



Glenn A. Harris – He, Him, His
Director of Prevention



2023 CELEBRATE KIDS! CONFERENCE

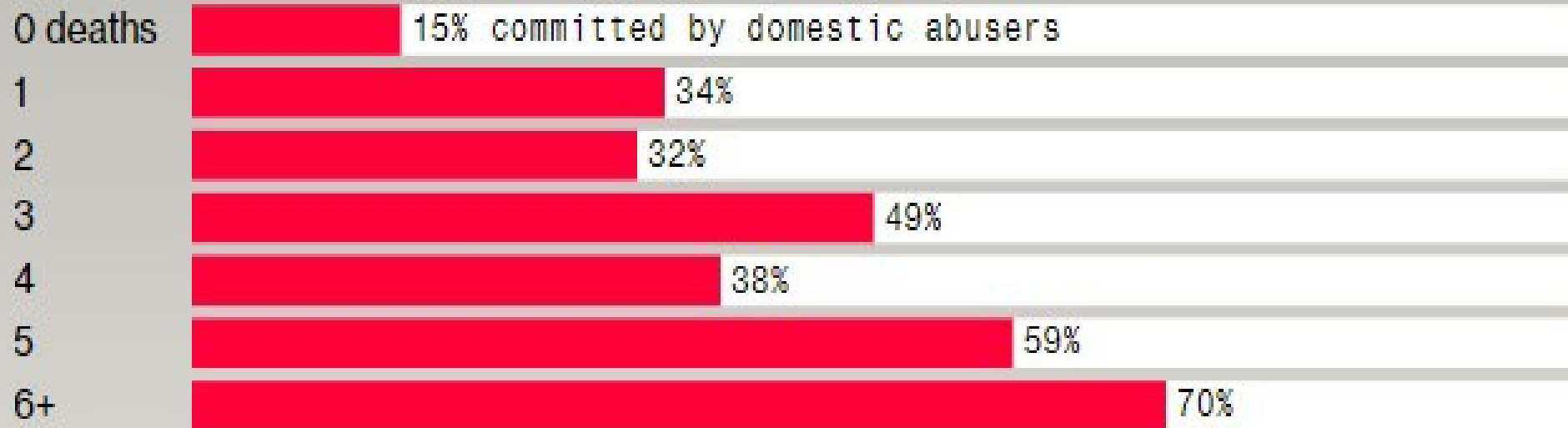
Engaging Men in the Movement to End Gender Based Violence

Know Better. Do Better. Be Better.



The deadlier the shooting, the more likely the gunman had a history of domestic violence

Shootings that ended in...



Source: Bloomberg analysis

New Approaches to the Work

The late poet and author, Dr. Maya Angelou, once said ...



“I did then what I knew how to do. Now that I know better, I do better.”

At OHMAN, we aspire to emulate Dr. Angelou’s words as we work tirelessly towards developing new models for engaging young men and boys, social justice, and building communities free of gender-based violence.

Know Better. Do Better. Be Better.

And The New Playbook: Standing Strong to Promote Non-Violence



Know Better. Do Better. Be Better.



**COURAGEOUS CONVERSATIONS
W/ OHIO MEN**



**THE NEW - VIRTUAL -PLAYBOOK: STANDING
STRONG TO PROMOTE NON-VIOLENCE**

Know Better. Do Better. Be Better.



Meet Them Where They Are ...



Know Better. Do Better. Be Better.

Dax – To Be a Man



His most recent single, "[To Be a Man](#)," is resonating with audiences. The country-adjacent song, in which Dax sings and doesn't rap, is an outlet for him to work through his feelings about stereotypes of masculinity and the toxic effects they've had on him. The song doesn't go so far as dismantling what upholds those stereotypes, but that's Dax's sweet spot: writing a song on the pulse of a feeling, and pushing harder on that pain point.



Key Themes

What Did We Hear / What Did We Learn ?



