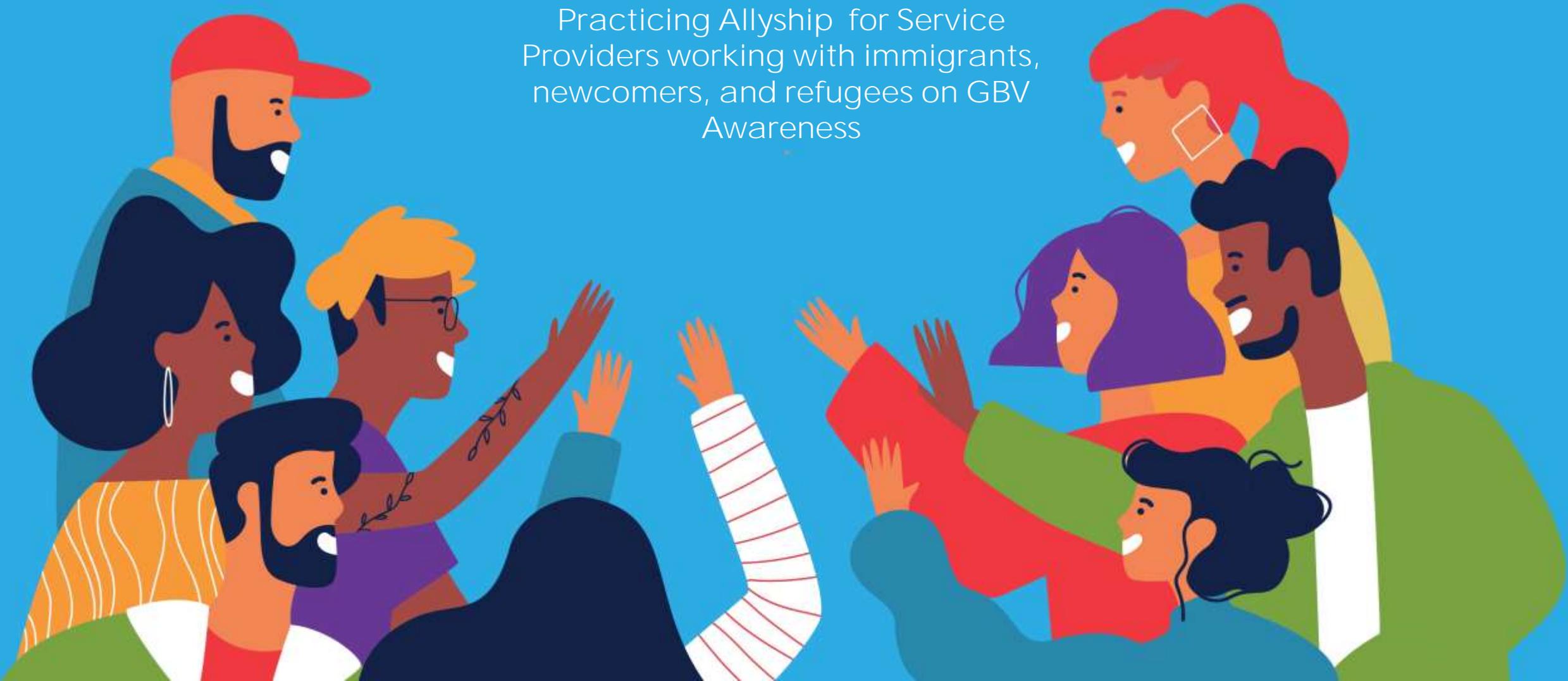


Engaging Men & Boys

Practicing Allyship for Service Providers working with immigrants, newcomers, and refugees on GBV Awareness





..... INITIATIVE TO END
GENDER-BASED VIOLENCE

Funded by:

Financé par :



Immigration, Refugees
and Citizenship Canada

Immigration, Réfugiés
et Citoyenneté Canada



Today's Invited Experts:

Abbas Mancey & Veronica Chirino
The Alberta Men's Network

Amanda Koyoma and Nouredine
Bouissoukrane
Calgary Catholic Immigration Society

Fadi Hamdan
YMCA of Greater Halifax/Dartmouth

Rekha Gadhia
Calgary Immigrant Women's
Association

NATIONAL WEBINAR SERIES

GBV Awareness and COVID-19 for Service Providers
working with Newcomers, Immigrants & Refugees

Fall 2020 Series

- Practicing Effective Allyship **Oct 7**
- Allyship with 2SLGBTQIA+ Newcomers **Nov 4**
- Engaging Men & Boys **Dec 2**

Recordings available on-line, National Website- ngbv.ca



Learning Objectives



Explain the importance of engaging men and boys who are newcomers, immigrants, and refugees in GBV awareness and prevention work, in ways that are anti-racist, anti-oppressive, trauma-informed, and practiced with cultural humility.



Understand the different ways that settlement and anti-violence workers can engage newcomer, immigrant, and refugee men and boys in GBV awareness and prevention efforts.



Apply practical strategies for working with newcomer, immigrant, and refugee men and boys on GBV awareness, information and referral, intervention, and prevention services (as applicable).



Know where to find additional training and resources on engaging men and boys.

A large, diverse group of stylized human figures in various colors and poses, representing a multicultural community. The figures are arranged in a loose, overlapping group, with some standing on a slightly elevated platform on the left side. The background is a solid, warm orange color.

Part 1

Foundations of engaging men and boys from
newcomer, immigrant, and refugee
communities in GBV awareness



What is an ally?

An ally is “someone who recognizes the unearned privilege they receive from society’s patterns of injustice, and takes responsibility for changing these patterns” - Anne Bishop

Becoming an ally

A lifelong process

Can feel uncomfortable

Can also be joyful and life-affirming





Being an ally involves understanding power and privilege

Privilege refers to automatic unearned benefits bestowed upon perceived members of dominant groups based on social identity. Privilege is often invisible to those who have it. We can all have some areas where we have privilege and other areas where we do not.

