



MenEngage Alliance

working with men and boys for gender equality

Annual report

2022

Implementing the MenEngage Alliance Strategic Plan 2021-2024

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Introduction: Overall reflections on the year

The MenEngage Alliance community of members and partners - as well as MenEngage Alliance as a social change network and organising model itself - continued to strengthen and deepen our work on transforming masculinities and working with men and boys for gender equality, climate and social justice.

In 2022, we took concrete steps to build on the lessons learned from the COVID-pandemic and build on the achievements of the Ubuntu symposium. By providing space and opportunities for collective reflections, members and partners revisited the Alliance's accountability framework, *comprising of core principles, accountability standards and code of conduct*, and Theory of Change to further advance our shared intersectional-feminist agenda. In a nutshell, the year created momentum for renewed commitments to accountable transformative practices towards the shared vision of a world in which gender justice and human rights are promoted and protected, where all people are equal and free from discrimination and oppression.

As the Alliance became increasingly aware of patterns of masculinities in multiple and intersecting political, economic and social systems of oppression, members and networks have realised the need to understand and act on those issues. Authoritarianism, militarisation, nationalism, which have swelled in recent years, share clear patriarchal features. The invasion of and war in Ukraine exposed and confirmed the world's political tolerance to warfare, violence and complicity towards militarisation and hegemony. Similarly, 2022 saw state-led oppression of youth and women-led social change movements in Iran, anti-immigration movements in Europe, and white supremacist groups in the United States. Militarised masculinities as a structural feature of modern nations, along with widespread acceptance of patriarchal violence, male authority and male entitlements continue to threaten all forms of democratic political, economic, and social order. This heightened anti-democratic and militarised political climate has fuelled polarisation and promotes gender, racial, and ethnic exclusion, dominance, and discrimination. Fundamentalist movements that are binary at their core tend to have aligned with systems that criminalise LGBTIQ people and groups in Africa, as well as with forms of government that deny women and girls their human rights as seen with the removal of legal protections for bodily autonomy in the United States.

These trends are not new, nor are they isolated incidents. Rather they are part of a long term strategic effort to keep in place a heteronormative order, a hierarchical class system, and a lucrative neoliberal economy that relies on polarisation, as well a prerequisite for recognizing a

[person's rights, dignity and survival](#)¹. Key segments of this escalating anti-rights conservative effort are well-funded and deliberately seek transactional partnerships with religious and white supremacist groups. As feminist researchers and activists have exposed, the transactional networking behind anti-democratic and heteronormative groups continues to fund and provide support to the anti-gender agenda in Latin America, Eastern European, African and South Asia countries, the anti-LGBTIQ agenda in African countries and the erosion of democratic spaces and human rights agenda in United Nations and other global forums that seek to promote and protect gender, social, and climate justice for all people everywhere.

Confronted with such hostile and rigid social, political, and economic forces, our gender-transformative work with men and boys to transform masculinities, eradicate a culture of violence, and strengthen economies of care has identified some pathways ahead for the field of men and masculinities.

Building cross-movement partnerships

The ultra-conservative agenda strives to weaken progressive feminist movements and actors by fostering division, fragmentation and mistrust among those invested in securing democratic and inclusive spaces and promoting and protecting the universal human rights of every person and all peoples. By coming together under the intersectional feminist agenda, we can prevent further damage to gender justice and continue to protect the rights of women, girls, LGBTQI, youth, people with disabilities and groups that experience exclusion, violence, and marginalisation.

To this end, MenEngage Alliance continued to strengthen solidarity with feminist social justice movements and actors to protect human-rights, and support gender transformative approaches. In 2022, this was done through active critical involvement with partners in the [Generation Equality Forum](#), [CSW66](#), [COP26](#), [the SVRI Forum](#), and the Countering Backlash Symposium. In addition, several [online events](#) organised at global and regional levels continued to bring in critical and allied voices from the broader social and gender justice movements, and to co-develop critical analysis, positions and public statements.

Climate Justice has emerged as a unifying cross-cutting issue around which different movements found common ground for cross-movement solidarity. In 2022, MenEngage Alliance consolidated the [Climate & Environmental Justice Working Group](#) with participants from five regional networks, and balanced global south and north representation, including by

¹Duarte, Á.M. (et.al).2021. [Manufacturing Moral Panic: Weaponizing Children to Undermine Gender Justice and Human Rights](#)”, Elevate Children Funders Group (ECFG) and Global Philanthropy Project (GPP)

youth, gender justice activists and researchers. There has been an [elevated understanding](#) about the interconnections between climate justice and masculinities across MenEngage Alliance, while also engaging in bold advocacy during [CSW66](#) and [COP26](#).

Advancing towards a shared vision

Some of the most energising and notable activities of the year were led by the regional networks of MenEngage Alliance. Examples of regional events and initiatives (see the [Regional Network Report section](#) for more details) to expand and strengthen decentralised forms of organising into 'communities of practice' and innovative forms of communication include:

- a documentary film on [masculinities in media representations](#) in South Asia
- videos of [REDMAS work on transforming masculinities](#), [Experiences of Young People](#) and [Experiences of girls](#) about the work in Nicaragua
- short [animated videos exploring key concepts](#) by MenEngage Alliance South Asia, on:
 - ◆ [Youth Advocate's Guide on Transformative Masculinities](#) (in 3 languages)
 - ◆ [Advancing Comprehensive Sexuality Education in South Asia: Why is it important?](#) (in 4 languages)
 - ◆ [Practice Inner Work for Social Change](#) (in 4 languages)
 - ◆ [Be a part of Feminist System's Change Agenda](#) (in 5 languages)
- membership meetup and dialogue spaces in Europe, South Asia, Latin America and North America regions
- in-person events in most of the regions, members' meeting/assembly in [Europe](#) and South Asia regions, 1 regional symposium in Latin America and 1 [youth symposium](#) by MenEngage Madagascar network.
- [youth-led peer learning spaces](#) on sexual and reproductive health and rights by South Asian Network

A highlight of the year was the [Global Members' Assembly](#) that took place in May, and which brought together members from across the regions to better understand and provide input on our shared 2021-2024 roadmap. In 2022, following the recommendation by members for such events to be held annually, we institutionalised the practice of regular annual members' assemblies.

The Global Members' Assembly created the momentum and launch of the [revised Accountability Framework of the Alliance](#), which consists of three key pieces: [Core Principles](#); [Code of Conduct](#); and [Accountability Standards](#). Developed and refined over several rounds of consultations over the period of two years with members and key feminist partners, the documents reaffirm the values, principles and political agenda of MenEngage Alliance as a

social change network and as a community. With the launch of the revised documents at the Global Members' Assembly, the Alliance has entered a new phase when members will begin to contextualise the accountability frameworks and exemplify conducts and circumstances. This process began in 2022 and is envisioned to continue as a key priority going forward.

We fully acknowledge that putting these ambitious commitments into practice remained the key (and ongoing) next step for the Alliance. To support and amplify the launch of the revised accountability framework the Global Secretariat developed and implemented a [campaign to share practical examples](#) of commitments of the [Ubuntu Declaration and Call to Action](#) (2021) being put into practice. The Ubuntu Declaration's commitments shifted the political emphasis of MenEngage Alliance towards greater alignment with the feminist systems change agenda.

The [Ubuntu Declaration and Call to Action](#) (UDCTA) is a call for men's engagement work to support feminist systems change agenda:

We commit to working to dismantle unequal power structures and patriarchal systems to advance the feminist systems change agenda towards social, economic and environmental justice. We commit to critical reflection about patriarchal masculinities in our work with men and boys... and to bring men and boys onboard as advocates for systemic transformation.'

What is a 'feminist Systems change agenda?'
MenEngage Alliance South Asia (MEASA) created a [video explaining 'feminist systems change'](#) and how we can support it.

To move from theory to practice, the campaign marked the Declaration's first anniversary and drew upon examples from across the regions of the Alliance. It culminated in an event in August at which members and partners reflected on and shared ideas for putting the commitments of the Ubuntu Declaration into practice.

Strengthening strategic approaches

The development and launch of a publication and comprehensive toolkit with score cards for evaluating policies according to whether and how they are inclusive of men and masculinities considerations were a key highlight of our advocacy strategy. A new [accountability reporting mechanism](#), with specific focal points and processes (launched in late 2021), was put in practice in 2022. Our systems and processes are regularly reviewed and improved to reflect new understandings and lessons for the future.

In communications, the updated and upgraded global website was launched, providing a space for news, updates and resources. This was complemented with the launch of a new monthly newsletter towards the end of 2022, serving as a digest of news, resources, events, and

opportunities from across MenEngage Alliance. Together, the newsletter and website marked a significant step in the maturation of communications channels to better facilitate the mission and vision of the Alliance.

Without a doubt, 2022 was a fruitful and exciting year with progress towards the shared objectives of MenEngage Alliance. We continue to deepen our understanding of the complexity of the challenges that our field is facing, and that much work remains to be done to collectively unpack what the feminist systems change agenda involves and what it asks of individual members and the Alliance as a collective at national, regional, and international levels.

How this report is organised

This Annual Report is divided into two main sections. In section one, you will find the [Report from the Global Secretariat](#). It describes the trends, activities, and anticipated impacts of each strategic pillar of the Global Strategy 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 Alliance's 2021-2024 Strategic Plan.

In section two, each of the regional networks report on their activities, regional trends, and 2021 priority areas in the [Reports from the Regional Networks](#) section.

Report from the Global Secretariat

This section of the report details activities conducted at global level and cross-regionally with support from the Global Secretariat and Global Board organised around the four Results Areas set out in the [2021-24 Strategic Plan](#):

1. Strengthened MenEngage Alliance Networks & Leadership
2. Accountable Policy Advocacy and Political Voice
3. Effective and Strengthened Programming
4. Strengthened Movement-Building Approaches

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

- ❖ Transforming patriarchal masculinities and rigid social norms around manhood;
- ❖ 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 and energy in 2021 to contribute towards the desired impact and goals:

Impact: *By 2024, MenEngage Alliance has contributed to transforming patriarchal masculinities and mobilising men and boys as agents of change for gender justice, thereby contributing to ending patriarchal power, protecting human rights and achieving gender equality and social justice.*

Goal: *By 2024, MenEngage Alliance is a capable, inclusive and accountable social change network, harnessing the collective energy of our members, thereby contributing to improved discourse, policy and programs, in partnership with feminist, LGBTQIA+ and social justice movements.*

See the [2021-24 Strategic Plan](#) for more information around our values and theoretical/political concepts that form the basis of the work of MenEngage Alliance across national, regional and global levels.

1. Strengthened MenEngage Alliance Networks & Leadership

RESULT AREA 1

MenEngage Alliance is an inclusive, democratic and sustainable social-change network undertaking joint actions informed by shared vision and values.

Building on the energy and sentiments from the previous years, particularly from the Ubuntu Symposium and follow-ups, as an international social change network, we continued our efforts to create spaces at national, regional and global levels for strengthening our collective mobilisation and networks strengthening. COVID-19's uncertainty continued to be a major challenge for us during this year for our organising, but with lessened restrictions around the world our country and regional networks were able to organise several in-person events. All the precautionary measures were taken seriously to minimise any possible challenges with COVID. One key highlight of the year has also been organising a visit for SIDA colleagues with one of our country networks in Uganda.

MenEngage Alliance continued to strengthen its networks and leadership in 2022 through a range of activities. Over 10 capacity strengthening workshops were convened at national and regional levels, such as the media training for MenEngage Africa members and partners in Johannesburg in April 2022, [intergenerational dialogue on the role of young men and boys](#) in advancing and advocating for women's and girls' rights in Rwanda, resource mobilisation capacity strengthening in Botswana and the online [international colloquium](#) in Latin America, aiming to continue efforts to support members to have their capacity strengthened in variety of areas of work and priority. One of the notable highlights included the first in-person Global Board meeting since before the pandemic, and more structured member engagement processes in several regional networks.

Yet there were also challenges, including questions of network structure and governance in some regions. These challenges put to the test some of the processes and approaches to network building that have evolved over many years of the Alliance-including an updated

accountability protocol in its first year of implementation. These experiences provided insights and lessons that will further strengthen our networks and leadership processes.

1.1 Governance Structures and Leadership Capabilities

OUTCOME 1.1 – Strengthened democratic governance structures and leadership capabilities of MenEngage Alliance at all levels.

During 2022, we continued with our key priority of strengthening the governance structures for the regional networks for the 6 regional networks in Africa, Caribbean, Europe, Latin America, North America and South Asia as well as the country network in Lebanon in the Middle East region. The focus of these strategic supports to the regions have been more geared towards strengthening the roots of the Alliance, i.e., the National Networks especially in Africa, Caribbean, Latin America and South Asia regions and in Lebanon in the Middle East region. We worked directly with all the 6 regional networks on various aspects of strengthening governance, including through participating in the regional leadership meetings - both online and offline when possible. Global Secretariat supported the 4 regional networks: South Asia, Caribbean, Europe and Latin America, in updating their network strengthening strategies as well as strengthening the regional secretariats.

This year opened a new opportunity to build relationships with one women's rights organisation in South Korea, and since then we have been in conversations to develop plans on forming a network for the context of South Korea, where there have been challenging developments with the new government and political landscape. We will be connecting this plan to the group in the Southeast Asia region, with whom we have been working to re-vitalise the regional network.

We have realised that feminist organising and movement building processes are never simple and linear and require innovative thinking and patience to remain true to feminist movement-building principles and approaches. While we realise that we have progressed on a network strengthening agenda within our networks, at the same time we saw some challenging moments with our country and regional networks on the application and 'walking the talk' regarding the concept of democratic governance and horizontal operating modalities of

network organising. Within all these challenges we are relieved to report that our members and leaders at country and regional levels are willing to continue working collectively to find appropriate solutions - *in several country networks, we were able to find some promising solutions* - to keep up with our vision of a vibrant and sustainable civil society through building a network that is rooted at grass-roots level and supporting global, regional and national/local actors.

As the result of all these experiences collectively we agreed to update our [Networks Building Toolkit in 2023](#), develop a comprehensive 'induction package' for new and existing members and leaders, strengthen accountable practices within the governance of our organising at country-regional and global levels, and invest quality time on the membership reaffirmation to the Alliance's updated Accountability Framework ([Code of Conduct](#), [Core Principles](#) and [Accountability Standards](#)).

Technical and financial resources support to the regional networks

This year we continued with our support to the 4 regional networks in Caribbean, Europe, Latin America and South Asia regions with the core-grant to facilitate them to implement their regional strategic and annual work plans. In addition, we also supported additional subgrants for the [VIII International colloquium in Latin America](#), following up on the enthusiasm of the previous colloquiums and Ubuntu Symposium. This further supported in creating spaces for critical analysis and conversations on the findings of the diagnostic report from the last year. The Colloquium resulted in a [political declaration](#) that will further be used in strengthening the programmatic and advocacy efforts of MenEngage Latin America network.

Furthermore, we also closely collaborated with RWAMREC and RWAMNET in the continued collaboration for the celebration of the [Ubuntu+1 Anniversary](#), for which we provided financial support.

International Leadership and Board meetings

The international leadership body of the Alliance, the [Global Board](#)² met 5 times during the year. The Board served as a space for MenEngage Alliance leadership to discuss political developments, trends and pressing challenges across contexts in the world, broader feminist movements, and the Alliance. In 2022 these included how the context of COVID-19 has been influencing our collective work; the matter of sex work/prostitution, on which Board members

² The Global Board of MenEngage Alliance is composed of representatives of the membership, through regional networks representatives and at-large organisations - inclusive of organisations representing various areas/sectors of work: women's rights, LGBTIQ rights, Youth Leadership, SRHR, feminist peace, violence prevention, economies of care/men as caregivers and 'men and masculinities'.

have varying perspectives; and addressing how racism and colonialism show up in our own relationships and structures. The Board was also a vital space to discuss and advance on the Alliance's relatively new initiatives, including the [Members Assembly](#), MenEngage Learning Collaborative, and the [Global Climate & Environmental Justice Working Group](#).

In September the Board met for the first time in-person since the start of the COVID-19 pandemic. Representatives of the Alliance participated in the SVRI Forum in Cancun, Mexico, engaging with experts on women's rights, violence against children, violence against women, GBV, and broader feminist issues. The Board met the following two days after the Forum, reflecting on what they had learned, and integrating what this means for the work of the Alliance going forward. The power and value of in-person meetings, as was the purpose, for strengthening relationships, building empathy and trust, and community among the Board members were evident during the meeting. It created invaluable moments to discuss things that are more challenging to do (solely) virtually including some complex issues and experiences by the members at the board, *such as anti-racism and white supremacy, LGBTIQ rights, decolonisation, campaigns around men's day, power hierarchy between at-large and regional members of the board and backlash*, that MenEngage Alliance and partners are facing lately in the global landscape. At a practical level, the meeting was key to getting the Board's guidance on the Alliance's plans in the period to come, resulting in a concrete action plan for follow-up and integration in the Global plans for 2023 and beyond.

A new representative of the LGBTQIA Rights constituency was identified and welcomed to the Board. After the launch of an open Expressions of Interest at the end of 2021, a Board-level Elections Committee was established to interview and vet candidates. In June, [Festus Kisa, representative of Q-Initiative Kenya](#), was welcomed to the Board. Q-Initiative - the Gay and Lesbian Coalition of Kenya - works to provide a transparent, membership driven, empowered and inclusive space for the LGBT community. Festus Kisa has been deeply involved in MenEngage Africa, and has been a representative for a number of years in various MenEngage Global Alliance activities, including the SOGIESC Learning Circle, Youth Reference Group, and as a spokesperson on behalf of the Alliance at international events. This has generated strategic leadership within the Global Leadership level and will lead the Alliance to have better integration of LGBTIQ Rights agenda as a way to dismantle heteronormativity within the Alliance at all levels.

Additional feminist organisation was identified and welcomed to join the board, beginning 2023. There was space at the Global Board for the women's rights seats and after consulting with the Board, we reached out to Sexual Violence Research Initiative (SVRI) to

gauge their interest to join the global board. Given our ongoing relationship and collaboration with them there was a realisation that they will be a crucial feminist organisation to have onboard. SVRI expressed their willingness to join the Board, after which the Global Board unanimously approved and welcomed [Elizabeth Dartnall, Executive Director](#) of SVRI to be part of the [Global Board of the Alliance](#) beginning 2023.

With these developments at the Global Board level in 2022, we believe it has further advanced towards our vision to have increased representation and participation of feminist women's rights organisations in the decision-making body of the Alliance.

Resource mobilisation and support to the regional networks.

During 2022, we prioritised building new collaborations and exploration of new partnerships. We continued in strengthening **partnerships with Ford Foundation**, primarily in the implementation of the commitments in setting up the MenEngage Alliance Learning Collaborative and strengthening membership engagement across the Alliance. This included working with regions on exploring opportunities for initiating regional processes as well as resource mobilisation for the same (see section [1.2 Membership Engagement](#) for more details). In **partnership with the World Health Organization (WHO)** and **Belfast University**, MenEngage Global Alliance led the multi-stakeholder engagement process for a [research priority setting exercise protocol](#) on masculinities and SRHR for all. In **partnership with the UN Foundation** we were able to successfully implement the [Generation Equality Forum Project](#), thereby contributing to strengthening grounding our advocacy towards the Forum as well as contributing with a 'men and masculinities' lens (see: [Joint Advocacy Actions](#)).

We continued our relationship with UNESCO on their ["Transforming MENTalities" initiative](#), and supported in organising outreach activities throughout the year including during the SVRI Forum in Mexico. We joined hands in presenting the partnership with UNESCO and our board members - White Ribbon, SVRI and Equimumdo - during the consultation with the First Lady of Botswana to mobilise further support to this initiative. This year we initiated conversations with NORAD and contributed to the development of a new portfolio on SRHR for All for the agency, which was finalised. Furthermore, UN Women initiated a discussion to partner on a project aimed at strengthening evidence-based approaches to Gender Transformative Work with men and boys to [prevent all violence against all women and girls](#). We jointly worked to develop the Terms of Reference for the project, based on the CoLab concept of the Alliance, and UN Women has released the [Call for Proposals](#) announcement for the same.

This has helped strengthen our partnerships, with all the existing partners committed to continue to provide funding support and collaboration in the coming years. We have submitted, upon the request from the UN Foundation, the funding proposal for the follow-up of the project we completed in 2022 on advocacy towards GEF, for which we are awaiting a final response, and expect it to start early 2023. Further, we will be submitting, upon the request, the partnership proposal to UN Women in February 2023. We have also been in conversation with Sida in co-organising a donors' consultation, including the commitment makers of Generation Equality Forum, who have made commitments to support our work on the area of 'transforming masculinities and working with men and boys in gender and social justice'. This plan will be realised in the first quarter of 2023.

| Outputs | Output Indicators | Report 2022 |
|---|---|--|
| Stronger governance structures and horizontal operating modalities in place at country, regional and global levels, supporting cultural and structural transformation informed by the principles of decolonization, intersectional feminism, accountability and power with. | # of country and regional networks and members reporting [more] efficient and effective governance and operating structures in place by 2024 | 4 Regional Networks in Africa, Europe, Latin America, and North America |
| MenEngage regional networks supported with technical and financial resources (subgrants) to facilitate implementation of national and regional strategic plans. | <p># of country and regional networks having quality strategies and work plans in place and implemented successfully by 2024</p> <p># of dialogue spaces organised to strengthen discourse and quality uptake of programs and initiatives on transforming masculinities and work with women's rights and gender justice actors at</p> | <p>22 country networks in Africa 3 country networks in South Asia (Bangladesh, Pakistan and SriLanka) 4 regional networks in Africa, Caribbean, Europe, Latin America, North America and South Asia</p> <p>6 in South Asia 1 in Latin America 5 in Europe 3 in Africa 1 in North America</p> |

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| | country, regional and global levels by 2024 | |
| Increased representation and participation of feminist women's rights, LGBTIQ+ individuals, and young people in MenEngage leadership and decision making at country, regional and global levels. | % increase of representations of feminists women's rights, LGBTIQ+ individuals, and young people in leadership roles of the Alliance at country, regional and global levels by 2024 | <p>1 representative of LGBTIQ+ constitution identified and included in the Global Board</p> <p>1 new feminist women's rights organisation identified for the Global Board (SVRI) starting from 2023</p> <p>Ongoing representation of women's rights constituency in the Global Board, with currently 3 designated seats (WILPF, Breakthrough, ATHENA Network)</p> |
| New country and regional networks development supported based on the interests of local civil society organisations and individuals. | % increase of new membership, and new country & regional networks established at country and regional levels by 2024 | |
| MenEngage Global Board strengthened to be an effective and efficient global leadership body to advance the mission and vision of the Alliance. | # of meetings (online and in person) of the Board of the Alliance organised by 2024 | 5 Board meetings: 4 virtual and 1 in-person, Mexico, September 2022 |
| MenEngage leadership, at country, regional and global levels, have strengthened capabilities for horizontal leadership, agenda-setting and organising models that support decolonization and | # of capacity strengthening meetings, workshops and sessions organised on networks coordination and management with and for country and regional networks by 2024 | <p>Accountability:</p> <p>1 MenEngage Africa</p> <p>1 MenEngage Europe</p> <p>1 MenEngage Latin America</p> <p>Anti-racism</p> <p>1 Europe</p> |

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| address power dynamics/hierarchies within the Alliance. | | 1 Global Board 5 GS team internal reflection sessions |
| Reporting and redressal mechanisms to handle and address cases of violations of MenEngage Code of Conduct, Sexual Harassment policy and Accountability standards and guidelines are in place and operational. | 1 MenEngage reporting and redressal mechanism in place and operational at global level by 2024 | Established in 2021 |
| | # of reports/cases successfully handled at country, regional and global levels by 2024 | 3 in Africa 1 in Caribbean |
| | # of country and regional networks setting up reporting and handling mechanisms at country and regional levels by 2024 | |
| MenEngage Global Alliance resource mobilisation and fundraising strategy developed and successfully implemented. | 1 resources mobilisation and fundraising strategy developed (in English, Spanish and French languages) by 2024 | |
| | # of donor mapping documentation in place and available for use for members and partners of the Alliance by 2024 | |
| | # of members and partners using the strategy in their fundraising initiatives and efforts at country, regional and global levels by 2024 | |
| | # of fundraising and grant applications developed, with support from the Global | 2 in Caribbean region |

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| | Secretariat, and submitted by 2024 | |
| MenEngage Environmental Sustainability and Climate Action plan developed and implemented. | 1 MenEngage Environmental Sustainability and Climate Sensitive Plan in place and operational by 2024 | 1 draft initiated by the Climate & Environmental Justice Working Group (to be completed in 2023) |

1.2 Membership engagement

OUTCOME 1.2 - *Expanded and improved membership engagement in MenEngage communities of practice.*

Spaces and opportunities for members to engage continued to be strengthened in 2022. Altogether, at global level, 23 online spaces were convened with approximately 955 participants. This is in addition to the plethora of events organised and led by region and country networks of the Alliance (See: [Reports from the regions](#)).

