

The background features several overlapping, light gray hexagonal shapes. The central hexagon is filled with a variety of small, light gray icons representing concepts like education (graduation caps, books), community (groups of people, hands), and health (hearts, crosses). To the left, a solid dark teal vertical bar is positioned, with several thin, curved lines in shades of teal and green extending upwards from its base.

# Build Together

Second Young Men and Boys  
Convening

## BUILD TOGETHER: Second Young Men and Boys Convening

Day 1: 10 February 2021

### Agenda

3:00 to 4:00: Introductions | Ice-breaker: I used to think and now I think

4:00 to 4:45: White Paper Presentation: Working with Young Men and Boys

5:00 to 5:45:

(i) Spotlights: The global landscape of interventions and how they relate to India

(ii) Bridging the Gap: A look at different approaches to gender empowerment and social justice

5:45 to 6:00: Curated stand-up event

6:15 to 7:00: Chai, Coffee and *Charcha*: Unintended Consequences

### Session 1 | Introductions and icebreaker

Group 1	Group 2	Group 3	Group 4	Group 5
+	+	+	+	+
<p><b>Dilip</b> UTT: Reinforcing their roles (He for She), NIT: learnt that we need to solve problems for men to enable them to w <b>Sahana:</b> UTT: Changed after motherhood- Husband had it easy and I was doing all the heavy lifting: NIT: It is a huge shift for men as well! Parenting is equally challenging for men <b>Akshat:</b> UTT: Used to take for granted the unpaid work done by sisters and</p>	<p><b>Sagar, TYPF</b> I used to think that in my work with boys, that we can talk to boys about stuff and gender in an intersectional ways until very late in the intervention, and now I think we can talk about gender at a much earlier stage ♥ 1</p> <p><b>Ayushi, TGL</b> I use to think empowerment means one thing. But now I think empowerment is unique to each</p>	<p><b>Rithika</b> 1. Complete lack of space for boys - social framework dictates they cant talk. Felt that was never an issue for them. ♥ 1</p> <p><b>Antika (ECF)</b> 1. Felt jealous of men. Felt why wasn't her views expressed my mother eg: why was she staying at home etc. 2. Work made me realise how much men have repressed their own</p>	<p><b>Sukhibhava (Aditya): Thought addressing symptoms would be an approach and now i see its deeper and cultural</b> ♥ 0</p> <p><b>Swayam (Anu): Human relationships are most complex and now i have learned to say i dont know what i would do in any situation. Its easy to</b> ♥ 0</p>	<p><b>Thoughts</b> Accommodation has to precede transformation. Trust takes time. Need to see the inequity to be at to work on it. Sport - boys &amp; girls play together Ultimate Frisbee. Girls are on par Boys have to learn to back off ar make space for the girls and include them in the game. Diffic but necessary journey. ♥ 0</p>

Access to full padlet is [here](#)

### Session 2 | White Paper Presentation: Working with Young Men and Boys

The aim of the white paper was to synthesize existing knowledge about the YMB approach. By better understanding the evolution of the YMB movement and the current landscape – both globally and within India, explore questions on dimensions that are being overlooked and how we can think more holistically about the change we want to create.