The work of being an ally is the on-going process of taking responsibility for social change. All members of society have grown up surrounded by oppressive attitudes and beliefs, unlearning these is a lifelong process.

When attempting an action of ally ship it is very important to ask for consent and find out what actions would be most helpful.

Privilege is based on social location



Source: <https://msw.usc.edu/mswusc-blog/diversity-workshop-guide-to-discussing-identity-power-and-privilege/>

Immigration: Key Terms

Permanent resident – a person granted the right to live permanently in Canada. The person may have come to Canada as an immigrant or as a refugee.

What is the difference between a refugee and an immigrant? A refugee is forced to flee for their lives. There are convention refugees and asylum seekers. An immigrant chooses to move to another country.

Person without status – a person who has not been granted permission to stay in the country, or who has stayed after their visa has expired. The term can cover a person who falls between the cracks of the system.



What is Gender-Based Violence (GBV)?

Gender-based violence ([GBV](#)) is violence that is committed against someone based on their gender identity, gender expression or perceived gender.

Sexual and gender-based violence (SGBV) refers to any act that is perpetrated against a person's will and is based on gender norms and unequal power relationships. It encompasses threats of violence and coercion.

United Nations High Commission for Refugees [UNHCR](#)

GBV is not unique to any community but rather affects all communities.



What is unique **about** GBV against Newcomers, Immigrants & Refugees that makes allyship important?

While newcomer women and girls do not report higher rates of GBV, they may be more vulnerable and less likely to report violence because of barriers to accessing services:

- Isolation
- Racism
- Language and cultural barriers
- Economic dependence
- Lack of knowledge about community resources
- Immigration status concerns
- Fear of stigma from their community
- Fear of racism from service providers
- Concern for their family in a new community
- Lack of awareness and accommodation for religious & cultural differences





There are many ways that Service Providers may engage with men & boys who are newcomers, immigrants and refugees:

We may be helping with other matters such as: employment, language, recreation, school support or crisis intervention.

Maybe they have experienced violence (for example refugees may have experienced war and forced displacement)

They may have experienced childhood violence or GBV.

They may have used violence in their relationships, against women or against other genders.

We may be working to engage them as allies in violence prevention.

Men may have family or community members who have experienced GBV & need information about how to support & help them.

Poll

How many participants at our webinar today are currently work with men & boys from newcomer, immigrant and refugee communities?





Part 2

Strategies for engaging newcomer, immigrant & refugee men & boys

Our guest speaker from CIWA is:

Rekha Gadhia, BSc., MA, MBA
Manager Family Services Department

Calgary Immigrant Women's Association (CIWA) is a non-profit organization established in 1982 as a registered charity. CIWA is a culturally diverse settlement agency that recognizes, responds to, and focuses on the unique concerns and needs of immigrant and refugee women, girls and their families.



Practicing Allyship with men and boys who experience sexual or gender-based violence

Myth

Men don't experience GBV.

Fact

Women and girls disproportionately experience GBV. However, men and boys can also experience GBV, often by other men (or women) in positions of power.



Practicing Allyship with racialized newcomer, immigrant, and refugee communities

Myth

The idea that racialized and/or immigrant men are more violent than other men.

Fact

Violence is not unique to any culture or group. Roots of violence are in systems of patriarchy and oppression. Immigration/integration itself is a huge stress factor that can lead to family conflict, violence and mal-parenting practices.



Practicing Allyship with women and girls who experience sexual, gender-based or family violence

Myth

Our role as service providers is to “rescue” women from racialized men.

Fact

We can provide safety planning information and listen to the needs of survivors. Our role is "connector" of appropriate services and resources for people facing violence.

How can I be an ally without being a rescuer?

- Listen with empathy - don't take over!
- Use anti-racist & anti-oppressive approaches
- Recognize the needs of families & provide information in a non-judgemental way
- Avoid a defensive, wounded, angry, or dismissive response to evidence of racism



Best practices at CIWA (for men)



Perpetrator engagement focus



Counselling services



FRN Hub (non-geographic)



Coordinated response system (DCRT)



Strategic partnerships



Customized supports



Peer support



Outreach



Committees and networks



Research participation



Best practices at CIWA (for boys)