Together, these global and regional initiatives continue to provide the members of the Alliance with spaces for learning, sharing, community building, and growth. All of which continues to be strongly informed by a shared political agenda, while also creating space for members to shape the agenda across a range of themes and issues. From these spaces we gathered practical insights on the key challenges about how we collaborate and jointly organise across the network. For example, consultations for the Learning Collaborative clarified the priorities and challenges of members and helped highlight the critical workload faced by the regional networks.

[Launched new monthly newsletter](#) (in 3 Languages: [French](#) [Spanish](#) [English](#))

Guided by the global [Knowledge Management and Communications Working Group](#) (which met 10 times in 2022), the newsletter was launched as a key communications channel to share information and knowledge from across the Alliance among the members and partners on updates, events, recordings, capacity strengthening, elevating members' stories/resources and encouraging further engagement in other spaces. Launched in November, two newsletters were sent in 2022 to the audience of 7,000 subscribers. The newsletter includes a '[Meet a](#)

[member](#)' section to promote cross-exchange, and members' understanding of each other's work, approaches, and knowledge. These newsletters are well received by our members and partners, as a useful means to have strengthened awareness of activities, elevation of regional networks and member activities.

Launched Membership Engagement Strategy

One of the key developments of the 2022 was the development of the Alliance's [Membership Engagement Strategy](#), providing the global alliance and regional networks with a coordinated roadmap for member engagement. The Strategy was developed with insights from a member consultation that included 30 bilateral conversations with members. With the strategy in place, we envision to have strengthened processes and ownership on the bottom-up plans and processes that support the movement-building and mobilisation of the membership and partners across the regions and internationally.

Youth Leadership and Engagement Agenda

During 2022, we were able to revitalise the Youth Reference Group (YRG). We held 4 calls with participation from 12 YRG members on a regular basis to discuss strategies to implement the [Youth Leadership and Engagement Strategy](#) of the Alliance and drafted the 2023-2024 work plan.

MenEngage Alliance partnered with YIELD Hub on Action Learning Circle, joining a diverse group of stakeholders to advance [collective action learning](#) on systematising youth partnership to address the gender discrimination and exclusion experienced by young female and gender diverse youth leaders in Adolescent and Youth SRHR (AYSRRH). This first action learning cycle supported the core group members to reflect on the YIELD Gender Issue paper: *The [Gendered Experience of Youth Participation and Leadership in Sexual and Reproductive Health](#)*. Following the 5 rounds of joint calls, with additional 3 follow-up calls with the YIELD Hub team, each of the ALC members were able to develop innovative solutions on cultivating a norm where gender equity is prioritised in engaging young people in AYSRRH.

Throughout this process the YRG was involved in taking all the decisions from whether or not MenEngage Alliance should accept to join this partnership to selecting the representatives of the Alliance to the partnership in developing the work plan for the Action Learning Circle. Two youth representatives from Kenya and Sri Lanka were selected following a democratic process while following inclusivity in the representation, including creating an ad-hoc working group to facilitate this process for the YRG. Within this the Youth Leaders were provided with remuneration for their time and contributions in the YIELD Hub partnership meetings.

Together with YIELD Hub partners, Seattle International Foundation, and CamyFund, MenEngage Alliance **co-organised a [Twitter Chat on the occasion of the International Youth Day](#)**, the theme being “Intergenerational partnership: Strengthening Youth Leadership on SRHR for All”. The twitter chat was able to mobilise the partners and young people broadly to discuss intergenerational partnership and its importance in strengthening youth leadership and Youth Partnership in Sexual and Reproductive Health and Rights (SRHR) and Gender Equality agendas.

This year we **recruited the Programs Officer, who would serve as the focal person on the Youth Leadership and Engagement Strategy** within the Global Secretariat team. We are excited to have an expert like her in this position who is a dynamic young professional, advocate and champion for gender equality, ending inequalities and for improved access to SRHR and comprehensive HIV prevention services and information for young people. This will help facilitate liaison with the Youth Reference Group and with other relevant working groups within the Alliance to advance in the implementation and interconnections of the priorities of youth in the work.

The YRG jointly developed the Work Plan on Youth Leadership and Engagement for the Alliance, building on to the energy that was created around the YIELD Hub partnership. [The work plan](#) has been developed in ways that has consolidated the outcomes of the various processes that the YRG since the last 2 years, including the [Alliance’s Global Youth Strategy](#), [Mapping assessment on Youth Leadership and Engagement across the Alliance](#) (with support from ATHENA network), and [Workshop Series with the YRG](#). We will continue to prioritise the implementation of the work plan starting 2023 as the Alliance.

[Published 71 news updates, 51 resources, and 55 member profile pages on the new global website](#). The global website has become a central pillar in engaging members, amplifying their work, and informing them of the activities, campaigns, and agendas of regional and global MenEngage networks. Beyond the membership, it is a key communications tool for engaging with stakeholders and broader audiences interested in ‘men and masculinities’ approaches to gender justice. In 2022, it received 41,000 unique visitors, with 110,000 page views. Content on the website was cross-promoted on the MenEngage Global social media channels: ([Twitter](#), [Instagram](#), [Facebook](#), [LinkedIn](#), WhatsApp, and YouTube). These communications activities have improved visibility of initiatives across MenEngage Alliance, amplified opportunities to engage, and elevated our agenda among members—and externally.

Published 33 videos on the [MenEngage Global YouTube channel](#)

In total, videos on the channel received 10,525 views in 2022, with 562 hours of watch time. The channel gained 139 new subscribers.

| Outputs | Output Indicators | Report 2022 |
|--|---|---|
| Country and regional networks have increased capabilities and resources to coordinate and facilitate meaningful engagement with MenEngage membership at country, regional and global levels. | # country and regional networks have established coordination and secretarial mechanisms at country and regional levels by 2024 | This number has remained consistent as of the previous years: 22 countries in Africa 5 countries in South Asia 9 countries in Latin America 1 country in Middle East 6 regional networks |
| Comprehensive MenEngage membership strategy developed and implemented, including induction to roles, responsibilities and processes for collaborations, to support the empowerment of members to participate meaningfully in the Alliance and add value to their own work and that of the Alliance at a global level | 1 MenEngage Membership Strategy in place, in English, Spanish and French languages, and operational by 2024 | Membership engagement strategy developed and shared with regional networks |
| | # of country and regional networks contextualising the strategy by 2024 | <i>This process continued in 2022, working with the regions to contextualise the strategy following bottom-up approaches.</i> |
| A comprehensive youth leadership and engagement strategy is developed and implemented to support meaningful involvement of young people across all pillars and priorities of the Alliance. | 1 MenEngage Youth Leadership and Engagement Strategy in place and operational to support meaningful involvement of youth at country, regional and global levels by 2024 | New member of the Global Secretariat dedicated to leading youth Engagement and implementing the Youth Leadership and Engagement Strategy (2021-24) |

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| | | 1 updated 2-year work plan for the Youth Reference Group in place |
| MenEngage Alliance knowledge management & communications (KM&C) strategy implemented and contextualised together with the country and regional networks to facilitate strengthened engagement of the members and partners of the Alliance. | # of country and regional networks receiving support to strengthen the communications and knowledge management at country, regional and global levels by 2024 | 5 regional networks are part of the Knowledge Management and Communications Working Group - a space for support, exchange, capacity strengthening, and strategising 1 regional communications strategy in place for MenEngage Alliance South Asia |
| | # of communications and knowledge management working groups, interconnected, established at country and regional levels by 2024 | Communications & Knowledge Management Working Group was re-energized in 2022, meeting 10 times with 11 representatives identified from 5 regional networks. |
| MenEngage Alliance knowledge products on transforming masculinities and engaging men and boys in priority issues related to women's rights and gender justice developed and disseminated in multiple languages (at least EN, ES and FR) at country, regional and global levels. | # of publications, news-items, stories highlighting MenEngage Alliance members' work by 2024 | 33 news items published in 3 languages on global website in 2022 27 newsletters and/or mailouts sent to the global mailing lists, in 3 languages |
| | # of requests and downloads of documents and materials produced by MenEngage Alliance members and partners at country, regional and global levels by 2024 | 10.2k unique visitors to the resource pages of the global website in 2022, with 21.1k page views |
| Webinars, virtual dialogues and workshops organised together with the members | # of virtual events and dialogues organised at country, regional and global levels by 2024 | 5 cross regional sessions, 1 members assembly, 1 meet the authors dialogue to launch |

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| and partners at national, regional and global levels. | | Ubuntu papers, 8 IWfSC sessions: UDCTA session |
| | # and diversity of participants in online dialogues and communities of the Alliance at country, regional and international levels | 1054 participants across 27 public events |
| A redesigned MenEngage Alliance website, with news updates, a resource database and virtual spaces for members to interact is maintained and operated. | # of members and partners accessing the updates and resources in the website of the Alliance by 2024 | Website figures in 2022: 41.1k unique visitors (up almost 300% compared to previous year and previous website. 110k page views (up from 30,652 in 2021 |
| Active participation of members in the MenEngage online communities on mutual priorities and interests across the countries and regions, facilitating virtual connections for peer-to-peer exchange and learning. | # of active virtual community platforms created and operational with leadership of members by 2024 | Listserv membership by end of 2021 (please note these are not all unique people as many people are in multiple listservs): <ul style="list-style-type: none"> - 2,082: Global 'Connect' listserv (members & partners of MenEngage) - 1,399: Global Members listserv (members of MenEngage) - 25: Youth Reference Group Listserv - 284: Europe listserv - 208: Europe Members' listserv - 149: NAMEN members' listserv - 115: MenEngage Latin America members' listserv |
| | # of members and partners actively participating and | Total members: <ul style="list-style-type: none"> - 1,399 in Members' listserv |

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| | contributing in the online community platforms by 2024 | |
| | # of dialogue threads created by members and partners in the online platforms by 2024 | Emails conversations/updates sent: <ul style="list-style-type: none"> - 185 in the global 'Connect' listserv - 113 in the global Members listserv |

1.3 Cross-regional and cross-country collaborations

OUTCOME 1.3 - *Increased cross-regional and cross-country collaborations among MenEngage Alliance members.*

The several rounds of listening circles with our regional networks confirmed the strong diversity that exists within MenEngage Alliance membership, covering a wide range of expertise and interests on various and interconnected interventions, programmes, and advocacy areas. With the prioritisation of feminist systems change agenda as an Alliance, it reflected the importance the network gives to strengthening an intersectional approach to women's rights, gender, and social justice and to bringing together practitioners and researchers across a range of sectors, issues, and countries.

This year we continued being guided in our work by our members and partners in organising global, regional, and national webinars, colloquiums, and conferences, which have played a crucial role in setting the agenda for gender-transformative approaches with men and boys. These in turn have nurtured a sense of community coming together to collaborate on men and masculinities within the broader feminist movement for gender justice. Through such organising taking place at national and regional levels, in addition to the global levels, helped mobilise increasingly larger groups of people, with diverse backgrounds and working in various sectors.

We worked closely, building on to the outcomes of the bottom-up mobilisation strategy of the symposium, with the country and regional networks to co-organise and co-facilitate regional and cross-regional exchanges and sharing of promising practices, experiences and challenges faced, to generate knowledge and expertise to strengthen network building and joint actions. We believe that this approach of interconnected organising will help to strengthen the Alliance as a cross-border and global community of practice and politicise the agenda of transforming patriarchal masculinities and working men and boys in gender equality among MenEngage Alliance members and beyond.

Co-organized 5 cross-regional online dialogues

Organised with representatives from each of the regions, the topics covered included: the member reaffirmation process of the updated accountability framework; accountability and accountable practices within the network; open space that predominantly focused on youth leadership; cross regional planning and sharing about the in-person Board meeting. Total attendance was 215. These sessions were envisioned as a collaborative space to be co-organised and facilitated by the regions. In practice, the regions felt they weren't collaborative and more led by the global secretariat. A session was planned for early 2023 to discuss this issue and to rethink how to plan these sessions in a more collaborative way.

Despite the challenges, we have started observing a collective strengthening of the cross-border and global Community of Practice and opportunities for cross-regional and cross-network sharing and exchanges on the topic of relevance and interest to the regional networks. These meetings have led to strengthened exchanges and information sharing across regional networks, and increased transparency in decision making within the Alliance.

Ran an ongoing [campaign on the Ubuntu Declaration & Call to Action: One Year On](#)

The campaign reached more than 2,000 members and partners by email, and 64 people who joined an online event, co-hosted by RWAMNET, RWAMREC and the Global secretariat, marking the close of the campaign. Organised between June and September, the campaign drew on practical examples and promising practices led by regional MenEngage networks to embed [Ubuntu 'Calls to Action'](#) within the work to transform patriarchal masculinities and with men and boys for gender justice. The campaign's success, as was assessed based on the response from our members and partners, sparked interest to repeat a similar activity annually. The campaign has supported the practical awareness/understanding among members, partners, and Ubuntu Symposium participants of key themes/frameworks.

| Outputs | Output Indicators | Report 2022 |
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| <p>MenEngage Cross-Regional Networks approaches established and operational to facilitate information and knowledge sharing among members on transforming masculinities and engaging men and boys in promoting gender equality and human rights of all women, girls and people of diverse gender identities.</p> | <p>1 Regional Networks Working Group in place and operational to lead the cross-regional networks strengthening by 2024</p> | <p>We are working to re-vitalise the working group that will be more organised in 2023</p> |
| | <p># of joint collaborative efforts and initiatives among the members and partners of the Alliance at country, regional and international levels by 2024</p> | <p>2 partnerships on joint programme between country networks in Africa region</p> |
| <p>Existing and new issue-based working groups and committees of the Alliance coordinated and strengthened, including participation of members in these groups, at country, regional and global levels.</p> | <p># of thematic working groups work plans developed and implemented at country, regional and global levels by 2024</p> | <p>Climate working group</p> <ul style="list-style-type: none"> - Initiated June 2021 - 17 members by end of 2022 - 5 regional networks represented - 14 meetings in 2022 <p>Advocacy working group</p> <ul style="list-style-type: none"> - Initiated in October 2017 - 16 members - 6 regional and 3 at-large members represented - 8 meetings in 2021 <p>Generation Equality Forum Advocacy working group (adhoc)</p> <ul style="list-style-type: none"> - Initiated in 2020 - 27 participants, representing all the 6 regional networks - 5 meetings in 2021 |

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| | | <p>SOGIESC learning circle</p> <ul style="list-style-type: none"> - Initiated in September 2017 - 7 members - 4 regions represented - 2 meetings in 2022 <p>Inner work for social change solidarity circle</p> <ul style="list-style-type: none"> - 30 members in the advisory group and an additional 30+ in the broader community of practice <p>SRHR for All Working Group</p> <ul style="list-style-type: none"> - Initiated in 2007 - 4 members - 2 meeting in 2022 <p>Youth Reference Group</p> <ul style="list-style-type: none"> - Initiated in 2017 - 25 members - 7 regions represented - 5 meetings in 2022 |
| | <p># of consultations and knowledge products produced on the priority issues and topics by the Alliance members and partners at country, regional and global levels by 2024</p> | <p>12 key publications launched in 2022 including:</p> <ul style="list-style-type: none"> - 6 Ubuntu Symposium Discussion papers plus e-book - CSW66 Summary Report - Policy Scorecards - Policy Analysis Toolkit - Advocacy Language Mapping - CEDAW packet - COP27 Political Agenda |

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| <p>Collective framing, positions and differences on issues are communicated in accessible ways that foster collective engagement with and learning around key topics and joint agenda setting on key issues and priorities at country, regional and global levels.</p> | <p># of joint thematic and political briefs produced and disseminated by the Alliance, including on various issues and strategies based working groups, by 2024</p> | <p>Ubuntu Discussion papers developed and published on:</p> <ul style="list-style-type: none"> • Engaging men and boys in ending gender-based violence, including violence against women and girls • Backlash and Fundamentalism • Men, Masculinities and Climate Justice • Peacebuilding and Countering Militarism • Sexual and Reproductive Health and Rights (SRHR) and sexual orientation, gender identity and expression and sex characteristics (SOGIESC) • Unpaid Care and Economies of Care |
| <p>Cross-country, cross-regional and international campaigns and joint initiatives among members initiated and supported.</p> | <p># of cross-country and cross-regional activities and initiatives, including cross-sharing and learning exchanges between and among members, partners and allies taking place at country, regional and global levels by 2024</p> | <p>6 cross-regional sessions and dialogues, including a 2-day cross-regional virtual retreat in January</p> |
| | <p># and diversity of participants of these cross-regional activities and initiatives organised by 2024</p> | <ul style="list-style-type: none"> • Total attendance across all sessions was 215 (counting per session joined, not per unique person) |
| <p>Symposiums, colloquiums and conferences organised together with the members</p> | <p># of symposiums, colloquiums and events organised by the MenEngage Alliance members</p> | <p>1 regional colloquium in Latin America</p> |

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| and partners at national, regional and global levels. | and networks at country, regional and global levels by 2024 | 1 regional assembly in South Asia |
| | # and diversity of attendants and organisers of joint conferences at country, regional and national levels by 2024 | 40 members in the regional assembly in South Asia |
| | # of political declarations developed and followed up to sharpen the politics of the work of the members and partners of the Alliance at country, regional and global levels by 2024 | |

1.4 Engagement and influence of members in MenEngage Global decision-making

OUTCOME 1.4 - Improved engagement and influence of members in MenEngage Global planning and decision making.

2022 was a notable year for efforts to create means and processes for members to engage and influence in global decision-making. The Members’ Assembly in May was an opportunity for members to learn more about the global strategy, and key documents such as the Accountability Framework.

Significant steps were made towards developing versions with more clear and accessible language to communicate about the Alliance’s Theory of Change and Strategic Plan which will be disseminated throughout 2023. Through the newly launched global website in February, and the launch of the monthly newsletter in November, members have access to timely information on processes, strategies and decisions taking place at various levels, increasing transparency and increased access to information on the network.

Altogether, it was a year in which energy was put into creating participatory processes and ensuring members are able to be well-informed of activities and strategic priorities of the Alliance.

Organised MenEngage Alliance [Members' Assembly](#)

The [second MenEngage Alliance members' global assembly](#) was held on 11 May - following on from the previous Members' Assembly that took place following the 2nd Global Symposium in India in 2014. The assembly was held online with live interpretation in Spanish, French, and English as well as an additional 17 languages through an auto-translation tool. 165 members from across the world attended the Assembly. A 3-hour program that provided space for the membership to come together to reaffirm what MenEngage Alliance stands for, and the shared agenda that unites members all around the world as a social change network. The space focused on presenting back the updated accountability framework of the Alliance (following a 2-year participatory process), and an opportunity for members to provide feedback on the global 2021-24 Strategic Plan. Responding to a poll, members indicated a preference to organise such spaces annually moving forward, thereby paving concrete pathways and steps towards enhancing membership and bottom-up engagement across the Alliance. Madeleine Rees, Secretary General of WILPF and Global Board member of MenEngage Alliance, framed the work of the Alliance against the backdrop of urgent challenges in the world today, and the systems that underpin them.

MenEngage Global Plans, Reports made publicly accessible

The year started with the launch of the Annual Plan 2022, publicly made [available on our website](#), and in an announcement format sent out via our listserv to members and partners as [10 things to look out for across MenEngage Alliance in 2022](#). We also have [put out our annual narrative, financial and evaluation reports](#), since 2014, on our website to make them easily accessible for members and partners. Through these actions, we are becoming more transparent about our plans and finances with our members. We will continue this practice and strengthen it further, as an Alliance, on a regular basis to improve members' access to and influence on the global plans. Moving forward beginning 2023 we will start organising town-hall to listen to members of the Alliance and create space for the members to influence the global plans and strategic direction.

Alliance members updated about the activities and decisions by the Global Board

As a step towards strengthening democratic practices and members influencing the global decision-making processes, in 2022 we initiated the practices of the Board members sharing with the broader membership about their experiences and take-aways from the in-person

Board meeting in Mexico. This session was made part of the agenda for one of the periodic cross-regional sessions. This laid a foundation for the beginning of creative, interactive ways to implement our commitment to make the Global Board's discussions and decisions more transparent to the membership.

All six Regional Networks continued to have a representative on the Global Board in

2022. The regional representatives to the Global Board were either nominated, elected or selected by the Regional Steering Committees, following the democratic processes they have in place, to represent their respective networks. The Global Secretariat supported the Regions in leadership (s)election and transition processes, including inducting the new representative/s. Three out of 6 regional networks have also identified alternative representatives to the Global Board.

Theory of Change and Strategic Plan made more communicable/digestible

Following the intention to make the Alliance's Theory of Change (ToC) and Strategic Plan more accessible to our members and partners, we started the development of a communication and campaign strategy, which will be launched in 2023. These documents, especially the ToC, will also form the basis for organising the MenEngage Learning CoLab. We continued our efforts, following the dissemination among the membership, to support and work with the MenEngage Regional Networks to build and implement their regionally contextualised plans and activities, informed by the Ubuntu Declaration and the Alliance's Theory of Change and Strategic Plan. All these have further supported the Alliance to realising our vision of enabling and building good relationships and sense of community, based on trust, cooperation, and the spirit of solidarity among the members.

See also [Cross-regional and cross-country collaborations](#) on initiative to engage members in the principles and commitments outlined in the Ubuntu Declaration and Call to Action, launched in 2021 - through an email campaign that provided practical, accessible examples of the commitments being put into action

The [visual microsite](#) that shares MenEngage Alliance's highlights, challenges and lessons learned from 2017-2020 remained highly visited site in 2022.

The website, filled with infographics, went live in December 2021, and was launched with a communications campaign in January 2022. The site serves to transparently communicate achievements and insights from Alliance's annual reports and evaluation with broader members and partners of the Alliance.

| Outputs | Output Indicators | Report 2022 |
|--|---|--|
| MenEngage members are regularly informed about the activities and decisions of MenEngage Global | # of communications and engagement actions sharing relevant information about activities and processes of the MenEngage Global with the members and partners at country, regional and global levels by 2024 | 27 mail-outs sent in 3 languages sent to the global mailing list |
| | % increase of responses and engagement from the membership on the joint activities and decision-making processes by 2024 | |
| MenEngage Global plans, reports and budgets are easily accessible for members and partners; and all publications are available in multiple languages (EN, ES, FR) | # of members and partners accessing and utilising the global strategic and annual plans and budgets at country, regional and global levels by 2024 | 193 page views of the Strategic Plan webpage in 2022 |
| MenEngage Alliance Theory of Change and Strategic plan are well disseminated among the membership for further contextualization and implementation at country, regional and global levels. | # of meetings and workshops organised on the Alliance's Theory of Change and Strategic Plan by 2024 | |
| | # of members and partners participating in the meetings and workshops on the ToC and Strategic Plan by 2024 | |
| | # of country and regional networks contextualising the Strategic Plan and ToC by 2024 | 1 accessible version of Theory of Change developed 1 accessible version of Strategic Plan developed |

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| <p>Periodic Members Assembly meetings & Global Board elections organised together with the country and regional network members, including facilitating leadership of members in this process.</p> | <p># of assembly and leadership meetings organised at country, regional and global levels by 2024</p> | <p>1 Members Assembly held in 2022 5 Board meetings including 1 in-person in Mexico.</p> <p>Regional Assemblies held:</p> <ul style="list-style-type: none"> - MenEngage Europe members' meeting in Berlin <p>Regional board/Steering Committee meetings:</p> |
| | <p># of members participating in the assembly and leadership meetings organised by MenEngage Global by 2024</p> | <p>165 participants in global Members' Assembly</p> |
| <p>MenEngage members have avenues to influence strategic direction and decision making of the MenEngage Global Board, including via Regional Networks' representation on the Board; and members can listen-in to Board meetings [except for discussions that are in-camera].</p> | <p># of members and partners participation, knowledge and involvement in global decision-making processes and leadership by 2024</p> | <p>Board: 13-16 members per meeting: at least 6 Regional Representatives and 7 At-Large organisations; as well as some alternate Board members</p> |

2. Accountable Policy Advocacy and Political Voice

RESULT AREA 2

Laws, policies and political discourse on gender equality and human rights of all women and girls and people of diverse gender and sexual identities include analyses and approaches to transform patriarchal masculinities and the roles of men and boys.

