



# Annual Report

## 2019

EXECUTIVE SUMMARY: IMPLEMENTING THE MENENGAGE ALLIANCE STRATEGIC PLAN 2017-2020



**MenEngage Alliance**  
working with men and boys for gender equality

Cover photo credits:  
(From top left to bottom right)

1. Tricia Basdeo from CariMAN speaks at the SRHR for All kick-off meeting in Addis Ababa
2. Changemakers at the SRHR for All kick-off meeting in Addis Ababa
3. Participants from MenEngage Europe and NAMEN at the Beijing+25 regional consultation in Geneva
4. Young men participate in the React as a Human campaign by Status M in Croatia (2019 © Status M)
5. A MenEngage Madagascar member creates a mural as part of the 16 days of activism encouraging men to prevent gender-based violence (2019 © MenEngage Madagascar)
6. Participants at the symposium planning meeting in Beirut
7. Pamela Saavedra speaks at the Latin American changemakers capacity building session in Bogotá (2019 © MenEngage América Latina)
8. Young changemakers at the SRHR for All kick-off meeting in Addis Ababa

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This Executive Summary provides key information and context on MenEngage Alliance activities in 2019. For the full Annual Report, visit: [menengage.org/resources/annual-reports](http://menengage.org/resources/annual-reports)

# INTRODUCTION

Introspection, collective growth, movement-building, and a broadened understanding of the feminist agenda were notable trends for MenEngage Alliance in 2019.

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

## Unpacking power and privilege, and deepening an intersectional understanding

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

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

## Accountability and feminist framings continue to be key

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

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



Participants at the Global Symposium Strategy meeting in Beirut

## Advocacy and allyship

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

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

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

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

*\* Because of the COVID-19 pandemic, much of these plans among the international community have been shifted into online spaces, or postponed. At the same time, the coronavirus has shifted priorities and agendas towards feminist responses to the situation – both immediate and systemic. Because plans and priorities have shifted, some references to 2020 in this report are no longer in line with the latest updates, which continue to change.*

# REGIONAL NETWORKS HIGHLIGHTS

This section outlines some of the key activities, developments and achievements of the Alliance's six regional networks, MenEngage Lebanon and the Cambodian Men's Network.

### North American MenEngage Network (NAMEN)

- NAMEN'S Policy Advocacy Committee focused on strengthening the network's capacity to engage meaningfully in policy processes.
- NAMEN was incorporated as a registered NGO in the United States, taking on this status from member organization [MERGE for Equality](#).
- The network gained 11 member organizations and 30 individual members.



### CariMAN

- The 5th regional forum was held in Grenada bringing the networks membership together to develop new core principles and a code of conduct.
- The regional SRHR changemakers convened 3 national level consultations on SRHR with governments and civil society organizations (CSOs).
- The network recruited 18 new members and re-established its regional secretariat.