- Men HIDE Weakness, Vulnerability, & Insecurities – This is Taught @ an Early Age
- Exposing ANY of the Above, Shows Weakness to the World and Our Inability to Handle Situations.
- What is Going on Inwardly, Will Not Be Shown Outwardly

How Do We Get Men and Boys to MATCH Their Emotions/Feelings – [Alexithymia](#)

- Masculinity Has Created RIGID Lines Between STRONG / HONEST / CAPABLE / CONFIDENT
- A Lot of Men are Going Through Life SOLO / Lack Positive Male Support
- Men's Self Worth is Tied to the 'Things He Can Provide' / Only As Good As What You Can Give

Know Better. Do Better. Be Better.

Key Themes



What Did We Hear / What Did We Learn ?

- Most Men's Relationships are Transactional – When in Fact Should Be Transformational
- Affinity to Our Sons - Our 'Sons are Our Horizon' (**Daughters ?**)

Main Theme

We Feel This Way About Ourselves – Therefore We 'Act' / Portray What We Believe the World Needs Us to Be. We 'Act' Like We are OK, But Internally Feel Misunderstood, Taken Advantage of, and Unseen.

We Cant Cry When Life Gets HARD, Unconditional Love is for Women, Children, and Dogs ...

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Toxic masculinity is not a myth and should not be downplayed. Society needs to put an end to harmful gender stereotypes and norms forcing men to suppress their feelings and emotions; instead, to be emotionally open to give back to society and be able to enjoy their lives completely without being insecure of themselves and to support women as well rather than bringing them down.

Communities can collectively do this by encouraging men to reach out to mental health outlets, make less and less sexist assessments of men, and to not have a narrow perspective of masculinity.

The Problem With Toxic Masculinity

- [Dylan Kim](#) and [Ivana Venegas](#) | February 1, 2022



Heterosexuality and Homophobia

A gay guy is not a "real man"
Straight guys being friends
with gay guys is totally
fine and normal (positive
statement)



Hypersexuality

A "real man" should have
as many sexual partners as
he can
A "real man" would never say
no to sex



Aggression and Control

Men should use violence to
get respect, if necessary
A man should always have
the final say about decisions
in his relationship or
marriage
If a guy has a girlfriend or
wife, he deserves to know
where she is all the time



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Traits of a Good Man											
	JUNIOR HIGH SCHOOL BOYS	HIGH SCHOOL BOYS	POST- HIGH SCHOOL MEN	WHITE	AFRICAN AMERICAN	LATINO	<\$25K	\$25K- <\$50K	\$50K- <\$75K	\$75K- <\$100K	\$100K+
Protect and provide for your family	1 (53%)	1 (56%)	1 (52%)	1 (53%)	1 (68%)	3 (50%)	3 (51%)	1 (58%)	1 (56%)	1 (54%)	1 (50%)
Take responsibility	2 (50%)	2 (51%)	3 (44%)	4 (45%)	5 (35%)	1 (57%)	1 (56%)	4 (46%)	3 (42%)	4 (43%)	1 (50%)
Be honest	3 (47%)	3 (45%)	1 (52%)	2 (48%)	4 (37%)	2 (55%)	2 (52%)	2 (50%)	2 (46%)	2 (51%)	3 (46%)
Be a father who is involved and present	4 (42%)	4 (42%)	4 (42%)	3 (47%)	2 (47%)	(33%)	(31%)	3 (47%)	4 (38%)	3 (45%)	3 (46%)
Be a loyal spouse/partner	(28%)	(25%)	5 (38%)	(32%)	3 (40%)	(26%)	(26%)	(31%)	5 (36%)	(26%)	(34%)
Traits of a Good Man (cont.)											
	NORTHEAST		MIDWEST		SOUTH		WEST				
Protect and provide for your family	2 (48%)		1 (59%)		1 (54%)		2 (51%)				
Take responsibility	1 (51%)		3 (45%)		3 (45%)		2 (51%)				
Be honest	4 (44%)		2 (46%)		2 (49%)		1 (52%)				
Be a father who is involved and present	3 (47%)		4 (44%)		4 (44%)		(33%)				
Be a loyal spouse/partner	(30%)		(30%)		(31%)		(34%)				

Hidden rules of economic class

America's lower, middle and upper classes view basic issues in different ways, according to social scientists, Here are some typical assumptions by members of the three economic classes.