Curriculum at schools



Strategic partnerships



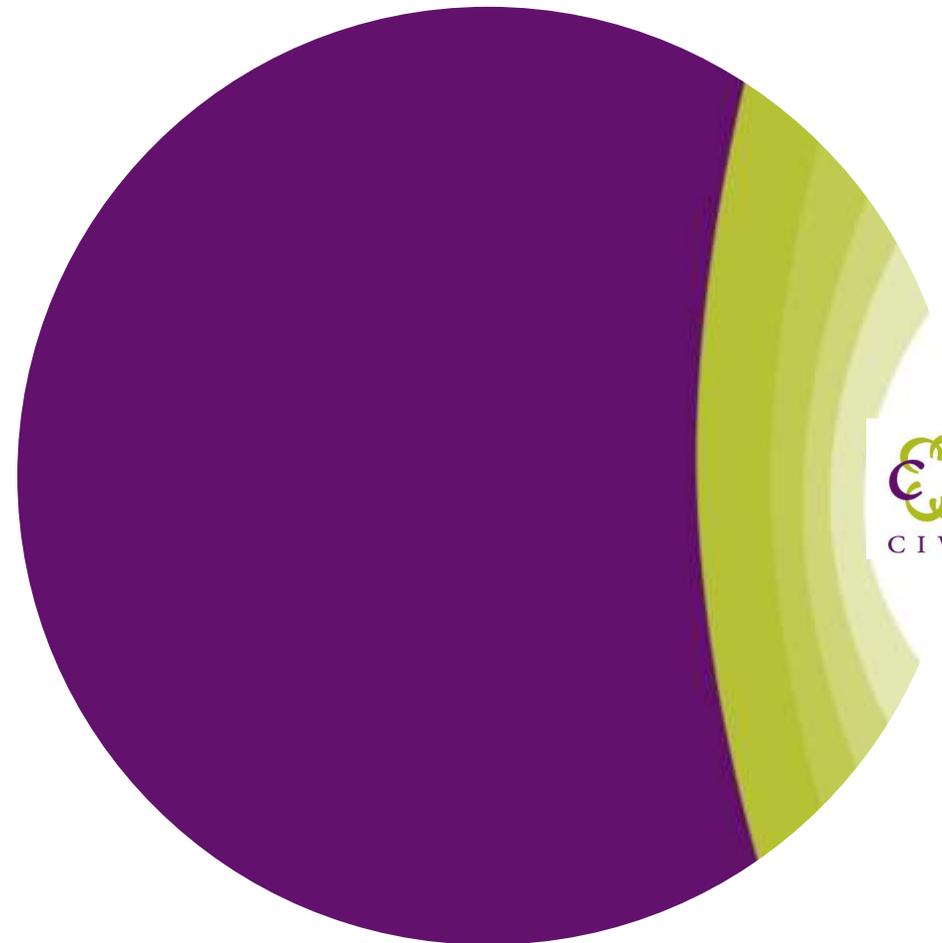
Customized supports



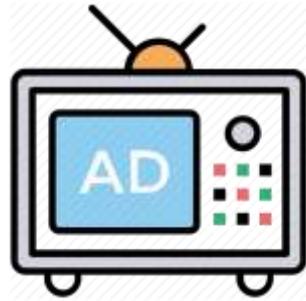
Outreach



Committees and networks



Nontraditional tools



Calgary Immigrant Women's Association

Programs and services at CIWA

Family Conflict
Prevention Program &
Equally Safe -DCRT

Cross Cultural
Parenting Program

Family Resource
Network (Non-
geographic Hub)

Victims Support
Outreach Program

GBV prevention
curriculum

Immigrant Girls, Boys
and More (Healthy
Relationships
Curriculum for youth)

Rapid Access
Counselling
(partnership)

In Home Support
Program

Home Visitation
(Nurturing Parenting
Program)



Fadi Hamdan
Manager
Child & Youth Settlement

YMCA of Greater
Halifax/Dartmouth

The YMCA provides newcomer children, youth, and their families with a variety of programs and outreach services.

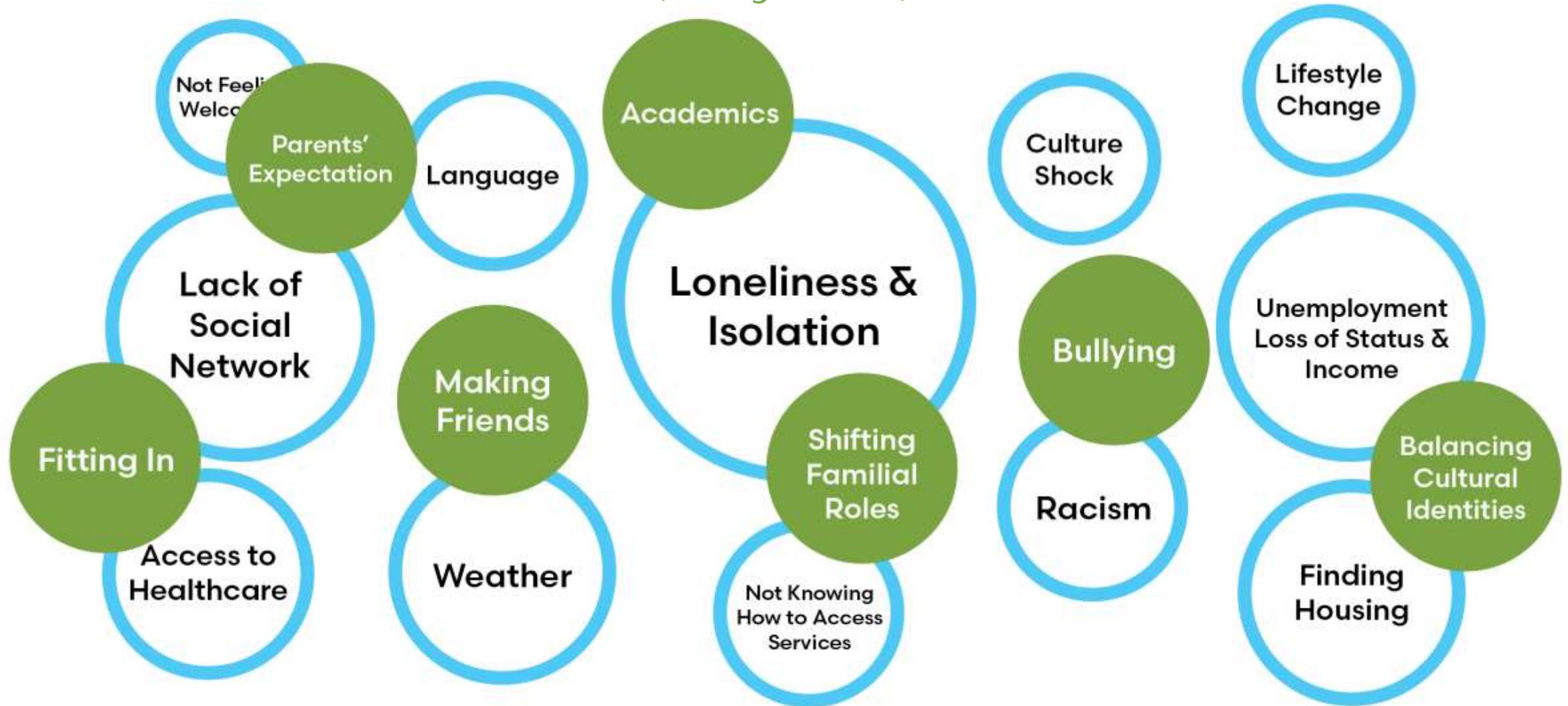
Our approach is to deliver **community-based support** that is **inclusive** and **welcoming**. We also provide services for students at several partner schools.