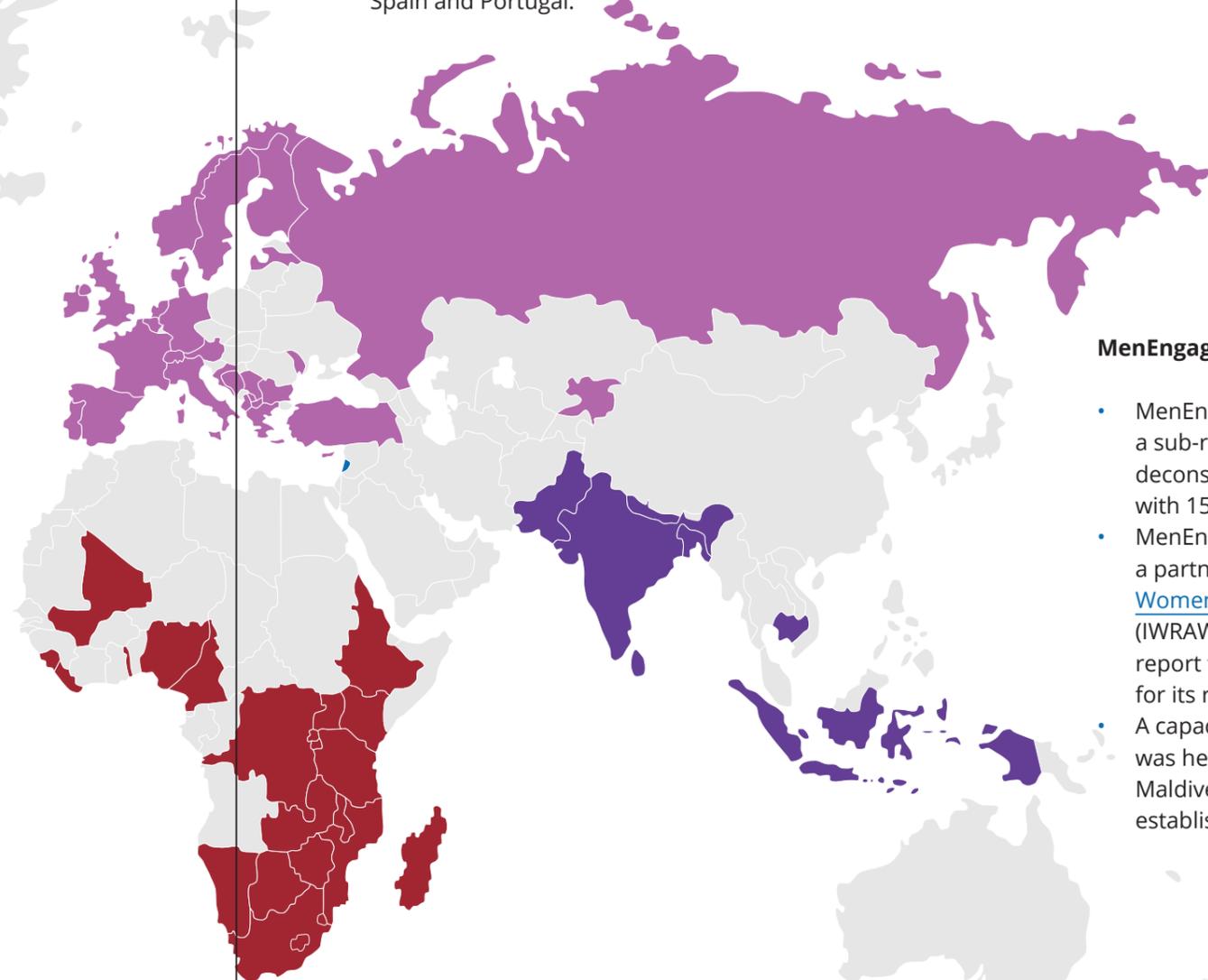
### MenEngage Latin America

- The 7th International Colloquium of Men and Masculinities Studies was held in San José, Costa Rica.
- Many country networks held public protests against femicide and violence against women in collaboration with women's rights organizations to mark the 16 Days of activism.
- A strategy meeting and advocacy capacity building session was held in Bogota together with the SRHR changemakers.



### MenEngage Europe

- A learning visit on violence prevention strategies was organized by [MÂN](#) in Stockholm with 13 regional network organizations.
- A regional Youth Working Group was established to explore strengthening youth leadership in the network.
- A new sub-regional network 'MenEngage Iberia' was formed bringing together members from Spain and Portugal.



### MenEngage Lebanon

- Members [ABAAD](#) and [Salama](#) began working together to update the regional youth initiative 'Programe Ra' to strengthen its focus on masculinities and SRHR through a feminist lens.
- The network held a strategic planning meeting of its 10 member organizations in Beirut and elected its first Steering Committee.

### MenEngage South Asia

- MenEngage Sri Lanka organized a sub-regional conference on deconstructing masculinities with 150 participants.
- MenEngage Pakistan developed a partnership with [International Women's Rights Action Watch \(IWRAP\)](#) to submit a shadow report to the [CEDAW Committee](#) for its review of Pakistan.
- A capacity building workshop was held for NGOs in the Maldives interested in establishing a country network.

### MenEngage Africa

- Country networks implemented activities reaching more than 500 community, religious and traditional leaders.
- A [training manual](#) on engaging men and boys to tackle HIV/AIDS and promote gender equality was produced.

### Cambodian Men's Network

- CMN facilitated 6 trainings of trainers for men's dialogue facilitation with 52 men in different sectors of society and trained male staff in the NGO sector on gender analysis and masculinities.



MenEngage Africa (MEA) continued to focus on capacity strengthening of network members, youth leadership and engagement, policy analysis and advocacy and engaging faith leaders in 2019.

*Bafana Khumalo speaks at a MenEngage Africa panel on gender and social protection at CSW63*

**REGIONAL FOCUS:**

# Africa

Building capacity and support of community leaders, particularly religious and traditional leaders, has been a key priority for the network in 2019. MEA country networks implemented activities directly with over 500 community leaders, including traditional and religious leaders, to positively influence their attitudes to transform gender norms, masculinities and advance women's empowerment; and supported them in taking action in challenging negative gender norms and practices in their communities and religious settings.

## Supporting advocacy and accountable allyship

In 2019, MEA and [Sonke](#) invested in policy analysis and evidence, working with policy makers, and supporting MEA members and other civil society organisations to understand and act upon the existing policy context, particularly with regards to engaging men for gender equality. Sonke, in partnership with respective MEA country members, produced reports analysing the HIV, GBV, SRHR, parenting and LGBTQI policies for 6 African countries. Training and advocacy meetings were conducted, targeting policy makers and key advocacy stakeholders in 9 focus countries, contributing to a renewed commitment to the development and implementation of policies that promote positive male involvement in gender equality, SRHR and women's empowerment. MEA members and partners participated in a range of UN and other global and regional meetings to advance progressive resolutions, including CSW63, the Nairobi Summit. ICASA and the African regional Beijing+25 review process.



*MenEngage Madagascar members create a mural as part of the 16 days of activism encouraging men to prevent gender-based violence (2019) © MenEngage Madagascar)*

MEA produced a new [training manual](#) in 2019 on engaging men and boys to tackle HIV/AIDS and promote gender equality. It seeks to empower MenEngage Africa country networks and partners in their work on engaging men and boys for better outcomes around HIV and gender transformation across the continent. MEA also developed an [SRHR Advocacy Toolkit for Young People](#) to assist MenEngage Africa Youth structures to design, develop and implement advocacy strategies focused on SRHR.

## Network expansion in Africa

The regional network continued to expand in 2019, with 1 new country network, launched in Mali. The network held its annual general meeting in February in Nairobi during which it elected a new Steering Committee and advanced plans for the implementation of its new strategic plan for 2019-2023. The MEA network also continued to build relationships with strategic partners at national, regional and global level, focusing on four core thematic areas (LGBTI, SRHR and women's rights and children's rights), as well as UN agencies.

REGIONAL FOCUS:

# Caribbean

2019 was a significant year in the development of CariMAN, in which the regional network was able to formalize its structures, clarify its political values and expand its membership.

CariMAN organized its 5th regional forum in Grenada in November, which brought its membership together – including many new members – from 7 island countries in the region. The forum led to clarification on accountability principles, and the participatory development of new core principles and code of conduct for the regional network. CariMAN also elected a new Executive Committee to lead the network for the next two years, which for the first time included a young female leader from the region.