	POVERTY	MIDDLE CLASS	WEALTH
POSSESSIONS	People	Things	One-of-a-kind objects, legacies, pedigrees.
MONEY	To be used, spent.	To be managed.	To be conserved, invested.
FOOD	Key question: Did you have enough? Quantity important.	Key question: Did you like it?	Key question: Was it presented well? Presentation important.
CLOTHING	Clothing valued for individual style and expression of personality.	Clothing valued for its quality and acceptance into the norms of middle class. Label important.	Clothing valued for its artistic sense and expression. Designer important.
EDUCATION	Valued and revered as abstract but not as reality. Education is about facts.	Crucial for climbing success ladder and making money.	Necessary tradition for making and maintaining connections.
WORLD VIEW	Sees world in terms of local setting.	Sees world in terms of national setting.	Sees world in terms of an international view.

How Does This Influence How We Engage Men ?



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Tips to Engagement

**Come Take Our
FREE 12 Week
Parenting Class**

**Be the BEST Dad
You Can Be !**

**Father 2 Father
Parenting Classes
for Men**



**Do You Need
Help W/ Child
Support ?**

**Need Help Seeing
Your Kids on the
Weekend ?**

**Need Help W/
Finding a Job ?**

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Intercepting the Dominant Story

Dominant vs. Counter Stories

- Dominant stories represent the values and messages associated with a shared understanding as defined by stereotypes
- Communicated through multiple avenues
- Pervasive powerful, obscuring, & diminishing the possibility of alternatives
- Counter stories resist the values and expectation of dominant stories and therefore represents a moral shift



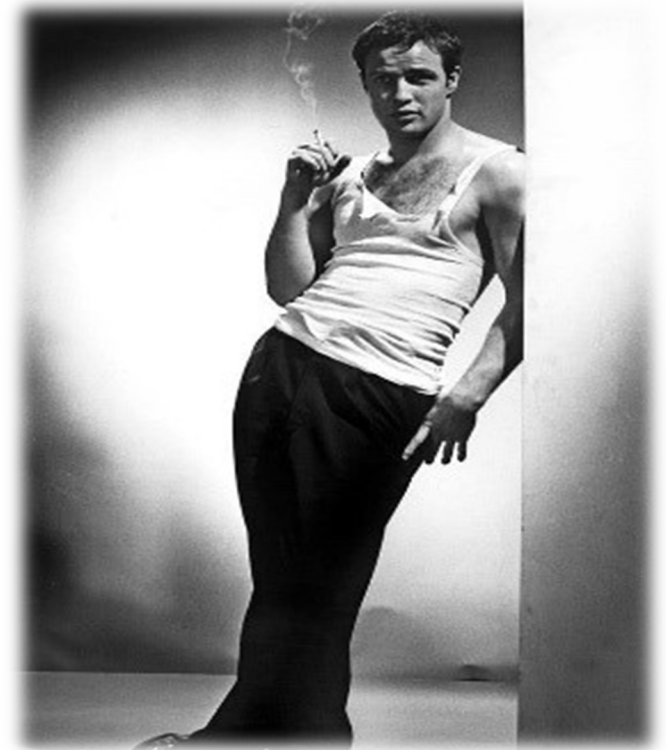
HOW DOES POWER, PRIVILEGE, & TOXIC MASCULINITY LEAD TO A CULTURE THAT ACTS AS A CATALYST TO VIOLENCE

Patriarchy - A Sociopolitical System that Assumes that Men Should Have Power, Control and Dominion Over Others, Particularly Women and Children.

Patriarchy Requires a Rejection of Femininity to Function, This Rejection of the Feminine Becomes an Expected Behavior, Belief, & Attitude

Responses to Power Based Violence and Motivations to Act to Perpetuate Violence is Often Rooted in How We Understand Gender.

Toxic Masculinity – A Subset of Behaviors & Practices Typically Associated W/ Men That are Harmful &/or Destructive. These Behaviors Include Domination, Humiliation, Control, and Hyper Competitiveness & Connected to the Sexual Objectification of Women & Other Predatory Behaviors Like Aggression, Intimidation, and Violence.