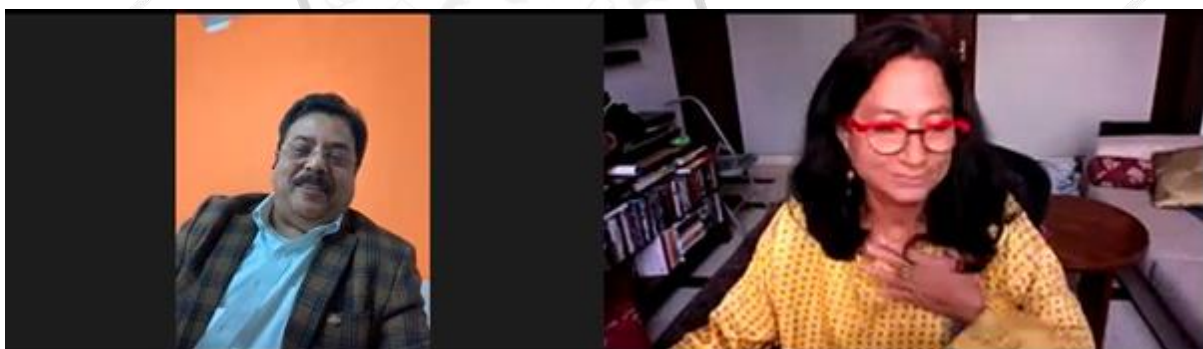
### Key Discussion areas

1. Disparity of thought on engaging with YMB on their own or within the gender equity framework:
  - How to structure engagement in a way to ensure a conducive environment for girls/ women and at the same time help boys develop their own identity and keep themselves safe?
  - Looking at YMB programmes orthogonally to women's and girls' programmes can threaten the need and resources for them. Therefore, YMB programmes need to be kept separate and complement ongoing work with and on women/ girls, keeping resource envelopes separate.
  - Is there a need to engage with YMB for their own actualisation?
2. For men to be real allies and provide support for women, they need to actualise learnings and reach their own conclusions. And for that, there is a need to unpack male actualisation.
3. Not having enough men as part of the gender equality/ YMB programming is in itself something that needs to be addressed to be able to scale up this work. Moreover, sufficient peer communication needs to be encouraged to facilitate this process.
4. There exists white spaces in the YMB work however, whether the group needs to address those may need to be explored as men already have significant privilege and access to resources.
5. There isn't sufficient longitudinal research that has been done to capture inter-generational trauma or long-term impact of interventions.

### Session 3

#### A. Bridging the Gap: A look at different approaches to gender empowerment and social justice

In conversation with Ravi Verma (ICRW) and Geeta Misra (CREA)



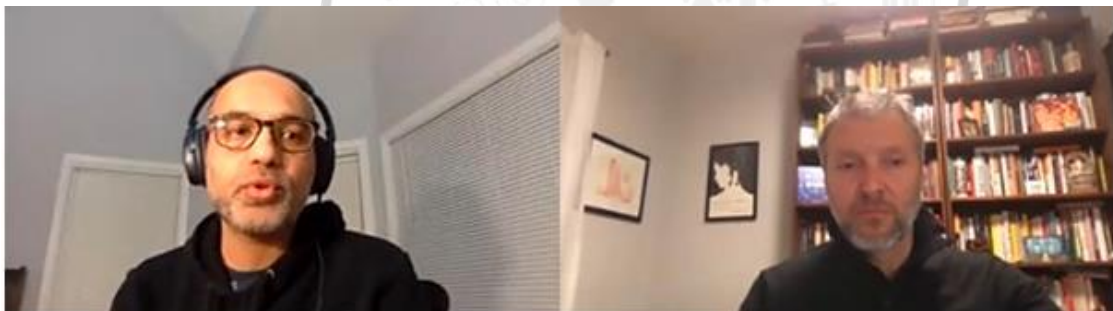
### Key discussion areas

1. While men cannot be categorised as poor helpless victims, because they have agency, they too are victims of patriarchy and gender-based norms who live within conflicting tensions of acceptance of their privilege and the cost of their entitlement.

2. There is a need to look beyond just men and boys and incorporate the ecosystem and institutions that nurtures them and writes their narrative and which gives them ideas that are then manifested in their daily lives.
3. The people and organizations working on this aspect of gender, need to be clear in their own perspectives, overcome their own biases, struggles and bottlenecks, and be ready to break convictions that have a binary approach to gender and work outside structural norms.
4. Family based interventions and/ or using the family as an entry point to conversations on gender can go deeper and beyond boundaries. At present they exclude all those who fall outside the purview of heteronormative roles.
5. There is a need to navigate the protector-provider-responsibility nexus attributed to men and move from male responsibility to male partnership. This identity needs to be unpacked without relying on a flawed understanding of masculinity and needs to be framed in way that isn't self-defeating for men.