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

## Promoting youth activism and strengthened networks

CariMAN recruited four regional changemakers as part of the Global SRHR for All initiative, who have been working to strengthen the networks focus on youth and SRHR in the region. As part of the SRHR for All initiative, CariMAN convened national level consultations on SRHR in Antigua, Grenada and Dominica bringing together both government and CSO representatives to discuss relevant national SRHR issues, identify gaps and make recommendations.



Marlon Bascombe representing CariMAN at the First Citizens Boy's Symposium

CariMAN carried out successful country visits to Antigua, Dominica and Jamaica which focused on strengthening local networks through membership drives and support for local activities. During these country visits the network also explored potential collaborations with national organizations and government bodies. CariMAN members in several countries participated in several International Men's Day activities involving state, civil society, academia and public, playing a strategic role to add broader topics from the feminist movement into the debate. CariMAN Trinidad and Tobago began a partnership with the InterAmerican Development Bank and other national NGOs to develop a project aimed at adolescent men across the country which will be implemented in 2020 with CariMAN as the executing agency.

Participants at the 5th CariMAN regional forum in Grenada



REGIONAL FOCUS:

# Europe

MenEngage Europe members from 13 organizations met in Stockholm for a learning visit hosted by [MÄN](#), on violence prevention where participants shared experiences and strategies in this work. The meeting was well received by participants and it was decided to hold a follow up visit in 2020 which will involve 5 countries and will invite strategic partners from local authorities and schools. Following a new European Union work-life balance directive to allow two weeks of non transferable parental leave to all parents, MEE member [POIKA](#) and [Promundo](#) hosted a European MenCare meeting in October in Austria. The meeting brought organizations new to this work together with those with considerable experience in the field, and focused specifically on broadening the network to participants from Eastern Europe.

The network continued to build its partnership with the [European Institute of Gender Equality](#), participating in its annual civil society consultation in Vilnius in January together with the [European Women's Lobby](#) and the [European Social Platform](#). A MenEngage member from Denmark also participated in EIGE's annual Gender Equality Index meeting to provide inputs to the process, and EIGE approached MenEngage Europe to submit inputs to the new European Union Gender Strategy to be developed in 2020.

The regional network's first formally elected Steering Committee was operational throughout 2019 with a clear mandate, house rules and revised strategic plan. The network also had significant funding for the first time, with a grant from the [OAK Foundation](#).

2019 was an important year for MenEngage Europe in which the network was able to take some major steps forward in its development and the implementation of its strategic plan.



Participants at the European MenCare meeting in Vienna [2019 (c) MenEngage Europe]



Representatives of MenEngage Europe and North American MenEngage Network at the Beijing+25 regional consultation in Geneva

The network carried out an organizational development and resource mobilization consultancy in 2019 which helped the network gain clarity on its identity, values and challenges and to identify pathways forward. The network's communications working group developed a new MenEngage Europe [brochure](#) which provides an overview of the regional network's goals and strategies. In 2019 a new sub-regional network 'MenEngage Iberia' was also launched, bringing together network members from Spain and Portugal.

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



REGIONAL FOCUS:

# Cambodia

Cambodian Men’s Network (CMN) involves men and boys at different levels and sectors who are committed to working for gender equity, social justice and human rights. In 2019, CMN facilitated six trainings of trainers for men’s dialogue facilitation with 52 men from different groups such as TukTuk drivers, male partners of women in economic empowerment initiatives and men in the public sector. Topics included understanding gender, reflecting on personal challenges as gender roles shift, men’s role and involvement in women’s leadership and empowerment and how to engage other men in men’s dialogue activities. Through these 11 men’s dialogues conducted by these trainers in their workplaces and target communities, 176 participants were reached. Two training sessions were conducted by GADC and CMN for international NGOs on gender mainstreaming and gender analysis.

The White Ribbon Campaign was conducted in three different locations under the theme “Men and Boys Participation in the Elimination of Violence Against Women and Girls”, reaching over 400 participants. CMN, together with GADN (Gender and Development Network) submitted a joint recommendation to the Ministry of Women’s Affairs on the national policy on gender equality in Cambodia.

CMN conducted its annual meeting with its 34 members including international and local NGOs in Cambodia and community men’s network members in target areas. CMN reviewed its strengths and areas for improvement and developed an operational plan for the year 2020 based on its strategic plan 2018-2020.

The Cambodian Men’s Network engaged in capacity building of men in different sectors of society, as well as public awareness campaigns and policy advocacy in 2019.

Cambodian Men’s Network carry out a masculinities training for tuk tuk drivers [2019 (c) Cambodian Men’s Network]



REGIONAL FOCUS:

# North America

NAMEN’s Policy Advocacy Committee continued to develop its capacity to engage in meaningful policy advocacy, including how to best mobilize members to respond to advocacy needs and requests. Planning began for the creation of a policy advocacy strategy for NAMEN, to be completed in 2020. The Policy Advocacy Committee Chairperson visited Washington, D.C engaging in face-to-face visits with some of the leading organizations in the US working to advance domestic and foreign policy on gender equality and women’s human rights. The Policy Advocacy Committee is also in the process of creating a master database of male engagement initiatives and developing assessment tools to determine the current interest and capacity of these initiatives to engage in policy advocacy, with the goal to begin developing tools and resources to enhance their interest and capacity.

The network’s membership committee carried out a membership survey and developed procedures for new membership, membership renewal and membership lapsing. The membership committee initiated plans for a membership meeting in early 2020. Membership of NAMEN grew from 12 member organizations and 44 individual members in 2018 to 23 member organizations and 74 individual members in 2019. A Program Committee was formed which began meeting in December. Its initial focus is on strategizing around what kinds of programming NAMEN can provide.