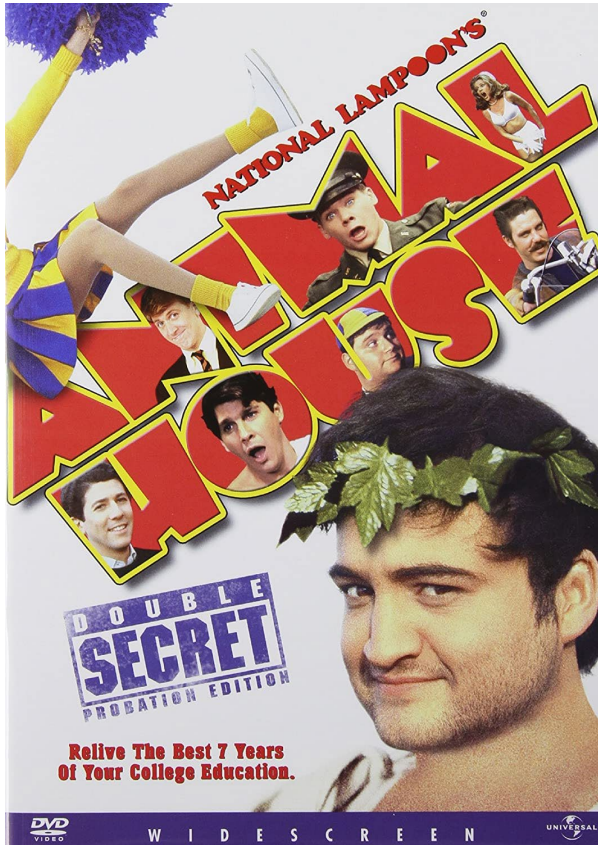
Defining Violence

Violence is any action, inaction, or structural arrangement that results in physical, psychological, and social harm to one or more persons.