Settlement Challenges & Barriers (General)



Settlement Challenges & Barriers (for youth)



Settlement Challenges & Barriers (smaller centres)



Engaging Men & Boys

There are many positive examples of engagement with men and boys in organizations that welcome newcomers, immigrants and refugees.

Engaging men can help create more awareness about creating safer communities and opportunities to do so.

Men can play a key role in the solution to GBV Prevention.



A Changing Perception of Men and Boys: Not "Hardwired" to be Violent

Historically, men and boys have been perceived primarily as perpetrators, but that perception is beginning to change.

Although men commit most acts of GBV;

"In Canada, men are the offenders in over 90% of spousal violence cases across a broad spectrum of offences including sexual assault, major assault, uttering threats and criminal harassment (Statistics Canada, 2006)", it is necessary to note that most men and boys do not perpetrate violence.

<https://www.manifestchange.ca/sites/default/files/pdf/MANifest%20Change%20Facilitator%20Training%20Manual.pdf>

Involving Men and Boys

The Gender-Based Violence Prevention Project:

Identifying and defining gender-based violence prevention

Explaining the role of men in gender-based violence prevention

Defining consent and what it means

The concept of brotherhood and experiences as a new

How gender-based violence prevention contributes to a healthy profile



Activities With Men-**The “male script”**

- Men commonly feel that their script does not allow them to show sensitivity or emotion, and that they must be tough and strong.
- Breaking down these gender-based constructs allowed participants to identify that men should be able to break from the script and show emotion, sensitivities and vulnerabilities.

-
- At our event, the participants engaged in a physical activity where they formed a circle, each holding onto a segment of rope. One by one, the young men climbed onto the rope and walked around the circle, relying on those holding to support them as they travelled around the perimeter.
 - This activity was not only fun, but showed the participants that it is ok to rely on other men for help and support, especially when you need it the most.



Encouraging Critical Thinking

Violent behaviour is social, rather than biological:

"Men's violence does not operate in a vacuum. Men learn a substantial number of actions, values and beliefs from growing up in and being part of the cultural context they live in. Research emphasizes the involvement of men and boys as a key violence reduction strategy."

Although most men and boys do not commit violence, they often have the privilege, power, and influence to contribute positively to GBV prevention.

<https://www.un.org/africarenewal/web-features/homophobia-violence-intolerance>



Men's Action Project (MAP)

Join our weekly **online** sessions for guys on Facebook with Ala! Talk about different topics related to Gender-Based Violence Prevention.

Ages 13-18 Mondays at 4:30

Ages 18-25 Tuesdays at 4:30



Contact **Ala At Work** on Facebook or Instagram to **join!**



Funded by:



Immigration, Refugees and Citizenship Canada



Financé par :

Immigration, Réfugiés et Citoyenneté Canada

Engaging Men and Boys is an Important Strategy

Many settlement organizations and other community organizations offer Gender-based programming. This is an opportunity for groups to come together and share their experiences, thoughts and feelings with each other in a safer space.

Some discussion groups have moved online during COVID-19

Promoting Gender Equality & Men as Allies

An ally is an individual who speaks out and stands up for a person or group that is targeted and discriminated against. An ally works to end oppression by supporting and advocating for people who are stigmatized, discriminated against or treated unfairly. Men can play an important role as allies in helping to end violence against women and in promoting gender equality.

“In particular, it is very important for men to build meaningful and effective partnerships with women’s organizations who have been doing this work for decades, who have an intimate understanding of the issues of violence against women, patriarchal power relations, and gender equality.”

https://www.whiteribbon.ca/uploads/1/1/3/2/113222347/wrc_swc_issuebrief.pdf



Gender Equality Benefits Everyone

Benefits of gender equality for men include:

Being trusted by others, having better relationships, and having overall better health.

Not having to conform to traditional characteristics of masculinity that are oppressive and violent.

More freedom to engage in activities and pursue careers that stray from roles that are traditionally masculine.

Not being bullied or harassed by other men for not meeting traditional expectations of masculinity.

Less pressure to be the primary financial provider, or breadwinner; more freedom to take on roles that are more caring.

More opportunities to actively engage in fathering.

https://www.whiteribbon.ca/uploads/1/1/3/2/113222347/wrc_swc_issuebrief.pdf



Alberta Men's Network

Our guest speakers are:
Veronica Chirino & Abbas Mancey

The Alberta Men's Network which is a diverse community of Albertans committed to nonviolence and working across the gender spectrum to create healthy families and communities.



Resource for more information: <http://www.albertamen.com/>



An Intersectional Approach to the Experiences of Men and Boys

Just as we use intersectionality to understand how GBV impacts specific populations, we can also use it to explain the differing experiences of those who perpetrate violence.

Not all men and boys experience the same level of privilege: Intersecting identities; such as socio-economic status, race, ethnicity, colonial history, ability, sexuality, gender identity, and geographical location, determine men and boys' levels of privilege and oppression.

"Unpacking masculinity from a diversity and critical approach is also important, as boys and men do not experience power in the same ways."

https://prism.ucalgary.ca/bitstream/handle/1880/108891/R34_Shift_Perceptions_of_Gender_Norms_amongst_Men_and_Boys.pdf?sequence=1&isAllowed=y

What is the Best Way to Engage Men and Boys in GBV Prevention?

According to Shift, working with men and boys to effectively prevent GBV involves striving to advance gender equality and equity; promoting masculinities that are healthy and caring; addressing how racism, heterosexism, and oppression intersect; and building an understanding of healthy relationships.

