagement with strategic partners over the years of the project, with Sonke or MEA inviting strategic partners to their meetings and events, MEA have observed a change in behaviour in that during this reporting period, MEA was increasingly invited by strategic partners to take part in their events and provide language on engaging men and boys in their documents and projects.

## Capacity strengthening

MEA member organisations benefited from numerous capacity development opportunities during the project period including a three-day youth capacity building on leadership and introduction to MenEngage, which took place in Kampala. The youth capacity building workshop served as a platform for building the now vibrant MEA youth alliance as it brought together youth from 22 MEA country networks.

MEA produced a new [training manual](#) in 2019 on engaging men and boys to tackle HIV/AIDS and promote gender equality. It seeks to empower MenEngage Africa country networks and partners in their

work on engaging men and boys for better outcomes around HIV and gender transformation across the continent.

Building capacity and support of community leaders, particularly religious and traditional leaders, has been a key priority for the network to advancing the agenda on gender equality, SRHR and child rights. All focus countries implemented activities directly with community leaders, including traditional and religious leaders, to positively influence their attitudes to transform gender norms, masculinities and advance women's empowerment; and supported them in taking action in challenging negative gender norms and practices in their communities and religious settings. In 2019, MEA reached a total of 514 community leaders, surpassing the project target of 229 community leaders. The project team saw an increase in community and religious leaders speaking out against gender based violence (GBV) and other negative religious and cultural practices such as female genital mutilation (FGM) and early and forced child marriage.

MEA member organisations conducted community education and mobilisation activities in all 9 focus countries, and mobilised communities to take action against GBV. Additionally, some countries, such as Tanzania, engaged communities on ending FGM and child marriage; Botswana on SRHR for youth, Namibia on Lesbian, Gay, Bisexual, Trans and/or Intersex (LGBTI) rights; and Rwanda and Uganda on positive parenting.

### **Communications**

MEA has significantly improved its strategic use of communications, with the production and dissemination of a quarterly newsletter, and increased reach through Facebook, Twitter, and the website. Each MEA country received support from Sonke's Communications coordinator to develop their country specific pages on the MEA website.

### **Advocacy**

MEA considers policy change at national, regional and global levels to be important as better, progressive policies not only make it easier for the network to implement its work, but also creates an environment necessary for holding leaders and people in power positions accountable. Furthermore, regional and international instruments like the SDGs, UNSCR 1325, CEDAW and the African Union's Agenda 2063 are significant platforms with which shape national and regional development agendas.

In 2019, MEA and Sonke invested in policy analysis and evidence, working with national, regional and global policy makers, and supporting MEA members and other civil society organisations to understand and act upon the existing policy context, particularly with regards to engaging men for gender equality. On a national level, Sonke, in partnership with respective MEA country members, produced reports analysing the HIV, GBV, SRHR, parenting and LGBTI policies for 6 of the 9 focus countries.

During this period, training and advocacy meetings were conducted by Sonke, as the secretariat, and MEA, targeting policy makers and key advocacy stakeholders across the 9 focus countries thereby contributing to a renewed commitment to development and implementation of policies that promote positive male involvement in gender equality, SRHR and women's empowerment.

Sonke and MEA members and partners participated in a range of UN and other global and regional meetings to advance progressive agreed-upon conclusions within the field of gender transformative programming and raise awareness of accountable engagement of men and boys. MEA, together with MenEngage Global, joined civil society organisations in demanding better language in the outcome documents and agreed-upon conclusions at the 63rd Session of the Commission on the Status of Women (CSW), to reflect the need to engage men and boys in gender equality. MEA also held a number of side events on social protection and gender equality, and on youth and SRHR during the session. MEA representatives and SRHR changemakers also attended the Nairobi Summit to mark the 25th anniversary of the International Conference on Population and Development. Together with Frontline AIDS and Ipas MEA hosted a session titled 'Defending the Right of Women to Safe Abortion in the Era of Gags and Threats to Sexual and Reproductive Health and Rights'. MEA also attended the 20th International Conference on AIDS and STIs in Africa (ICASA) where the network hosted multiple events on the engagement of men and boys in the HIV response. Several MEA representatives also participated in the African Regional review of Beijing+25 in Addis Ababa in December.

MEA developed an [SRHR Advocacy Toolkit for Young People](#) to assist MenEngage Africa Youth structures to design, develop and implement advocacy strategies focused on Sexual and Reproductive Health and Rights. It is a collection of tools and information sourced from established organisations working in the fields of youth, advocacy and SRHR.

### **Institutional Strengthening and governance**

Under the leadership of Sonke Gender Justice as Secretariat, MEA successfully completed 4 years of the 2014-2018 Sida project that was aimed at strengthening the MEA network under the project title *"Building on Solid Foundations: Strengthening and Deepening the Impact of Work with Men and Boys for Gender Equality across Sub-Saharan Africa through the MenEngage Network"*. The grant was extended for an additional period in 2019 while Sida undertook an internal review process and provided guidance on future support for Sonke and MEA. During this extension period, Sonke, together with the MEA Steering Committee and MenEngage Global Alliance, undertook a strategic planning process for the 2019-2023 period, which provided the basis for MenEngage Africa's, through Sonke as the secretariat, next funding request to Sida Global.