#### **B. Spotlights: The global landscape of interventions and how they relate to India**

In conversation with Gary Barker (Promundo) and Laxman Belbase (MenEngage Alliance)



#### **Key discussion areas**

1. There is an important need to start generational research that looks into how boys view their fathers within their homes as carers and how this impacts their own behaviour. Bridging this shift in programme design is needed - especially in South Asia where gendered norms are much deeper.
2. The systemic understanding of familial roles across South Asia (rural families, urban families, regional families) needs to be uprooted. This transcends short-term projects. The work needs to move beyond programming and work with many systemic actors and stakeholders such as politicians, media etc.
3. How do we build incentive for politicians to tackle this? Could we think of a reportcard?
4. There needs to be a global understanding and preparation to be invested in this for many years. Patriarchy cannot be resolved in 3 years.

5. Urgent to engage male policymakers as more than superficial champions of gender issues, but instead be able to have them take on complete responsibility and be accountable for the whole process.
6. We need to think of scaling up, but also of scaling in - by accepting fluidity and bringing in all overlapping structures into programme design.

## Session 4 | Unintended Consequences anchored by ECF and Probex Consulting

This break-out session allowed grantee organizations to share unplanned consequences – both negative roadblocks and positive discoveries – that they faced in their journeys and how they overcame and/ or absorbed these surprises into their programmes.

2. Unintended Consequences   Build Together - Young Men and Boys Convening				
Please feel free to share both positive and negative unintended consequences you've encountered in your work. Please use this space to also capture thoughts/reflections from your discussions.				
Group 1: Participants	Group 2: Family	Group 3: Teachers	Group 4: Community	Group 5: Team
+	+	+	+	+
<p><b>Dilip also similar to Manak</b></p> <p>CREATING A safe space in a group only with men is very challenging - unable to open and share. Therefore now theyve started creating awareness campaigns about sepaking and opening up. Have started a one-on-one model - where they dont mind speaking in a discreet manner. which they are happy t have - irrespective to men or women.</p> <p>When they started a domestic chore campaign. They got a backlash from women - who felt</p>	<p><b>ECF</b></p> <p>They engage parents quite actively - and engaging parents is important to create an enabling environment required for change.</p> <p>Unintended consequences - If boys tried to share the load, mothers would say 'no need, I am fine'. There were also cases, when mothers said boys were taking more care of sisters 'take your dupatta' or they go with her. This is the protective approach. How do they take action - curriculum wise, they talk about 'is this good or</p>	<p><b>CEQUIN</b></p> <p>Young boys in grades 8-10. Haryana, Rajasthan, Delhi, UP</p> <p>+ Digital skills uptake advanced very quickly during COVID, - however, a negative consequence was many children who dropped out. - It is harder to bring out children who are introverted on digital platforms</p> <p>+ The program was school led pre COVID, however, now the program engages with children in their homes. Surfaced new stakeholders</p>	<p>1. community realising benefit of sons engaging with the work. Community members come to NGOs to say get sons to shed wayward ways.</p> <p>2. covid has actually been a bit positive as community has realised the benefits of engaging with field organisations. Community really came into play during covid as well - in helping with open spaces, and doing programs</p> <p>3. Communities can resist some aspects of programs like residential co-ed workshops</p> <p>4. Observation: wherever programs</p>	<p><b>Amplification</b></p> <p>1. Recognising the need for inner to outer changes for teams and staff.</p> <p>2. Safe spaces for the team to share and listen and do deep personal work as well.</p> <p>3.</p> <p>♡ 0</p> <p><b>Mitigation</b></p> <p>1. How can we mitigate through the technology itself. Outbound rather than inbound calls etc. Mask numbers etc. Create ways to listen</p>