<https://preventdomesticviolence.ca/our-work/men-and-boys/>



Promising Areas for Engaging Men & Boys in GBV Prevention

Although research in this area is developing, the authors identified seven promising areas for engaging men and boys in domestic violence prevention:

1. Engaging fathers in GBV
2. Men's health and GBV
3. The role of sports and recreation in GBV
4. The role of the workplace in GBV
5. The role of peer relationships in GBV
6. Men as allies in preventing GBV
7. Indigenous healing or Faith based approaches

These are 'entry points' that can be enhanced and extended to support male engagement around violence prevention.

https://dspace.ucalgary.ca/bitstream/handle/1880/51917/R12_Shift_2013_Promising_Approaches_to_Engage_Men_and_Boys.pdf;jessioid=4318B958157F1E411F6CEA0A6DC72AED?sequence=3





Peer-based support & engagement

Research and experience in the field with immigrant and newcomer communities show this is a very promising and needed intervention possibility.

Case study 1: Honoring fathers & daughters event

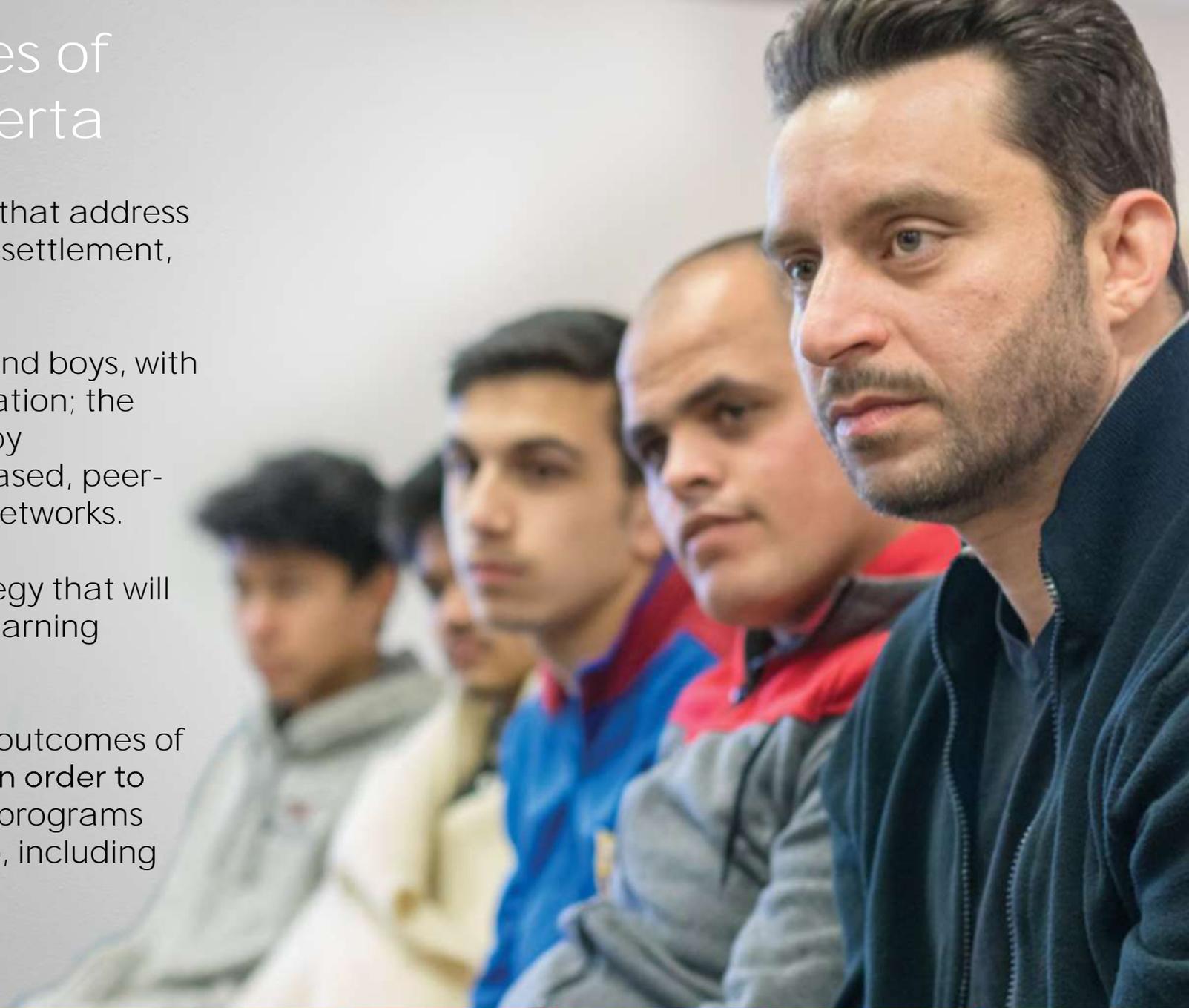
- Community mobilization, local venues, local leadership & allies
- Challenge fatherhood narrative, design for positive engagement
- Fun and memorable experience for men and families
- Create a feedback loop, evaluate

Case study 2: Latino men's wellbeing group

- Community mobilization, local venues, snowball recruitment
- 10 sessions, 1 facilitator + 2 co-facilitators, 10 participants
- Build trust, ensure safe and comfortable environment, foster mutual respect between facilitator and participants
- Create a feedback loop, evaluate

Insights and Experiences of South Asian Men in Alberta

- Anti-racist policies are urgently needed that address the intersections among immigration, resettlement, and racialization in Canada.
- Broaden the scope of services for men and boys, with a focus on creative outreach, and education; the delivery of supports should be enabled by community-based or neighbourhood-based, peer-based and informal organizations and networks.
- Lifelong learning can be used as a strategy that will assist South Asian Albertan men in de-learning patriarchal values and attitudes.
- Further research into the mental health outcomes of Canada's men population is necessary in order to inform the development of policies and programs directed to meet the needs of this group, including South Asian Canadians.