Sonke played a significant incubation role for the network in this period, providing leadership, coordination, and facilitating learning exchange opportunities in addition to project and financial oversight, with all 9 member organisations receiving sub-grants of ZAR 400,000 each to implement work in their countries. Detailed financial audits and programmatic assessments were undertaken, resulting in capacity building plans for each of the sub-grantees. Sonke developed a project management system, which included regular check-ins with MEA members and a structured reporting mechanism. The sub-grants enabled country networks to undertake a range of network building, community-mobilisation, policy advocacy and campaigning activities. During the reporting period, there has been a significant growth in in-country structures of some MEA members, MEA youth work and its governance structures.

The network's Annual General Meeting was held in Nairobi, Kenya in February 2019 with the participation of all 22 country networks, Steering Committee members, representatives from the MEA secretariats and representatives from Sida Headquarters. This AGM was strategic in that it was an election AGM, ushering in a new brand of leaders taking MEA forward for the next two years. This AGM was also used as a platform to engage MEA members and steering committee members for the development of the new MEA strategy for 2019-2023.

### **Fundraising and Resource Mobilization**

These ongoing efforts led to increased capacity among MEA member organisations, and enabled them to develop and deliver on comprehensive work plans. It also strengthened their financial management and operations, and significantly contributed to their ability to implement high quality work in their respective countries. MEA member organisations are stronger, more stable, with better organisational structures, systems and programs than they were at the start of the project. Some member organisations, such as COMEN in the DRC, have secured more funding from UNFPA and other UN agencies. Similarly, Men and Boys for Gender Equality (MBGE) in Botswana has won donor confidence because of the systems they now have as a result of the project support. In Uganda, MEA support has given Straight Talk Foundation visibility and the ability to attract more donors and strategic partners like UN Women and partnerships with traditional institutions like the Buganda Kingdom.

## **CariMAN**

2019 was a significant year for the development of CariMAN, in which the regional network was able to formalize its structures, clarify its political values and expand its membership. CariMAN organized its 5<sup>th</sup> regional forum in Grenada in November, which brought its membership together including many new members. The meeting provided the opportunity to share updates, progress, promising practices and success stories among the members across the 7 island countries in the region. Following a "State of the Field" consultation with leading feminist women's rights leaders from Grenada, the group engaged in deep conversation around the concept of "feminism and feminist activism", in a session facilitated by the Alliance's Global Network Manager and Peter Weller (founder of CariMAN). This led to clarification on accountability principles, and the participatory development of new core principles and code of conduct for the regional network, which align to those of the global Alliance. CariMAN also elected a new Executive Committee to lead the network for the next two years, which for the first time included a young female leader from the region. The network also developed its work plan for the next 2 years.

CariMAN recruited four regional changemakers as part of the Global SRHR for All initiative, who have been working to strengthen the networks focus on youth and SRHR in the region. The changemakers participated in the project launch in Addis Ababa and capacity strengthening workshop in Kathmandu represented the region at the SVRI forum and the Nairobi Summit. As part of the SRHR for All initiative, CariMAN convened national level consultations on SRHR in Antigua, Grenada and Dominica bringing together both government and CSO representatives to discuss relevant national SRHR issues, identify gaps and make recommendations.

The network broadened its regional membership in 2019, recruiting 18 new members from Antigua, Bahamas, Dominica, Grenada, Guyana, Jamaica, St. Vincent and Trinidad. With funds from the Global Secretariat, CariMAN re-established its Secretariat and recruited an Administrator to take the lead on various new and ongoing activities.

CariMAN carried out successful country visits to Antigua, Dominica and Jamaica which focused on strengthening local networks through membership drives and support for local activities. During these country visits the network also explored potential collaborations with national organizations and government bodies.

CariMAN members in several countries participated in several International Men's Day activities involving state, civil society, academia and public, playing a strategic role to add broader topics from the feminist movement into the debate. In Dominica, the network collaborated with the Bureau of Gender Affairs for a week of activities including panel discussions and lectures. In Guyana, the network supported a forum for male high school students on the theme "Positive Male Role Models" In Antigua, the network participated in a screening of the film 'The Mask you Live In' and panel discussion hosted by the Directorate of Gender Affairs in November. This event was focused on discussing and dissecting a number of harmful representations of masculinity that were pointed out in the film, as well as looking at local Antiguan and Barbudan society defines masculinity. The event announced the launch of a mentorship programme for boys to begin in 2020, to which CariMAN will provide input for its development and execution.

CariMAN representatives from Trinidad and Tobago met with the InterAmerican Development Bank and other national NGOs in December to discuss the implementation of a project aimed at adolescent men across the country across the country. The meeting explored the need to enlist both schools and community organization to implement a program to encourage empathy and promote healthy masculinities among young men which will involve pilot testing of digital technology to reduce bullying and the implementation of Promundo's Program H. The project will be implemented in 2020 with CariMAN as the executing agency.