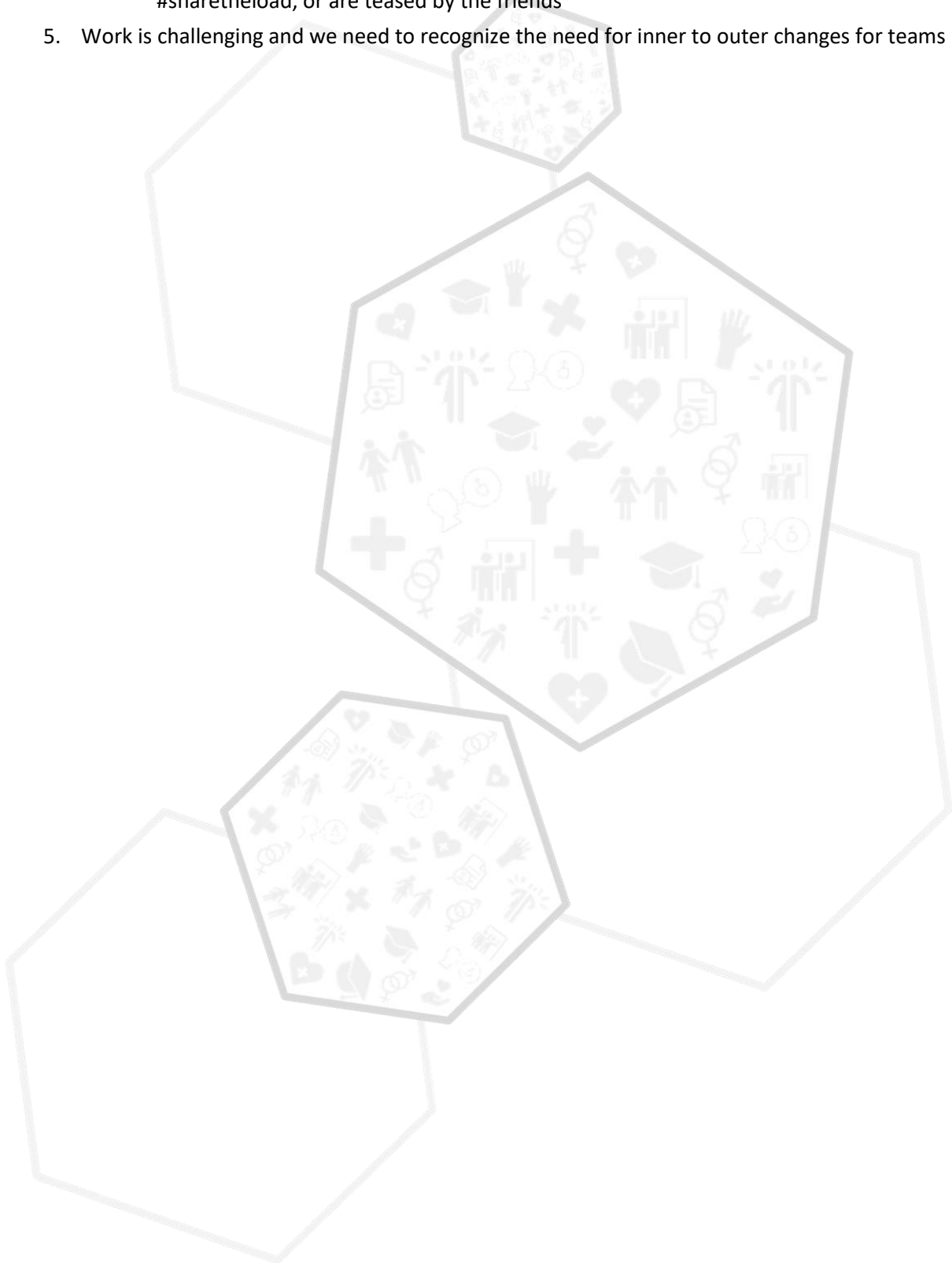
Access to full padlet is [here](#)

### Key Takeaways:

1. For programme designers (CSOs) and task implementers (men) to listen to the requirements of the ultimate beneficiaries (girls/ women) as opposed to deciding what they need.
2. Ability to accept errors, be fluid and develop and redesign programmes based on needs, requirements, observations, client satisfaction and extended stakeholder engagement, a lot of which was due to programme testing and piloting
3. Using stakeholders and the community as allies within the programme to help overcome challenges.
4. Some specific unintended consequences that were discovered organically:
  - The Covid-19 pandemic caused beneficiary groups to expand across most programmes to include mothers and wives, teachers and support staff or the wider community
  - Covid-19 also caused digital adoption and consequently skills accelerated during the lockdown, allowing for wider engagement with beneficiaries and stakeholders