2022 saw several key advocacy activities come to fruition in support of accountable policy advocacy and political voice. This includes the launch of a host of advocacy knowledge products and tools that will continue to strengthen our collective accountable advocacy efforts and capacities—and collective political voice—in the coming years. With well-established global advocacy mechanisms in place, the Alliance continued to raise its capacity and voice in accountable allyship with feminist women’s and LGBTQI rights movements on several core issues including militarised masculinities, SRHR, GBV, climate justice, LGBTQI rights and economies of care agenda. This was done in several key advocacy spaces including Human Rights Council, Commission on the Status of Women and Generation Equality Forum.

In addition, there were significant efforts to put the Alliance’s advocacy approaches into practice in support of intersectional climate justice movements and voices. This was done under the leadership of the Alliance’s Climate & Environmental Justice Working Group through 2022, as well as the longstanding experience and guidance of the Advocacy Working Group.

The year saw increased focus on supporting national and regional level advocacy, and in accountable partnership with feminist networks and organisations. This has further paved ways forward in strengthening efforts to realise the interconnected advocacy strategy, holistic approach to advancing the collective political agenda of the Alliance in support of the partners to whom we consider our work accountable. With well-established mechanisms now in place at global level, several regional networks are also strengthening their capacities and systems for joint advocacy and holding decision makers to account.

2.1 Advocacy capacity and mechanisms

OUTCOME 2.1 - *Strengthened capabilities and mechanisms for joint accountable advocacy among MenEngage members.*

Building on the vision to deepen our interconnected advocacy strategy, as an Alliance, we continued with our efforts to strengthen mechanisms and capabilities for members to engage in accountable advocacy in 2022. This included the establishment and/or growth of several regional advocacy working groups that were organised and led by regional networks in order to consolidate contextualised advocacy strategies (See: [Reports from the Regional Networks](#)). These were in addition to the global advocacy working group, organised by the Global Secretariat, and inclusive of regional advocacy focal points and ad hoc member organisations.

Together, these global and regional advocacy strategy spaces continue to provide members with opportunities to unpack and define accountable advocacy strategies, and for learning, sharing, and movement-building on advocacy and activism work taking place across the alliance. All of these efforts continue to strongly build horizontal, and members driven political agenda, while also creating space for members to shape the agenda across a range of themes, issues and contexts at local, national and regional levels. Furthermore, capacity strengthening at regional and national level and cross-regional sharing have paved ways to yield a rich environment to nurture the Alliance's continued maturation as a collective working towards policy advocacy at all levels.

Effectiveness of regional Advocacy Working Groups strengthened

The Global Secretariat continued to support the regional networks' advocacy strategies, including in the development of advocacy working group structures.

The Global Advocacy Working Group convened in 2022 through 13 regular meetings and ad hoc strategy calls, to advance the implementation of the joint interconnected advocacy strategy, including planning, agenda-setting and collective strategizing towards all United Nations, regional and national advocacy. This included ongoing monthly strategic advocacy sessions convening 3 at-large members, 1 youth focal point and 9 regional focal points. This

has resulted in building collective skills in analysing policies at national, regional and global levels.

Generation Equality Forum (GEF) Advocacy Working Group

The GEF Working Group convened a total of 12 meetings (virtual) in 2022. The Working Group is made up of 17 members of the Alliance, including regional representatives from Africa, the Caribbean, Europe, Middle East, Latin America, North America and South Asia; and Action Coalition Civil Society Organization leaders who are MenEngage Alliance members – ABAAD, IPPF, CARE and Breakthrough; and WILPF - Women, Peace & Security and Humanitarian Action Compact Catalytic member. A [joint strategy](#) was developed over the course of 6 months of meetings of the MenEngage Alliance Generation Equality Forum (GEF) Advocacy Working Group to define a joint strategy by MenEngage Alliance members working at local, national, regional and global levels in fostering partnerships, advocating for- and providing support to- [GEF commitment makers across all stakeholder groups](#) in implementing nuanced and political work to achieve gender justice inclusive of transforming patriarchal masculinities. This strategy represents a continued maturation of the Alliance's advocacy work, via an ambitious collective political plan, attempting to influence change at all levels and across all stakeholder groups.

Regional Advocacy Working Groups developed and strengthened

The Global Secretariat continued to support the regional networks' advocacy, including in the development of advocacy working group structures (See [Regional Networks Section](#)).

- **CariMAN, the Caribbean:** In 2022, CARIMAN worked towards the development of a regional advocacy working group, inclusive of one representative from each island nation, as well as members of their Executive Board. In this reporting period, CARIMAN continued the process of advocacy strategy development and capacity strengthening, mapping key regional priority themes for the GEF, including four workshops hosted in 2021 with support of the Global Secretariat, and the facilitation of a series of advocacy strategy development workshops which centred on accountable advocacy. More specifically, CariMAN initiated concrete activities, including the conducting of a virtual mapping exercise of previous and current advocacy works in the region.
- **MenEngage Europe (MEE):** In 2022, members of MEE worked to form the region's first ever advocacy group and began the process of working towards the creation of a forum for mobilisation across MEE on advocacy and lobbying through a transforming masculinities lens. Several initiatives were conducted to initiate these advocacy efforts, including March 2022: MEE's Advocacy Strategy meeting in Stockholm, Sweden.

- **MenEngage South Asia (MEASA):** MEASA prioritised collective learning and dialogue as one of several efforts in mobilising members under the GEF’s actional coalition thematic areas. The Global Secretariat provided support to sessions on ‘feminisms and feminist systems change’; presenting on accountable advocacy in work to transform patriarchal masculinities.
- **MenEngage Latin America:** MenEngage Latin America conducted a diagnostic assessment and analysis on the meaningful participation of men and boys in the region (see [here](#) for details). The GS participated in key capacity strengthening sessions led by the consultants. Recently the GS supported in the beginning phases of the formation of the regional AWG. The session included 10 participants from 6 regions and aimed to share promising practice from one region to others, to transfer critical promising practices in accountable advocacy across the Alliance.
- **Emerging: MENA Region:** MenEngage Lebanon network’s advocacy efforts progressed on a regional policy paper, under the Generation Equality Forum advocacy efforts, which was accompanied by a social media campaign focusing on transforming patriarchal masculinities and the importance of engaging men and fathers in positive and gender just parenting, to end violence against women.
- **North American MenEngage Network (NAMEN):** The activities were carried out through the NAMEN Policy Advocacy Committee (PAC), which led the implementation of the work. This included hiring a policy consultant. The consultant was responsible for developing compelling advocacy strategies and messaging to promote grassroots, non-profit, and civil society engagement efforts. A multi-sector policy research project was conducted to determine trends across North America regarding engaging men and masculinities - forthcoming, including plans to conduct a regional webinar so share key messages from the state of the field report, and addressing issues around masculinities, GBV, and SRHR. The GS ongoingly participates and accompanies the NAMEN PAC’s organising and strategizing.
- **MenEngage Africa:** MEA AWG’s continued mobilising with representatives from 12 African countries on topics ranging from Women Peace and Security to Generation Equality forum. The GS participated ongoingly in the activities of the working group, including in leading sessions on GEF and CSW65 and CSSW66.

With all these mechanisms and structures in place we are poised to achieve effective and strengthened implementation and follow up of our interconnected advocacy strategy.

Cross-regional sessions to improve capacities in accountable advocacy

The Global Secretariat continued to host or support in convening members and partners to get together in spaces for collective learning and sharing on accountable advocacy, as a means to fortify the Alliance's technical understanding across all elements of its political agenda:

- **Cross-regional advocacy capacity strengthening workshop series:** Two online sessions on '*Challenges, opportunities and lessons learned in MenEngage Alliance's bottom-up interconnected advocacy*': These sessions centred on discussing successes and challenges in regional advocacy and how to continue interconnecting our political work and other forms of collective advocacy, including unpacking what this looks like through movement-building approach centred on accountability principles. Twenty-five members across 6 regions were present in the dialogue with the aim of continuing to interconnect the Alliances' advocacy coordinating across the various regional networks.
- **Regional Advocacy Session with MenEngage Africa Training Initiative (MATI):** "Accountable Advocacy and using international law and human rights mechanisms to advance the WPS agenda", including unpacking the relevance of CEDAW, UPR, the UN HRC, the treaty bodies, and special procedures. 30 MenEngage Africa members from 15 countries joined the training, which aimed to raise capacities among members on the fundamental political logic and practical implementation of accountable advocacy principles in our efforts to advance feminist peace.

Capacities on movement-building approach to accountable advocacy enhanced/strengthened

A session on "Movement-building approaches to advocacy", organised with support from expert consultant Sanam Amin took place with the Advocacy Working Group and additional regional advocates as selected by each region. These sessions focused on unpacking what the elements of a movement-building approach to interconnected joint advocacy entails across national-regional and global level; exploration of accountable advocacy and potential contributions and meaningful solidarity for the field of men and masculinities towards intersectional feminist agendas at all levels, as well taking a stance against anti-feminists backlash at levels, including the UN; mapping anti-feminist backlash faced by these movements, mapping strategic considerations for pathways to stand in solidarity with- and to act as meaningful allies to- feminist, LGBTQIA, youth and other social/environmental justice movements and advocacy efforts, including limitations and challenges in doing so; and the identification of needs by MenEngage advocates for ongoing effective work

CSW66 Masculinities and Patriarchy in Climate Change and Gender Justice: Collective Learnings for Building Political Momentum at CSW66 and Beyond.

CSW66 Advocacy Strategy Session; including key information for those who are not so familiar with CSW, guest speakers, and capacity strengthening on the year's priority theme, including through youth perspectives. During this learning session we explored intersectional feminist political agendas for climate and gender justice for this year's CSW priority theme, learning from leading women's rights leaders as well as from MenEngage Alliance members on the links between transforming patriarchal masculinities and the climate crisis. At the session we explored key issues around accountable advocacy, allyship and movement-building at CSW66 and beyond. We aimed to strengthen capacity on this year's priority theme, CSW as a mechanism and pathways for grounding outcomes of this international session on our national and regional realities, along with tools, tips and resources for meaningful engagement. 25 members from 6 regions participated in the discussions.

MenEngage members' collectively participated in policy-making fora

CSW66 MenEngage Caucus Meetings (Pre-CSW and Post-CSW check-in spaces with members and partners at the 66th Session of the Commission on the Status of Women). The caucus meetings serve as a space to connect with other MenEngage members and partners joining CSW66, offering opportunities for linking and learning, relationship building, sharing of promising practices and collective strategizing with other members of the Alliance. Around 20 members participate in these spaces.

Policy assessment and monitoring tools: Official Launch Event Policy Scorecards and Case Studies

2022 was an exciting year for the Alliance as we were able to formally launch and present the results of the feminist informed analysis of 9 policies around the world, inclusive of a men and masculinities lens. Developed in partnership between FemJust and MenEngage Alliance, this [evidence-based rigorous methodological research](#) puts a spotlight on key opportunities and challenges in feminist-informed policy development, content, design and implementation for policies inclusive of elements to engage men and boys towards gender justice. We expect to continue using the frameworks and learning from this process to inform our follow-up actions on our accountable advocacy efforts and analysis.

Application of relevant international and regional normative frameworks: ILO C190 and R206 Information Sharing and Strategy

The MenEngage Alliance ILO C190 Information Sharing and Strategy Call: [Addressing violence and harassment in the world of work through ILO C190](#) sought to support members to learn

more about ILO Convention 190 and its implications for our efforts to eliminate violence against all women, girls and gender non-conforming people in the world of work. As part of the 16 Days of Activism, MenEngage Alliance members and partners shared experiences in movement-building and joint advocacy alongside feminist, labour and trade union organisations and movements at national level to advance the ratification of ILO C190 across various contexts and countries. The links between the convention and work to transform patriarchal masculinities within the private and public sphere (including in the workplace) was explored. Speakers included: Valentina Beghini - Legal Specialist, Violence, Harassment and Discrimination, United Nations ILO; Sabin Shrestha, Forum for Women, Law and Development – FWLD/FAR (Nepal); Fatima Outaleb (Morocco); Bafana Khumalo, Sonke Gender Justice (South Africa); Aurore Pereira, CARE (France) and Owaldo Montoya (of the Global Secretariat). The session raised members' capacities to advance advocacy at national and regional levels, pre and post ratification of the convention.

| Outputs | Output Indicators | Report 2022 |
|---|---|--|
| MenEngage members', including youth leaders from across the regions, understanding and capacities on accountable and evidence-based advocacy for collective efforts strengthened and mobilised around policy change at country and regional levels. | # of capacity strengthening activities and people reach out at national, regional and global levels by 2024 | <p>15 capacity strengthening activities</p> <p>75 members involved in working groups (15 members AWG/GEF WG + 60 regional working groups)</p> <p>Total 500 members involved across all global and regional working groups, GEF mobilisation, CSW mobilisation, ILO, and Policy Scorecard sessions in which we centred accountable advocacy</p> |
| Youth activists are supported to develop their capacities on accountable advocacy and are engaged in the advocacy activities of the Alliance at all levels. | # of youth activists taking leadership roles on advocacy activities and mobilisation at country, regional and global levels by 2024 | 1 Latin American youth leader continued to be part of the AWG |

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| <p>Regional and national advocacy strategies are developed and implemented with the regional advocacy working groups and networks.</p> | <p># of regional and country advocacy strategies developed by the members and partners at country and regional levels by 2024</p> | <p>Total: 3</p> <ul style="list-style-type: none"> - MEASA Youth Advocacy Workshop Strategy Series - MenEngage Europe Advocacy Strategy - NAMEN Advocacy State of the Field Strategy |
| <p>Regional-network advocacy working groups (R-AWGs) are facilitated and connected across regions for mutual learning and strategizing, as envisioned in the Alliance's interconnected advocacy strategy.</p> | <p># of advocacy working groups in place and joint activities organised at country and regional levels by 2024</p> | <p>Total: 7 in all the regional networks in Africa, Caribbean, Europe, Middle East/Lebanon, Latin America, North America, and South Asia</p> |
| <p>Policy assessment and monitoring tools [Score-Cards] to determine promising practices & challenges in policy design, development and implementation are contextualised, made available and implemented by members at country and regional levels.</p> | <p># and quality of policy assessment and monitoring tools developed and implemented at country, regional and global levels by 2024</p> | <p>Total: 33 policy scorecards and analysis launched (in 3 languages)</p> |
| <p>Contextualization, translation and application of relevant international and regional normative frameworks such as HRC 35/10, is strengthened at country and regional levels through a concerted communications strategy.</p> | <p># of country and regional networks reporting applications of the international and regional normative frameworks in their advocacy efforts at national and regional levels by 2024</p> | <p>The regional networks in Africa and South Asia have been putting their efforts on applying the international and regional normative frameworks for their advocacy efforts</p> |

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| <p>MenEngage members have access to international normative frameworks language mapping analysis and knowledge products (CEDAW, Beijing, ICPD, HRC Resolutions, Agenda 2030, UNSCR 1325) through a concerted communications strategy.</p> | <p># of normative frameworks developed, translated into Spanish, French and English languages, and disseminated at national, regional and global levels by 2024</p> | <p>Total: 29</p> <p>GEF Multi Stakeholder strategy CSW Political Agenda 21 - 7 Language mapping documents published online in 3 languages via new webpage 4 CEDAW Analysis documents published online via new webpage 2 HRC Resolution 35/10 and OHCHR Report webpage developed and published</p> |
|---|---|---|

2.2 Joint advocacy actions

OUTCOME 2.2 - Increased joint accountable advocacy actions among MenEngage members and strategic partners at country, regional and global levels.

Our network has strengthened understanding and knowledge on policies globally that engage men and boys for gender justice. We have contributed to the strengthening of global discourse on this agenda and put forward a strong framework for approaches to engage men and boys that are gender transformative, feminist-informed, intersectional, human rights based and fully accountable to women, girls and other marginalised communities.

Our advocacy efforts have contributed to several important resolutions (see below) that call for the transformation of masculinities to advance gender justice, as well as in the continued inclusion of men and masculinities lens across diverse thematic policy frameworks. This year was a notable moment of progress within MenEngage Alliance in centring the links between patriarchal masculinities and the climate emergency.

Participation at the 66th Session of the Commission (CSW) on the Status of Women

CSW has always been a priority space for the Alliance and its members, as well as feminist activists from around the world where feminist actors from all diversities gather to jointly review and conduct critical assessment on the progress made on the agenda of Women's Empowerment and Gender Equality. This year's priority theme was "Climate Justice". The Global Secretariat worked with the Climate and Environmental Justice working group alongside the Advocacy working group. Below are some key activities those were conducted around CSW66:

- **CSW66 Side Event: Climate Justice as Gender Justice: Making the case to address Masculinities and Patriarchy in Climate Change:** Speakers included Prof. Jeannette Bayisenge, [Minister of Gender and Family Promotion](#), Rwanda, Lotta Sylwander, Lead Policy Specialist Gender at [Sida](#), Sanam Amin, [Action Nexus on Feminist Economic Justice for People and Planet \(Generation Equality Forum\)](#), Sohanur Rahman, Fridays for Future Bangladesh. Sohanur Rahman is the Chief Executive of a Youth led organisation titled Bangladesh Model Youth Parliament, Vidar Vetterfalk, International Project Manager, [MÄN](#), Sweden, and Katrien Van der Heyden, MenEngage Belgium.
- **CSW66 Parallel Event: Transforming Patriarchal Masculinities for Women's Rights, Gender, and Climate Justice:** This event was co-organized by members of the MenEngage Climate Justice Working Group as part of [NGO CSW](#). Speakers included: Daysi Flores, [JASS](#), Kayinga Muddu Yisito, COTFONE, Uganda, Aniket Wakankar, [The Gender Lab](#), India, and Vidar Vetterfalk, [MÄN](#) Sweden.
- **Written Statement Through the Global Environmental and Climate Justice Working Group, MenEngage Alliance and [Sonke Gender Justice](#)** submitted a written statement, calling for action in response to the gendered impacts of climate change. [Click here](#) to read the Joint Written Statement
- **Oral Statement: MenEngage Alliance, alongside the Global Environmental and Climate Justice Working Group**, in partnership with youth climate movement [Fridays for Future \(Bangladesh\)](#) and indigenous organisations (including [Community Transformation Foundation Network \(COTFONE\)](#), Uganda) came together to draft an oral statement for the CSW General Discussion. The statement highlights the imperative to further explore and unpack the root causes of the climate crisis and take bold and transformative actions for climate, gender, and social justice.
- **[CSW66 MenEngage Alliance Call to Action: Policy and Programmatic Recommendations](#)** (including Climate Nexus inputs and youth agenda): This document was written for CSW66 and presents key policy recommendations to encourage and propel systemic transformation for climate and gender justice for all women, girls and gender non-conforming people. It centres on recommendations on

youth and feminist movement demands (developed through a participatory agenda-setting process), and intersectional feminist approaches to transform patriarchal masculinities by working with men and boys.

- [**Language Mapping \(CSW66\): Climate Justice, Women's Rights, and Transforming Patriarchal Masculinities**](#)
- [**CSW66 Summary Outcome Report**](#) A summary on the participation of MenEngage Alliance and its members at the 66th session of the Commission on the Status of Women (CSW66), March 14-25 March 2022. The report includes a summary of policy framings from CSW66 relating to engaging men and boys in achieving gender and climate justice.

Climate Justice Advocacy

The Global Secretariat, alongside the Climate and Environmental Justice Working Group, worked to advance key advocacy activities to shift discourses and policies on the links between patriarchal masculinities and the climate emergency. Working together, key advocacy positions and messages relevant to the discussions on climate policy were centred at important climate conferences, including at the 27th session of the Conference of the Parties (COP27) in Sharm el Sheik, Egypt, in November 2022 (see also: [Cross-regional and cross-country collaborations](#))

- [**Stockholm+50: A healthy planet for the prosperity of all – our responsibility, our opportunity**](#): The UNEP organised international meeting featured four [plenary sessions](#) calling world leaders to commit to bold environmental action to accelerate the implementation of the 2030 Agenda and the Sustainable Development Goals. MenEngage Alliance member Kayinga Muddu of COTFONE participated in the session on behalf of the Climate & Environmental Justice Working Group of the Alliance and elevated its collective advocacy demands.
- [**OHCHR MenEngage Alliance Joint Submission**](#): Special Rapporteur on the promotion and protection of human rights in the context of climate change.
- [**COP27 Political Agenda of MenEngage Alliance: A Political Agenda on transforming masculinities and working with men and boys to address the climate crisis**](#); MenEngage Alliance worked collaboratively through the MenEngage Alliance Climate Justice Working Group, to strategize, organise and prepare for this year's session (See also: [Cross-regional and cross-country collaborations](#)). This working group made up of members from across the regions, aims to strengthen the Alliance's engagement, position, and clarity on climate justice and to mobilise and work with members and partners, with the goals of deconstructing patriarchal masculinities and creating a climate- and gender-just world. Participant members include: YouthNet for Climate Justice and Fridays for

Future (Bangladesh), MÄN (Sweden); RDI - Rural development initiative (Rwanda); COTFONE - Community Transformation Foundation Network (Uganda), Red Cross Togo (Togo), Centre ANNA (Russia), The Gender Lab (India), MenEngage Belgium network, Grenada Conservation Fund (Grenada), IGDS/UWI (Trinidad and Tobago). Sohanur Rahman of YouthNet for Climate Justice and Fridays for Future Bangladesh joined COP27 alongside thousands of activists to elevate the Alliance's agenda for climate and gender justice, which served to continue deepening the Alliance's capacities to advocate in the intersection of gender and climate justice.

- **COP27 Side Event: Promising practices for inclusive locally led adaptation : Community voices and gender-transformative approaches:** This panel will explore promising practices for locally led adaptation (LLA) and discuss ways to turn LLA theory into practice by centring community voices and focusing on gender justice. The discussion will address why all LLA should be led by and elevate the needs and demands of all marginalised communities, especially all women, girls and LGBTQI+ individuals. The session included Prof. Saleemul Huq, Director at the International Centre for Climate Change and Development (ICCCAD); Meg Sattler, Chief Executive at Ground Truth Solutions (GTS)- Moderator; Sohanur Rahman, Chief Executive, Protiki Jubo Sangsahd (Bangladesh Model Youth Parliament and MenEngage Alliance member); Fahad Hossain, Programme Coordinator at ICCCAD; Elisa Schmidt, Programme Coordinator at GTS
- **GAFE/IJCLE/SAULCA Conference:** Kayinga Muddu Yisito, Director of Community Transformation Foundation Network (COTFONE) and member of the Climate and Environmental Justice Working Group, was invited to attend and present in the 2022 GAJE/IJCLE/SAULCA conference, which was held at the University of Stellenbosch, from 11-15 December 2022. On behalf of the Working Group, Kayinga co-presented in the following 2 sessions;
 - The Role of Volunteerism and Collaborations in Building Resilience for Global Legal Education and Sustainable Development (#114)
 - [Experiential Learning for Climate and Environmental Justice](#) (#179)

Shifting policies and discourses

MenEngage Alliance and its members engaged in efforts to support policy and lawmakers in policy development around SRHR, women's rights and gender justice at global, regional and country levels through the following spaces, mechanisms, and activities:

- **Working Group on Discrimination Against Women and Girls, Virtual Consultation with MenEngage Alliance:** [On general state of the field of work with men and boys and critical concerns](#)
- **Consultation convened by GPPi with MenEngage members and the Global Secretariat** to input on the development of **Germany's Feminist Foreign Policy**
- **United Nations General Assembly Language Recommendations on men and masculinities:** [Technical Inputs for UNGA VAWG Resolution Zero Draft on Gender Norms and Stereotypes](#)
- **HRC50 - Resolution: Elimination of all forms of discrimination against women and girls MenEngage Alliance Technical inputs:** [Language Recommendations](#)
- **USAID Gender Strategy:** [Technical Inputs from North American MenEngage Network and MenEngage Global Alliance](#)
- **Technical inputs on CSW65 the Agreed Conclusions CSW:** compiled the technical inputs of 12 expert members and shared them 14 members with close ties to government officials and delegations (Rwanda, Botswana, Norway, South Africa, Canada, Sweden, Netherlands, Lebanon, Colombia, Nepal, Mali, Botswana, Denmark
- **Technical inputs on the CSW66 Agreed Conclusions and Methods of Work Resolution,** alongside feminist advocates through the Women's Rights Caucus. MenEngage members participated in sharing collective inputs with government representatives of **Rwanda, Botswana, Zambia, South Africa, Madagascar, Sweden, the Netherlands, Belgium, EU, CARICOM, Canada, USAID, Morocco, Jordan, and Nepal,** across four rounds of technical inputs.
- Global Secretariat supported the technical preparation of MenEngage Alliance Co-Chair Bafana Khumalo' participation in **OHCHR, 50th session of the United Nations Human Rights Council session "Technical cooperation on the full and effective participation of women in decision-making and in public life and on the elimination of violence, with a view to achieving gender equality and the empowerment of all women and girls"**, on 4 July 2022. The panel discussion aimed to share experiences and good practices in implementing technical cooperation and capacity-building activities to promote the full and effective participation of women in decision-making and in public life and to eliminate gender-based violence against women and girls.
- Global Secretariat supported the technical preparation of MenEngage Alliance for **Samitha Sugathimala, Regional Coordinator, MenEngage Alliance South Asia** - participation in the **Commonwealth Women's Forum in June 2022**, through a panel discussion on "Delivering a Common Future: Transforming for Gender Equality", and

addressing the need for accountability to women’s rights organisations and movements in men’s engagement work.