## MenEngage Europe

2019 was a significant year for MenEngage Europe in which the network was able to take some major steps forward in its development and the implementation of its strategic plan. Following its membership meeting held in late 2018, the network's first formally elected Steering Committee was operational throughout the year with a clear mandate, house rules and revised strategic plan. The network also had significant funding for the first time, with a grant from the OAK Foundation in addition to the funding from MenEngage Global. The network carried out an organizational development and resource

mobilization consultancy in 2019 which helped the network gain clarity on its identity, values and challenges and to identify pathways forward.

MenEngage Europe members from 13 organizations met in Stockholm for a learning visit hosted by MAN, the co-coordinator of MEE, on violence prevention where participants shared experiences and strategies in this work. The meeting was well received by participants and it was decided to hold a follow up visit in 2020 which will involve 5 countries and will invite strategic partners from local authorities and schools.

Following a new European Union work-life balance directive to allow two weeks of non transferable parental leave to all parents MEE member POIKA and Promundo hosted a European MenCare meeting in October in Austria to gather members working on care issues and fatherhood in the region. The meeting was held in preparation for the Global MenCare meeting held in November in Rabat, and brought organizations new to this work together with those with considerable experience in the field, and focused specifically on broadening the network to participants from Eastern Europe.

### **Network building**

In 2019 a new sub-regional network 'MenEngage Iberia' was launched, bringing together network members from Spain and Portugal. In December, 15 representatives from 7 organizations met in Lisbon to formally initiate the network and agree on its structure and plans for 2020.

The sub-regional Nordic network continued to connect in 2019, and a partnership between Promundo and MAN resulted in the publication of the [State of Nordic Fathers](#) report, which was launched in Copenhagen in December and presented at the Global MenCare meeting in November in Rabat.

Several member organizations in Belgium have also started to connect on an informal basis as MenEngage Flanders, and Russian organizations have initiated plans to create a national network.

MenEngage Europe formed a youth working group in 2019, made up of several youth representatives from member organizations, in order to develop plans for strengthening youth leadership and engagement within the regional network. The working group carried out a mapping of youth-focused activities among the network as a basis for this work and a representative from the group engaged in the European Regional consultation and youth forum on Beijing +25 in Geneva in October.

### **Advocacy**

The network continued to build its partnership with the European Institute of Gender Equality, participating in its annual civil society consultation in Vilnius in January together with the European Women's Lobby and the European Social Platform. A MenEngage member from Denmark also participated in EIGE's annual Gender Equality Index meeting to provide inputs to the process, and EIGE approached MenEngage Europe to submit its inputs to the new European Union Gender Strategy to be

developed in 2020. The network also initiated conversations with Rutgers to develop a possible campaign on equal parenthood, connected to the EU parental leave directive.

MenEngage member Association Roditeli in Bulgaria brought together several international networks and donors in the region in an initiative looking at identifying ways to counteract the increased backlash against women's rights that many countries in the region are facing and the growing threats to the Istanbul convention.

MenEngage Europe has identified two advocacy focal people to strengthen its engagement in regional policy processes and to engage with the Global MenEngage Advocacy Working Group. Three representatives from the region participated in the regional review meeting on Beijing+25 in Geneva in October and provided inputs to the process.

### **Communications**

In 2019, the network's communications working group developed a new MenEngage Europe [brochure](#) which provides an overview of the regional network's goals and strategies. MEE has been experimenting with the online membership platform, together with the Communications Working Group.

### **Accountability**

MenEngage Europe has identified accountability as a key focus of the network for the coming period. As the network continues to grow in size and many new organizations are taking on initiatives that engage men and boys there is a need to create discussion spaces and strengthen members capacity on accountable practices. In order to do so, the network planned an accountability training for 30 members to be held in Ireland in early 2020, with support from the Global Secretariat.

### **Institutional strengthening and governance**

In 2018 and 2019 MenEngage Europe has made important strides in strengthening its institutional structures and mechanisms, which have enabled the network to function more effectively. Since 2018, the network has had one paid secretariat staff member to manage the day-to-day administration and communications for the network. Since the membership meeting in 2018 the network has also had its first formally elected steering committee which held three face-to-face meetings and monthly virtual meetings in 2019. The network now functions through formally agreed 'House Rules' to implement its newly updated strategic plan.

The network's one-year grant from the OAK Foundation was extended in 2019 for three years which will enable the strengthening of the secretariat and development of the network. The grant is for €360,000 in addition to capacity development support. Several organizations in MenEngage Europe also submitted a proposal to the Nordic Gender Equality Fund for a joint project on misogynist radicalization which was not approved.