The Alberta Men's Network identified specific challenges for men:

- **Most men don't know where to get support and whom to approach** for such support
- Men needed supports and services for well-being and relationships
- A stigma seems to persist that it is not "manly" to access services or seek help.
- Reaching out for help or support was perceived by some men as weakness or an indication of mental illness.
- Men are often hesitant to (publicly) admit they might benefit from supports
- If a service or outreach event is about "mental health" they will be less likely to participate due to how their attendance could be perceived.
- Many men are, at times, uncomfortable accepting that troubles and imperfection are part of the human experience, and that they themselves are human. This lack of acceptance makes it difficult for them to seek support when they need it.





Men & Boys Groups

Programming with Men & Boys is an opportunity that many settlement organizations have

The Alberta Men's Network identified some benefits of groups for men:

- role modelling
- peer support
- spontaneous conversation
- development of close connections and friendships between members
- group celebrations of important events (birthdays, marriages, birth of a child, accomplishments, etc.)
- increase in self-worth that arises from group membership
- productive and collaborative projects and activities
- contact with people from a diversity of backgrounds and experiences



Healthy-Caring Masculinities and GBV Prevention

Healthy-caring masculinities, which can also be referred to as transformative masculinities, are the opposite of masculinities that are violent, hegemonic, and patriarchal.

The growing prevalence of healthy-caring masculinities can contribute to both GBV prevention; compared to violent, hegemonic, and patriarchal masculinities that are linked to GBV.

Day-to-day examples of healthy-caring-transformative masculinities may be:

- **Men sharing** household and child care responsibilities with women.
- **Men promoting** gender equality within the workplace by challenging and supporting each other to shift their behaviour.
- **Men treating women** with respect and dignity, along with confronting other men who disrespect and objectify women.

https://trainingcentre.unwomen.org/RESO_URCES_LIBRARY/Resources_Centre/masculinities%20booklet%20.pdf

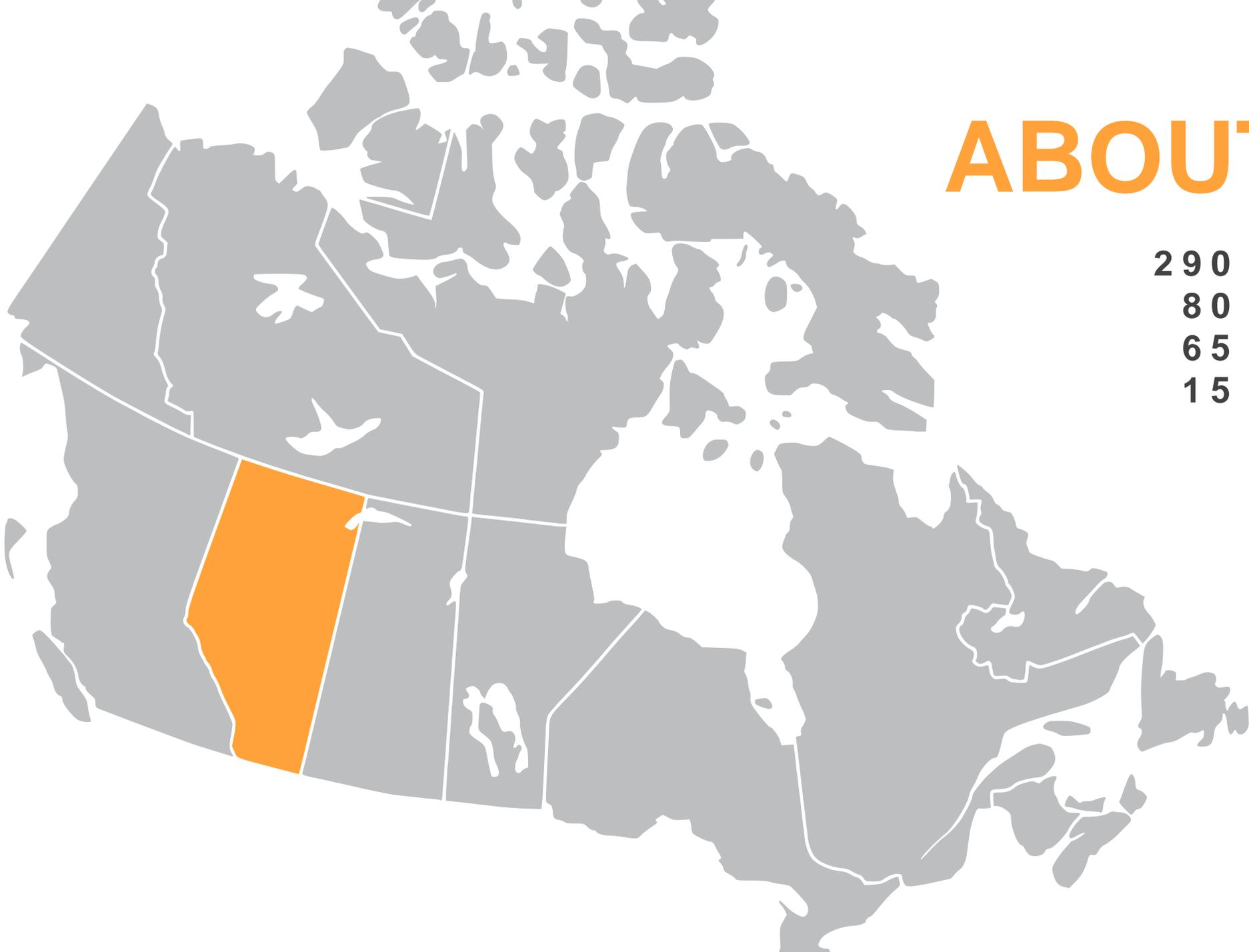
Our guest speakers from CCIS are:
Amanda Koyama & Co Presenter, Nouredine
Bouissoukrane

Calgary Catholic Immigration Society (CCIS) a non-profit organization that offers settlement and integration support and services to all immigrants and refugees in Calgary and Southern Alberta.