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



In 2019, the North American MenEngage Network (NAMEN) strengthened its focus on policy advocacy and made considerable advances in its institutional structure and functioning as a network.

NAMEN member Carlos Idibuouo at the SRHR for All kick-off meeting in Addis Ababa





REGIONAL FOCUS:

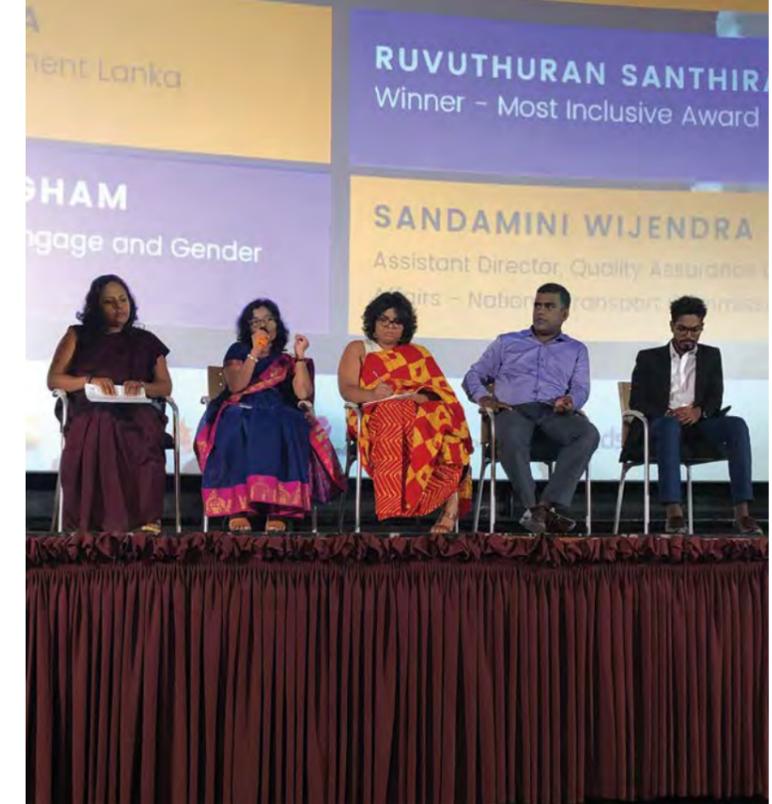
## South Asia

28 members of MenEngage Sri Lanka came together for a 2-day workshop on “Strengthening understanding on transforming masculinities and engaging boys and men in gender equality” in September in Colombo, Sri Lanka. The workshop provided conceptual clarity on issues of gender equality, women’s rights and its history in Sri Lanka, transforming masculinities and engaging men and boys, and the Alliance’s Accountability Standards. A session was also organized at the Ministry of Women and Child Affairs and Social Security to present on the MenEngage Sri Lanka Network to experts and leaders from national women’s rights and social justice movements.

MenEngage Sri Lanka organized the Sub-Regional Conference “Deconstructing Masculinities: Engaging Men and Boys for Gender Equality and Social Inclusion” in November in Colombo. Over two days, 150 participants critically evaluated the current work on male engagement in the region and suggested points of action to initiate interventions in the education sector and advocacy efforts.

MenEngage Alliance Pakistan made a submission to the CEDAW Committee for its review of Pakistan on various topics including engaging men and boys, early and forced marriage and the rights of women with disabilities. The network made linkages with the [International Women’s Rights Action Watch](#) (IWRAP) and IWRAP supported the submission of a shadow report to the CEDAW Committee for its review of Pakistan. MenEngage Pakistan also engaged in advocacy related to the ratification of International Labour Organization treaty C190 on sexual harassment in the workplace.

*Bilquis Tahira speaks at the launch of an art exhibition by young artists during 16 Days of Activism in Pakistan [2019 © Shirakat-Partnership for Development]*



*A panel discussion at the international conference on deconstructing masculinities in Colombo [2019 © MenEngage Sri Lanka]*

MenEngage Sri Lanka partnered with Oxfam to develop the campaign ‘Not on my Bus’, which aims to reduce sexual harassment in public transport through promoting bystander intervention. 16 days of Activism was celebrated by all country networks in the region and parliamentarians, government functionaries, activists, youth were engaged in activities.

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



2019 was a period of transition for MenEngage América Latina, with two new Co-ordinators leading the regional network, and was also a year in which the regional network made considerable advances in its strategic vision.

#### REGIONAL FOCUS:

## Latin America

MenEngage América Latina organized the 7th International Colloquium of Men and Masculinities Studies which brought together over 400 delegations from 18 countries in San José, Costa Rica. Participants engaged in critical reflections on men and masculinities studies and its contribution to feminist movements in the region through 16 interconnected thematic issues and 270 sessions. The colloquium resulted in a [colloquium declaration](#). The first Latin American forum on Youth and Masculinities was also held as part of the Costa Rica colloquium. The forum provided an inspiring demonstration of the energy and passion that young people are bringing to the work for gender justice in the region. It resulted in the formation of the [Latin American Youth and Masculinities Network](#), and in a collective [youth statement](#).

The region's 13 country networks carried out public awareness campaigns such as White Ribbon and MenCare, as well as other national level campaigns on issues of masculinities, youth, men's health, sexual diversity and other nationally relevant issues. Several networks also held national convenings, such as the 2nd National Colloquium on Masculinities in Lima in October, and ran numerous capacity building initiatives, reaching approximately 20,000 people. Many country networks held public protests, media engagements and demonstrations against femicide and violence against women in collaboration with women's rights organizations to mark the 16 Days of activism. The result of these efforts has been increased openness by women's rights organizations to joint work with men and boys and the recognition of men as key allies in the eradication of violence against women.