The network's institutional development consultancy carried out in 2019 identified a number of key takeaways for the network for the coming period. It identified three interrelated strategies for the network to focus on - networking, capacity building and advocacy. It highlighted the importance of

focusing on where the energy among members lies, and on facilitating ‘communities of interest’ among the membership. The importance of the secretariat as an engine for a voluntary network was also highlighted in its conclusions and the need to further strengthen this role. The consultancy also outlined a number of possibilities to increase future resource mobilization for the network.

## **Cambodian Men’s Network**

Cambodian Men’s Network (CMN) involves men and boys at different levels and sectors who are committed to working for gender equity, social justice and human rights. It has worked under its secretariat hosted by GADC to promote gender equality by raising awareness and providing capacity building for men and boys to eliminate violence and discrimination against women and children.

### **Network building**

CMN conducted its annual meeting with its 34 members including international and local NGOs in Cambodia and community men’s network members in target areas. The meeting resulted in strong relationships between new and existing CMN members, strengthened understanding of women’s current situation in Cambodia and exchange of best practices to engage men and boys in organizations, projects and communities. CMN reviewed its strengths and areas for improvement and developed an operational plan for the year 2020 based on its strategic plan 2018-2020.

Many NGO staff in Cambodia have requested CMN to provide capacity building on transforming masculinities, engaging men and boys, and men’s dialogue through training and coaching to their male staff and male target beneficiaries. Two training sessions were conducted by GADC and CMN for international NGOs on gender mainstreaming and gender analysis. These training sessions reached their staff at all levels and another 9 NGO partners working in communities.

CMN facilitated six trainings of trainers for men’s dialogue facilitation with 52 men from different groups such as TukTuk (three wheelers) drivers, male partners of women in economic empowerment initiatives and men in the public sector (teachers, police officers and local authorities). Topics included understanding gender, reflecting on personal challenges as gender roles shift, men’s role and involvement in women’s leadership and empowerment and how to engage other men in men’s dialogue activities. Through these 11 men’s dialogues conducted by these trainers in their workplaces and target communities 176 participants were reached.

CMN is a member of GADNet. CMN participated in a GADNet strategic planning meeting for 2020-2022. Its role and responsibilities were defined to provide capacity building among GADNet’s members on men and masculinities.

### **Advocacy**

The White Ribbon Campaign was conducted three times in three different locations under the theme “*Men and Boys Participation in the Elimination of Violence Against Women and Girls*”. There were 436 participants including 319 male participants.

CMN held joint meetings with GADN to review and provide inputs for the national policy on gender equality in Cambodia. As a result, the joint recommendation was submitted to the Ministry of Women’s Affairs.

### **Institutional strengthening and governance**

Two meetings of the network’s steering committee were conducted in 2019 to monitor progress of CMN’s work, to provide feedback, to include new potential CMN members and to prepare for the annual CMN meeting. As a result, CMN developed its operational plan for 2020 and adjusted its organizational structure. The network identified some possible interventions including raising awareness among different men groups, building the men’s network at national and community level, developing capacity of its members and engaging in advocacy for gender equality with other networks.

## **North American MenEngage Network**

The year 2019 was a significant year for North American MenEngage Network (NAMEN), where it developed its new institutional set up through a rigorous process. NAMEN leadership and EMERGE for Gender Equality, a founding member of NAMEN, jointly agreed - upon approval of the By-Laws and Articles of Incorporation- the Merge Board has been transferred to the NAMEN SC. With this NAMEN established its secretariat office with 2 part-time staff members to administer and coordinate the implementation of its strategic and annual plans.

### **Advocacy**

NAMEN’s Policy Advocacy Committee increased its membership to 8 people in 2019 and continued to develop its capacity to engage in meaningful policy advocacy, including how to best mobilize members to respond to advocacy needs and requests. Planning began for creating a policy advocacy strategy for NAMEN, with the goal of completing a strategy by July, 2020.

In June, with the sub-grants from the Global Alliance, the Policy Advocacy Committee Chairperson visited Washington, DC engaging in face-to-face visits with some of the leading organizations in the US working to advance domestic and foreign policy toward gender equality and/or women’s human rights. NAMEN met with twelve advocacy organizations and the office of one US Senator. The Policy Advocacy Committee is currently following up with these visits to clarify the NAMEN policy advocacy agenda.

The Policy Advocacy Committee is also in the process of creating a master database of efforts and male engagement initiatives (mostly community and campus based) and developing some assessment tools

to help determine the current interest and capacity these initiatives to engage in policy advocacy (with the goal to begin developing tools and resources to enhance their interest and capacity).

The committee endorsed a range of policy initiatives in 2019 on pressing issues related to gender equality and women's rights. The Policy Advocacy Committee is beginning a process to move beyond endorsing policy initiatives, to identify clear and measurable goals by which it can track impact and progress.

### **Communications**

NAMEN continued to maintain its website in 2019, posting regular articles and updating content. The network posted over 150 posts on their Facebook platform, which had over 500 page likes in 2019. It also maintained regular communication with its members through its listserv which had over 100 posts in 2019.