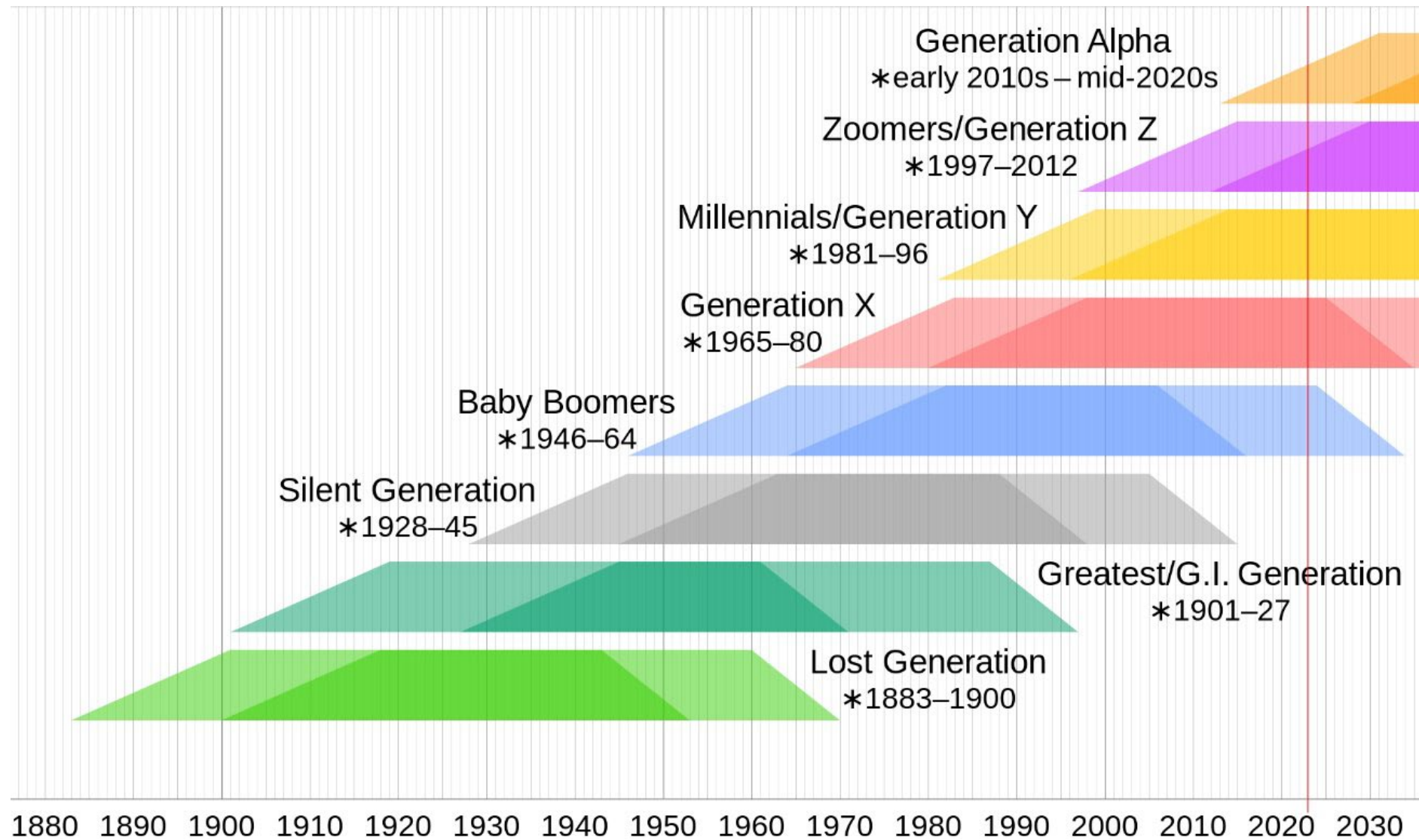


Previously A

Masculinity



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Masculine Conformity Scale

The differences in mean scores between older generations (Generation X and Baby Boomers) and younger generations (Generation Z and Millennials) are statistically significant.

[Mahalik et al., 2005](#)

The masculinity modeled to us by older generations—which held that men shouldn’t express emotion, be sensitive, or show vulnerability—is fading.

7 Reasons Why Millennial Men Are Reinventing Masculinity
[Jules Schroeder](#)

Table 2. Means and standard deviations for CMNI-22 masculinity subscales and total scores.					
CMNI-22 Subscale ^a	Generation Z	Millennials	Generation X	Baby Boomers	All generations
	Mean (SD)	Mean (SD)	Mean (SD)	Mean (SD)	Mean (SD)
Status	3.53 (1.11)	3.51 (1.04)	3.27 (0.97)	3.03 (1.04)	3.32 (1.03) ^{b,d}
Heterosexual presentation	3.43 (1.75)	2.79 (1.60)	2.90 (1.54)	3.07 (1.58)	2.95 (1.59) ^{b,c}
Emotional control	3.30 (1.45)	3.15 (1.42)	3.14 (1.33)	3.23 (1.30)	3.17 (1.36) ^{b,e}
Risk-taking	3.02 (1.32)	2.98 (1.24)	2.68 (1.13)	2.49 (1.11)	2.76 (1.20) ^{b,d}
Work/school	3.02 (1.29)	2.76 (1.27)	2.53 (1.17)	2.53 (1.14)	2.64 (1.22) ^{b,f}
Violence	2.87 (1.46)	2.66 (1.46)	2.32 (1.43)	2.13 (1.45)	2.43 (1.46) ^{b,c}
Winning	2.53 (1.27)	2.56 (1.16)	2.44 (1.03)	2.31 (1.00)	2.46 (1.09) ^{b,d}
Self-reliance	2.47 (1.22)	2.63 (1.20)	2.58 (1.10)	2.62 (1.11)	2.59 (1.14) ^{b,g}
Dominance	2.41 (1.16)	2.56 (1.12)	2.49 (1.07)	2.36 (1.09)	2.48 (1.10) ^{b,h}
Playboy	1.70 (1.45)	1.72 (1.44)	1.54 (1.30)	1.45 (1.29)	1.59 (1.36) ^{b,d}
Power over women	1.13 (1.06)	1.26 (1.05)	1.28 (1.00)	1.27 (1.01)	1.26 (1.02) ^{b,g}
Total score	29.21 (5.97)	28.39 (5.84)	27.04.(5.43)	26.30 (5.49)	27.49 (5.69) ^{b,c}
Total T-scores	53.03 (10.49)	51.58 (10.26)	49.21.(9.54)	47.91 (9.64)	50.00 (10.00) ^{b,c}