- Participants faced community backlash and dissonance when they go back to their environments. For example: push-back from women when men try to #sharetheload, or are teased by the friends
5. Work is challenging and we need to recognize the need for inner to outer changes for teams



## BUILD TOGETHER: Second Young Men and Boys Convening

Day 2: 11 February

### Agenda

3:00 to 3:20: Refresh and Recap

3.20 to 5.00: Action Workshop: Charting a way forward

5.15 to 6.00: Chai, Coffee and *Charcha*: Building a narrative

6.00 to 6.45: Reflections and Close-out – Building Together

6.45 to 7.00: Rohini's closing remarks

### Session 1 | Recap

The Recap session captured insights from the participants using a Mentimeter to check in on what stood out for them (Aha moments!), and their hope for new beginnings (I'm hopeful because).

#### Key Takeaways:

##### 1. Key Aha moments included!

Who cares about care work

Finding men in politics as allies

Safe spaces alone insufficient for change. Facilitators and intent are needed to.

Only 20% of interventions on focussing YMB issues.

Lack of men in gender equity programming

What is positive patriarchy?

Influencing media for changing masculinities

Finding men as allies

Caring about care

Change is not equally distributed. That a person changes what they do

The data shared in the presentation on the large number of organisations working with men and boys was

listening to stories of positive unintended outcomes and reflections

Press ENTER to resume scroll

- Empowerment doesn't look the same to everyone!
- The importance of caring about care

- Discovering India’s data and its parity with other countries, especially Rwanda
- The need to engage with the idea of “positive patriarchy”: are we working towards reforming or dismantling patriarchy?
- Disparity of thought in working with men in isolation or as part of a larger whole. If the latter, then how to integrate them into the whole?
- The need to bridge the gap between viewing men as allies and/ or beneficiaries

2. The key reason for hope unanimously stressed on the collective presence in the room and

Sticky notes content:

- I could see a range of perspectives on how to deal with the challenges.
- We are here. We have intent. Now to hope we matter.
- that so many women are leading this work ;)
- Collective strength can do the
- There is so many unique and innovative ideas amongst everyone to learn from
- there is a room full of passionate and committed people here and together I think we can make a difference!
- We are here... with a resolve to make a difference.
- Gary's example of building men's participation in care giving into policies and processes of health systems was definitely AHA!
- the passion within the team...is infectious!
- there is a room full of incredible people asking very important questions, demonstrating a deep

their continuing work on engaging with young men and boys.

## Session 2 | Action Workshop: Charting a Way Forward

The purpose of the action workshop was to explore how the movement could go deeper/ looking at the empty spaces to explore, and go wider/ discovering more organizations to expand the network. Both aspects were considered using the lenses of *bazaar* and *sarkaar*

### 4. Action Workshop | Build Together - Young Men and Boys Convening

Please feel free to use this space to capture ideas / thoughts / reflections from your discussion.

Group 1	Group 2	Group 3	Group 4
<p><b>Manak</b></p> <p>Suff. org talking about patriarchy - arc of going from investment in violence against women to recognizing more nuanced work needs to be done</p> <p>Rec. that this about patriarchy and not about womens rights.</p>	<p><b>Sukhibhava</b></p> <p>the outputs of the engagement can be seen at the end of the engagement, but to actually be able to see the impact (behavioral change), time should be given. If we start to dialogue with a 12 yrs old boy on equality,</p> <ol style="list-style-type: none"> <li>1. first it will be repelled by all that he might have learnt up until then in life.</li> </ol>	<p><b>Wide   Expand The Movement</b></p> <ol style="list-style-type: none"> <li>1. Media to work on mindsets. Gender norms.</li> <li>2. Digital media campaigns</li> <li>3. Gender lens to expand to include YMB specific work and particularly in emergency situations. For eg, VAW.</li> <li>4. Mental Health adjacencies as well as need.</li> <li>5. Include education, changing the</li> </ol>	<p><b>Summary</b></p> <ol style="list-style-type: none"> <li>1. Focus on few behaviours that need to shift</li> <li>2. Prioritizing a few segments from the lifecycle</li> <li>3. Our work provides skillsets (soft skills) that can address the need for skilled manpower</li> </ol> <p>♡ 0</p>