### **Institutional strengthening and governance**

NAMEN was incorporated in 2019 as a registered NGO in the United States, taking on this status from member organization MERGE for Equality. NAMEN also took on the MERGE program, most notably [the Early Childhood Initiative](#), [the Children's Book Campaign](#), and the [Developing Healthy Boys Training](#) which will be further developed within NAMEN.

The network also hired an administrative coordinator and a development coordinator in 2019. The administrative coordinator now carries out the day-to-day operations of the network, while the Development Coordinator focuses on developing resources for convening Community of Practice events, an online resource hub and other proposed programmes. The Development Coordinator attended the National Association on the Education of Young Children annual conference in support of the MERGE Early Childhood Initiative and to explore possible organizational relationships.

The network's membership committee carried out a membership survey and developed procedures for new membership, membership renewal and membership lapsing. The membership committee initiated plans for a membership meeting in early 2020. Membership of NAMEN grew from 12 members organization and 44 individual members in 2018 to 23 member organizations and 74 individual members in 2019.

A Program Committee was formed which began meeting in December. Its initial focus is on strategizing around what kinds of programming NAMEN can provide.

## **MenEngage South Asia**

## **Network building**

MenEngage South Asia's membership grew from 200 members to 220 members over the course of the year. A capacity building workshop was conducted for NGOs in the Maldives who have expressed interest in establishing a MenEngage country network. Discussions also continued around a proposed MenEngage Network in Afghanistan.

MenEngage South Asia (MEASA) had its Steering Committee meeting at Doha where key decisions on accountability practices for the regional network were made. Participation from MEASA and member countries in the upcoming Global Symposium was discussed, and plans were made for concrete contributions to the Symposium for South Asia. Resource mobilization in this regard was also discussed and strategies devised on how to enhance participation from the region.

## **Capacity strengthening**

Several capacity building opportunities for members were identified in 2019. All national secretariats provided technical guidance and support to the SRHR changemakers and the changemakers from the region participated in two training sessions organized by the Global Secretariat. One member from Nepal participated in the SVRI Forum and one changemaker participated in the Nairobi summit on ICPD25.

Two funding proposals were developed for support for the organization of the South Asian Conference on Prevention of Child Early and Forced Marriages.

Several country level consultations and workshops were organized in Pakistan, India, Sri Lanka and Nepal focusing on deepening the dialogue on engaging men and boys. Linkages with feminist activists, women's groups and human rights networks have been enhanced.

### Capacity Strengthening Workshop in Sri Lanka

28 members of MenEngage Sri Lanka network came together for a 2-day workshop on "Strengthening understanding on 'transforming masculinities and engaging boys and men in gender equality'" in September 2019 in Colombo, Sri Lanka. The workshop facilitated by the Global Networks Manager of the Global Secretariat provided conceptual clarity on issues of gender equality, women's rights and its history in Sri Lanka, transforming masculinities and engaging men and boys, and the Alliance's Accountability Standards.

A 2-hour session was also organized at the Ministry of Women and Child Affairs and Social Security to present on the MenEngage Sri Lanka Networks to experts and leaders from national women's rights movements and social justice, including faith-based sectors. Participants discussed male engagement within the context of national policy [Policy Framework and National Plan of Action to address Sexual and Gender - based Violence](#) (SGBV) in Sri Lanka 2016-2020.

### International conference on Deconstructing Masculinities, Sri Lanka

MenEngage Sri Lanka organized the Sub-Regional Conference “*Deconstructing Masculinities: Engaging Men and Boys for Gender Equality and Social Inclusion*” in November in Colombo. The global Secretariat provided technical support in the organization of the event and it was financially supported by the Asian Development Bank and Sri Lanka Resident Mission. Over two days, 150 participants critically evaluated the current work on male engagement in the region and suggested points of action to initiate interventions and advocacy efforts. The conference was successful in raising awareness of the importance of addressing negative gender norms, stereotypes and behaviors associated with masculinities, presenting international best practices in engaging men and boys for gender equality within the education sector and exploring opportunities to support education sector initiatives to integrate male engagement for gender equality and social inclusion in South Asian and international contexts.

### **Advocacy**

MenEngage Alliance Pakistan made a submission to the CEDAW Committee for its review of Pakistan with support from the Global Secretariat on various topics including engaging men and boys, early and forced marriage and the rights of women with disabilities. The network made linkages with the International Women's Rights Action Watch (IWRAP) and IWRAP supported the submission of a shadow report to the CEDAW Committee for its review of Pakistan.

MenEngage Pakistan also engaged in advocacy related to the ratification of International Labour Organization treaty C190 on sexual harassment in the workplace. A Charter of Demands on C190 was agreed upon in Pakistan and is being used for advocacy for ratification of C190.

MenEngage Sri Lanka partnered with Oxfam to develop the campaign ‘[Not on my Bus](#)’, which aims to reduce sexual harassment in public transport through promoting bystander intervention. It seeks to promote positive norms that bystanders should intervene and that it is everyone’s responsibility to uphold everyone’s rights to violence-free public spaces.