ABOUT CCIS

290 STAFF
80 PROGRAMS
65 LANGUAGES
15 LOCATIONS





CULTURAL BROKERAGE PROGRAM



System



Communities



Families



10 Cultural Brokers,
2 Family Violence Brokers,
1 Community Broker

BARRIERS FOR FAMILIES



- System prescribed definitions
- A standardized approach for all “victims”
- Lack of acknowledgement towards settlement needs
- Access to first language and culturally safe supports
- Credibility for services provided– systems navigations and solutions

FAMILY VIOLENCE BROKER



- Support **whole family wellness** and **healthy relationships** amongst culturally diverse families through support for addressing issues of family violence
- **Children's Services determines eligibility for the engagement of a Family Violence Broker through triage**

TEMPORARY ACCOMODATIONS

FOR MEN

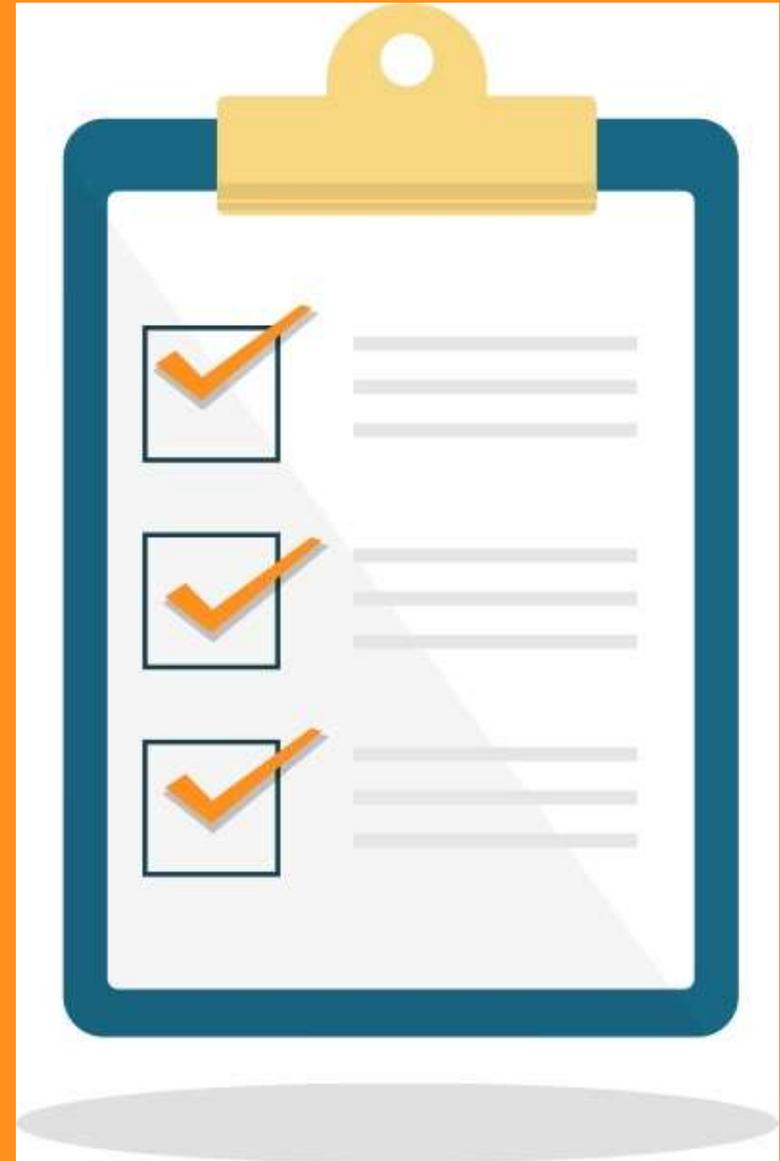
- **Reduce the stress, burden, and disruption** that family violence and family separation can cause
- **Increase perpetrators timely access** to services and supports that are intended to address the root causes of family families
- **Ensure families have information and** support during periods of Children's Services involvement
- **Reduce the stigma and shame experienced by families** embedded within collectivist ethno-cultural contexts that value keeping the family intact



TEMPORARY ACCOMMODATIONS

CRITERIA

- Complete a comprehensive situation assessment
- Voluntary exit from the home
- No active substances
- Does not require support for medical conditions
- Length of stay– up to 5 weeks



Family Violence Education Sessions



Family Violence and
System Expectations

Impact of Family
Violence on Children

Healthy Relationships
and Communication

FAMILY VIOLENCE AND

SYSTEM EXPECTATIONS

- Reflection on family migration journey
- How is family violence defined in collectivist and individualist cultures and societies?
- What are the different forms of Family Violence that exist in Canada?
- Why and when does Children's Services get involved where there are FV concerns?
- What are the roles and expectation of police and court when family violence occurs?



IMPACT OF FAMILY VIOLENCE ON CHILDREN

- Different stages of child development
- Role modelling and implications of parent behaviour
- Child brain development
- Comparison of Good Stress vs Toxic Stress
- Developmental stages of children

HEALTHY RELATIONSHIPS AND COMMUNICATION

- Understanding healthy relationships
- The Equality wheel using the nonviolence model
- The Power and Control Wheel
- Importance of developing natural support
- Understanding the importance of self care and mental wellness





Part 3

Putting your allyship into practice: tips, information and resources

What are the Signs of Abusive Behavior?