## Section 1 | Internal discussion on the way forward

### Key Takeaways:

#### Going Deep

1. Developing a space where boys/men and girls/women can come together for dialogue and problem solving to avoid an us vs them scenario
2. Need for long-term engagement via a lifecycle lens and consequently longer funding to destabilise something as rooted as patriarchy and allow for a change in behaviour patterns. Not look for quick outcomes.
3. Absence of role models within communities as well as within the greater public domain (eg: positive media) needs to be addressed.
4. Beginning to work even earlier with younger children – before notions of masculinity and gendered norms can be formed.
5. Incorporate all aspects of intersectionality – including power and oppression of young men and boys - when engaging with them

#### Going Wide:

1. Creating an entry point for other organizations and sectors to want to do this (akin to the food network on Facebook) - where everybody wants to have a go!
2. Exploring through an LGBTQi lens that is currently missing would help us in both going deep and going wider.
3. Expanding the movement to include collaboration with public health, particularly mental health
4. Working relentlessly with media and using the power of media for reach, access and influence.
5. Building a synchronised yet regionally contextualised vocabulary for the sector
6. Building advocacy with the larger society and with the government to achieve scale

## Section 2 | Action Workshop: Engaging with Sarkaar and Bazaar

### A. In conversation with Priya Naik (Samhita) on where can business involvement can be more impactful?

#### Key Takeaways:

1. Companies can solve social problems for whatever reason, no matter the starting point: CSR, philanthropy, HR policies, marketing budget, sustainability etc
2. Companies are willing to put in the funds to work with civil society, but need direction, support, access and insight
3. Civil society organizations can capitalise on this need and use their expertise to partner with Companies and support them to do good things at scale

## B. In conversation with Aprajita Gogoi (C3) on where can government involvement be more impactful?

### Key Takeaways:

1. Government needs to be engaged because they have maximum reach, budgets and infrastructure already in place across sectors
2. We do not have clarity on why there are no YMB programmes launched by the government – this could be a case of “social undermining”. Perhaps an entry-point could be to “retro-fit” the approach into existing programmes such as Skill Development.
3. We need to redesign our approach and take into significance regional needs, supplies and demands and then tailor and curate content accordingly.
4. Core ingredients for an effective *samaaj-sarkar-bazaar* partnership would include visionary leadership, dedicated funding, complete buy-in on the common goal, operating transparency between partners, a common roadmap across partners, and common performance measures.

### Session 3 | Chai, Coffee & Charcha: Building a Narrative anchored by TYPF and TGL

1. It is necessary to reframe our own perspective, programme designs and curricula that view men as perpetrators and predators
2. Most interventions in this field propagate “politically correct sex”, when what is needed to be spoken of is how to have an empathetic, stigma-free and good sex.
3. Conversations on consent need to be made sex-positive and pleasure-affirming. Programme designers need to take feelings of men regarding performance pressure, rejection and masculinity into their thinking process.
4. Need to move away from confined black-and-white structures and appropriate programmes as needed regionally, ideally in non-segregated mixed groups that allow men to hear and experience a woman’s story without seeing it all as fun and games.

## What inspired your organisation to start working with men/boys? Think about the incident or experience that gave you the motivation to start this work

**Sukhibhava:** Began with menstruation. Pandemic gave an opportunity to work with men. Started an SRH helpline to work with women and girls, from here grew an idea to encourage men to create an enabling environment for menstruators. At the end - how much of boy-in do women have from men? Engaging with men to help them understand their own SRH issues - identification with it - and empathise with the SRH issue of women.