Policy Briefs and advocacy knowledge developed and strengthened

With the aim to increase joint accountable advocacy actions among MenEngage members and strategic partners at country, regional and global levels, the significant advancement of the advocacy knowledge management in 2022 was very notable. A large number of the Alliance’s key collective political agendas, policy briefs and advocacy tools were translated and launched across newly developed advocacy webpages. This served to further disseminate the Alliance’s bottom-up political agenda-setting across the membership and with external feminist, LGBTIQ, UN and Government partners.

- **33 advocacy knowledge products launched** in 2022, including 10 sets of the case studies and methodological packet in English, Spanish & French and 3 case studies in local language.
- **4 advocacy web pages launched in 2022**, hosting the designed and translated sites for key resources on international frameworks to support member advocacy including: CEDAW and General Recommendations; 4 MenEngage Knowledge Products translated, designed and launched; Resolution 35/10 and OHCHR Report; Language Mapping - 8 International and Regional Framework mappings designed and launched; Policy Scorecard and Methodology Webpage.

| Outputs | Output Indicators | Report 2022 |
|--|--|--|
| The MenEngage joint agenda, the Ubuntu/Kigali Declaration and Call to Action, is shared, and informs the advocacy work of the membership | # of individuals and organisations reached with the declaration and related mobilisation by 2024 | Ubuntu Declaration shared with our global listserv email groups through an email campaign of 6 emails each focussing on a different Commitment, including practical examples, over two months from June to August. |

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| MenEngage Global Advocacy strategy in place and implemented with the global Advocacy Working Group (AWG). | 1 MenEngage interconnected Advocacy Strategy in developed and used by the members by 2024 | 1 interconnected advocacy strategy developed |
| Policies, laws and statements by policymakers on gender equality, women's rights and social justice are monitored, analysed and synthesised, by MenEngage Alliance and members and partners at global, regional and country levels | # of policy makers showing commitments to implement/adapt the international and regional normative frameworks at national and regional levels by 2024 | 501 192 CSW AC 50 GEF Policy Makers 117 HRC 192 COP27 |
| MenEngage members' participation in policy-making fora at the global, regional and national levels facilitated, including CPD, CSW, High Level Political Forum (HLPF), regional intergovernmental processes, and, joint feminist groups and network mobilisation. | # of policy forums where MenEngage members and partners participate and contribute, together with feminist movements, by 2024 | 8 CSW HRC UNGA GEF UNSC COP27 Stockholm+50 GAEF Conference |
| Strengthened partnerships and joint policy advocacy actions with women's rights, LGBTQIA+ rights and social justice civil society advocates and movements. | # of joint policy actions undertaken with women's rights, LGBTQIA+ rights and social justice advocates and movements by 2024 | 30 COP27 3 Climate Nexus 2 HRC 4 WRC 10 Nest Partnerships 1 CSW 10 |
| MenEngage Alliance policy analysis, advocacy briefs and statements developed and broadly disseminated in multiple languages (EN, ES, FR) at global, regional and country levels, based on evidence emerging from the | # of publications and documents developed & disseminated at national, regional and global levels by 2024 | 17 1 COP27 Agenda 1 CSW Policy agenda 1 ILO C190 1 HRC VAWG Resolution 1 HRC DAWG Resolution 10 Policy Scorecard Analysis |

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| <p>field and the work of our members and partners (See Result area 3 for more information)</p> | | <p>1 Policy Analysis Toolkit 1 OHCHR Climate Submission</p> |
| <p>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</p> | <p># 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 2024</p> | <p>57 1 ILO C190 5 COP27 Agenda 8 Working Group on Discrimination Against Women and Girls, Virtual Consultation State of the field of work with men and boys and critical concerns 10 Consultation convened by GPPI on the development of Germany's Feminist Foreign Policy 4 - Governments- with joint inputs at HRC VAWG and DAWG 14 - Agreed Conclusions CSW: (Rwanda, Botswana, Norway, South Africa, Canada, Sweden, Netherlands, Lebanon, Colombia, Nepal, Mali, Botswana, Denmark 14- Technical inputs on CSW66 the Agreed Conclusions and Methods of Work Resolution, Rwanda, Botswana, Zambia, South Africa, Madagascar, Sweden, the Netherlands, Belgium, EU, CARICOM, Canada, USAID, Morocco, Jordan, and Nepal, across four rounds of technical inputs.</p> |

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| | | 1 USAID Gender Strategy: Technical Inputs from North American MenEngage Network and MenEngage Global Alliance |
| Global, regional and national decision and policy makers are held to account for upholding human rights and international commitments with collective policy advocacy, together with women's rights, LGBTIQ+ rights and social justice networks and movements. | # of submissions and technical advocacy inputs made to relevant decision and policy makers and authorities by MenEngage Alliance and members by 2024 | 2 technical inputs provided during the year <ul style="list-style-type: none"> - 1 to the Netherlands on the UNGA resolution - 1 to SIDA for the development of Global Gender Strategy |

2.3 Visible public stances and positions

OUTCOME 2.3 - MenEngage Alliance takes a vocal and visible stance to challenge patriarchal masculinities and advocate for gender equality and social justice.

The Alliance remained committed to taking a vocal and visible stance to challenge patriarchal masculinities and advocate for gender, social and climate justice in solidarity with LGBTQI, indigenous, and intersectional feminist movements. This included public statements in response to some of the alarming developments of the year, such as the undoing of protections for reproductive rights in the USA, and the human rights abuses against women, feminist, and youth activists in Iran. We continued to explore and develop our collective approaches around various platforms and influence we speak up – including in digital and online spaces such as social media. Such initiatives continue to be done in partnership with relevant regional networks and global working groups, helping to prioritise a collective and—where possible—bottom-up approach to our public positioning and accountable advocacy.

MenEngage Statements and Rapid Responses

MenEngage Alliance developed 4 policy advocacy statements on urgent topics, particularly focusing on the challenging situations and regressive steps by Governments and Agencies. These statements and key messages were broadly disseminated via our mailing list of 7,000+ subscribers, plus via social media and through the global website, thereby reaching our members and partners across the world. Below is the list of these statement we released together with our members and regional networks:

- [Joint Statement on the Repeal of Roe vs. Wade](#): Urgent response by MenEngage global secretariat and North America Regional Network to the decision of the Supreme Court of the United States that overturned the right to abortion of Roe vs. Wade.
- [Joint Statement: Urgency for bold support to fundamental human rights and bodily autonomy of all women, girls, and people of diverse gender identities: A call to all men and boys to step up to support the fundamental human rights to bodily autonomy, dignity, and freedom for all women, girls, and individuals of diverse gender identities.](#)
- [Joint MenEngage Alliance Statement: We stand with protesters in Iran at this moment of women-led defiance against a deeply patriarchal regime.](#)
- [Statement raising concerns on COP27 being held in Egypt and exclusion of marginalised groups; challenges for Global South participation](#)

In addition to releasing our own collective statements as MenEngage Alliance, we also expressed our solidarity by signing-on to feminist, LGBTIQ, climate, youth and other justice agendas, including the ones listed below:

- **Call for Executive Action to Support Helms Amendment Repeal**, to President Biden - Helms Anniversary Community Letter 2021, (IPAS)
- **Open Letter to WHO on Ending sexual exploitation, abuse and harassment in global health**; to H. E. Dr. Tedros Adhanom Ghebreyesus, Director General of the World Health Organization and Dr Patrick Amoth Chair of the Executive Board of the World Health Organization (Actions pour la Réinsertion sociale de la Femme, Women in Global Health, FEMNET)
- **Letter for CSW Bureau and UN Women Executive Director on CSO participation during CSW66**, to H.E. Ms. Mathu Joyini, Chair of the Commission on the Status of Women; Ms. Sima Bahous, UN Women Executive Director (Women's Rights Caucus)
- **Letter to Secretary Blinken and Administrator Power, encouraging the authorization of USAID reproductive health funding to the full extent of the law** (IPAS)
- **Letter Expressing Concerns with UN Women's MoU with BlackRock** to Sima Sami Bahous, UN Women Executive Director: Åsa Regnér, UN Women Deputy Executive

Director for Policy, Programme, Civil Society and Intergovernmental Support; Anita Bhatia, Deputy Executive Director for UN Coordination, Partnerships, Resources and Sustainability (Women’s Rights Caucus, Climate Nexus)

- **2022 Open Letter to Permanent Representatives to the United Nations in advance of the annual Open Debate on Women, Peace and Security** (NGO Working Group on Women, Peace and Security)
- **Sign-on: We Stand in Solidarity with Iranian Women and Protesters**, Feminist and Human Rights Collective statement
- **Post COP27 Egypt solidarity sign-on letter** (Amnesty International, Climate Nexus and Women and Gender Constituency): The organisational sign on letter calling attention and to advocate for Alaa Abdelfattah and all of those who are arbitrarily detained.
- **The Right to a clean, healthy and sustainable environment must be reflected in the COP27 Political Decision:** Urgent Appeal to all delegates of COP27, on behalf of more than 170 organisations, to urge upon your delegation to demand the inclusion of a reference to the right to a clean, healthy and sustainable environment as a priority for the final negotiations at the COP27.

| Outputs | Output Indicators | Report 2022 |
|---|---|---|
| Strengthened consultative capacity mechanisms across MenEngage Alliance to collectively analyse and articulate responses to human rights violations in a timely manner. | # of working groups and urgent actions groups in place who take collective actions across the Alliance in timely manner by 2024 | 3 groups were in place <ul style="list-style-type: none"> - Advocacy Working Group - Climate & Environmental Justice Working Group - GEF Advocacy Working Group |
| MenEngage Alliance issue-based policy advocacy statements and campaign messages developed and broadly disseminated at global, regional and country levels. | # of policy advocacy statements and public stances produced and disseminated by MenEngage Alliance and members and partners by 2024 | 3 statements and public stances disseminated this year <ul style="list-style-type: none"> - Repeal of Roe vs. Wade Safe Abortion statement collaboration with NAMEN - Situation in Iran - COP27 in Egypt |

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| <p>Application of the Alliance's Knowledge management and communications strategy to strengthen advocacy, enhance accountability, visibility and public positioning on the priority issues.</p> | <p># of policy makers, activists and networks reached with MenEngage Alliance accountable advocacy and campaigning at country, regional and global levels by 2024</p> | |
| <p>Strengthened public positions of MenEngage Global Alliance and our key partners on gender equality and women's rights, LGBTIQ+ rights and social justice issues, including via op-eds, blog posts and articles.</p> | <p>% increase in (social) media sharing and engagement on the advocacy statements and materials produced by the Alliance members and partners by 2024</p> | |

3. Effective and Strengthened Programming

RESULT AREA 3

MenEngage Alliance members and partners work as a community of practice for effective programming that transforms patriarchal masculinities and engages diverse constituencies of men and boys in promoting gender and social justice.

MenEngage Alliance continued to serve as a community and platform in 2022 for members to share and discuss ways to strengthen their programming towards transforming patriarchal masculinities and working with men and boys for gender and social justice. We published several knowledge products, as well established the MenEngage Learning Collaborative, which will serve as the learning and knowledge development space in the years ahead.

The knowledge products developed meant that 2022 was a key year for the synthesis and sharing of knowledge and evidence across MenEngage Alliance and informing our collective agenda going forward. This, together with activities shared elsewhere throughout this report, allowed the Alliance to continue to be a space for mutual support, accountability, and capacity strengthening of members' work for gender and social justice.

3.1 Access to knowledge and evidence

OUTCOME 3.1 - Increased access to knowledge and uptake of evidence-based approaches to transforming masculinities and working with diverse constituencies of men and boys among MenEngage Alliance members and partners.

As highlighted in our strategic plan, one of the key barriers to improved learning on how to effectively work with men and boys in gender, social and climate justice has been the lack of documentation of practices that have produced change. Particularly, there is a lack of documentation of gender transformative approaches, as well as access by practitioners to evidence, knowledge and updated skills.

Building on the momentum created by the Ubuntu Symposium, we continue to strengthen inclusive learning processes together with our members to create and share knowledge on promising examples of inclusive gender transformative work with men and boys. To this effect, the Alliance continued to build its community of practice to share, review and enable critiquing of promising approaches to working with men and masculinities for gender justice. This involved listening to and engaging in Q&As, and facilitating inclusive spaces for dialogue with attention to specific contexts.

In 2022, we increased access to knowledge about masculinities related to anti-rights backlash, SRHR, climate change, and accountability among other thematic areas. Our aim is to stay informed, to identify and share promising practices, as well as the limitations that have prevented practices from achieving sustainable transformative results.

MenEngage Alliance Learning Collaborative developed

The 3rd Global Symposium - the Ubuntu Symposium - provided a way to strengthen collective action across organisations, activists, networks, and movements for gender justice. As the symposium drew to a close (July 2021), members wanted to sustain the “communities of practice” approaches and build upon the level of engagement and connection that the event created. This reporting period focused on stocktaking, consulting, and planning on how best to integrate the approaches used during the symposium to shape the Learning Collaborative initiative.

Envisioned as an interconnected mechanism to strengthen our collective capabilities, knowledge base, practices and national-regional-global advocacy, the CoLab will be critical for MenEngage Alliance, its members and partners. We held at least two consultations with each of the regions. *These consultations deepened understanding of learning needs, and how to best facilitate collective actions and shared learning across the Alliance. The consultations also clarified the priorities and challenges of members and helped highlight the critical workload faced by the regional networks.* At this stage we are developing the CoLab online as a space to share resources within the Alliance in a more structured way and planning various collaborative learning processes including member-led sessions and a series on Unpacking Decolonisation.

Given the diverse network that we are, at times we have struggled to take concrete steps to manifest the CoLab and arrive at a shared understanding and vision for what it could and ought to be. Various regional networks have at the same time been exploring similar topics thereby generating their own understanding, approaches and plans when it comes to the agenda of ‘capacity strengthening’. Following these insights gathered during these consultations, currently we are working on putting together an inclusive approach to CoLab that can accommodate the diversity in terms of understanding and activities that will occur at various regional levels. We will also ensure the interconnections between these plans so that they can build on to each other and work collectively in harvesting members’ practice-based knowledge and building ‘evidence’ from the work our members do in the field.

Knowledge products

The [127 English](#) and [78 Spanish symposium session recordings](#) form a rich video library that brings together diverse perspectives, experiences and expertise that articulates and problematizes ‘men and masculinities’ issues related to gender equality, human rights and social justice.

A series of [6 discussion papers](#) was compiled based on the symposium sessions. The papers focus on men, masculinities and: Ending GBV incl. VAWG; Backlash and Fundamentalism;

Climate Justice; Peacebuilding and Countering Militarism; [SRHR and SOGIESC](#); and Unpaid Care and Economies of Care. Each paper highlights the diverse and in-depth contributions of the many researchers, activists, policy makers and practitioners who contributed their knowledge.

Sessions with invited experts

At global level, and together with key partners and members, MenEngage Alliance convened a number of open online events that contributed to access to knowledge and the uptake of evidence-based practice. With a total attendance of 457, these events included:

- Masculinities and Patriarchy in Climate Change and Gender Justice: Collective Learnings for Building Political Momentum at CSW66 and Beyond
- Conversation with authors of the Ubuntu Papers
- Men and Unpaid Care Work: Global perspectives – Covid and beyond
- Transforming patriarchal masculinities for women's rights, gender and climate justice
Climate Justice as Gender Justice: Making the case to address Masculinities and Patriarchy in Climate Change
- Presenting a new toolkit for better policies on engaging men and boys: Unpacking the lessons learned across 9 national contexts
- Putting words into actions: An open dialogue on the Ubuntu Declaration and Call to Action
- Conscious Male Sexuality with Darío Ibarra Casals
- Why Feminism is Good for Men
- MenEngage Alliance ILO C190 Information Sharing and Strategy Call

Where possible, these events have been made public on the MenEngage Alliance [YouTube channel](#) as part of our ever-growing archive of dialogues and thought-leadership from across the global MenEngage Alliance community and partners.

Inputs to Sida's Transformative Change Policy Brief

Sida invited the Global Secretariat to review the draft of the "[Gender Transformative Change](#)" Policy Brief to which we shared our inputs.

THEMATIC AREAS OF WORK

Partnership with WHO on a SRHR and Masculinities Research Agenda Setting

With the World Health Organisation and Queen's University Belfast, the Alliance's global secretariat worked as the [lead-partner for stakeholder engagement](#) of [300 professionals](#) (researchers, advocates, activists, practitioners, policymakers, and UN agencies representatives

from around the world). Recognizing that the field of men and masculinities has grown to now overlap with gender transformative work in SRHR, human rights, violence prevention, and newer fields of interest such as non-binary sexual and gender identities and transgender health issues, this study included 11 focus groups and generated research questions absent in formal studies until now, such as “How do restrictive laws and policies affect gay, bi-sexual and trans men's SRHR? What motivates men to support or reject social movements aimed at improving SRHR and gender equality?”, which were circulated in an online survey for participants to rank top priority issues for future research. A final analysis will be available in 2023. See also: launch of [SRHR and SOGIESC ubuntu symposium discussion paper](#)

Unpaid Care/Economies of Care

MenEngage Alliance continued to make strategic contributions to the campaign through representation of the Global Secretariat on the MenCare International Steering Committee (SC). In follow-up of the internal 10-year review to assess the campaign's successes and challenges (conducted in 2021), this year the campaign's SC re-organized its governance model to strengthen local voices, leadership and ownership in the campaign and work to advance gender-equitable fatherhood and men's caregiving. [In June local partners and SC members met in Coimbra, Portugal](#). A Partners Council was established, consisting of organisations implementing MenCare activities in Mexico, Turkey, Lebanon, Chile, Portugal and Sweden - all of which are also MenEngage Alliance members. MenEngage Alliance is represented in the Partners Council by the Global Secretariat. Going forward, the campaign will convene webinars on key topics, and continue promoting the [MenCare 50/50 commitment](#) with institutional partners, including government departments around the world. See also: [launch of unpaid care ubuntu symposium paper](#)

MenEngage Alliance was invited by Sida to contribute with information and analysis to the Ministry of Foreign Affairs to support their work in developing a new Global Strategy for Gender Equality and Women's and Girls Rights (potentially for the period 2023-2028). These inputs were made specifically to elaborate on the connection between work for Gender Equality, Growth and sustainable Economic Development.

[Men and Unpaid Care Work: Global perspectives](#) – Covid and beyond MenEngage South Asia, Azad Foundation and Breakthrough India, presented the programmatic experiences of several organisations from around the world, during and after COVID, on working with men and boys to build more gender-just families and communities, and to create care economies that contribute to women's economic empowerment in a changing world. Participants were encouraged to contribute their questions, experiences and ideas as part of this dialogue. The

session was moderated by Humberto Carolo, Executive Director, White Ribbon Canada and Global Co-Chair of MenEngage Alliance, with speakers: Desmond Lunga, Team Leader – Men and Boys for Gender Equality, Botswana and Former Chair, MenEngage Alliance Africa Nikki van der Gaag, Independent Consultant on Gender and Development Shrinivas Rao, Chief Operating Officer, Azad Foundation, and Dr Sepali Kottegoda, Director Programmes – Women's Economic Rights and Media, Women and Media Collective.

Militarisation and Masculinities

In July 2020, Women's International League for Peace and Freedom (WILPF) and MenEngage Alliance launched a joint 2-year programme, *Confronting Militarised Masculinities: Mobilising Men for Feminist Peace*. With violence and war having a devastating effect on countries, communities and individuals across the globe, the programme sheds light on and challenges the gendered root causes of violence and armed conflict around the world. Through a body of cutting-edge research and analysis the programme advanced global understanding of how the 'war system' is enmeshed with practices and representations of masculinity associated with power, violence and control, and spotlights the vital work of men working in solidarity with women activists and those beyond the gender binary to advance feminist peace. The project resulted in unveiling the [rich body of research, imagery and film](#) exploring militarised masculinities around the world. The body of original research conducted for the project was generated by academics and thought leaders from WILPF partner countries – Afghanistan, Cameroon, the Democratic Republic of Congo, Colombia, Sri Lanka and Zimbabwe – and elsewhere around the world. Comprising nearly two dozen reports in all, a mix of literature reviews, case studies, and in-depth qualitative research with a range of constituencies in each country—the research explores the causes and impacts of militarised masculinities, and of strategies that can effectively mobilise men to take action for feminist peace.

[Power On Patrol](#), the one-hour documentary reveals the true human cost of militarised masculinities in these conflict societies and spotlights the men working with women activists to advance feminist peace through powerful personal testimony intertwined with leading expert voices in the field, including Ray Acheson, Director of WILPF's disarmament program Reaching Critical Will, and Oswaldo Montoya from the MenEngage Alliance.

Deepened engagement and commitments on climate justice agenda

The global [Climate & Environmental Justice Working Group](#) continued to provide members with a key engagement and leadership space on the issue of environmental and climate justice, and its interrelations with patriarchal masculinities. The group was formally approved by the Global Board in 2022 and conducted a number of activities. These included capacity

strengthening sessions in partnership with MÄN Sweden, leading to further grassroots activities elsewhere (e.g., Pakistan). The group also engaged the broader membership on the issue, via three periodic email updates, and conducted [a mapping exercise](#). The Working Group also collaborated on several notable advocacy activities (See: [Joint Advocacy Actions](#)) and provided a platform for cross-movement solidarity and partnerships (See: [Partnerships and solidarity actions](#)). These activities will be built upon in the years ahead, with the support of a 2-year strategy that was co-developed by the Working Group in the second half of the year, and being finalised at the start of 2023. The Working Group has led a more consolidated approach and strategy to climate change and justice agenda, with value addition and allyship from 'men and masculinities' perspective.

Co-created the Inner Work for Social Change Solidarity Circle

Following the momentum created during the 3rd Global Symposium, we began the circle as a group of 15 members from 6 regional networks, and later expanded to include an advisory circle of about 30 members and community of practice of an additional 35. The circle hosted 4 sessions that were open to members and partners and 4 sessions for solidarity circle members only to continue developing a shared vision and practice for this work in the Alliance. The four open sessions were co-organized by the group, and attended by 128 participants, covering the topics of rank and power; male sexuality; inner work for social change practices; and why feminism is good for men. As a result of these efforts there has been greater understanding and commitment to ongoing reflective practices that increase transformative awareness of self and others, as well as of the systems from which complex social problems arise.

| Outputs | Output Indicators | Report 2022 |
|--|--|--|
| Promising practices and lessons learned from MenEngage members work on implementing gender transformative work to engage men and boys in gender equality programming are identified, analysed, and shared with members and partners. | # and quality of promising practices and evidence documented and disseminated via various platforms of the Alliance at country, regional and global levels by 2024 | South Asia gender and LGBTIQ diversity and inclusion strategy launched |

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| <p>Virtual knowledge hub in place with resources from practice-based and academic knowledge, gathering evidence and making knowledge accessible to inform members' transformative work with men and boys, in multiple languages (EN, FR, ES).</p> | <p># of quality resources available and evidence accessed from the work of the members and partners of the Alliance at country, regional and global levels made available in multiple languages in the knowledge hub by 2024</p> | |
| <p>Peer-to-peer learning spaces in place, where members from national and regional networks exchange knowledge, lessons learned and promising practices in order to elevate the quality of their work in communities.</p> | <p># of peer-to-peer learning and capacity strengthening spaces in place and operational with the members and partners on various issues and thematic priorities at country, regional and global levels by 2024</p> | |
| <p>Thematic working groups and communities of practice in place, including via virtual platforms, and better standardised mechanisms developed for forming and organising thematic working groups.</p> | <p># of thematic and issues based working groups in place and operational, with relevant plans, for the members and partners at regional and global levels by 2024</p> | <p>4 global level groups can be considered issues-based: SOGIESC Learning Circle Climate & Environmental Justice Working Group SRHR Working Group Inner Work for Social Change Solidarity Circle</p> |
| <p>Partnerships with relevant institutions and individuals developed to support strengthening the theory and evidence base of work to transform masculinities and engage men and boys in gender equality.</p> | <p># of partnerships and plans developed with relevant institutions and networks on various programmes, initiatives and campaigns of the members and partners of the Alliance at country, regional and global levels by 2024</p> | <p>Collaboration with WHO and Queen's University of Belfast: Individual email consultation with 309 practitioners and researchers 11 focus groups in English, Spanish French and Portuguese 1 broad online survey</p> |

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| | | 2 expert advisory group meetings 8 coordinating committee meetings |
| M&E framework for MenEngage Alliance in place, that enables learning on how MenEngage contributes to improved programming on the ground and includes collectively agreed core indicators of change. | 1 Monitoring, Evaluation and Learning Guidelines developed and in place for use, in multiple languages, for the Alliance members by 2024 | |
| | # of members and partners accessing and utilising the MEaL guidelines to strengthen their programmes and initiatives at country, regional and global levels by 2024 | |

3.2 Accountability
 OUTCOME 3.2 - Strengthened understanding and application of MenEngage Accountability Standards, Core Principles and Code of Conduct among members and partners

We strive to be accountable to the communities, organisations, members, partners, and groups that are impacted by and that influence our work. This includes accountability among ourselves across MenEngage Alliance networks. We commit to be answerable to all our stakeholders and accept being held responsible for our decisions and actions, or inactions. In 2023 we spent time with our members and partners in reviewing, discussing, and contributing to the final updated versions of these core documents. The final round of consultations were completed and the documents were finalised with the formal approval from the board, launched during the [MenEngage Global Members Assembly](#) and made available in the [About page](#) of the MenEngage website in English, Spanish and French (the South Asian network made translations into Hindi, Bangla, Urdu, Sinhala). While the final products are important, we also believe that the process in and of itself is equally - if not more - important through which it

contributed to strengthening the participating members' and partners' understanding and application of the Accountability Standards, Core Principles and Code of Conduct.