16 days of Activism was celebrated by all country networks in the region and parliamentarians, government functionaries, activists, youth were engaged in activities.

## **MenEngage Latin America**

2019 was a period of transition for MenEngage Latin America, with two new Co-Coordinator leading the regional network. It was the first such transition in the networks history and implied a period of induction and transfer of information that took over 6 months. However, the regional network was able to make some significant achievements in 2019. Some highlights include:

### 7th International Colloquium of Men and Masculinities Studies

MenEngage America Latina organized the 7th International Colloquium of Men and Masculinities Studies which brought together over 400 delegations of all genders, ages, orientations and identities from 18 countries across Latin America regions in San José, Costa Rica. Participants included key strategic partners from UN agencies, international NGOs and government agencies. The participants deliberated and engaged in critical reflections on the studies of men and masculinities through various interconnected 16 thematic issues throughout the exhibition and 270 sessions. The colloquium highlighted on the importance of increasing participation of young men and women committed and interested in this subject from across various approaches to strengthen accountable feminist actions. The forum resulted in a [colloquium declaration](#).

### 1st Latin American Forum on Youth and Masculinities

38 representatives from across 13 countries met at the 1st Latin American forum on Youth and Masculinities, held as part of the Costa Rica colloquium. The forum provided an inspiring demonstration of the energy and passion that young people are bringing to the work for gender justice in the region. From exploring new ways of mobilizing, to revealing different perspectives on how we think about gender identities and sexual orientations, young people are often the ones leading calls for action. The forum resulted in the [formation of the Latin American Youth and Masculinities Network](#), which will work closely with MenEngage Latin America in the region. The forum also resulted in a collective [youth statement](#).

### Regional network meeting

The opportunity of the colloquium allowed the regional network to have a membership meeting, in which 35 participants provided updates on each of the country networks and Global Secretariat representatives, elaborated a work plan for the new coordination, and discussed the strengthening accountability mechanisms and the network's relationship with women's rights and LGBTQ movements in the region.

### Membership survey and analysis

In order to begin the new leadership period it was necessary to understand in detail the current status of each country network in the region. A diagnostic document was developed in order to strengthen understanding of the needs and functioning of the national networks, building on to the Networks Building Toolkit from the Global Alliance. This survey demonstrated that each country network in the region functions differently depending on its unique characteristics. It identified several broad categories of country networks, including those that mobilize multiple organizations and carry out joint activities, those that are primarily led by one organization who can mobilize other organizations on an ad-hoc basis, and those that have only just been initiated in their countries. Based on this survey, the coordination of the regional network together with the country focal points have begun to develop a document which will serve as a guide for network strengthening in the coming years.

### Support for SRHR changemakers

The 6 regional SRHR changemakers from Latin America kicked off their project on masculinities, youth and SRHR in 2019 and have been engaging actively with the regional network, adding a crucial youth

perspective to its activities. The regional network organized a strategy meeting and advocacy capacity building in Bogota in November together with the changemakers and the co-coordinators provided ongoing support with the project throughout the year.

### **Highlights from the country networks**

The country network in Mexico promoted its advocacy agenda 'Suma por la Igualdad: public policy proposals for the engagement of men in gender equality', which was developed in 2018, with a variety of presentations in academic events throughout the year. The agenda focuses on cultural change, co-responsibility in parenting, health and violence and has enabled the articulation of many sectors of civil society and government bodies. The network 'Complices por la Igualdad' is comprised of over 20 organizations and carried out the White Ribbon and MenCare campaigns in 2019.

The network in Costa Rica played a leading role in the organization of the 7th International Colloquium of Masculinities Studies and through this experience decided to restructure itself. The network is made up of Instituto WEM as a focal point, the network of Youth and Masculinities, the Network of men for equality in the public sector, the Masculinities Network of the Ministry of Education, the network of male community and personal growth group facilitators, and representatives from the women's movement, the sexual diversity movement and the student movement. The work of the network this year focused on the consolidation of the states masculinities policy, participating with government bodies that are implementing the policy, participating in the monitoring of the national plan for the prevention of VAW and on the commission for the elaboration of a national men's health policy. The network also implemented the White Ribbon and MenCare campaigns as well as the youth campaign 'Soy Cero Machista'.

In Guatemala the country network formed a new Steering Committee, which incorporated representatives from indigenous communities. Several members developed a manual to engage men in fatherhood and health services.

The Nicaraguan national network REDMAS continued to be an example to follow in a time in which the government is not supporting, and in many cases restricting or persecuting civil society organizations that are working for gender equality. The network is made up of over 20 CSOs, many of which are part of the feminist and sexual diversity movements. In addition to White Ribbon and MenCare, the network also implemented a programme on masculinities and young childhood, a national campaign against sexual violence, a campaign focused on football as a means of preventing youth violence and masculinities trainings for network members.