5 Examples of New Generations Changing Masculinity

1. They Value Self Awareness.

While traditional masculinity says “don’t feel,” modern masculinity says “dare to feel.” Millennial men are committed to knowing themselves on a deep and personal level—even if what they find is difficult to confront or conflicting.

Rather than hide from or deny who they are, they became curious about who they are and have the courage to represent themselves authentically.

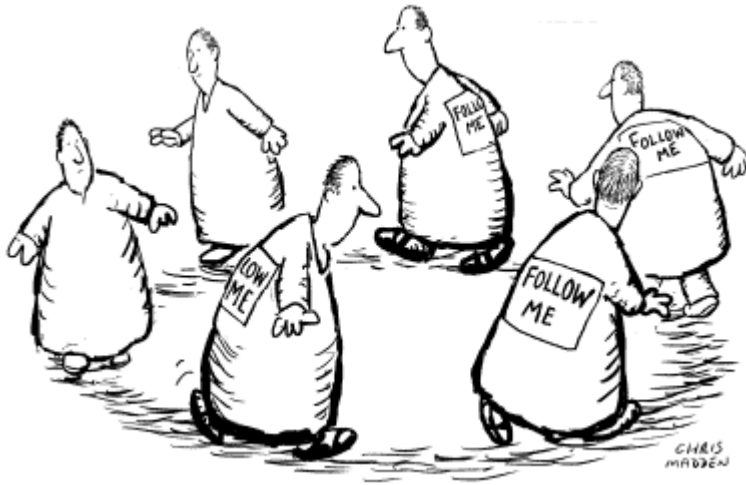


5 Examples of New Generations Changing Masculinity

2. They Are Non-Conformist.

The rigid gender roles for men and women are becoming more loosely defined as millennials challenge the status quo. According to one international study titled “The Decline of the Manly Man,” the percentage of men who are staying home to care for children is rising today while women are slowly surpassing men in academic performance and closing the income gap.

The evolved man isn’t swayed by gender roles or what society deems “manly.” He doesn’t need to be validated externally by conforming. He acts according to his own volition, and he isn’t threatened by women rising, either.



5 Examples of New Generations Changing Masculinity

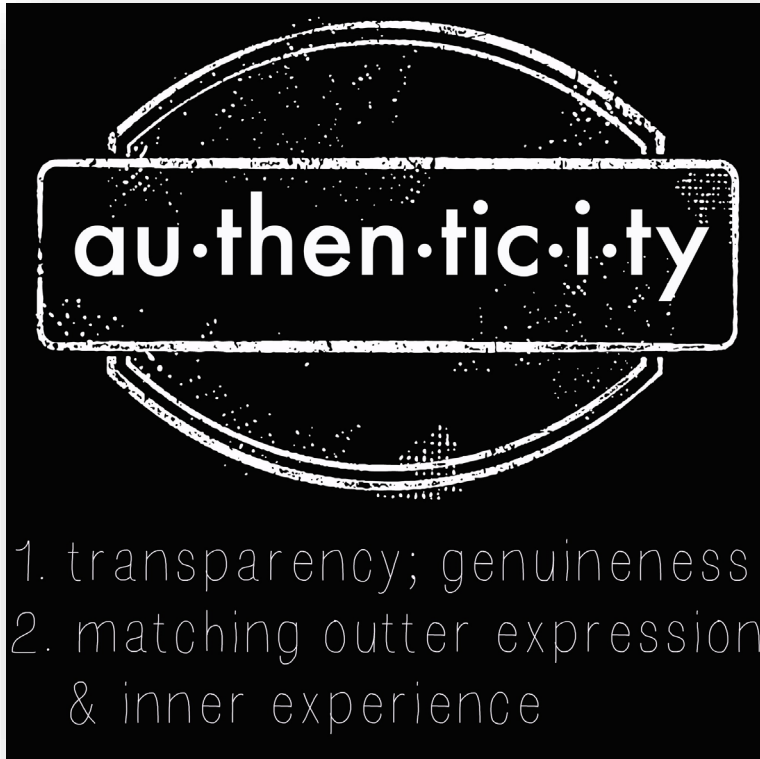
3. They Don't Want To Compete With One Another.