*Hernando Muñoz Sanchez delivers a workshop on masculinities to ex-FARC militants in Colombia*

Several country networks in the region strengthened their focus on advocacy and public policy in 2019. The network in Costa Rica engaged with 22 public institutions and 12 local government bodies, including from the education sector, judicial sector and police. In Mexico the country network also carried out trainings with public institutions in diverse regions of the country and promoted its public policy agenda 'Suma por la Igualdad'. The result in these two countries has been the creation of a favourable institutional climate for men and masculinities work that is feminist and human-rights based.

The 6 regional SRHR changemakers from Latin America kicked off their project on masculinities, youth and SRHR in 2019 and have been engaging actively with the regional network, adding a crucial youth perspective to its activities. The regional network organized a strategy meeting and advocacy capacity building session in Bogotá in November together with the changemakers and the co-ordinators provided ongoing support with the project throughout the year.

*MenEngage América Latina members at the regional network meeting in San José, Costa Rica [2019 (c) MenEngage América Latina]*





## REGIONAL FOCUS:

# MenEngage Lebanon

Following the official launch of the MenEngage Lebanon network in 2018, the network held a meeting in Beirut in June together with the Global Secretariat to discuss next steps. 10 member organizations attended the meeting and a Steering Committee was elected for the first time, made up of 4 local organizations and 2 international NGOs. Meeting participants also committed to creating a more diverse and inclusive network, including by engaging minority groups such as refugees, youth and people with disabilities. All member organizations have now received training on men and masculinities and are implementing this work, which has built a strong foundation for the network. The network is now ready to embark on the development of a joint project in 2020.

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

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

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

# REPORT FROM THE GLOBAL SECRETARIAT

This section covers the trends, activities, and anticipated impacts of each strategic pillar of MenEngage Alliance taking place at cross-regional and global levels.

*MenEngage Lebanon members  
at the network meeting in Beirut*



18

visits, meetings and activities in support of the regional MenEngage networks

6

regional work plans developed and implemented

40

participants at the 3rd Global Symposium strategy meeting in Beirut

*Mabel Sengendo speaks at the Symposium planning meeting in Beirut*

## Network-Building and Capacity Strengthening

The regional networks continued to form the foundation of MenEngage Alliance in 2019, and technical support and collaboration between the Global Secretariat and regional networks continued at pace. This included supporting the implementation of regional strategies and work plans, coordinating regional sub-grants, offering technical support when needed, and creating opportunities for collaboration between regions. MenEngage Alliance continued to see the strengthening of communities of practice – through joint advocacy efforts, regional leadership meetings, and participation in regional forums. The regional networks working group continued to meet regularly as a space for inter-regional learning and sharing.

A primary focus for MenEngage Alliance in 2019 was preparing for the 3rd Global Symposium, due to take place in Kigali in 2020. In June, more than 40 members and partners convened in Beirut, Lebanon to strategize and agree on the political framework of the 3rd MenEngage Global Symposium. Through a series of listening rounds with the regional networks the Alliance also developed and initiated a process for bottom-up mobilization towards the symposium.



*Participants at the CREA feminist lens workshop in Nepal [2019 (c) César Cordero]*



The Global Secretariat continued to support members and regional networks to organize or participate in major regional and global events in 2019, which enhanced the visibility of the work of its members and partners and strengthened understanding – among the broader field – of efforts to engage men and boys that are gender-transformative and based on feminist principles. Such events included the 7th International Colloquium on Masculinities, the International Conference on Men and Masculinities in Sri Lanka, the Sexual Violence Research Initiative (SVRI) conference, the Women Deliver Conference, the 3rd MenCare Global Meeting, and the International Conference on AIDS and STIs in Africa (ICASA).

MenEngage Alliance also organized numerous capacity strengthening activities together with the regional networks, including a workshop on a feminist lens on SRHR in Nepal, an advocacy training for the country network in Rwanda, a training on African Union advocacy in Addis Ababa, and a session on transforming masculinities in Sri Lanka.

12

events and panels organized at key policy spaces

9

technical policy inputs submitted to policymakers

15

advocacy capacity strengthening workshops held

## Advocacy

MenEngage Alliance’s advocacy has become increasingly organized and political. As the Alliance approaches the end of its 2017-2020 Strategic Plan, 2019 was a critical year in strengthening the implementation of interconnected advocacy efforts from national to regional to global levels, demonstrating the Alliance’s increasing capacity to carry out advocacy as a collective.

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

An emerging insight has been to shift focus from engaging with a handful of MenEngage activists in policy advocacy, towards *movement building* to improve the Alliance’s ability to work together to influence policy; and to work as accountable allies to feminist, SOGIESC<sup>1</sup>, SRHR and other social justice movements. The Global Secretariat continued to advance an accountability lens in the design, development and implementation of advocacy actions, collaborating with women’s rights organizations on all advocacy activities. In doing so, the Alliance has developed meaningful advocacy partnerships, and better integrated its advocacy objectives of *accountable* work on men and masculinities into broader agendas for women’s rights and gender justice.