In Uruguay the national MenEngage network remained active, providing virtual courses, carrying out preventive workshops as well as rehabilitation groups for male perpetrators and developing a very visible media presence. Its main achievement has been to raise awareness of the need to work on masculinities in the country and the need for a national level public policy on masculinities.

In Argentina, the network is made up one focal point organization with the proposal to incorporate other organizations. Network members participated in the Accountability workshop in November.

In Colombia, the national network merged with the National Council on Masculinities for Gender Equality, which has been in operation since 2015. The network has an important presence in Bogotá and Medellín and incorporates civil society and academic institutions. The network participated in local campaigns on violence prevention, men's health and sexual diversity.

Ecuador established its country network in 2019 with the task of organizing the 8th International Colloquium on Masculinities in 2021.

The network in Chile has been able to position the theme of masculinities with a rights-based approach on the national agenda through research and government programmes, and raising awareness among men of gender based violence and active fatherhood. The White Ribbon and MenCare campaigns are well known in the country and the network distributes materials to diverse parts of the country to promote activities, campaigns and workshops with men and boys. The network also held various open seminars and developed and disseminated various posters and manuales, both print and digital, in 2019. The network in Brazil implemented campaigns on GBV fatherhood, men's health and LGBTQ rights, carrying out educational workshops and developing audiovisual materials. The network participates in various national women's rights fora including the national network for the legalization of abortion.

The Peruvian network is a collective of individuals, mainly students, that implement diverse projects and activities such as training, promotion of active fatherhood, violence prevention among others. One main achievement of the network in 2019 was the organization of the 2nd National Colloquium on Masculinities in Lima in October.

### **Network-building and capacity strengthening**

The regional co-coordinators supported the creation of new country networks in Honduras and in Ecuador. Initial discussions with potential members have also begun around the creation of a national network in Bolivia.

MenEngage America country networks carried out capacity strengthening workshops on various topics relating to masculinities on an ongoing basis throughout 2019, reaching approximately 20,000 people. This year during the colloquium in Costa Rica, members of country networks in Uruguay, Mexico, Chile and Guatemala participated in a learning and exchange session on personal growth groups for men.

In 2019 there were many opportunities for participants of the regional network to participate in global and regional meetings and events. In order to facilitate this process, the network established a system based on objective criteria in which all country networks participate in, in order to avoid conflicts of interest. This has generated a collective and democratic process and has allowed participants from a wide variety of country networks to participate in such events.

### **Advocacy**

Many country network held public protests and demonstrations against femicide and violence against women in collaboration with women's rights organization to mark the 16 Days of activism against gender-based violence. Several also participated in rountables, television programmes and internet

publicity on men's violence and the need to work with men. The result of these efforts has been increased openness by women's rights organizations to joint work with men and boys and the recognition of men as key allies in the eradication of violence against women.

The country network in Costa Rica engaged with 22 public institutions and 12 local government bodies, including from the education sector, judicial sector and police. In Mexico the country network also carried out trainings with public institutions in diverse regions of the country. The result in these two countries has been the creation of a favourable institutional climate for men and masculinities work that is feminist and human-rights based.

### **Communications**

The regional network collectively carried out a review of regional and country network's websites and social media platforms, analyzing how much they were used, how user friendly they are and if they are fitting the needs of the relevant networks, and proposed various changes to be made in the coming period.

### **Accountability**

The regional network carried out a range of activities to strengthen members capacities on accountability in 2019. In the regional network meeting in June there was space for discussion on accountability in the network and during the colloquium there was a roundtable session and a workshop on accountability. In November, an accountability workshop was organized in Argentina, in which members of the country networks in Uruguay and Argentina participated. The result of these activities has been the consolidation of a group of network members with strengthened capacities and understanding of the importance of accountable practices in this work.

### **Institutional Strengthening and governance**

The regional network has tried to ensure that all country networks function in a participatory way, and include different voices and perspectives. New members have had to sign on to the code of ethics and ideological principles of the Alliance. In 2019 the membership database was updated communication and updates between the country networks and regional networks was improved.

## **MenEngage Lebanon**

Following the official launch of the MenEngage Lebanon network in 2018, the network held a meeting in Beirut in June together with the Global Secretariat to discuss next steps. 10 member organizations attended the meeting and a Steering Committee was elected for the first time, made up of 4 local organizations and 2 international NGOs. Meeting participants also committed to creating a more diverse and inclusive network, including my engaging minority groups including refugees, youth and people with disabilities.

In 2019 the network gained two new members that work engage young men in Palestinian refugee camps, Beit Atfal Alsomoud and Najdeh Association, who received training from Abaad on masculinities this year. All member organizations have now received training on men and masculinities and are implementing this work, which has built a strong foundation for the network. The network is now ready to embark on the development of a joint project in 2020.

Participation in the MenEngage Global Board and strategy meeting in June also resulted in greater connections and a sense of solidarity among the network and the global Alliance and its membership. It also strengthened understanding among the global network of the complexity of the issues facing the region and commitment of the Alliance to include these issues as part of their overall mission. 2 network members, Abaad and Salama, participated in the Global SRHR training in Nepal and as a result are working together to update the regional version of the youth initiative, 'Programe Ra' to strengthen its focus on masculinities and SRHR through a feminist lens.