Consultative workshops on the updated MenEngage Accountability Framework

Following the consultations that were held for the last two years with support from our partners The Equality Institute and ATHENA Network, this year we continued with the final rounds of consultations with our members on the Alliance's [Accountability Framework](#) (Core Principles, Code of Conduct and Accountability Standards). During these years the consultation involved members, regional representatives, and key feminist partners of MenEngage Alliance, at national, regional and global levels. More than 100 people have been involved in dialogues related to this updating process, and 200 people have taken part through an extensive survey. This process has involved several rounds of inputs and revisions to the texts. See content and methodology [here](#). These processes have created important opportunities to collectively refresh, clarify and generate ownership on our shared principles and values. It continues to create new spaces for discussing the concepts and ideas that underpin our shared vision and mission as an international social change network.

Membership Reaffirmation Process with our members

With cooperation, input, and support from our members globally, the Accountability Framework of the Alliance was revised and updated to reflect the latest understandings, lessons learned, and shifting global contexts in which we work. As we made these changes, all members are being requested to sign the updated versions of these documents which is also serving us as a means to engage with our members more and collectively deepen understanding and practices of accountability across all levels of the Alliance's work. This process therefore serves to reaffirm our collective and renewed commitments.

As part of the membership reaffirmation process, we held accountability training with all country coordinators in MenEngage Africa, with MenEngage South Asia Steering Committee, and MenEngage Europe members (about 40 participants in total). Members needed to reflect further on these documents before signing. Impacts include strengthened awareness of the new accountability framework. Important reflections and commitments emerged, including how to implement this framework. See slides used in these sessions, [here](#), and guidelines in our website [here](#). Through these steps and processes throughout the year we have initiated the journey with our members and partners to strengthen the knowledge and skills around accountability among MenEngage leaders generating ideas for implementation at regional level.

Accountability Dialogue on Working with Men and Boys in Gender Justice: From the elephant in the room to accomplices for a common cause

MenEngage Alliance is committed to fostering dialogues with feminist activists, organisations, alliances, policymakers, programmes implementers and movements on gender justice issues related to accountability in this field. Building on to the previous consultations those were organised at previous SVRI Fora (since 2015 to 2019), MenEngage Alliance joined hands with SVRI, Global Women's Institute/GWU, and Red Cómplices por la Igualdad, to organise an accountability dialogue during the SVRI Forum in Cancun, Mexico. This dialogue took place with over 40 feminist leaders within and outside MenEngage Alliance with the aim to report back on progress made, share progress in our work, to listen and respond to feedback, and to be influenced in our strategies and plans. Following the dialogue, we were able to see a strengthened sense of allyship and mutual trust among and with feminist organisations and leaders in the field of sexual and gender-based violence.

Sexual Harassment policy implementation and capacity strengthening

During the year 2022, we provided support and guidance to regional/country networks in Europe and Latin America regions in organizing their own trainings on prevention of sexual harassment. Each of these regional networks offered one training session to their members to strengthen capacities to prevent and respond to sexual harassment. See [here](#) our sexual harassment training toolkit and awareness-raising materials for a 2021 campaign that were made available on the global website [as a campaign graphics pack](#) during 16 Days of Activism in 2022.

Furthermore, we extended support to four networks in handling challenges and strengthening its commitments to accountability. In 2022 the Global Secretariat supported 10 network leaders to conduct a process to address conflicts or concerns brought forward by specific members: in handling complaints from Latin America, Caribbean, South Asia, and Africa.

Developing Baseline Survey on Accountability

As part of the monitoring and evaluation pillar for the implementation of the accountability framework, in 2023 we designed a first proposal for a baseline survey on accountability. This tool will contribute to reflecting on the progress and impact generated by this work.

| Outputs | Output Indicators | Report 2022 |
|--|--|---|
| MenEngage Global Accountability Standards, Core Principles and Code of Conduct, are updated through consultations with members and partners and disseminated among the Alliance members and partners | # of members directly reached with each of the updated MenEngage Accountability Standards, Core Principles and Code of Conducts in place (English, Spanish and French languages) by 2024 | All members in the MenEngage listserv (1,000) |
| | # of consultations organised by MenEngage Global together with country and regional networks by 2024 | 3 final consultations organised by time zones |
| | # of members and partners participating in the consultations at country, regional and global levels by 2024 | 80 people (estimation for 2022) |
| Contextualised regional and/or national MenEngage accountability standards developed and implemented by members and partners at country and regional levels. | # of country and regional networks and members developing implementing and contextualise accountability standards and principles at country and regional levels by 2024 | This varies per region and will be further facilitated during 2023 |
| Members' capacities strengthened to understand and implement the global and/or contextualised accountability standards | # of capacity strengthening activities and processes implemented by the members and partners at country, regional and global levels by 2024 | At global: 5 training/workshops on accountability with four regional networks |
| | # of members and partners participating in the capacity strengthening activities and processes at country, regional and global levels by 2024 | 75 members (estimation) 22 partners (during SVRI accountability dialogue) |

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| Insights and lessons learned on the implementation and effectiveness of the Accountability Standards by members and partners at all levels gathered and documented | # of documentations and evidence produced showcasing the lesson learnt from the implementation and effectiveness of the applications of the accountability standards and principles at country, regional and global levels by 2024 | Pending |
| Sexual Harassment policy implemented by Global MenEngage Alliance and consulted as a guide by MenEngage regional and national networks. | # of country and regional networks involved in the adaptation and application of Sexual Harassment policy at country and regional levels by 2024 | 1 regional network (Europe) replicated the training “Fostering a Respectful Work Environment” |
| | # of members and partners reporting use of the policy at country, regional and global levels by 2024 | Pending |

3.3 Backlash against gender justice

OUTCOME 3.3 - Strengthened collective actions by MenEngage members and partners to challenge backlash against gender justice and human rights - including by anti-feminist men and men's groups.

The year 2022 saw human rights actors and organisations in diverse contexts facing conservative backlash to their work, including from religious fundamentalist groups, “men’s rights” groups, and states who are anti-women’s rights and dispute key aspects of gender equality. New forces are reversing many gains made towards gender justice, but this ‘backlash’ is far deeper, more insidious, and complex than the recent trend of religious fundamentalisms, or a pushback on gender policies. While these are visible elements of patriarchal backlash,

other actors and forces are at play in nuanced ways, deploying and producing old and new power hierarchies, using both virtual and non-virtual means to cut across intersections of identity, beyond and including gender.

This widespread backlash ‘others’, demonises and disempowers those who seek to advance gender justice. It entrenches binary understandings of gender, and re-valorises patriarchal gender roles, founded on male supremacy. It deploys polarising politics, mobilising populist narratives, combining misogyny, xenophobia and homophobia – with scant regard for evidence or ‘truth’. Indeed, the proliferation of disinformation, or ‘fake news’, and online violence on social media in recent years is one of the most worrying tactics used by these forces, and a threat to democracy and human rights.

This year we were able to develop relationships with key feminist leaders to strengthen our understanding of the broader landscape of backlash and what the roles for MenEngage Alliance can look like.

Synthesis document on backlash developed and disseminated

As an Alliance we have been, building on to the insights during the Ubuntu Symposium, coordinating to the development strategic thinking around confronting backlash against and shrinking spaces for feminist and women’s human rights defenders and activists, including against ‘men’s rights’ groups and religious fundamentalisms. A synthesis document, in the form of a discussion paper, was produced, in three different languages, as a way to consolidate the knowledge that emerged during the Ubuntu Symposium.

Participated in International symposium on backlash

In November 2022, we were invited by IDS to join the 3-day international symposium on visions for gender equality and equal rights through development. (See 4.2 for details)

| Outputs | Output Indicators | Report 2022 |
|--|--|--------------------|
| Learning initiative organised and strategy developed on how to better understand and respond to backlash | # and quality of dialogue spaces organised to analyse and strategize when and how to counter anti-feminist narratives, | 1 discussion paper |

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| from a feminist-informed men and masculinities perspective | at country, regional and global levels by 2024 | |
| | 1 strategy on responding and countering backlash and conservative mobilizations developed (in English, French and Spanish) and disseminated by 2024 | |
| Feminist critical analysis of men's rights and/or anti-feminist movements and related discourses is synthesised and disseminated. | # of feminist analysis and responses on men's rights/anti-feminist movements developed and disseminated by 2024 | GS continued to follow critical feminist analyses of anti-rights/anti-gender backlash, and disseminate information via MenEngage listservs |
| | # of members and partners reached out with the responses at country, regional and global levels by 2024 | 940 views of the videos of Backlash series at Ubuntu Symposium |
| Lessons from how members and partners are confronting men's rights and conservative, anti-feminist messaging and mobilisation are gathered and communicated. | # of articles and reports with lessons learned on confronting backlash produced and disseminated by 2024 | 1 knowledge product (synthesis paper) on Backlash and Fundamentalisms |

4. Strengthened Movement-Building Approaches

RESULT AREA 4

MenEngage Alliance contributes to and acts in solidarity with gender and social justice movements.

In 2022, MenEngage Alliance has continued to connect our core principles and vision towards stronger collaboration with gender justice and feminist social change movements and allies.

As in past years, we have continued to engage in activities to strengthen links between movements. This includes attending and participating in convenings such as the SVRI Forum in Mexico (and inviting delegates, including members and partners, to a dialogue event), or a 'countering backlash' coalition facilitated by Institute for Development Studies (IDS). Yet it also includes our online events and campaigns where we have included voices from allied movements as speakers as a matter of course. Activities have also focussed on reinforcing the importance of solidarity and movement-building approaches, with this agenda being emphasised in communications materials through the year - such as the Ubuntu+1 campaign.

Key to these efforts is our emphasis on understanding accountability and solidarity as deeply connected and as part of our political agenda. This has included our governance and our work with partners, and our firm position on the role of men and boys and transformed masculinities in the gender equity and justice agenda.

4.1 Intersectional gender and social justice movements

OUTCOME 4.1 - *Strengthened understanding of and commitment to collaborative work with intersectional gender justice and social justice movements among MenEngage Alliance members*

2022 saw continued steps to strengthen understanding of and commitment to collaborative work with intersectional gender justice and social justice movements among MenEngage Alliance members. A key action towards this was developing materials and tools for capacity strengthening in the areas of intersectionality, and solidarity across diverse, interdependent movements.

For example, intersectionality and movement building approaches were highlighted in the revised Core Principles and included in the updated Accountability Standards. Meanwhile, the 2021 Ubuntu Declaration and Call to Action calls for “supporting and acting in solidarity, as meaningful allies, to intersectional feminist, environmental and social justice movements and organising, both on the streets and in the halls of power”. This theme was underscored among the membership in 2022 with the Ubuntu Declaration 1-year-on campaign (See: [1.3 Cross-regional and cross-country collaborations](#)) which shared practical examples, and culminated in a dialogue for members to take part in.

With the development of a new ‘handbook’ in 2022 (forthcoming in 2023) that includes information on the importance of cross-movement collaboration and intersectional approaches, the year provided strong development towards this Result Area, and strengthened the foundations for this area going forward.

In our role as lead partner for stakeholder engagement for a research priority setting exercise by WHO on masculinities and SRHR, we strived to include feminist organisations, activists, and researchers from the global south. As a result, 48% of stakeholders consulted were from civil society advocacy organisations, and of these more than half were feminist organisations.

Intersectionality and cross-movement building centred across key capacity-strengthening documents and campaigns, including the Accountability Framework and Ubuntu +1 campaign (See: [1.3 Cross-regional and cross-country collaborations](#)). These documents, which aim to provide clarity and affirmation of our collective positions, and support members to better understand key positionings, include wording such as: “We aspire to be guided by those who have been disproportionately marginalised by various forms of oppression, discrimination, and injustices. We work to inspire men and boys to explore how they can support intersectional feminist goals and take responsible actions for social justice.” (Core Principles); Work as allies to feminist women’s rights, LGBTIQ rights, and youth activists organisations, networks and movements. Engage in open and meaningful dialogue with all the relevant movements (Accountability Standards); “We commit to supporting and acting in solidarity, as meaningful allies, to intersectional feminist, environmental and social justice

movements and organising, both on the streets and in the halls of power” (Ubuntu Declaration and Call to Action). Dialogue spaces and opportunities we created for members to engage in these, including the Global Members’ Assembly (see: [1.2 Membership Engagement](#))

New ‘handbook’ of Who We Are, What We Believe, and Our Strategic Approaches developed to help clarify and strengthen understanding of membership, including around the importance of cross-movement building and intersectionality. To be published in 2023.

| Outputs | Output Indicators | Report 2022 |
|--|--|---|
| Strengthened movement building orientation among MenEngage members, including capabilities on building meaningful relationships and accountable partnerships with diverse feminist and social justice activists, organisations, networks and movements at country, regional and global levels. | # capacity strengthening activities conducted on movement building orientation at country, regional and global levels by 2024 | |
| | % of members and partners successfully completing the orientation sessions at country, regional and global levels by 2024 | |
| Strengthened knowledge and understanding of the MenEngage Theory of Change, including solidarity with feminist and social justice networks and movements, among members at country, regional and global levels. | # of orientation and dialogues sessions organised on the ToC of the Alliance by 2024 | <i>1 Members’ Assembly 165 participants 1 new knowledge product developed (for publication in 2023) including ToC materials</i> |
| | % of members and partners participating in the orientation dialogues on the ToC at country, regional and global levels by 2024 | |
| | # of times the global ToC and tools accessed and downloaded from the website of the Alliance by 2024 | |

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| | # feminist discourse analysis showcasing strengthened discourses among MenEngage members and partners by 2024 | |
| Tools and resources on movement building approaches on intersectional gender and social justice movements developed and disseminated, together with relevant organisations and movements by 2024 | # of tools, resources and curricula developed, in multiple languages, and disseminated by 2024 | 1 discussion paper |
| | # of capacity strengthening workshops (virtual or, in-person) organised at country, regional and global levels by 2024 | |
| | # of members and partners utilising the tools and resources in strengthening movement building approaches at country, regional and global levels by 2024 | |

4.2 Partnerships and solidarity actions

OUTCOME 4.2 - Strengthened partnerships and solidarity actions with Feminist, Youth, Racial, Indigenous, Economic and Climate Justice organisations, networks and movements by MenEngage Alliance and members.

The Alliance continued to facilitate cross-movement connections between members across the Alliance and women’s rights, LGBTQIA rights, youth activism, climate justice, SRHR movements, etc.

- Represent MenEngage Alliance as a member in various feminist coalitions at Global and Regional levels:
 - [Alliance for Feminist Movements](#)
 - [Women’s Rights Caucus & Women’s Major Group](#) at the United Nations; and making links between our members to their regional structures, processes and mobilisations
 - [Sexual Rights Initiative \(SRI\)](#)-lead advocacy collective for Human Rights Council-based cross-movement advocacy
 - [GEF Action Coalition Core Group](#) - feminist civil society group (including regional levels - Asia Feminist GEF CSO Alliance and Arab Feminist network)

Notably this year, the Alliance made strides to build partnership with climate movements, including:

- [Feminist Action Nexus for Economic and Climate Justice](#) (“Action Nexus”), and
- [Women and Gender Constituency](#)

Joined an international coalition on militarised masculinities

MenEngage Alliance joined the coalition brought together by WILPF and PAX on the topic of militarisation and masculinities. The consortium came together as a diverse group of practitioners, policy advocates and researchers in [two 3-hour online peer exchanges](#) (February 17 and March 3) on gathering lessons, challenges and potential collaborations on mobilising men for feminist peace. This process was successful in facilitating space to generate shared understandings of the strategies and works of various organisations around the world on the agenda of conflict, peacebuilding, and masculinities. The exchange resulted in collective agreement to move in the direction towards having better networking and collaboration, including ongoing peer exchange and joint advocacy activities. This group is planning to meet in 2023 to further develop strategies and avenues to collaborate and work together on this agenda of militarisation and masculinities.

Partnership with the World Health Organization (WHO) and Queen’s University Belfast (QUB)

MenEngage Alliance joined the consortium with the World Health Organization, Queen’s University Belfast, University of the Western Cape, and Stellenbosch University for a project to facilitate the development of a collaborative Research Priority Setting Exercise. This exercise is aimed to shape a shared research agenda on transforming masculinities and engaging men and boys in SRHR. This collaboration with WHO and QUB in 2022 has strengthened their

recognition of the role that the Alliance plays in mobilising members and gathering expertise related to transforming masculinities for gender justice as an international development field. Working alongside policy makers, academic researchers and advocates, MenEngage Alliance is consolidating its position in the field of improving SRHR for all, advancing women's and girl's rights and realising gender justice. This partnership will continue in 2023 with reports and knowledge products becoming available and being disseminated broadly.

MenEngage Alliance joined the consortium on Backlash

In the current context where we are experiencing escalating attacks on progress for gender equality and equal human rights, intensified anti-feminist and anti-diversity 'patriarchal backlash', the [Institute of Development Studies \(IDS\)](#) in the UK, in partnership with its partners, initiated international mobilisation of like-minded actors and peers in defence of gender justice in international policy and research spaces. MenEngage Alliance was invited to join the convening a 3-day international symposium on visions for gender equality and equal rights through development. The symposium aimed to build and strengthen alliances, develop a shared vision for progress, identify strategic mechanisms and windows of opportunity for positive change, and to identify priorities for action. The symposium resulted in a commitment between the participants to form an ongoing consortium. One outcome from the meeting was to strengthen the participation of Global South partners in the collective. IDS committed to process next steps according to three priority areas that were jointly identified: Translating knowledge/research into practice in accessible ways; Intersectional movement building; and knowledge (& gaps) mapping.

Collaborated in The Reframe: A Pan Asian Summit

MenEngage Alliance under the leadership of MenEngage South Asia was invited to partner in the organising of The Reframe: A Pan Asian Summit, by Breakthrough India, ARROW and Swayam. As a member of the Action Coalition on gender-based violence under the Generation Equality Forum, Breakthrough strategically led the initiative to advance a shared agenda on gender-based violence prevention and to accelerate our progress, especially for Asia, the region it is based in. The summit weaved together a collective advocacy agenda for a concrete guidance on GBV prevention, redressal services, and strategies. The Summit brought together diverse voices and experts to address GBV in the Asian region and generated discourses towards generating a common understanding of gender-based violence advocacy agenda focussing on prevention strategies and norm change using an intersectional and feminist lens specific to Asia. The [summit was successful](#) in consolidating the high-level policy priorities or implications related to gender-based violence as well as developing an action plan outlining

commitment of resources and expertise. The partners are planning to organise the second summit in 2023/24.

| Outputs | Output Indicators | Report 2022 |
|---|--|--|
| Partnerships and solidarity with key leaders and constituencies in the women's rights, LGBTIQ+ rights and social justice fields established, including interconnectivity of the partnership across country, regional and global levels. | # of MoU/Agreements entered with feminists and social justice networks and movements by MenEngage members and partners at country, regional and global levels by 2024 | 1 MenEngage Alliance joined the Alliance for Feminist Movements |
| | # of accountability check dialogues organised with key leaders of women's rights and social justice movements organised at country, regional and global levels by 2024 | 1 dialogue organised at SVRI Forum, together with the global board |
| Collaborative actions with key women's rights and social justice organisations and networks are facilitated at country, regional and global levels. | # of collaborative and solidarity actions jointly undertaken together with feminist and social justice movements at country, regional and global levels by 2024 | |
| | # of resources shared for joint initiatives/activities with feminists and social justice movements at country, regional and global levels by 2024 | |
| Promising examples and lessons learnt from partnerships and collaborative actions at country, regional and global levels documented and | # of reports and learning materials on promising examples and lessons learnt produced and disseminated at country, regional and global levels by 2024 | |

disseminated among members and partners.

4.3 SOGIESC inclusive organising

OUTCOME 4.3 - Strengthened diverse SOGIESC inclusive organising, approaches and politics, together with relevant organisations, networks and movements by MenEngage Alliance and members.

We continue to be proactive in maintaining diversity and inclusion at all levels. This includes the voices and representation on the Global Board and board committees. A call for Expressions of Interest for a designated seat at the global board representing LGBTIQ rights movements resulted in the nomination and election of Festus Kisa representing Q Initiative, Kenya.

Recognizing power dynamics and challenges ingrained in keeping a diverse membership actively invested in the Alliance's gender justice work, we have begun to provide simultaneous language interpretations and text translation of messages, concepts, conversations and knowledge products to all members. Language inclusivity is key to meaningful participation and equal access to information and decision making.

The MenEngage Alliance SOGIESC Learning Circle provided input to MenEngage South Asia regional network (MEASA) as they developed a regional strategy for increased visibility and inclusion of LGBTIQ people. The MEASA strategy includes a mapping of the situation in the region concerning LGBTIQ rights and rights violations, policies and activism, and stigma and discrimination. The strategy was completed in February 2022 and a number of regional workshops were scheduled to support implementation of the [strategy and workplan throughout the year](#).

To strengthen LGBTIQ diversity and inclusion throughout the Alliance, the global secretariat created the opportunity for a consultant with experience in and knowledge of LGBTIQ movements and rights in the global south to review and make recommendations to our online course on power, patriarchy, and feminism. Urbenia Unaswi Kgwarae who is past MenEngage

Africa Youth Chairperson, a Southern Africa YALI Alumni under the Civic Leadership Track Cohort 16 worked with the GS between May and July 2022, given her leadership and expertise as a human rights activist working for Rainbow Identity Association (RIA).

| Outputs | Output Indicators | Report 2022 |
|---|--|---|
| Partnerships with LGBTQIA+ and diverse SOGIESC rights organisations strengthened at all levels (see Outcome 4.2). | # of MoU/Agreements entered with LGBTQIA+ rights networks and movements by MenEngage members and partners at country, regional and global levels by 2024 | |
| | # of accountability check dialogues organised with key leaders of LGBTQIA+ rights movements organised at country, regional and global levels by 2024 | 2 SOGIESC Learning Circle meetings at the global level in 2022 |
| Representation of LGBTQIA+ voices in MenEngage Alliance leadership and decision making increased (see also our commitment under Outcome 1.1). | % increase on the representation of LGBTQIA+ activists and leaders at the leadership and decision-making levels of the Alliance at country, regional and global levels by 2024 | Election of Festus Kisa representing Q Initiative Kenya to the Global Board 4 regional networks with LGBTQIA leadership representation |
| Safer space/s for LGBTQIA+ identified people in MenEngage Alliance to connect and discuss experiences with each other and inform MenEngage's work organised and appreciated by participants. (Example: caucus spaces) | # of consultations and capacity strengthening activities organised on the issues of LGBTQIA+ rights at country, regional and global levels by 2024 | |
| | # of members and partners participating in the consultations and activities at country, regional and global levels by 2024 | |

| | | |
|--|---|---|
| <p>Learning initiative on LGBTQIA+ and diverse SOGIESC issues and their links with gender, patriarchy, masculinities, and the roles of men and boys developed and implemented with MenEngage members and partners.</p> | <p># of learning initiatives organised together with LGBTQIA+ rights at country, regional and global levels by 2024</p> | |
| | <p># of members and partners participating in the initiatives at country, regional and global levels by 2024</p> | <p>1 consultation position filled by Urbenia Kgwarae, Botswana (*) to review SOGIESC inclusivity of online learning modules</p> |
| | <p>% of MenEngage leaders have strengthened understanding on LGBTQIA+ rights at country, regional and global levels by 2024</p> | |
| <p>MenEngage Regional networks have contextualised knowledge products, plans and activities for being [more] gender diverse and inclusive</p> | <p># of country and regional networks and members contextualising the knowledge products and activities on gender diversity and inclusion by 2024</p> | <p>1 LGBTIQ Inclusion strategy in South Asia launched</p> |
| | <p># feminist discourse analysis conducted among members; qualitative description of discourse among MenEngage members</p> | <p>1 Ubuntu symposium synthesis paper on SRHR & SOGIESC launched in 2022</p> |
| <p>Language in MenEngage Global materials is more inclusive of diverse SOGIESC; and MenEngage Regional and Country networks have contextualised conversations and language.</p> | <p># of discourse analysis on the visibility on pan-inclusive queer awareness in the discourse and analysis of the work of the Alliance members and partners at country, regional and global levels by 2024</p> | |

Reports from the Regional Networks

MenEngage Africa

Key reflections and results at the regional level

MEA participated in several high-level global policy processes. With collaboration with partners like Amref, Rutgers, The Eastern African Sub Regional Support Initiative for the Advancement of Women (EASSI), to mention but a few, MEA hosted and participated in several side events at CSW66 in March 2022, GEF forum in July 2021 and the HRC48 in August 2021. Sonke and MEA members from Uganda and Kenya were invited to present before the East African Legislative Assembly (EALA) on the need for a cross border law against FGM in East Africa. The delegation was tasked by the parliamentarians to lead the drafting of the new bill considering the previous one was lapsed by the time of the visit.