Instead of trying to gain empty status, the evolved man knows his worth lies within. He is secure within himself to the extent that he doesn't need to put others down in order to feel better about himself.

"It's so important to have an abundant mindset over a competing mindset. Don't sacrifice treating people right or opt for profit over people because there's so much out there to receive. When we're in a competing mindset we are limiting ourselves."



5 Examples of New Generations Changing Masculinity



4. They Value Authenticity.

Millennial men have no need to pretend they're someone they're not, because they're not ashamed of who they really are.

You can cultivate authenticity in your life by ensuring your outer self is aligned with your inner self.

5 Examples of New Generations Changing Masculinity

5. They Want To Be Vulnerable.

Outdated masculinity says men shouldn't show any sign of weakness. But modern masculinity embraces vulnerability as an expression of courage.

24 Year Old TEDx Speaker Alex Rodriguez said;

"The strongest man today is the most vulnerable. If you're able to be self aware of what you feel and what you want and you don't have to fake anything or try to keep up the image that society puts on you... if you are who you are, and you're able to embrace that, you're a man."



Jack Harlow – Gang, Gang, Gang



The message Jack Harlow shares in the lyrics of *Gang Gang Gang* has a precise meaning : our support for the friends of our life has a limit, which is crossed when they do something unacceptable . “*It’s family ’til it can’t be, gang ’til it ain’t*,” says Jack in the last part of the song .

We cannot blindly support our people in every condition : we need to see if they change, if they are different people, and act accordingly .



Unique Challenges W/ 'Out of Wedlock' Households



Know Better. Do Better. Be Better.

Men (Fathers) Believe Systems are NOT for Them !



Unique Challenges W/ 'Out of Wedlock' Households

Influence Versus Control

Seven Truths About Fatherhood

Fathers care — Even if that caring is not always shown in conventional ways.

Father Presence Matters — In terms of economic well-being, social support, and child development.

Joblessness - Is a major impediment to family formation and father involvement.

Co-parenting - A growing number of young fathers and mothers need additional support to develop the vital skills to share the responsibility for parenting.

Role Transitions — The transition from biological father to committed parent has significant developmental implications for young fathers.

Intergenerational Learning - The behaviors of young parents, both fathers and mothers, are influenced significantly by intergenerational beliefs and practices within families of origin.

Systematic Barriers - Existing approaches to public benefits, child support enforcement, and paternity establishment operate to create obstacles and disincentives to father involvement. The disincentives are sufficiently compelling as to have prompted the emergence of a phenomenon dubbed "underground fathers" — men who acknowledge paternity and are involved in the lives of their children but who refuse to participate as fathers in the formal systems.

Know Better. Do Better. Be Better.



Our Children are Watching

How they act and react to violence against women tomorrow depends on how we act and react today. Now more than ever, we need men like you to join the OHMAN movement to prevent physical, verbal, sexual, and all forms of violence against women.

Know Better. Do Better. Be Better.



The "Know Better. Do Better. Be Better." social media campaign is supported in part by funding from the US Centers for Disease Control and Prevention Cooperative Agreement Number, 5N0542302390-03-01 and by US Department of Justice, Office on Violence Against Women Grant Number 2017-CV-AX-0117. The contents of "Know Better. Do Better. Be Better." are solely the responsibility of the author/creators and do not necessarily represent the official views of the Centers for Disease Control and Prevention, the Department of Health and Human Services, the Office on Violence Against Women or the US Department of Justice.