Abaad worked with the Ministry of Social Affairs in Lebanon to contextualize its Programme P on fatherhood and provide training to government officials so they can implement it at a national level. Due to the success of these training sessions and high level of interest from participants, the ministry requested further training on masculinities and gender equality more broadly which also took place in 2019.

ABAAD participated in a range of global advocacy platforms throughout 2019, seeking to connect gender equality and masculinities to issues of militarism in the region. ABAAD also continued to strengthen the capacity of organizations in the MENA region on men and masculinities throughout 2019, carrying out training sessions in Turkey, Iraq, Syria and Jordan with the view to eventually forming a regional MenEngage network in the MENA region.

## **Glossary or concepts and definitions**

This glossary provides brief descriptions of how MenEngage Alliance understands and applies the concepts that are at the core of our Vision and Mission and understanding of qualitative work on men and masculinities within women's rights, SRHR and gender justice for all:

### **Enabling spaces for dialogue and joint action**

MenEngage Alliance engages in strengthening partnerships, networks and alliances. We work 'GLOCAL': where ideas from the local to the global are jointly identified, shared, negotiated, changed, and disseminated.

### **Engaging men and boys**

We seek to work with men and boys to encourage their active involvement in ending gender inequalities, advancing women's rights and transforming masculinities as allies with women, girls and people of diverse gender identities. Recognizing that some men and boys question the harmful notions of manhood and the privileges that society grants them, we provide them with ways to take

transformative action. We work with men in power in all spheres of society to promote progressive policies and institutional practices in favor of women's rights and gender justice.

### **Feminist approach**

We acknowledge that we build on the heritage of feminist women's rights organizations 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 men and boys. We commit to listening to and being accountable to women's rights voices; and to institutionalizing democratic and inclusive decision-making processes within the Alliance.

### **Gender transformative approaches**

Policies, processes and strategies that seek to critically reflect on and transform social norms and institutional practices that create and reinforce gender inequalities. Gender transformative approaches do not view the engagement of men and boys as an end in itself, rather as a means to transform social norms and gender power relations at their roots. Gender transformative approaches are part of a 'gender integration continuum' that classifies interventions as gender exploitative, gender neutral, gender sensitive or gender transformative. MenEngage seeks to support the increased uptake of gender transformative approaches with men and boys through the work of the Alliance.

### **Intersectionality**

We acknowledge that oppressive institutions (racism, sexism, homophobia, transphobia, ableism, xenophobia, classism, etc.) are interconnected and cannot be examined separately from one another. This interplay of multiple identities can increase vulnerability and inequalities in privilege and power, and further entrench inequalities 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.

### **Partnerships**

We seek to foster concrete and equal associations and collaborations with various actors and agencies in the field of social justice, including: women's rights; gender and social justice; climate justice; child rights; youth empowerment and rights; sexual and reproductive health rights; civil and political rights; indigenous population rights; and human rights.

### **SOGIESC**

Sexual orientation, gender identity and expression, and sex characteristics

### **Transform and end patriarchy**

We seek to engage men and boys, along with women, girls and people of diverse gender identities, to redress structural power imbalances and inequalities, male domination and their manifestations upheld by systemic male supremacy ideologies, and to reform such dualistic and sexist gender orders.

### **Transform masculinities**

We seek to destabilize 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 behavior.

### **Working as allies with women's rights organizations**

We are committed to working as allies, and to fostering healthy relationships, with women and women's rights organizations, movements and networks. Our aim is to achieve equity and equality for women and girls, and justice for all, as a political act to strengthen the collective struggle for human rights and social, economic and environmental justice.

The following terminology is used to refer to specific entities within MenEngage Alliance:

**MenEngage Alliance**, or the Alliance, refers to the collective of entities that constitute the international network: the MenEngage Global Alliance, Global Secretariat, Regional and country Networks, members, and partners. The term is distinct from MenEngage Global Alliance which supports this network to achieve its full potential.

**MenEngage Global Alliance** refers to the non-profit organization which serves as the implementing entity of the Alliance's global strategy and annual plans, responsible for anchoring the work of the Alliance and supporting its members' activities. MenEngage Global Alliance is registered in Washington DC, USA as a 501(c)3, non-profit, organization.

**MenEngage Global Board**, or the Board, refers to the Board of Directors that is responsible for the governance of the Alliance at the global level, including oversight of programs and finances, and for carrying out fundraising for the organization. The Board consists of representatives from the Alliance's regional networks and international at-large member organizations.

**MenEngage Global Secretariat**, or Global Secretariat (GS), refers to the executive body of the MenEngage Global Alliance. It is composed of full-time staff who are responsible for the implementation of the MenEngage Global Alliance's strategic priorities, carrying out fundraising for the organization (supported by the Board), and managing the budget.