MenEngage Alliance members and SRHR changemakers participated at the Nairobi Summit on ICPD25 in November



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



Laxman Belbase of the MenEngage Alliance Global Secretariat speaking at the UN Women event, 'Making Gender Parity a Reality [2019 (c) UN Women]

In 2019 the Alliance began to mobilize around the upcoming global commemorations of the [Beijing Platform for Action](#) in 2020, including by supporting the regions to participate in the regional review processes that took place this year. MenEngage Alliance’s active involvement in the ICPD25 summit in Nairobi, Kenya, resulted in a statement of commitment to the Summit’s Accelerating the Promise of ICPD25 Platform ([MenEngage Alliance Commitments at ICPD+25 and Beyond](#)). MenEngage Alliance carried out an expert workshop with the [CEDAW Committee](#), together with key women’s rights partners. Six members from across the regions presented their work and successfully centralized a progressive agenda to transform masculinities and engage men and boys, opening the door for continued dialogue and discussions with the committee. MenEngage Alliance and its members also participated in the 63rd session of the Commission on the Status of Women in New York, and the 43rd session of the Human Rights Council.

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

15

mass mail outs to the membership

3,635

downloads of MenEngage Alliance resources

42,000

people reached through social media posts

# Knowledge Management and Communications

MenEngage Alliance strengthened its collective voice in 2019, with some key developments in the use of external communications and knowledge products. Insights from the Global Knowledge Management and Communications (KMC) Working Group led to efforts to align communications and knowledge products more closely around the needs of members and relevant partners. This has translated into efforts to make communications and knowledge products – from reports to social media posts – increasingly clear, accessible, relevant, political, and visible.

The 4,000-strong mailing list has been used throughout the year to directly inform members, partners and supporters. It is a key platform to amplify members' messages and the collective agenda of MenEngage Alliance, as well as supporting the access to knowledge, opinions, and resources to help strengthen the understandings and capacities of subscribers. 30 mail-outs were issued to subscribers in 2019, including 'MenEngage Reflect' newsletters and other mass mail-outs. On social media, the Alliance sought to strengthen its political voice and calls to action around core issues.

A methodical and thorough redesign of the layout, structure and look-and-feel of the website was completed throughout 2019. These steps have allowed for the building and launch of the new website in 2020. Like many communities and networks, MenEngage Alliance sees the value in fostering online engagement and discussion between members and partners. 2019 represented a year of exploration of the opportunities and challenges of online community-building and the drafting of a plan for online engagement.

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



Key knowledge products published in 2019 include:

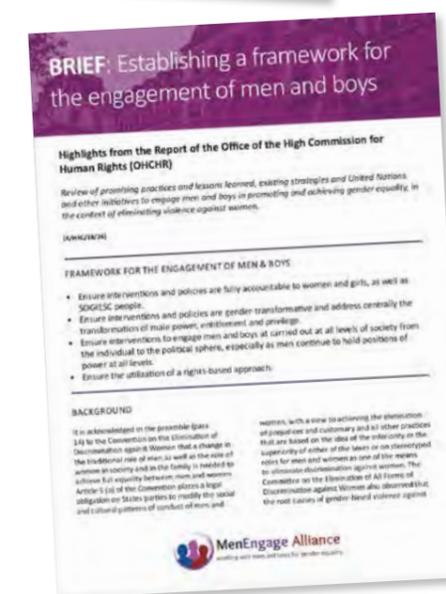
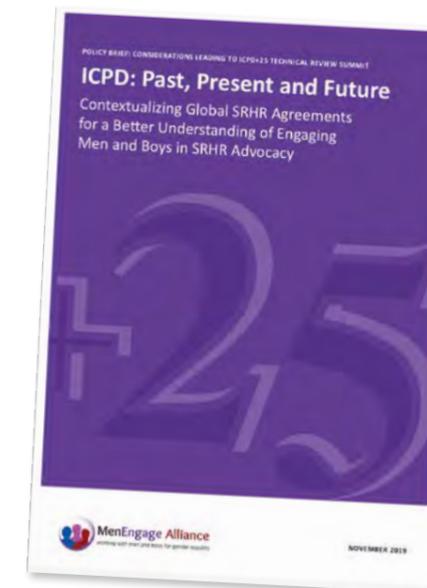
[CSW63 report](#)

[ICPD Policy Brief](#)

[Transforming Masculinities: Towards a shared vision](#)

[Brief: Establishing a framework for the engagement of men and boys](#)

Video: Why is accountability vital for work to engage men & boys in gender equality? ([English](#) and [Spanish](#))



45

participants from regional networks engaged in capacity strengthening activities on accountability

5

collaborative activities on accountability with women's rights partners

200

respondents to the Alliance's online accountability survey

*Discussions at the MenEngage Alliance 'On The Spot' CSW63 side event organised in partnership with ATHENA Network*



## Accountability and Partnerships

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

Through these engagements, the Alliance has strived to elevate and listen to those voices who have raised the issues around risks and pitfalls in work with men and boys when it is not done in accountable ways. During the past few years, these issues have increasingly become a central concern of MenEngage Alliance. 2019 saw a continuation of this development with the launch of strategic efforts to address the issue and advance work that is feminist-informed, gender transformative, and human rights-based.

A new initiative launched in 2019 aims to dig deeper on the challenges and responsibilities of those working to transform masculinities and engage men and boys. The 'Accountability Initiative', developed and implemented in partnership with [The Equality Institute](#) and [ATHENA Network](#), has so far heard from more than 100 stakeholders in in-person dialogues, and 200 people via an online survey. Throughout 2019 the Alliance held critical discussions around the concept of accountability during key events in the field of women's rights and gender justice including at the Latin American Colloquium on Masculinities, the MenEngage Alliance Board and Strategy Meeting, CSW63, the WomenDeliver Conference, and the SVRI Forum. The Alliance also produced a video on the importance of accountability in work to engage men and boys in gender justice (in [English](#) and [Spanish](#)).