Key highlights from the country networks in the region

MenEngage Botswana was nominated as part of the selected NGOs to form an advisory group to the Ministry of Immigration, Nationality and Gender Affairs on gender related issues in Botswana. ME Botswana will provide guidance on male engagement in policy processes. MenEngage eSwatini hosted the first Intimate partner violence (IPV) symposium, bringing together government, NGO and UN agency participants to collectively find solutions to end IPV in the country. MenEngage Ethiopia appointed a new lead partner for integrating gender transformative approaches on the Amref-led Power to Youth programme in Ethiopia. As part of the GBV platform at the Ministry of Gender, MenEngage Liberia led efforts to facilitate the enactment of a “Temporary suspension” of the practice of FGM in Liberia under the Spotlight initiative.

MenEngage Madagascar built a partnership with UNFPA to support gender transformative programming in their five regions in Madagascar. MenEngage Namibia signed a MoU with Namibian Police, Correctional Services and Namibian Defence Force to train their departments on Gender, GBV, SGBV prevention. MenEngage Nigeria leading advocacy for improved access to SRHR and GBV prevention. MenEngage Rwanda members conducted research on several topics aimed at informing program design and policy advocacy. MenEngage Tanzania successfully completed a country-wide gender transformative approach training for Plan International Tanzania staff.

MenEngage Togo conducted a mid-term evaluation for the country network, assessing the level of achievement of the network's objectives and to identify lessons learned. The evaluation

results demonstrate that implementation of MenEngage activities in Togo responds to essential needs of various in-country stakeholders. MenEngage Uganda member, Community Transformation Foundation Network COTFONE nominated for 2022 EU Human Rights Defenders Award. The European Union in partnership with the Embassy of Norway announced the shortlist for the EU Human Rights Defenders Award 2022. MenEngage Zambia selected a young woman, youth-led secretariat, the first in MEA history.

During the year 730 campaigns in line with the MEA thematic areas were implemented by MEA country network members across the funded countries. 27 religious and traditional leaders and networks participated in MEA country and regional activities. 14 external practitioners and decision-makers including UN Agencies, regional and International NGOs approached MEA for expertise, training, materials, partnerships and resources on men and masculinities work. 7 promising practices, emerging models and lessons learnt that are identified, documented, and disseminated among MEA members to inform their programmatic design and implementation. 8 joint advocacy activities were implemented nationally and regionally in key advocacy spaces like engagement with the East African Legislative assembly. 9 technical inputs into global policy processes spaces like Generation Equality, CSW, and the High-Level Political Forum on SDGs. 3 policy monitoring reports developed and disseminated by MenEngage Global and MEA, including 2 policy scans. 8 strategic alliances established between MEA structures and key partners including Women's International League for Peace and Freedom, Akina Mama wa Africa and ACT Alliance among others. 2 promising practices and experiences around implementation of accountability standards, including a development for Accountability standards for MenEngage.

Strengthened capacities to coordinate, implement, enhance, and scale up the work

Several capacity strengthening activities were implemented during the period under review at various levels across the membership building on existing knowledge within the membership at global, regional, and national levels, but also learning and knowledge sharing took place between MEA partners and strategic partners in the sector, this was because in-person interactions which had been constrained in year 1 and 2 were ramped up in year 3. From the global level, MenEngage global supported MEA with capacity building across various thematic areas, including co-convening an Accountability training, targeting MEA country coordinators with a requirement for them to replicate the training at country level. MenEngage Global also supported MEA with advocacy training organised around key global advocacy platforms like CSW, HLPF to help members understand how to engage in these processes and how they can hold their governments accountable in such spaces.

At the country level, MenEngage Uganda was invited by the Uganda Aids Commission to provide input in the recently published tool "[A Guide for Male Engagement on HIV & AIDS at the Workplace](#)", where they were able to provide technical input on male engagement in HIV prevention. MenEngage eSwatini went into an MoU with World Food Programme eSwatini to implement gender transformative training for all regional partners across the 4 regions. MenEngage Botswana was approached by UNFPA and World Health Organisation Regional Offices to contribute to an online training themed "Integrating Violence Against Women Response into Sexual and Reproductive Health and HIV Services: Online Training for Health Managers from East and Southern Africa." As a result of this training, members of the country network were tasked to develop a country road map in collaboration with the Ministry of Health and Wellness. At the country level, MenEngage Uganda member Community Transformation Foundation Network COTFONE was nominated for 2022 EU Human Rights Defenders Award, hosted by the European Union in partnership with the Embassy of Norway.

During this period under review, more physical capacity strengthening activities were conducted with the relaxation of COVID restrictions. As a lesson from the COVID era, a hybrid option was made available for most of the regional activities, although connectivity and poor internet infrastructure in Africa remains a challenge. Sonke and Kenya MenEngage Alliance, under the spotlight initiative organised a training of Journalists in Nairobi Kenya, aimed at increasing radio and TV reporters understanding of gender transformative approaches and issues relating to gender and FGM, sensitising and strengthening radio and TV reporters' capacity to engage men and boys on gender issues including FGM and to report on these sensitively and effectively as well as provide space to discuss. Media training for MEA partners in Johannesburg was organised in April 2022, aimed at strengthening capacity of MEA partners in using different forms of media to amplify their work, MenEngage Botswana partners received collaborated support from Sonke M&E and Resource mobilisation personnel to build their capacity in these key strategies. Training took place in Gaborone in 2022. At the country level, MEA partners were able to implement numerous capacity building training, some targeting network members' capacity, while other target specific interest groups.

MenEngage Africa Training Institute (MATI) training held

Because the first MATI was held virtually, this meant that MEA still had resources to host another MATI which was held in April 2022, in collaboration with Akina Mama wa Afrika and Makerere University School of Women and Gender studies. The course focusing on Transformative Feminist Leadership for Gender Equality for Social and Structural Drivers brought together a diverse group of participants including religious leaders and traditional leaders as well as young feminists from MEA countries.

The MATI 2022 was successfully hosted with focus on *[Transformative Feminist Leadership for Gender Equality for Social and Structural Drivers](#)* was held in Kampala, Uganda in partnership with Akina Mama wa Afrika (AMWA), and the School of Women and Gender Studies (SWGS), Makerere University. Participants from 18 different countries participated in the training. The participants were religious leaders, traditional/ cultural leaders, young feminists, among others. In addition to the participants who attended the training in-person, there were others that attended it online from Rwanda, Togo, and Uganda. The online platform was also used by some of the participants attending in- person for translation purposes. The [detailed report can be found here](#).

Democratic governance structures and leadership capabilities

During this period, the MEA steering committee has been able to engage on several governance issues and support the country's leadership in ensuring compliance with the regional and global expectations. The Steering committee led by the Chair organised bilateral meetings with several countries, reminding them of the MEA MoU and Code of Conduct that they had signed and implored them to revisit these documents and ensure compliance at country level. As a result of these interventions, new Chairpersons were elected in countries where elections had stalled, countries that needed a change in gender of their chairpersons corrected the error and where there was conflict of interest, this too was addressed. Annual general meetings were organised in all MEA countries leading to the regional AGM which took place in Nairobi, Kenya in March 2022. The regional AGM under the theme "Governance and Network Building", was officially opened by Annika Lysen who is the Senior Programme Manager at the Swedish International Development Cooperation Agency in Stockholm. This particular AGM was attended by only Chairpersons from the country networks, a decision was made by the steering committee following the number of governance issues that had been found at country level and gave a platform to highlight all the MEA governance documents, encouraging the chairpersons cascade this knowledge downward to the country networks.

Knowledge products and Documentations

During the period, MenEngage Africa regional and country networks produced and disseminated 15 new [resources](#) including 4 toolkits, 2 thematic policy strategies, 8 research studies and [1 most significant story of change](#). and case studies. These resources have not only been useful to MEA partners but also to other practitioners in the gender justice field, some of whom have reached out to us for requests to use the tools to build capacity for their

staff and implementing partners, including Concern Worldwide, Plan International Tanzania and Imaneh Schweiz.

Development of any regional advocacy strategies or advocacy working groups

MEA hosted and co-hosted several events at regional and international policy spaces, including three events at CSW 22, whose priority theme was “Achieving gender equality and the empowerment of all women and girls in the context of climate change, environmental and disaster risk reduction policies and programmes” The events were in collaboration with strategic partners such as Act Alliance, SAfAIDS and Amref. The first event was addressing “the role of masculinities in addressing women’s rights, gender and climate justice”. The second event focused on male engagement to address harmful norms and to promote gender equality which also made recommendations on how policies and laws can be used to promote engaging men and boys, while the third event addressed the shifting world of work and care work as well as addressed some of the challenges arising from the COVID pandemic and MEA’s Interests. MEA also contributed to the Women’s Major Group position paper on the High-Level Political Forum (HLPF) on SDGs where, among other things, we made a call for all laws that perpetuate discrimination, inequality, and marginalisation of women in public and private spheres to be repealed.

At the African Union, members of MEA participated in the drafting of the [AU policy brief on FGM](#), providing evidence on the success of interventions engaging men and boys. As a result, engaging men and boys was noted among successful interventions in the final document. We also participated in an advocacy meeting preceding the [71st session of the African Commission on Human and People’s Rights](#) (ACHPR) where we made contributions to the statement presented to the ACHPR reflecting MEA’s interests, including calling on member states to promote people centred justice to eliminate violence against women.

Country and regional level policy analysis and monitoring reports are produced and disseminated

During this period, MEA in partnership, in implementing the AU Spotlight Initiative project, conducted policy scans in five MEA countries (Mali, Uganda, Kenya, Liberia, and Nigeria). The purpose of the scans was to identify gaps in existing FGM laws and policies in the five countries including references to men and masculinities and make recommendations for country level policy advocacy for policy formulation and revision. A scorecard was developed out of the policy scan, comparing the countries against each other, and providing an opportunity for cross learning among partners from the five countries. These reports were disseminated in March, at a five-day workshop with partners from these countries, giving them an opportunity

to discuss ways to reach policymakers. A Policy Advocacy Strategy on FGM was developed as a result of the policy scans, to provide direction for MEA members in eleven countries that practice FGM on how to advocate for policy change and effective implementation of existing FGM policies at country level.

Joint accountability activities are organised by MEA members and partners at regional and country levels

MenEngage Africa and the regional secretariat Sonke Gender Justice were tasked as the lead for the Sexual Exploitation and Harassment (SEAH) component under a partnership consortium. The role entails ensuring that there is guiding policy for consortium members and partners in the 7 implementing countries, conducting training on the policy and developing monitoring tools for implementation of the policy. During the period under review, Sonke developed the consortium SEAH policy that was reviewed and approved by all members of the consortium. A training was conducted by Sonke at consortium level to take partners through the contents of the policy and how it will be implemented. Sonke also developed a checklist and reporting tool and shared other reporting platforms that the partners or beneficiaries would use, including a whistle-blower hotline operated by an independent service provider on behalf of Sonke where survivors can report anonymously. Now, at country and regional levels, all events begin with a SEAH briefing, highlighting MEA's non tolerance to SEAH and bullying. MenEngage in collaboration with UN Women organised an information session towards the development of the Generation Equality Forum (GEF) Accountability Framework, a process which started since the closing of the GEF Paris Forum last year, through a series of consultations led by UN Women with various stakeholder groups. The session, which was held Thursday, 31 March 2022 took a deep dive into the [Accountability Framework brief](#) and addressed questions on the components.

During this period, we have addressed a total of 5 accountability incidents: 2 were sexual harassment related, 1 safeguarding and child protection, around fraud while one of the incidents was reported by Sonke's employees regarding inappropriate behaviour from external stakeholders. These cases were handled following the protocol of the Alliance and in close support and collaboration with the Global Secretariat. As an Alliance we have zero tolerance and have commissioned full investigations where the cases have been flagged. In some cases, the investigations have gone on smoothly as under the policy, while in some cases, that perpetrator has done everything possible to challenge the processes as the case with Namibia. Importantly, following the ongoing capacity development around accountability processes, this increase in numbers is to be expected given heightened awareness and knowledge of remedial processes.

Conclusion

During the year MenEngage Africa continued to grapple with the COVID pandemic and its impact on the human rights and gender justice movements. As the COVID pandemic began to ease down early 2022, MEA partners were able to increase face to face activities at community, regional and global levels. This reporting period had a combination of online virtual and face to face events whenever they were possible. Amidst the global health challenges, MEA was able to make some strides as a contribution to the gender justice agenda on various levels as highlighted in the report. These achievements include strides in the policy arena, where MEA has been able to access spaces that were previously out of reach, like the East African Legislative Assembly, MEA has developed tools, write briefs and commissioned research studies that have contributed to the body of knowledge and will inform future advocacy and programme design interventions. As the world re-opens fully post pandemic, we plan to use the opportunity to rekindle past partnerships that may have suffered due to the pandemic containment measures. We intend to work together as a movement to regain in areas where gender justice took a back step during the pandemic especially in the areas of SRHR, education and harmful practices.

Caribbean Male Action Network (CariMAN)

Key regional achievements and results

In 2022, CariMAN continued its ongoing collaborations with several key stakeholders to implement research projects and activities. These projects enabled CariMAN to work closely with feminist organisations, academia, Civil Society Organisations, Government Agencies, and the private sector. The table below presents a summary of the key projects that were ongoing in 2022, some of these were commenced in 2021.

Key country level achievements and results

“Masculinities and Criminal Violence: Bridging the Gap between Research and Policy and Practice” project was successfully implemented with support from Foreign Commonwealth and Development Office (FCDO)/UK. The project was implemented in Jamaica and Trinidad and Tobago with local partners, aimed to understand the drivers, attitudes and motivations of men in relation to security and justice across two countries. The project helped to deepen understanding of the background and context (historical, governance, political, economic, security, socio-cultural factors) of masculinities on criminal violence in Jamaica and Trinidad and Tobago. This research-oriented project examined and analysed the dynamics of criminal violence, its linkages between normative policies and practices of violence prevention, and how global and regional “promising” responses by feminist peace builders contribute to the transformation of violence. The research reports will be launched in 2023.

“Caribbean Model for Behavioural and Cultural Change for Violence Against Women and Girls” was successfully implemented with support from and together with United Nations Population Fund (UNFPA), Caribbean Alliance of National Psychological Associations (CANPA), CariMAN, Institute for Gender and Development Studies, UWI, St. Augustine (IGDS STA). The project involved the development of a Caribbean-specific Theory of Change Model: The Caribbean Model of Behavioural and Cultural Change for responding to Family Violence and VAWG (the “Model”). This process involved the application of the lifecycle approach to identify and analyse the norms, practices and systems that enable and perpetuate the intergenerational cycle of family violence, paying particular attention to male behaviour across the life course. A model that will serve as a conceptual framework that provides the strategies for family violence prevention programs and initiatives focusing on behaviour change interventions for men and boys across the region. The next phase of the project is developing the communication strategy with the aim to promote the Caribbean Model of Behaviour and Cultural Change. The project will continue in 2023.

“Being a Young Man in the Caribbean: Understanding the “Man Box” and its effects in Barbados, Guyana” project was successfully implemented together with partners Inter-American Development Bank (IADB) and Equimundo, in Suriname, and Trinidad & Tobago. The project that was part of a mixed methods study on the “Man Box”, CariMAN was engaged to collaborate on this project by supporting the qualitative component. The project provided qualitative data collection and analysis support to complement the ongoing online survey exploring masculinities in the Caribbean region. CariMAN worked with Equimundo to organise a qualitative research study exploring the attitudes and experiences of a sample of young men in Guyana, Suriname, and/or Trinidad & Tobago. The research aimed at examining connections between masculine identity and well-being.

“Stories of Personal Transformation: Men in Gender Justice” project was implemented with partners U-Calgary Social Work, University of Peshawar, The University of the West Indies, Haashar Association, University of the Fraser Valley, Alberta Network of Immigrant Women, CariMan, Alberta Men's Network, and Southwestern Centre for Research and PhD Studies. This research seeks to understand the factors that influence men’s decisions to become involved in intimate partner violence (IPV) prevention and gender equity initiatives and the transformative impacts of this involvement. This international collaboration offered a unique opportunity to create a community of practice (CoP) that included an interdisciplinary group of academics, practitioners, community advocates, partners, and activists. The project resulted in a successful four-part online community learning series, Transforming Masculinities: Men in Gender Justice.

Strengthened MenEngage Alliance Networks & Leadership

CariMAN continued to strengthen and enhance its capacity and capabilities through regional and international collaborations through project engagements, two such organisations are OFAM which is a Canadian base Organization and CARE who we have been engaging in recent times. However, we had a few challenges along the way, but for the most part, we can conclude that we experienced much success.

As a Network, we’ve explored avenues of network growth through Local Country Chapters by building ties with NGOs and CSOs of the same interest; this is an ongoing objective as we aim to incorporate the entire region into the network. In 2022, CariMAN placed the majority of its time and resources towards enhancing all internal processes and organising of the network, especially as it pertains to Governance policies and Accountability practices; our hope is to achieve those objectives by the first half of 2023. CariMAN’s 2022 work plan had to be adjusted

because the organisation was in a process of internal restructuring, and time and efforts had to be dedicated accordingly.

Fundraising and resource mobilisation

CariMAN submitted a proposal for a small grant to the UN Women Caribbean Office to help strengthen its governance structure and to facilitate capacity strengthening for the board members. The grant was approved but funds will be released in 2023.

Membership engagement capacities

During the year 2022, CariMAN regional leadership strengthened its engagement with the country networks and members in St Lucia, Barbados, and Suriname. The local chapters are working on strengthening membership engagement at national level. At the regional secretariat level, there is ongoing work on developing capacity-building sessions for local chapter coordinators and active members to support their recruitment strategies. These efforts will continue in the following years.

Youth Engagement and Leadership

During 2022, the priority for CariMAN was centred around youth membership and building a broader youth network. CariMAN now has a network with 25 young persons with representatives of the country chapters in the region. CariMAN has identified one representative on the Global Reference Youth Group.

Regional Advocacy strategy and structures

During 2022 CariMAN's primary focus was to strengthen its internal operations, including establishing and strengthening the regional advocacy working group. Currently CariMAN is working to expand the membership of the working group for representation from members across all the country chapters in the region.

MenEngage Europe Network

Key regional achievements and results

2022 has been an eventful year for MenEngage Europe and its members. The network has continued to grow, in number of members as well as in outreach, level of activity, geographical scope and connection between members.

The year was however also marked by one of the worst periods in Europe's modern history due to the war in Ukraine, decreased financial sustainability, political backlash and setbacks in different parts of the continent. These challenges have increased the need for MenEngage Europe's members to join forces, find support and interact with like-minded people to find solidarity and new motivation and strength.

The year was concluded with the successful realisation of a biennial Members' Meeting in Berlin. An overall result from this event, in combination with many of the other activities implemented throughout the year, was that the members of MenEngage Europe increased their sense of ownership and personal connection to the network.

Key country level achievements and results

MenEngage Europe does not operate with country networks but has a sub-regional network in Iberia, established in 2019 for members in Spain and Portugal. After MenEngage Iberia (MEI) organised a members' meeting in Seville in October 2021, they have had an active membership engagement and contributed to many of the MenEngage Europe's activities and meetings. One of the activities during 2022 in which MEI and MEE have collaborated is a webinar on the Feminist Agenda on Men and Masculinity which MEI produced in 2021. This open webinar was organised within MenEngage Europe and increased the awareness about the work of MEI and the strategy to formulate a feminist agenda on men and masculinity. MEI during 2022 also managed to increase political attention on men and masculinity in Iberia and established strong partnerships with local actors.

Strengthened democratic governance structures and leadership capabilities

The governance structure of MenEngage Europe is kept within the same structure as previous years. The network has a democratically elected Steering Committee consisting of 11 members. 9 of these are organisational members and 2 are individual members. The Steering Committee has one meeting per month for the whole group (with the exception of the months in the middle of the summer).

The election of a new Steering Committee took place during the MenEngage Europe Members' Meeting in Berlin in the beginning of November (6-8th of Nov) 2022. At this election, 8 SC members were re-elected, 3 were added as new members and 3 left their seats in the SC. MenEngage Europe's election committee has had 3 members who have been working up until the Members' Meeting, with the mandate to prepare the elections and propose possible changes to elections routines. An election for new representatives to this body took place at the Members' Meeting resulting in an election committee that now consists of 6 members.

Moreover, the network has a number of working groups. One is dedicated to fundraising; one is focused on advocacy and one on MenEngage Europe's work with anti-racism and decolonialism. These working groups meet on a regular basis, with approximately one meeting per month.

Finally, MenEngage Europe has a vetting committee which is responsible for analysing and accepting or declining membership applications to the network. This group consists of three members from the MenEngage Europe Steering Committee.

Regional work plan implementation

For MenEngage Europe, 2022 has been a year when the network has been able to offer its members a broad diversity of different activities. One of the key achievements is that the network has kick-started its work with advocacy through implementing a physical advocacy meeting in Stockholm in March, which also resulted in the establishment of an advocacy working group. Among the achievements from this working group's joint efforts is the development of a list of MenEngage Europe advocacy principles as well as support of the online campaign on safe abortion in September.

Another key achievement during 2022 has been the work of the anti-racism working group and their initiative to roll out a chain of events connected to anti-racism and inner work for social change. Connected to this process is the development and adoption of a Statement of Intent, through which MenEngage Europe and its leadership has defined its position, responsibilities and ambition in regard to anti-racism, decolonization and intersectional feminism. Activities realised as a result of this have been both digital and physical (in the shape of a workshop at the Members' Meeting in Berlin), and both specifically targeting the leadership/Steering Committee of MenEngage Europe and open to all members to take part and reflect on how to apply anti-racism and decolonialism in their daily life and work.

An additional key achievement during the year of 2022 was the successful implementation of a physical Members' Meeting in Berlin on the 6-8th of November. The meeting had around 60 participants from around 25 countries and included workshops on different topics, a training on "Inner work for social change/Anti-racism", narrative and financial reporting from the Steering Committee, elections and key strategic discussions and decisions, e.g. on fundraising .

On top of this, the network has organized monthly "check-ins" open to all members to ventilate and reflect together, a number of webinars on different topics, a capacity development training on sexual harassment with three different components and a number of additional activities and meetings to facilitate for members to participate in and benefit from their membership in the network.

Initiated leadership capacity strengthening on anti-racism and decolonisation

During 2022, MenEngage Europe has increased its focus on strengthening the regional network's process in regard to anti-racism and decolonisation. This has primarily been done through a series of training, both digital and physical, open for all members to participate in. The focus of these trainings has been on power, privilege and rank and have provided the participants with tools and perspective on how post-colonial structures and prejudices impact power dynamics. This work is planned to continue also during 2023 with additional training sessions for members.

Through being part of the global cohort of strategic networks working against sexualized abuse of children coordinated by Ignite Philanthropy (through which MenEngage Europe has had Oak financial and capacity strengthening support for the past three years), MenEngage Europe Secretariat and coordinators have been offered the opportunity for peer-learning sessions and capacity building efforts together with other networks.