Not all abusive behaviour is physical. It is possible to participate in abusive behaviour without being physically violent. It is possible to be abusive without having the intention to hurt someone. For a perpetrator to recognize that they may be abusing someone, or if someone has expressed concern about their behaviour they may realize they were participating in abusive or violence behavior some questions to consider:

Here are some questions for perpetrators to ask themselves to see if you are being abusive or violent:

Am I trying to control everything in my relationship with the woman?

Do I try to keep her to myself?

Do I punish or blame her for my behaviour or actions? Do I say I did something abusive because she made me angry or upset?

Do I threaten her? Do I say I will hurt her, have her deported, or take away the children?

Do I put her down or call her names?

Do I touch her without asking or sexually assault her?

Do I keep her away from her friends and family?

Do I not let her have money or stop her from getting a job?

Do I keep all of her passports or immigration papers and not let her have them?

Do I break her things?

Do I hurt her or feel like hurting her or her kids?

Do I follow her, have people watch her or monitor who she calls and what she does online?



<https://www.immigrantandrefugeenff.ca/need-help/recognizing-signs-abusive-behaviour>



Challenges Newcomer, Immigrant & Refugee men could be dealing with.

Newcomer, immigrant and refugee men could be dealing with:

- Financial stress
- Loss of work
- Anxiety
- Not being able to see their regular supports
- Not being able to be with family and friends
- Not being able to do the things they'd normally do for relaxation

Some discussion questions related to GBV:

'Where are you?' 'How are you finding being at home?'

'Talk me through how you're feeling ... For example, ask him how he's feeling physically i.e. where do you feel anxiety in your body?' 'What are the signs?' 'Can you tune into them so you will know when you're escalating and can remove yourself safely from the family.'

'Is it currently safe enough for you and your partner to discuss what her needs might be?' 'Can she leave you to look after the children and have regular breaks if/when she needs them?'

Western  Centre for Research & Education on Violence Against Women & Children

Resources on Gender-Based Violence and the COVID-19 Pandemic

This webpage is a centralized hub for resources related to Gender-Based Violence (GBV) and the COVID-19 pandemic.

[Violence Against Women](#)
[Child Maltreatment](#)
[Engaging Men and Boys](#)
[Family Courts](#)

<http://www.vawlearningnetwork.ca/need-help-now.html>



Overcoming Service Providers' Hesitations to Help

Violence typically escalates over time and usually does not resolve on its own.

The violence could result in serious harm or even death.

Intervention could prevent further violence.

Violence is everyone's issue. Protecting children from abuse is everyone's role in society.

Inaction could worsen the situation, as opposed to an action making it worse.

Violence is complex and there are many reasons the victim/survivor may stay with the abuser. They still may want help.

The victim/survivor is living in fear and that stopping the violence will benefit both partners.

Approaching the victim/survivor and asking if they are being abused could be the first support they have been offered.

Social stigma often prevents people from asking for help especially in smaller communities and for immigrants, newcomers and refugees.

SOURCE: Neighbours, Friends & Families (2006). "Helping Abused Women."
<http://www.neighboursfriendsandfamilies.ca/how-to-help/helping-abused-women>

Resources

[Alberta Men's Network](#)

An Alberta **Men's** Survey AMN did a few years ago
https://static1.squarespace.com/static/556a4f68e4b0bd1d7493455c/t/57fe5f9646c3c4e1a2b31b71/1476288408059/The+Alber+ta+Men%27s+Survey_A+Conversation+with+Men+about+Well-Being+and+Healthy+Relationships.pdf

A Community Brief on South Asian Men

<https://static1.squarespace.com/static/556a4f68e4b0bd1d7493455c/t/5b878eee0e2e72525f16f556/1535610625282/AMN+Sou+th+Asian+Brief+-+Community+Version+June+13+2018+V3.pdf>
<http://www.albertamen.com/toolkits-briefs>

https://preventdomesticviolence.ca/sites/default/files/researchfiles/Promising%20Approaches%20to%20Engage%20Men%20and%20Boys_0.pdf

Bridges

<http://www.bridgesinstitute.org/>

Manifest Young Men Leading Change

<https://www.manifestchange.ca/young-men-leading-change>

SHIFT

<https://preventdomesticviolence.ca/home/>

White Ribbon

https://www.whiteribbon.ca/uploads/1/1/3/2/113222347/wrc_swc_issuebrief.pdf
<http://muslimsforwhiteribbon.com/>

Public Health Agency of Canada: Stop Family Violence site offers a wealth of guides and resources for professionals

<https://www.canada.ca/en/public-health/services/health-promotion/stop-family-violence.html>

For information on shelters, transition houses, sexual assault centres, & crisis lines

<https://endingviolencecanada.org/getting-help-2/>

For information about technology and digital services

<https://bcsth.ca/digitalservices/>

For information about safety planning

<https://www.immigrantandrefugeeff.ca/need-help/safety-planning>

For information about culturally informed risk & safety

<http://cdhpi.ca/domestic-homicide-immigrant-and-refugee-populations>

Centre for Research & Education on Violence Against Women & Children

<http://www.learningtoendabuse.ca/online-training/index.html>

Resources on Gender-Based Violence and the COVID-19 Pandemic (including engaging men & boys)

<http://www.vawlearningnetwork.ca/our-work/Resources%20on%20Gender-Based%20Violence%20and%20the%20COVID-19%20Pandemic.html>



Ariel laundry detergent commercial, example of **CIWA's tool for awareness on healthy** gender norms:
<https://www.youtube.com/watch?v=8QDIv8kfwIM>

<https://www.youtube.com/watch?v=QAxm23SjHDo>

<https://www.youtube.com/watch?v=vwW0X9f0mME>

A call to men | Tony Porter

Example of Elmwood tool **about the "man box"**
<https://www.youtube.com/watch?v=td1PbsV6B80>

Culturally Responsive Accommodations for Family Violence-P2P Calgary Catholic Immigration Society
<https://www.youtube.com/watch?v=bb8W921SQJc&feature=youtu.be>

Thank you!