## Institutional Strengthening

Relationship strengthening and trust building were key areas of focus and development for the governance structures of MenEngage Alliance in 2019. Through some challenging and important discussions that took place at global convenings, the Alliance has engaged in a process of collective (and ongoing) self-reflection. This included an assessment of the principles, standards, and political standpoints of MenEngage Alliance, and whether these aspirations are being met in practice. A process has therefore begun to re-develop the foundational principles of the Alliance alongside efforts to strengthen accountability.



*Tonya Lovelace speaks at the Symposium planning meeting in Beirut*

Discussions at global levels have also led to collective self-reflection on power-dynamics within the Alliance. Questions were explored around how to create a truly inclusive network that recognizes and deconstructs harmful power hierarchies, and how to better promote equality and justice throughout. These internal reflections are an opportunity for change to come from within, in order to model and legitimize the transformative and systemic change this work aims to create.

11

strategic planning activities carried out at regional and country levels

14

joint activities carried out together with regional and country networks

7

regional or country networks supported in resource mobilization efforts

# PRIORITY ISSUES

MenEngage Alliance made significant steps in advancing understanding, capacity, knowledge-sharing, and communities of practice around several core issues.

## Youth Leadership and Engagement

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

Through virtual convenings and two in-person meetings, the Youth Reference Group has collectively shared and exchanged on the status of young leadership within their regions, and has begun to collectively develop a youth strategy for MenEngage Alliance.



*César Cordero speaks at the SRHR for All kick-off meeting in Addis Ababa*

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

Several regional networks made considerable advancements in promoting youth representation, leadership and engagement in 2019. The Global Secretariat helped facilitate or provide technical support

for such efforts including the creation of a youth working group by MenEngage Europe and participation at the the youth forum at the regional civil society consultation on Beijing+25 in Geneva and the first ever Latin American Forum on Youth and Masculinities in Costa Rica in July. The Alliance also began to document promising practises of youth-led and youth-focused initiatives among our members, and developed one in-depth case study on a program for young men by Instituto WEM in Costa Rica.

# Gender-Based Violence Prevention (Prevention+ Program)

MenEngage Alliance continued to play a lead role in 2019 in advancing the agenda of accountable advocacy and discourse on the roles and responsibilities of men and boys to ending gender-based violence (GBV).

Much of this work centered around participation in the [Prevention+<sup>2</sup>](#) consortium, and supporting the program's ability to continue to articulate its work with broader movements and actors working on GBV and violence against women and girls (VAWG).

Violence against all women and girls and people with diverse SOGIESC<sup>3</sup> continues to be a global pandemic, affecting societies at all levels. It therefore continues to be of critical importance that MenEngage Alliance fosters partnerships and accountability to feminist groups and social justice movements to end GBV and address its root causes.

As part of this collective the Alliance co-coordinated a side event series on "GBV, Patriarchy and Feminism" at the Women Deliver Conference, supported the realization of the Prevention+ International Advocacy mid-term review process, and coordinated the participation of [RWAMREC](#) representatives in a side event on post-war reconstruction and gender equality at CSW alongside MenEngage Alliance member, [WILPF](#). The Global Secretariat coordinated the delivery of technical inputs throughout the CSW official outcome document negotiations with Prevention+ partners [Sonke Gender Justice](#), [Rutgers](#) and [RWAMREC](#) representatives for their direct submission to their government delegations. The Alliance also organized a session on 'Power and Feminist Movements' for all Prevention+ partners at the Prevention+ partners meeting in Rwanda.

<sup>2</sup> Prevention+ is a five-year multi-country programme aiming to address the social, economic, religious, and cultural contexts that shape attitudes and behaviour that lead to violence. See: [rutgers.international/programmes/prevention](http://rutgers.international/programmes/prevention).

<sup>3</sup> People of all sexual orientations, gender identities and expressions and/or sex characteristics. See: [Glossary of terms and abbreviations](#).



*Madhumita Das speaks at the SRHR for All kick-off meeting in Addis Ababa*

# Sexual and Reproductive Health and Rights

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

2019 marked the launch of the Alliance's two year SRHR for All initiative, supported by Amplify Change. In order to kick off the initiative the Alliance brought together 46 members and leaders of the Alliance from 27 countries. This successful gathering in Addis Ababa, Ethiopia focused on creating learning exchange among the regional networks of the Alliance as well as strategic partners the [Women's Global Network for Reproductive Rights](#) (WGNRR) and [CREA](#).

Regional networks selected 22 Changemakers to represent four regions (South Asia, Latin America, Caribbean, and Africa) and to engage in regional and global advocacy for SRHR for all. The Global Secretariat supported four regional networks in the process of engaging Changemakers and identifying specific strategies and gaps in regional advocacy capacity that needed strengthening. This process resulted in four regional action plans to strengthen SRHR advocacy.

MenEngage Alliance engaged with the SRHR agenda in key international and regional conferences in 2019 such as CSW63, the Latin American Men and Masculinities Colloquium, Women Deliver Conference, and ICPD25, and facilitated opportunities for members and changemakers to participate in global policy-making events. MenEngage Alliance SRHR Changemakers participated in a two-day safe abortion advocacy capacity building workshop organized by partner organization WGNRR, as a side event during the ICPD25 conference in Nairobi, Kenya.

## Men, Caregiving and Unpaid Care Work

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

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

## Sexual Orientation and Gender Identity

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

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

The SOGI Learning Circle retained one of its members as an expert consultant to conduct consultations with regional representatives, map priority issues for further discussion and develop a discussion paper on masculinities and SOGI which will serve as the basis for a critical reflection about power dynamics that perpetuate polarization and exclusion of gender non-conforming populations and individuals. To date, the consultant has conducted a series of listening rounds with MenEngage members and partners about SOGIESC issues in several African countries and regions, including Ivory Coast, Kenya, Uganda and Rwanda and attended the Nairobi Summit and ICASA conference to engage in dialogues with LGBTIQ activists from around the world.