Organised Sexual Harassment Policy and Accountability Standards capacity strengthening workshop

, in spring 2022. MenEngage Europe organized a capacity development training on sexual harassment policy implementation for all its members. The training was designed as a series of three different occasions where the sessions built on each other and deepened the knowledge further for each session. All in all, 16 members took part in at least one of the sessions and around 10 members finalised the entire training.

During the year, the MenEngage Europe's focal points for sexual harassment have not received any reports of sexual harassment within the network.

Within the vetting committee of MenEngage Europe, the Accountability Standards are used when analysing membership applications. During 2022, there has been one occasion when the vetting committee with support from the Global Secretariat decided to not accept the membership application from one recently started organisation in order to offer them more time to showcase to what extent they live up to the Accountability Standards of MenEngage.

MEE mobilised itself on resources mobilisation

During 2022, MenEngage Europe established a working group exclusively focused on fundraising and financial sustainability, which met continuously throughout the year. This group has together discussed different ideas, strategies and approaches to resource mobilisation, which is one of the priorities within the network since the current funding from Oak Foundation (through Ignite Philanthropy) will finish by the end of 2023.

In the spring, a project proposal was submitted to the Swedish actor “the Swedish Institute” but unfortunately declined. The fundraising working group also investigated the possibility of joining a consortium to apply for an open call at Bill and Melinda Gates Foundation but failed to identify other actors to partner with for this call. Furthermore, MEE did receive an approval from Ignite Philanthropy of a grant for capacity development. The grant of 20.000 EUR for 2022 and 20.000 EUR for 2023 will enable capacity strengthening activities for the MenEngage Europe members and Secretariat connected to advocacy, anti-racism, and fundraising.

Moreover, the working group organised a workshop for its members during the Members’ Meeting in November and presented different scenarios on how to improve the financial sustainability of the network. As a result of this workshop, the fundraising working group has been tasked by the membership to investigate the members’ views and thoughts in regard to introducing a membership fee. If introduced, the membership fee would only make up one piece of the puzzle in securing the financial stability of the network. The members’ input on membership fees will be collected through a survey in the beginning of 2023, further analysed by the fundraising working group and discussed with members at an extra digital Members’ Meeting in February 2023.

To build on the ideas and initiatives raised by participants at the Members’ Meeting in Berlin, MenEngage Europe also organised an online workshop in December to discuss fundraising and dive deeper into some of the ideas and potential strategies together with members.

Key achievements on meaningful membership engagement in the regional network

To increase the level of engagement among members in the network, the MenEngage Europe Secretariat has initiated and developed a newsletter which has been sent out four times a year with information and details on what members can expect in terms of activities and what processes that are ongoing within the network. MenEngage Europe has also increased the use of the WhatsApp group which members are connected to, to facilitate communication and sense of interconnectedness among the membership.

In addition, the monthly online check-ins contribute to keeping members engaged and connected to the network as they provide a possibility for participants to, without agenda or expectations, speak freely to other members of the network, share ideas and reflect on the challenges or possibilities in their local contexts.

During 2022, the MenEngage Europe Secretariat has also organised digital meetings called “What’s up in MenEngage Europe” where members have had the possibility to meet Steering Committee members, discuss the roles and mandates within the network and clear any potential question marks in a permissive and inclusive environment.

The MenEngage Europe Secretariat has also had one-on-one meetings with different actors that have expressed an interest in becoming members of the network. These meetings have provided organisations with a good understanding of what MenEngage is and what they can expect from being members and have in almost all cases led to that the organisations have applied for membership in the alliance.

Communications mechanism strengthened for MEE

During 2022, the Secretariat of MenEngage Europe has developed a newsletter for regional membership. The newsletters are produced and sent out through the MEE email groups on a quarterly basis and have been highly appreciated among members. The Facebook group of MenEngage Europe members has mainly been used to highlight different activities or to introduce new members. One of the channels that is used most regularly within MenEngage Europe is the Whatsapp group.

In addition, representatives from MenEngage Europe have been part of the MenEngage Global Communication and Knowledge management group and provided input to the global newsletters and the visual profile of the Alliance, among other things.

Knowledge products and Documentations

MenEngage Europe has produced [an article focused on the Members' Meeting](#) in Berlin. This web story was published at MÄN:s Swedish and English website. The Secretariat of MEE also participated in supporting the Global Secretariat in composing a [web story on the Members' Meeting](#) for the MenEngage global website.

Information about MenEngage Europe's activities at the Members' Meeting was also published on the website of Men's Development Network's (MDN). MDN is a member of the Steering Committee of MenEngage Europe, and the MEE Secretariat contributed with input and quality assurance to the web article.

Webinars or online dialogues organised

MenEngage Europe has conducted four webinars during 2022. The focus of these webinars has been 1) "A Feminist Agenda on Men and Masculinity" by MenEngage Iberia, 2) The results and conclusions from the MEE members' mapping, 3) "Join the conversation: MenEngage Europe, accountable partner and ally in anti-racism?", 4) Guiding principles of MenEngage.

An outcome connected to webinar 1, on a feminist agenda by MenEngage Iberia, was a further strategic discussion on how MenEngage Europe could structure its work and learn from the experiences of MenEngage Iberia and their process on ensuring accountability in the work with men and stereotypical gender norms.

An achievement connected to webinar 2, on the MEE members' mapping, was an increased shared understanding of who our members are, what potential we have as a network and a broader understanding of the internal expertise within our community. It also fuelled a discussion on how to strengthen the connection between members and increase the level of engagement.

One key achievement that sprung from webinar 3, focused on MenEngage Europe's role as an accountable partner and ally in anti-racism, is that a new working group was established for further work on anti-racism, with members from e.g., Belgium and Albania. This focus was also more deeply established as a key priority for the network, and the engagement and commitment to the topic was strengthened among members.

Webinar 4, on the guiding principles of the MenEngage Alliance, resulted in an increased level of knowledge and deepened understanding of what the new accountability framework means, for the alliance as such but also for each member.

Issue based working groups and committees in place

MenEngage Europe has four working groups – for fundraising, advocacy, anti-racism and a vetting committee. In connection to the preparatory phase of the Members' Meeting in November, the network also had two temporary working groups focused on the content and on the formal parts of the Members' Meeting.

The fundraising working group has met once or twice a month and investigated possible openings for new funding, formulated different approaches and looked into different scenarios to improve the financial sustainability of the network. It also prepared a presentation and facilitated a discussion for the Members' Meeting in Berlin.

The advocacy working group was formed in connection to the advocacy meeting in Stockholm in March and has met monthly during the spring. The main achievement of this group has been to agree on and formulate advocacy principles for the network so that future advocacy campaigns and activities will be based on thought-through principles and ensure accountability.

The anti-racism working group has met on a regular basis throughout the year. The main achievement of this group is the implementation of a series of training on anti-racism including sessions on power, privilege, and rank. As part of this process, the working group has identified and established a relationship with an external consultant who has been able to conduct training for the Steering Committee and for the wider membership. These trainings have taken place both in a digital and a physical format and have been appreciated by many of the members.

Finally, MenEngage Europe also has a vetting committee which is responsible for analysing and accepting or declining membership applications to the network. This group consists of three members who also have seats in the Steering Committee. The vetting committee has accepted 7 membership applications during 2022.

Cross-country and regional activities and initiatives took place

The sub-regional network of MenEngage Europe, MenEngage Iberia (MEI) has during the reporting period conducted a number of cross-country activities for their members in Spain and Portugal. They have focused much of their work on the feminist agenda on Men and Masculinities and how they could strengthen their regional efforts.

Moreover, members within the network have organised different field visits to the offices of other members, e.g., MÄN in Stockholm, in order to learn more about the methods and activities implemented and developed in other local contexts and get inspiration from each other. This has not been a MEE funded activity but an outcome of how the network has connected its members and increased their possibilities to strengthen and learn from each other.

In addition, some MEE members have invited other members to their communication activities. For instance, a UK based podcast hosted by one of the members in the network has invited several MEE members to participate in episodes on men and masculinities. This way, the discussions on men and masculinities have reached a broad audience and a wider international perspective has been lifted. This is also outside of the scope of MEEs financed activities but could be seen as a result of connections made through the network.

Finally, the involvement in the network has led to strengthening the connections between members from the same local context and deepened their understanding of how they can increase their local partnership.

Capacity strengthening initiatives on advocacy initiated

The main activity on advocacy, which included both capacity development components and strategic planning of activities, was the advocacy meeting in Stockholm in March 2022. This event included presentations and workshops from a number of feminist movements and gender equality organisations on how they work with advocacy. The purpose of the presentations and discussions was to develop ideas and strategies on how MenEngage Europe can amplify their voices and strengthen their messages. The meeting was also attended by MenEngage Global Director as well as the person from Sida responsible for the support to MenEngage Alliance. Number of participants at this meeting was 19 (8 women and 11 men) from 13 countries – MEE Secretariat staff and invited guests were excluded.

Establishment of regional advocacy working group

MenEngage Europe established an advocacy working group in the beginning of 2022. After the kick-off for the network's advocacy work at the "Advocacy meeting" in Stockholm in March, the advocacy working group has met digitally 5 times during 2022. The group has developed a document with advocacy principles for MenEngage Europe and contributed to the global campaign on safe abortion in September.

Members of this group are both organisational and individual members, where some are part of the Steering Committee, and some are not. They represent a geographical diversity, ranging from Eastern to Western Europe, with members from Poland, the Netherlands, Ireland and UK.

MEE members participated in a number of policy making fora at various levels

MenEngage Europe participated with three representatives at EIGE's (European Institute for Gender Equality) Gender Equality Forum on the 24-25th of October 2022. One of the contributions that MenEngage Europe made at this event was to participate in a panel on the topic "The share of care" (see [video here](#)). In this panel, the MEE representative, Nikki van der Gaag, highlighted perspectives on men and masculinities as well as decolonisation. The number of participants at this event was around 250, mainly gender equality organisations and political actors. It is unclear how many policy makers that were reached.

MenEngage Europe also participated in an online conference organised by the Irish member Men's Development Network. MenEngage Europe held a workshop on the importance of networks and what it means for members to be part of a regional community of organisations. The participants came from all across the globe and were approximately 250 in total. It is unclear how many policy makers that were reached.

Joint advocacy actions undertaken with women's rights, LGBTIQ+ rights and social justice advocates and movements

In connection to the organisation of the advocacy meeting in Stockholm in March, MenEngage Europe invited a number of women's rights, LGBTQI and social justice organisations to present their advocacy work, strategies and campaigns to the MenEngage Europe members. More concrete cooperation with these actors will hopefully be possible when the advocacy work of MenEngage Europe has developed further and matured.

MenEngage Europe also contributed to awareness raising of the global campaign on safe abortion in the end of September to highlight that men also should stand up for free and safe abortion rights.

Policy development support, proposals and recommendations provided

In March, MenEngage Europe was invited by the Gender Equality Commission of the Council of Europe, as one of two civil society representatives to take part in a full-day workshop. The aim of the process was to develop guidelines on the place of men and boys in gender equality policies and policies to combat GBV. The guidelines are primarily built on a study made by the GE Commission 2021 to which MEE had provided input. The SC representative attending the

workshop on behalf of MEE underlined e.g. accountability perspectives on work with men and boys, the need to strengthen and build on some of the really strategic measures in the proposed guidelines, including measure 33 (on parental leave and work-life balance), measure 54 (on sexuality education) and measure 63 (on violence prevention) as well as the importance of ensuring that any work done is knowledge-based and gender-transformative.

Furthermore, the network has supported its members where some are doing active work to influence policy and decision makers towards more gender equal policies and actions. One example of this is the Polish member “Share the Care” which is working actively to impact the work-life directive in Poland and promote paternity leave in the country.

Policy advocacy statements and campaign messages produced and disseminated

On the 4th of March 2022, MenEngage Europe published a [statement on the war in Ukraine](#). This statement was shared among the broader membership and highlighted aspects of masculinity and militarism. It was the first time the European network published a joint statement to comment on political developments in the region so an important initiative also for that reason. Lots of consideration was put into tonality and into formulating a statement that clearly condemned all forms of violence and violent acts, while expressing support and solidarity with everyone in the region affected by the war and its consequences. The statement was published at MenEngage Europe’s website and can be [found here](#).

Workshops on the new accountability standards, Code of Conduct and Core principles organised

MenEngage Europe organised during spring 2022, a webinar on the new MEA Accountability Framework (including the accountability standards, code of conduct and core principles) which was open for all members to participate in. The accountability framework and what it means for members and the network overall was also one of the topics further discussed by the membership at the Member’s Meeting in Berlin.

The framework and the vetting processes of the network have also been further elaborated on and clarified to members, especially in connection to the re-affirmation process.

Moreover, when the MEE advocacy principles were developed by the advocacy working group, they were to a high extent based on and reflecting core principles and standards of the new accountability framework.

Dialogue spaces organised to analyse and strategize on backlash

The topic of the conservative, nationalist and anti-rights backlash is of major concern to members across the continent and has come up in many of the online check-ins and webinars. Backlash was also one of the topics in a [world café session at the Members' Meeting](#) in Berlin in November. Backlash has been identified as one of the thematic focus areas that the new Steering Committee would like to highlight and focus more on during the upcoming years.

Initiated processes and relationship building around partnerships with feminists and social justice networks and movements

MenEngage Europe invited representatives from feminist and social justice organisations to present their work at the advocacy meeting in Stockholm in March 2022. Examples of actors who held presentations at this event are; Swedish Women's Lobby, WIDE+, Kvinna till Kvinna, WO=MEN and RFSL (the Swedish Federation for Lesbian, Gay, Bisexual, Transgender, Queer and Intersex Rights). This meeting has set the stage for the continuous work with advocacy within the MenEngage Europe network and thus the established relationship and cooperation with these actors will hopefully be continued as the advocacy work within MenEngage Europe develops further.

During the year, MenEngage has also reached out to a number of women's rights networks and actors to discuss possibilities for collaboration and joint proposals for grants. Even if this has not as of yet been realised in concrete applications or plans, it has strengthened relations and opened doors for future conversations on possible partnerships.

MenEngage Americana Latina

Overall reflections on the year and results

The year 2022 was a fruitful year for the Latin American network. This year the network underwent the transition to the new co-coordination from the previous coordination that was initiated 3 months before the year 2022. The experiences during the transition were a moment to assess the resilience of the regional network and it was felt that the Latin American network has strengthened. This year the regional network continued through meetings and activities with the focal points and other members of the national networks, working together on a regular basis.

The regional network continued its focus on offering capacity strengthening efforts and education of Focal Points and members of the Local Networks, especially on "Accountability" and "Leadership and Network Building" agendas. The regional network also hired external consultants to conduct a diagnostic assessment and analysis regarding the perception of various activists within feminist movements in the region have about what has been - and what should be - the meaningful participation of men and boys who work from positive, egalitarian, and equitable manhood in the Generation Equality Agenda and the feminist agenda more broadly. With the learnings from these processes this year the regional leadership developed and put in place a protocol of Minimum Requirements to belong to the LAM Network.

The regional network prioritised systematisation and documentation of the efforts and results achieved in the region. For this the regional network opened two separate expressions of interest from its members, one for the "Systematisation of the work on Masculinities in Latin America, from 2000 to date" and the other "Systematisation of the UBUNTU Latin America 2020 Symposium".

The region experienced expansion of its network in a new country Bolivia. The Bolivian Network of Masculinities, represented by CISTAC, is officially part of MenEngage Latin America; and this network held the 10th National Congress of Masculinities, with the attendance of the two coordinators: Hernando Muñoz and Darío Ibarra Casals.

Key highlights from the country networks in Latin America

This year was an exciting year for the country networks with great collective efforts at country level. The networks in Guatemala and Colombia were involved in a project with UNFPA and UNDP to strengthen work with indigenous and Afro-descendant men. In Brazil the network members developed; 1) Training on Paternity and Care for Managers in Public Health in Brazil:

26 training workshops for managers in all Brazilian states, involving 1,681 participants. The trainings were held in the state capitals, where managers came from different cities in Brazil. And 2) National virtual campaign "Men against Bolsonaro" - Action integrated to several groups and Instagram profiles for a "pool" campaign (more than 1,000 profiles at the same time), throughout the electoral period for the presidency of Brazil, disseminating the message "Men for the end of violence against women do not vote for Bolsonaro".

The National Network *Complices por la Igualdad* ([MenEngage Mexico](#)), throughout the first months of the year 2022, had a collaboration with AprendeMx, a decentralised body of the Federal Public Education Secretariat, through which 20 podcasts with different themes around masculinities and men's involvement in gender equality were [recorded and disseminated on Spotify](#) and other platforms. In each capsule, one or two people from the Network participated as expert interviewees. In June 2022, the "[International Forum on the Paternity Law](#)" was held in Querétaro as a result of a process of outreach by the Network to the local Congress of Querétaro, after becoming aware of a legal reform initiative on paternity leave. In November, in collaboration with the Swedish embassy in Mexico, the "[Global Guy Talk](#)" workshop was also held in Querétaro, with the aim of promoting dialogue between men from a gender perspective. During the last months of the year, the National Women's Institute (INMUJERES) invited us as a network to [form part of an advisory group](#) for the launch of a campaign called "[It's time to change, let's be different men](#)", aimed at making visible the harmful effects of the mandates of hegemonic masculinity and inviting us to rethink alternatives to this model. Finally, as a result of a collaboration with the Instituto de Formación Política del partido Morena (IFP) and another with the Universidad Autónoma de Querétaro (UAQ) and the Consejo Nacional para Prevenir La Discriminación (CONAPRED), the publications were launched respectively: Cuadernillo de Masculinidades and La pandemia deja Huella.

The Red de Masculinidades Argentina (Argentinian Masculinities Network) undertook a series of activities during the year:

1. Virtual discussion series on "Masculinities and Care: a strategic agenda", in partnership with UNDP Argentina with 3 sessions focus on a) Socialisation of gender, normative masculinity and sexual division of labour; b) Care, Paternities and Masculinities; and c) Masculinities, care and integral health.
2. The network developed, in partnership with UNDP, a self-administered online course on "Co-responsible masculinities. Promoting the participation of men in care work", which consists of 4 modules: a) Gender socialisation and masculinity mandates; b) Care: Necessity. Right. Work; c) Fatherhood: co-responsibility and care; d) Care and Integral Health.

3. The network produced 3 educational videos on Masculinities, in association with FUSA and Amaze Latinoamérica, aimed at adolescent children and young people: a) Flow de Masculinidades; b) El Patio: c) Game Over.
4. Red de Espacios de Masculinidades de Argentina (REMA), together with other social organisations, activists and trade unions, worked in support of the Bill: Cuidar en Igualdad, which raises the need to move towards a comprehensive care system that puts life at the centre of the public scene and debate, which was debated towards the end of 2022.

The [Red de Hombres de Guatemala](#) (MenEngage Guatemala network-RNH) carried out the following activities during the year:

1. Between the period of February and March the network had 2 lobbying meetings with Legislative Commissions of the Congress of the Republic, to promote the approval of the Law for the Promotion of Responsible Paternity, which seeks to reform the Labour Code of Guatemala to extend the days of paternity leave.
2. In July, the Network RNH participated in the launch of the [National Partnership to Address Child, Early and Forced Marriages and Unions -MUIF-](#) in Guatemala, in association with 20 organisations associated with the issue, under the auspices of [GIRL NOT BRIDES](#).
3. Between July-August, 5 workshops on the prevention of violence and masculinities were held for community leaders, local entrepreneurs and local education projects. 4. Legalisation of the Men's Network, i.e., obtaining legal status from the Registry of the Ministry of the Interior, in addition to the creation of the [network's website](#), which contains institutional information

As for the [Red Uruguaya de Masculinidades \(MenEngage Uruguayan Network\)](#), during the year 2022, the Network held at least 8 open face-to-face and/or virtual meetings in Uruguay, where different topics are discussed, workshops held, Red MenEngage materials and feminist bibliographies were displayed, in addition to debating on draft legislation such as "Co-responsibility in parenting". The network also created a WhatsApp group and collected the email addresses for the exclusive use of the Network, in addition to continuing with digital publications in networks that have been used for this purpose up to now. Public statements were made in response to femicides and in the framework of March: Women's Month, as well as a call for a march on 25 November, the day of the fight against violence against women. We carried out surveys of members of the Network, seeking commitment in joining activism, and so groups were formed to coordinate workshops and talks, both in the capital Montevideo and in various departments in the rest of the country, disseminating the work of the Network and

making our activism known. Furthermore, the network actively participated in the VIII Colloquium on Masculinities in Ecuador (virtual format), with the presentation of a poster on the Network's trajectory in Uruguay and of a book that was produced within our Network on Childhood and Masculinities.

The national network Red MenEngage COSTA RICA (MenEngage Costa Rica) carried out the following activities during the year:

1. Actively participated in supporting the implementation of the public policy on masculinities in Costa Rica
2. Organised White Ribbon Campaign in different regions of the country, working mainly with teachers and educators.
3. Strengthened the network of young people in the efforts on prevention of violence and promotion of positive masculinities
4. Initiated the network for men in penitentiary centres in the north of the country.

The Red de Masculinidades de Chile (MenEngage Chile Network) initiated and disseminated the campaign "Caring is also a man's job" on the occasion of Father's Day, as well as the mental health campaign to raise awareness of depression and psychosocial issues among men and boys. In addition, free workshops were offered for secondary school students on the prevention of gender-based violence (with the support of PADF). The network in 2022 initiated the processes and activities to expand the network among new actors in the country.

In Puerto Rico, **the national network Red MenEngage de Puerto Rico** (MenEngage Network of Puerto Rico) carried out various activities. These have been directed in various ways to promote gender equality, co-responsible parenthood, prevention of violence against women and activism against obstetric violence. Specifically following activities were carried out:

- 1) *Ig Lives*: Conversations on ending violence in the couple's relationship and supportive fatherhoods, post Mental Health among Dads and Vasectomy.
- 2) *Community Outreach Activities*: On the occasion of the 16-days of activism campaign the network organised WIPR radio interview on breastfeeding and active participation of fathers, La Gran Tetada - ASI, participation of fathers in the breastfeeding process; information circle at UAGM Bayamón.
- 3) *Trainings*: PATERNITY: CHALLENGES OF THE MAN DURING GESTATION, DELIVERY/BIRTH, POSTPARTUM AND NURSERY, SELF-CARE, and Services; and meeting of Men and Fatherhood.

- 4) *Presentations*: The network members actively participated in the VIII International Colloquium of Studies on Men and Masculinities, which was held in Ecuador from 25 to 28 October 2022 virtually.

The Red Ecuatoriana de Masculinidades (Ecuadorian Network of Masculinities), during 2022, organised orientation sessions towards the organising of the [VIII International Colloquium of Studies on Men and Masculinities](#), that was organised during the period of 25 to 28 October 2022. The Colloquium counted with the active participation of organisations and members of the Network through the organisation of the event, the moderation of thematic tables and the presentation of papers. A total of 205 academic papers were presented in the different modalities, with the participation of people from 18 countries. The report of the event is available in the colloquium website <https://coloquiomasculinidadesec.org>. Further, the book *Tejiendo memorias: Segundo Encuentro Nacional de Experiencias de Trabajo sobre Masculinidades Ecuador 2021* (Weaving Memories: Second National Meeting of Work Experiences on Masculinities Ecuador 2021) was also produced and published, with the Institutional author: Laboratorio Social de Género y Masculinidades, December 2022, in which the experience of formation of the Ecuadorian Network of Masculinities has been collected.

The Red boliviana de Masculinidades (Bolivian Network of Masculinities), represented by CISTAC, undertook the following activities:

1. From 14 to 19 November, we developed the 9th Meeting of Work on Masculinities - Bolivia 2022 "CONSTRUYENDO RELACIONES IGUALITARIAS" offering to the academic, political and activist community of Bolivia spaces to share, know and exchange theoretical reflections, political positioning, research advances, methodological experiences and practices in the Work on masculinities. National and international guests participated, including Dario Ibarra and Hernando Muñoz, co-coordinators of MELA. About 90 people participated (in their plurality and diversity) representing sub-national government institutions, NGOs, foundations, social collectives, grassroots organisations and individual activisms that make up the Bolivian Consortium Body and Citizenship National Network of Work on Masculinities.
2. Throughout the year 2022 we promoted the management of human talent in masculinities work with the membership of Consorcio Boliviano Cuerpo y Ciudadanía Red nacional de Trabajo en masculinidades, we developed the national transfer and implementation of Edutainment Models of Work in masculinities for the prevention of machismo "Sólo para Machos" and "HOMBRES", aimed at adolescent, youth, adult and adult population. adolescents, young people, adults and older adults; the "A Jugar" (Let's Play) model, which develops values of a culture of care and a culture for living in

peace with a focus on masculinities for boys and girls. on masculinities aimed at boys and girls.