We Can React Better

Conflicts with your partner happen. It's how you react to the conflict that matters most. OHMAN can help you understand better ways to react and express yourself. Get connected with OHMAN and learn more about healthy masculinity.

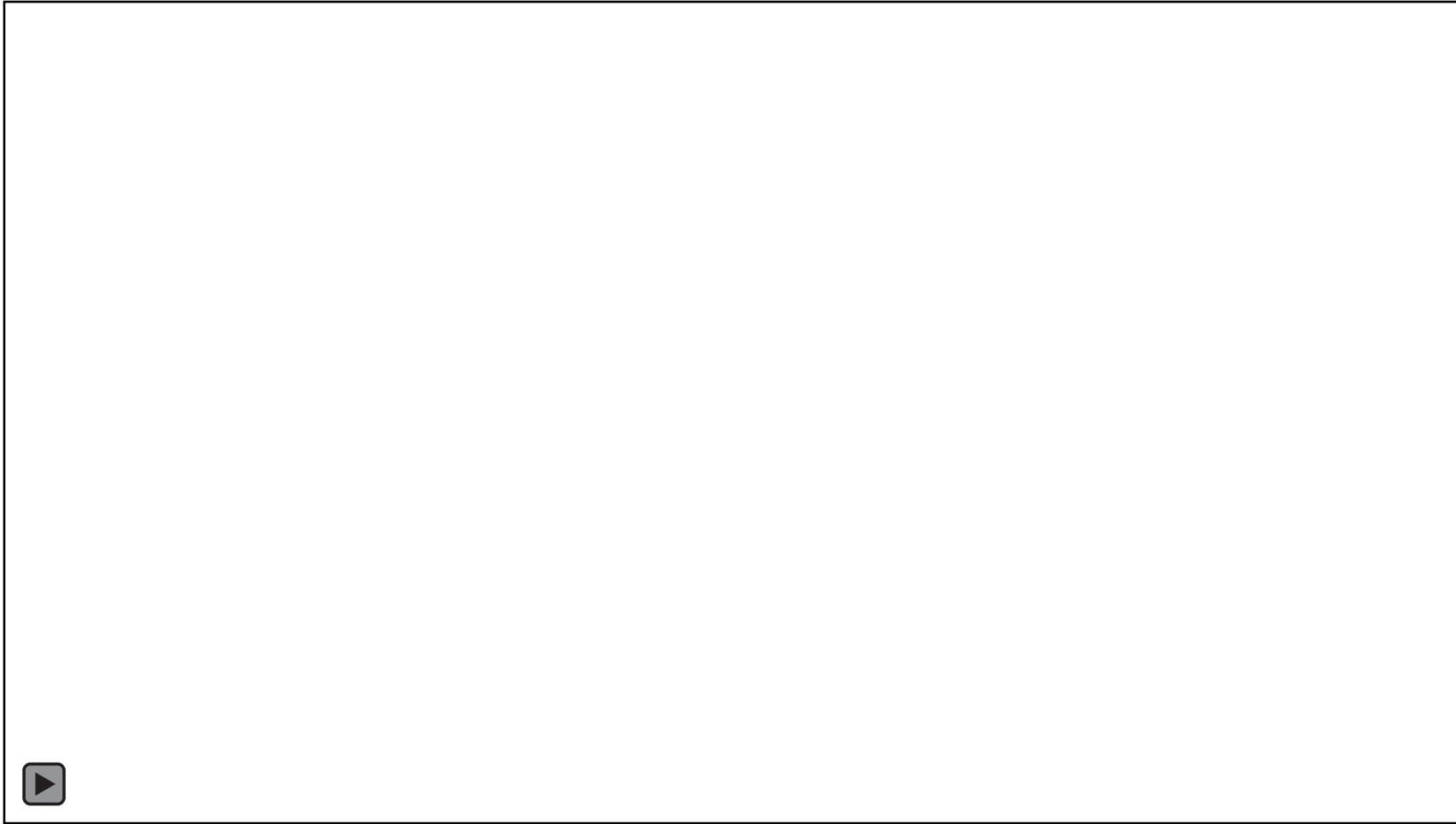
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