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

Advocacy, partnerships, and strategic development were advanced throughout 2019 on the topic of masculinities, militarism, and women, peace and security. Strategy sessions were conducted with WILPF partners at CSW and a side event was co-coordinated with WILPF and ABAAD, 'Militarism and Women Peace and Security: The Masculinity Perspective'. The Alliance also developed a joint funding proposal with WILPF to the Canadian Government: 'Movement-building, Alliance Building, Masculinities and Militarism'. The Alliance provided technical inputs on UNSCR Resolution 2467 – in particular, around language on engaging men and boys, and the prevention of sexual violence in conflict settings. The Alliance also held a virtual meeting with Global Partnership for the Prevention of Armed Conflict.

## Sex-Work/Prostitution

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



*Changemakers at the SRHR for All kick-off meeting in Addis Ababa*

# 2019 AT A GLANCE

JAN

European Institute for Gender Equality civil society consultation

FEB

- MenEngage Africa Annual General meeting, Nairobi, Kenya
- Launched Accountability videos in [English](#) and [Spanish](#)

MAR

63rd session of the Commission on the Status of Women, New York USA

APR

- 'SRHR for All' kick-off meeting, Addis Ababa, Ethiopia
- 7th annual SAIS Global Women in Leadership Conference, Washington, D.C, USA

MAY

Expert group meeting in the Global Women's Institute/George Washington University

JUN

- Global Board and Global Symposium strategy meeting, Beirut, Lebanon
- MenEngage Lebanon meeting, Beirut, Lebanon
- CEDAW Committee expert workshop 'Engaging Men and Boys, Transforming Masculinities and Dismantling Patriarchy for the Realization of CEDAW's Mandate', Geneva, Switzerland
- WomenDeliver Conference, Vancouver, Canada
- 41st session of the Human Rights Council, Geneva, Switzerland

JUL

- 7th international Colloquium on Men and Masculinities Studies, San José, Costa Rica
- 1st Latin American Youth Forum on Masculinities in Youth and Adolescence, San José, Costa Rica
- GenderPro Summit, Washington, D.C, USA
- Launch of MenEngage country network in Mali
- Published [CSW63 Report](#)

SEP

Capacity Building workshop 'Strengthening understanding on transforming masculinities and engaging boys and men in gender equality', Colombo, Sri Lanka

OCT

- CREA feminist lens workshop, Kathmandu, Nepal
- Sexual Violence Research Initiative (SVRI) Forum, Cape Town, South Africa
- MÄN violence prevention learning visit, Stockholm, Sweden
- European MenCare meeting, Vienna, Austria
- 2nd Peruvian National Colloquium on Masculinities
- Beijing+25 regional review meeting for Europe and North America, Geneva, Switzerland

NOV

- Sub-Regional Conference "Deconstructing Masculinities: Engaging Men and Boys for Gender Equality and Social Inclusion" Colombo, Sri Lanka
- 3rd MenCare Global Meeting, Rabat, Morocco
- Beijing+25 regional review meeting for Africa, Addis Ababa, Ethiopia
- Nairobi Summit on ICPD25, Nairobi, Kenya
- 5th CariMAN Regional Forum, Trinidad and Tobago
- Latin American changemakers strategy meeting and advocacy capacity building, Bogotá, Colombia
- Published ['Transforming Masculinities: Towards a Shared Vision' report](#)

DEC

- Launch of MenEngage Iberia, Lisbon, Portugal
- WHO Expert Advisory Group meeting 'Setting a research agenda for addressing masculinities in the context of sexual and reproductive health programmes', Geneva, Switzerland
- 20th International Conference on AIDS and STIs in Africa (ICASA), Kigali, Rwanda

# GLOSSARY OF CONCEPTS AND DEFINITIONS

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

## Enabling spaces for dialogue and joint action

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

## Engaging men and boys

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

## Feminist approach

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

## Gender transformative approaches

Policies, processes and strategies that seek to critically reflect on and transform social norms and institutional practices that create and reinforce gender inequalities. Gender transformative approaches do not view

the engagement of men and boys as an end in itself, rather as a means to transform social norms and gender power relations at their roots. Gender transformative approaches are part of a 'gender integration continuum' that classifies interventions as gender exploitative, gender neutral, gender sensitive or gender transformative. MenEngage seeks to support the increased uptake of gender transformative approaches with men and boys through the work of the Alliance.

## Intersectionality

We acknowledge that oppressive institutions (racism, sexism, homophobia, transphobia, ableism, xenophobia, classism, etc.) are interconnected and cannot be examined separately from one another. This interplay of multiple identities can increase vulnerability and inequalities in privilege and power, and further entrench inequalities and injustice. We seek to contribute to an intersectional understanding of men and boys' roles and responsibilities and enhance an intersectional perspective in the work of the Alliance and its members.

## Partnerships

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

## SOGIESC

Sexual orientation, gender identity and expression, and sex characteristics

## Transform and end patriarchy

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

## Transform masculinities

We seek to destabilize stereotypical male gender roles and hegemonic expressions of manhood, and support manifestations of non-violent, equitable and inclusive notions of manhood, by changing social norms that shape boys' and men's behavior.

## Working as allies with women's rights organizations

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

We envision a world  
where all people  
are equal and free  
from discrimination  
– a world in which  
gender justice and  
human rights are  
promoted and  
protected



**MenEngage Alliance**  
working with men and boys for gender equality

[www.menengage.org](http://www.menengage.org)