The Red MenEngage República Dominicana (MenEngage Network Dominican Republic) has carried out various events:

1. Realisation and participation of the Diploma on Masculinities and Public Policies with the Ministry of Women, UNAPEC University, with support from AECID and Fes Caribe. May-July. 30 participants were part of this program.
2. Held panel discussions, in July 2022, on Fatherhood, Gender Equality and Sustainable Development with the support of the Ministry of Finance of the Dominican Republic. This was joined by 40 participants.
3. In November, the network organised a workshop on Masculinities and Gender Equality with 30 participants from the Acción Democrática political party.
4. Organised workshop on Masculinities and violence prevention together with the Korean Cooperation Agency, with 50 young people in November 2022.
5. Organised workshop on Strategic Planning with a gender perspective and Masculinities at Santo Domingo City Council with 30 participants in September 2022.

The Red de Masculinidades de Nicaragua (Nicaraguan Network of Masculinities-REDMAS) carried out a project called: "Growing together, promoting healthy and positive masculinities from childhood", which has facilitated an important rapprochement between the [member organisations of REDMAS](#), which as a result of the socio-political crisis in the country (Nicaragua), added to the context of the pandemic (COVID 19), had been generated. This initiative was aimed at strengthening the capacities and tools of member organisations of REDMAS and other organisations. One of the key axes of the project consisted of strengthening institutional and professional capacities and tools. Towards this aim an essential activity was the elaboration of the communication strategy, which started with a REDMAS communication diagnosis carried out between November and December 2021, which allowed for the evaluation of both the potential and the aspects to be improved in internal and external communication. The methodological proposal of the diagnosis was agreed with the group of 9 people of REDMAS integrated by the Management Commission (COGE) and other members of the organisations. A participatory SWOT analysis (Strengths, Weaknesses, Opportunities, Opportunities, Threats) was carried out during 2 virtual sessions. A review of the information and publications of the digital channels (website and profiles on Facebook, Twitter, Instagram and YouTube) and an audit of the visual image was also carried out. Finally, a survey was conducted to build a CAME analysis (Correct - Weaknesses, Confront - Threats, Maintain - Strengths, Exploit - Opportunities), after the socialisation and review of the results of the

survey, the action plan was adapted, with a proposal of lines and activities that respond to the needs of REDMAS in terms of communication, including digital security.

Developments in regional network's governance structure

The Red Peruana de Masculinidades (Masculinities network in Peru) ceased to function at the beginning of 2022 and at the beginning of 2023 it was proposed that the Masculinidades Piura Network (Peru) begin to attend LAM meetings, due to the importance of maintaining a dialogue in each country. The Masculinidades Honduras Network withdrew from the LAM Committee, due to non-attendance at the meetings.

Implementation of regional work plan: key achievements and results

In the year 2022, a list of Minimum Requirements to be part of the MenEngage Network was also made and voted on:

- The MenEngage National Network must be made up of at least 3 (three) different civil society organisations (legally constituted or de facto). Activists, academics, researchers, etc. may also participate, although they do not necessarily have to be members of the National Network. Both civil society organisations and individuals in the National Network must adhere to the MenEngage Alliance Core Principles, Code of Conduct and Accountability Standards,
- The Focal Point must have time available to attend 80% of the Virtual Meetings and 100% of the Face-to-Face Meetings. If the Focal Point is unable to attend, he/she will be asked to be represented by a member of the National Network Organising Committee. If the Focal Point is unable to attend, a member of the Network will be asked to attend. These changes should be communicated to the LAM co-ordination.
- The Focal Point must have time available to answer 80% of the emails sent by the LAM Co-ordination, in a timely manner, in case of consultation for meeting days or decisions to be taken jointly.
- All Networks that meet the 3 (three) requirements above are eligible to apply to the Projects Financially Funded by MenEngage Alliance and/or by the International Cooperation supported by the Global Network.
- National Networks and/or Focal Points that receive applications from organisations in the country must receive and evaluate their applications, as long as the organisations, collectives, groups and individuals adhere to the MenEngage Alliance Core Principles, Code of Conduct and Accountability Standards; as long as the applicants are not in legal proceedings for gender-based violence, discrimination, or any criminal case.

It was agreed that all National Networks must meet the five (5) requirements described above. The two members of the coordination and an ad-hoc commission formed at the time, will follow up and accompany the networks that have not been able to meet the minimum requirements approved here, in order to strengthen their internal organisational processes and/or assess their future participation in the regional committee.

Regional Leadership meeting held

Six virtual meetings were held, facilitated by Co-Coordinator Hernando Muñoz and Dario Ibarra, and attended by an average of 8 Focal Points across all meetings.

Knowledge products and documentations developed

An open call for the Systematisation of Work on Masculinities in Latin America (to be delivered in March 2023) was carried out. The Call, addressed to Latin American professionals, who may or may not be part of the LAM Committee or National Networks, aims to work to systematise experiences and efforts of work with men and transforming masculinities, with focus on the areas such as fatherhood, sexuality and gender-based violence, carried out in Latin America by Civil Society Organisations (NGOs), collectives and public institutions (State). There was an open call for the Systematisation of the UBUNTU LATIN AMERICA SYMPOSIUM.

Regional campaigns and joint cross-country initiatives

With the support of UNFPA, a process of implementation of actions to strengthen work on masculinities with an intercultural approach with indigenous and Afro-descendant men in Colombia and Guatemala was initiated in the year. Along with this another process of theoretical-conceptual-methodological capacity building for local organisations on Afro-descendant and indigenous masculinities to prevent gender-based violence in Guatemala and Colombia has been initiated, both of these initiatives will continue in the coming years.

Regional Advocacy strategy and structures

This year a new focal point for the advocacy was identified and the responsibility was given to Marcela Hernández Oropa, who is the alternate focal point for the Mexico Network. She coordinates the Advocacy Working Group in the region, as well as represents the region in the Global Advocacy Working Group.

Participation in policymaking fora

The co-coordinators (Hernando Muñoz and Darío Ibarra Casals) attended three international events:

- Actively participated at the SVRI Forum <https://www.svri.org>, in Cancun / Mexico, along with the national co-coordinators from Mexico Network.
- Participated in the Bolivian Congress of Masculinities, supported by MenEngage Global Alliance, through workshops and conferences in the city of Cochabamba (Bolivia).
- Participated in the MenEngage Global Board meeting, in the city of Cancun (Mexico) 2022, with the participation of the Global Secretariat along with the national co-coordinators from Mexico Network.

Accountability Standards and capacity

The regional network organised, with support from the Global Secretariat, a regional workshop on the Alliance's Accountability Framework for the Construction of an Agenda on Masculinities. This workshop was attended by all the focal persons of the country network along with one additional representative from each country network.

The poster features the MenEngage logo at the top left and a map of Latin America at the top right. The title is in large red letters. Below the title, the dates are listed. To the left, a vertical column of icons represents different regions, with the text 'TALLER' written vertically. To the right, the facilitators' names are listed. At the bottom, there is a group photo of participants and the text 'Organiza: MenEngage Latinoamérica'. The word 'Accountability' is written vertically on the right side.

MenEngage

**La RENDICIÓN de CUENTAS
para la Construcción de una Agenda
en Masculinidades**

TALLER

Viernes 22 y 29 de Abril 2022

| | | |
|------------------|---------------------------|---|
| 08 am a 10:30 am | CDMX y Centroamérica. | Facilitadores: Oswaldo Montoya Darío Ibarra Casals |
| 09 am a 11:30 am | Col, Ecuador y Perú | |
| 10 am a 12:30 pm | Bol y Caribe. | |
| 11 am a 01:30 pm | Arg, Brasil, Chile y Uru. | |

Accountability

Organiza: MenEngage Latinoamérica

North American MenEngage Network

Key regional achievements and results

NAMEN have had some key regional achievements during the year as listed below:

Policy Advocacy

- NAMEN participated on a US White House Men as Allies Consultation
- Generated a statement on Anti-Asian Hate
- Joined statement for International Safe Abortion Day and a variety of endorsements noted below
- Resumed regular committee meetings
- Participated in Generation Equality Forum in Mexico and in Paris
- Signed on and supported efforts that were successful in overturning the gag rule

Collaboration with MenEngage Alliance

- Participated with Cross regional sessions, attended variety of meetings
- Hosted national events with three Partner Programs that participated in the 2020 Symposium: Wica Agli, The Performance Project, and Next Gen Men

NAMEN invested in strengthening its organisational capacity to be able to coordinate and support the regional network and members by having additional team members in the regional secretariat. For this NAMEN developed two consultant positions to support the various priorities of the regional network. For the NAMEN got onboard consultants on Policy Advocacy and Interim Executive Director.

Democratic governance structures and leadership capabilities

NAMEN has a 12- member board of directors, transitioned with 6 members leaving and 6 members starting during the year. The NAMEN Board meets monthly. The NAMEN Board selected a new co-chairperson, which was available after one of the previous c-chairs had decided to open the space for another leader. The previous Board Chair remains as an ex-officio member to sustain consistency from previous board processes and build current capacity. The board operated a monthly executive committee, finance committee and a policy advocacy committee. The current board comprises 33% female, 58% POC, 16% LGBTQIA+ and from across various age ranges with 33% 25-39, 33% 40-55, 33% 56-65 with 33% Canadian and 66% USA representatives.

Also, during the year NAMEN had a 25% increase in its membership, with total members of 155 in the region. During the year 2022, NAMEN held 11 Board meetings, 9 finance committee meetings, 6 policy advocacy committee meetings, 2 Member meet-ups and 3 Symposium Partner presentations.

In addition, the NAMEN Board developed and implemented a restorative accountability process with a member who was deemed to be violating codes of conduct. The process itself provided the opportunity for NAMEN to establish its procedure and methodology for how to proceed if any future violations occur.

Resource mobilisation and fundraising remained as the priority for NAMEN during the year. NAMEN received funding from the Global Secretariat for the Generation Equality Forum mobilisation and advocacy activities in the region. In addition, NAMEN has a membership fee structure for its members which was another stream of fund source for the regional network. In addition, NAMEN also earns an operating fee from hosting the program MERGE for Equality.

Membership Engagement

During the year 2022, two key activities involved membership engagement for NAMEN: Policy Advocacy and Member Meet Ups. We reported to members our endorsements and public statements through the member email list. We held one member meet-up with 14 attending.

Youth engagement and mobilisation

Through two 2020 Symposium Partners, NAMEN engaged a youth audience, learning about the required dimensions of including youth voice in program and planning. NextGenMen hosted a youth leadership summit, with 126 youth attending, and The Performance Project held a program reviewing their approach to youth voice with 34 attending.

MenEngage South Asia

Overall reflections on the year

The year 2022, MenEngage South Asia (MEASA) successfully created a platform for young people in the region to learn and share knowledge on key advocacy areas in the region. The peer learning series covered 8 sessions bringing in a minimum of 35 youth on average per session. An inclusion strategy on LGBTQ+ was developed for the regional alliance. Furthermore, a regional communications strategy was developed.

MEASA SC had one physical meeting in Nepal where the regional leadership deliberated on its regional strategy and governance to strengthen networks in the region. With support from the regional leadership MEASA revived its regional Terms of Reference in a regional consultative process. Following this, MEASA initiated 3 partnerships at regional level for advocacy on GBV and SRHR. MEASA joined hands to co-organise the Reframe summit, where MEASA conducted two plenary sessions, as well as regional GEF mobilisation.

MEASA developed a knowledge product on media and masculinities in South Asia to generate a dialogue on harmful patriarchal norms promoted within South Asia media. The regional network conducted orientations on accountability framework for SC and country networks in Nepal and Sri Lanka.

Some key highlights from the country networks in South Asia

MenEngage Alliance Sri Lanka (MEASL)

MEASL was invited to contribute to the review on the National Plan of Action (NPA) on ending sexual and gender-based violence 2016-2020 and drafting a new NPA 2023-2027 inclusive of men and masculinities lens. The country network invested its time and resources to localise regional awareness creation materials with local translations.

MEASL was successful in raising funds (Rs. 6,000,00.00) through a partnership with The Asia Foundation for providing technical support in mainstreaming men and masculinities into their CSO engagement strategy. MEASL conducted a 3-day TOT for training instructors at Youth Corps on integrating 'men and masculinities' lens in the curricula in partnership with one of the members, HYPE Sri Lanka. Also, with the same member MEASL conducted a one-day workshop for trainee teachers on incorporating a masculinities lens to teaching. MEASL partnered with 'Forum against GBV' network on the 16-days of activism against VAWG national campaign, where the white ribbon campaign was launched.

MenEngage Pakistan (MEAP)

MEAP organised 12 online steering committee meetings and 12 online meetings of the General body during the year. 16 youth groups were formed at members' level with each having at least 15 youth members, thereby strengthening the capacity of 200 youth across 10 districts in different provinces in Pakistan.

MEAP strengthened its inclusivity among its members by welcoming 3 trans individuals and 2 members from minority groups, as well reinstated the membership status of the 3 member organisations. While at the same time, the network experienced some challenging situations of breach of the network's principles that resulted in revocation of membership of 2 of its member organisations following the decision from the national leadership.

The national secretariat played an active role in the local government election particularly on the agenda of women's political participation in governance and accountability.

Engaging Men and Boys Bangladesh (EMB)

In the quest of network strengthening as well as the membership reaffirmation process, the EMB network invested their time in refreshing and updating the members organisation details including focal person. The network organised the following activities:

- Celebrate 16 days activism
- Engage community radio program where EMB members represent as speakers and talk about women and girl rights issues.
- Organised orientation for the schools on child rights and child marriage.
- Dialogue between service providers at village level.
- Popularise national helpline numbers and mass communication.
- Organise art competition and artwork therapy.
- Conduct award giving ceremony to identified champions from adolescent groups for their contribution in regards child and women rights.

MenEngage Alliance Nepal (MEA Nepal)

Considering the high importance of youth empowerment MEA Nepal continued its engagement with young people like National Adolescent Boys Network, National Adolescent Girls Network, their provincial and local chapters, college students etc. during the year. The Alliance conducted orientations and refreshers to young people in order to build their understanding on gender equality and the role of boys in promoting gender justice. These networks have their representatives in all 7 provinces and 77 districts, who further conducted

awareness and sensitisation in the province and local level. A total of 982 adolescents (574 Boys, 403 Girls and 5 LGBTQIA+) were provided orientation and refresher on the situation of girls and women, gender equality, national instruments and initiatives taken to address the gender gaps and role of boys and men in promoting the status of girls and women in Nepalese context. Such an initiative of MEA Nepal supported networks to implement the national plan of action of the network. In addition, they are advocating against gender inequality in all three levels of the governance i.e., local, provincial and federal.

During the year 2022, a total of 5 meetings of the Alliance were held. Since the AGM of MEA Nepal had not been possible due to COVID and other technical reasons, the meeting finalised the date of AGM for the last week of January 2023.

Strengthening democratic governance structures and leadership capabilities

With the evolution of the priorities and understanding among the MEASA leadership the regional network collectively underwent the consultative process to revise the Terms of Reference (ToR). MEASA organised 3 online meetings and one physical meeting of the regional steering committee in Nepal. In this process, following up on the regional LGBTIQ and inclusion strategy, the national secretariat in Bangladesh was selected to represent LGBTQ+ community. The regional steering committee welcomed two youth members representing the youth group of the regional network.

Key achievements and results in the Implementation of regional work plan

As per the workplan MEASA – the TOR was revised, the inclusion and the communications strategy was developed, and a regional youth committee was formed for regional advocacy. The physical SC meeting was held in Nepal as planned. MEASA GEF plan-as per MEASA GEF plan, 8 sessions were conducted under the youth peer learning initiative.

Networks coordination and management

MEASA co-organised a parallel event at CSW66 on unpaid care work, together with the Global Secretariat and other partners. In addition, MEASA organised a workshop for regional youth committee members on the Alliance's accountability framework as well as sharing information about the Alliance broadly.

EMB network in Bangladesh organised a capacity building workshop for local organisations on preventing and ending gender-based violence (GBV), meaningful youth participation, sex, sexuality and gender. 18 youth leaders, including the youth from Bandhu youth initiative,

participated in the training. In Sri Lanka, the network has initiated the process of selecting a new national secretariat from 2023 and has called expressions of interest from members.

Capacity strengthening on sexual harassment policy implementation

This year the regional network organised an orientation session for the Steering Committee and broader membership of the network in Nepal during the regional steering committee meeting, which was attended by 23 people. In addition, MEASL organised an online meeting on the Alliance's accountability standards.

Sexual Harassment Policy and Accountability Standards are operational in the national secretariat level and in the partner levels of MEA Pakistan.

Resources mobilisation and fundraising

The regional and country networks in the South Asia region undertook various efforts on resource mobilisation during the year. The network in Sri Lanka successfully provided technical support to the Asia Foundation along with one of the member organisations. In Bangladesh the steering committee members teamed up to take various initiatives for resource mobilisation and explored different calls for proposals that match the objectives of the network in Bangladesh. In Pakistan the national secretariat MRDO mobilised resources with help of his partner's organisations during the Flood disaster in Pakistan in 2022.

Youth leadership and engagement in the regional network

In 2022, MEASA established the regional youth committee and mobilised youth from across the region for movement building approaches for the network. The committee actively participated in organising the youth-peer learning series in the region. The peer learning series aimed at providing the youth in the region the tools to lead the way in advocacy efforts, particularly around scrutinising laws, policies, and programmes through gender-transformative, intersectional and decolonial lens. Each interactive dialogues were facilitated and hosted by young people and delved into the many layers of advocacy and social justice in South Asia. During the year, the regional network [organised 8 sessions](#) with an average 35 participants per session, with 60% being youth under the age of 30. These sessions are uploaded in the [YouTube Channel](#) of [MenEngage Alliance](#). The series covered the following topics:

- Youth-led advocacy - the basics
- Understanding advocacy spaces in South Asia
- Using storytelling and human narratives for advocacy
- Becoming an advocate for LGBTQ+ rights

- Becoming an advocate for SRHR
- Becoming an advocate for climate justice and gendered risk management
- GBV and Consent - 16 days of activism
- Using art to deconstruct gendered norms

In Pakistan 10 youth groups were formed at district and partner level with around 15 youth per group, through which 150 youth underwent capacity strengthening on youth development in 10 districts.

Communications and knowledge management by the regional network

The regional network was able to update its regional website measa.net with the aim to allow more engagement and visibility of the members and networks in the region. Along with that MEASA developed a communications strategy and appointed a communications focal point for each country.

MEASA developed one "[Media and Masculinities](#)" documentary, to generate awareness and as an entry point for upcoming advocacy on transforming harmful patriarchal norms in media.

Participation in policy making fora by the members in country and regional levels

In Bangladesh the national secretariat, Bandhu, participated in and contributed in drafting the TransGender (TG) Act of Bangladesh. Furthermore, Bandhu also worked with Bangladesh Bureau of Statistics on inclusion of the TG population in the upcoming national census.

In Sri Lanka the national network participated and contributed to the draft national action plan on ending SGBV 2023-2027 in Sri Lanka while also contributing to the review of 2016-2020 NPA. MEASL also contributed in giving feedback and comments to the national gender policy.

Joint advocacy actions undertaken with women's rights, LGBTIQ+ rights and social justice advocates and movements

During the year, MEASA partnered with South Asia Regional network to strengthen the Generation Equality Forum process in South Asia as a core group member. Furthermore, the regional network together with the global secretariat partnered on the [Pan-Asia Summit 'Reframe'](#), with Breakthrough India, ARROW, and SWAYAM that gathered 1000+ audiences from 16 countries in March 2022, with 250 speakers and 4 performances marking the event. The conference concluded with recommendations from intersectional feminists across the globe to end Gender-based Violence. MEASA will continue to be active in the core-group for the next iteration of the summit in 2023.

MEASA regional network has joined the steering committee for the WomenDeliver conference regional convenings as pre-conference gearing up activities in the region.

Capacity strengthening workshops held on the accountability framework

MEASA and country networks in the region organised 4 orientation sessions for its members and leadership on the Alliance's updated accountability framework in Nepal and Sri Lanka. This included one online orientation session for the MSASA youth committee with support from the Global Secretariat.

Strengthened SOGIESC inclusive organising and approaches in South Asia

Following rigorous consultations and expert inputs MEASA developed an inclusion strategy for the regional network. In addition, the network in Sri Lanka engaged in activities conducted by LGBTQ+ community in Sri Lanka and amplified their agenda and information through the network's social media platforms. Furthermore, the country network in Sri Lanka adapted the Inclusion Strategy. With these efforts the regional network has put in place a strong ground to continue strengthening its efforts to challenge heteronormativity in both the organising as well as collective efforts of the network.

A word of thanks

MenEngage Alliance is thankful for the generous support of our strategic partners, donors, and members - including the following through the global level in 2022:

- Swedish International Development Cooperation Agency (Sida)
- FORD Foundation
- UN Foundation
- World Health Organization (WHO)
- Global Affairs Canada - via Women's International League for Peace and Freedom (WILPF)

We also would like to express our sincere gratitude to our feminist partners who supported us and worked closely during the year.

Last but not the least we are grateful to all the members of MenEngage Alliance without whom all this work would not have been possible. We are thankful for their contributions in all forms including voluntary, financial and technical assistance since the foundation of the Alliance as well in 2022.

Glossary

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 favour of women's rights and gender justice.

Feminist approach

We acknowledge that we build on the heritage of feminist women's rights organisations and movements and ground our work firmly in feminist principles. We seek to strengthen our work by embracing a women's rights perspective and feminist analysis, including placing inequalities in privilege and power that result from patriarchy at the heart of our work with men and boys. We commit to listening to and being accountable to women's rights voices; and to institutionalising democratic and inclusive decision-making processes within the Alliance.

Intersectional feminisms

We recognize that the work to transform patriarchal masculinities and engage boys and men for gender equality and justice needs to recognize that the complex interconnections of various powerful, and often oppressive institutions, ideologies and systems, impact people differently depending on their sex, gender, race, sexuality, age and ability identities, among other circumstances. We seek to understand these interconnections, and their interplay in the direct and disproportionate impact on the lives of people often marginalised and excluded. Critical to this task is listening to, centring and elevating the voices, analysis and demands from

those on the margins of the margins, for their imperative contributions towards dismantling the ruling power structures in light of their positionalities.

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.

Decolonisation

Social justice struggles across the world confront the legacies of colonialism, including current realities of neo-colonial economic relations between the Global North and Global South, including the aid industry itself. These mutually reinforcing systems of exclusion based on male supremacy, white supremacy and Eurocentric hegemony and neo-liberal global corporate power that colonial practices and knowledge have perpetuated, as well as the neo-colonial structures which sustain these systems, have important implications for gender transformative work with men and boys. We recognize that we operate within a global architecture of social justice, human rights, aid and development, which is rooted in colonial histories and structured on power dynamics between the "Global North" over "Global South". We recognize the urgency

to work towards decolonizing our practices and the ways we organise and advocate. It is the only path to reinventing ourselves with care and in solidarity with those who have been impacted the most by practices of systemic denial of their rights, invisibility of their needs, and exclusion from essential resources and support networks.

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 patriarchal masculinities

We firmly uphold that the essence of this work is to destabilise stereotypical male gender roles and hegemonic expressions of manhood. And to support manifestations of non-violent, equitable and inclusive notion of manhood, by changing social norms and institutions that shape boys' and men's behaviour. This work must embrace intersectional feminist perspective and analysis, placing inequalities in privilege and power that result from patriarchy at the heart of our work with men and boys. This work must be informed by and accountable to feminist women's rights voices. We must extend beyond holding individual men to account for their patriarchal behaviour, to include holding to account institutions across all sectors, national governments and the international community and global corporate interests for their respective roles and responsibilities in transforming patriarchal masculinities.

Working as allies with women's rights organisations

We are committed to working as allies, and to fostering healthy relationships, with women and women's rights organisations, 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.

Feminist Systems Change

We seek to continue to respond to calls by feminist movements to work to eradicate patriarchal structures of power. This understanding of the patriarchal systems that must change is the global challenge we face today and that informs our gender transformative work with men and boys, at institutional and ideological levels including concrete changes in

individual men's attitudes and behaviours. Male-focused gender transformative work seeks to make visible with men and boys how their own interests are at stake in the systems change agenda being advanced by feminists across the world. Part of this agenda identifies the need to build power-with through movement building approaches.

We will continue to support the voices of feminist leaders and movements that urge us to stand up for social justice, for new inclusive economies of care, for equal rights and co-creation and decision making about humanity's future, the planet's resources and the full sharing of existing knowledge, structures and technological and scientific advances, with dignity and acknowledgement of our multiple roots and ancestry. We seek to continue an in-depth exploratory and capacity building process on systems change and identify our unique contribution from a men and masculinities lens.

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: 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 organisation 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 organisation.

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 organisation. The Board consists of representatives from the Alliance's regional networks and international at-large member organisations and partners.

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