**Project khel:** engaging with YMB from the very beginning

**Arpan:** Govt study came out in 2007 which showed 53% boys were sexually abused and ~47% girls. So how can you leave out the boys

**Naseem (CEQUIN):** Enjoys working with young people

**CEQUIN:** the conversation did move from women's empowerment to GENDER.

**RNP:** Had supported programmes against VAW, working with orgs working with women on violence - didn't do much on the causes of the problem. Included boys in the journey - complimentary and bridging the gap b/w women empowerment and dismantling patriarchy. Journey of learning from orgs.

**YP Foundation:** work was not relevant for boys and their needs. needed to think according to their needs and had to change the content. Exploring masculinities in a more intersectional way

**Swayam- wanted to work with men right from the inception of Swayam. Had done so in a sporadic manner with volunteers and students. But 6 years ago started working in a consistent and long term manner and build on our womens work in the communities. We also realised change takes time.**

**The questions asked by boys in our gender trainings with girls and boys that showed how normalised gender inequality was in their minds. -Swayam**

**Open + honest participation**

**EdelGive - Our work is largely around the normative work we do; mostly around GBV with women and girls. If we need to look at the source of violence, we cant do away from men and boys. Men are included - as allies**

**lived experiences**

**Swayam- Our study on Attitudes of School Students on gender inequality and violence against women which clearly showed that whilst girls were getting empowered and changing their mindsets, boys still thought along traditional lines. Clearly this would increase conflict.**

**Values - Meena - not considered as tactical interventions but seen as a commitment from both stakeholders and those involved to reach a common understanding of the larger goal. Have the impact that the intent initiates.**

**Rohini: working in education, encountered young boys who were very vulnerable, and vulnerable in a way that seemed unique. At the same time, looked at many women's emancipation efforts, and saw men holding the women back.**

**Rohini: That's what got us started on what is working in this space.**

**Arpan: important to start the conversation. And do a co-ed conversation. By working with boys you also prevent them from becoming perpetrator.**

**Arpan: to break the vicious cycle of violence, you need to work with both genders.**

**Encountered difficulties men face in the context of masculinity and other issues, as well their own experiences with their children**

**Arpan: At women's conferences there was token participation of men. Needed to expand the stakeholders (no point doing more of the same**

**Swayam- To create gender free societies we need to work with men & boys and not just with women. Both are affected due to patriarchy.**

## What are the values you want to uphold ? Think about common values for you and communities where you work

Seeing boys as allies and not as perpetrators and abusers

a world together based on human rights

Appreciation of efforts that women put in

Inclusive! Gender is fluid

solidarity

Equality, respect - Swayam

celebrating diversity

Mutual respect and dignity

empathy

Inclusivity

Equity and inclusion.

Talking about Intersectionality. Layers.

Perseverance

Respect and care

Accountability

Openness, agility and innovation.

respect

creating non judgemental, non-hierarchical and non-threatening spaces

Fostering agency.

gratitue

Power with and not power over (as a value to aspire to)

trust

Swayam- Inlcusivity, Accountability, Equality, Respect, Trust, Transparency

Deep listening.

Sensitivity

creating a shared vision for a shared future

listening

commitment. termination

Mutual responsibility

Inclusivity through intersectionality!

Inclusivity, Accountability, trust, transparency, openness, Swayam



## Session 4 | Reflections – Building Together

This section aimed to reflect on challenges faced by individuals and programmes in their work in this space and think of how to navigate the way forward

### Key Takeaways:

1. One of the key challenges faced at present is resource mobilization and allocation. We need to think about the outcomes we want, what are the kinds of resources we are looking for and how we plan to use these resources.
2. The dichotomy of opinions surrounding need for women's empowerment vs. men's actualisation pushes for a need to redefine the language to make it more rights based, and the frameworks surrounding these words. Do we need to empower women, or power them with tools and resources that help them actualise their dreams, and empower men to share and care?
3. We need to understand masculinity within a loop - starting with a sense of entitlement to power, followed by not having an experience to wield that power due to various intersectionalities (caste, class, age, bullying) leading to crisis, resentment, anger and violence.
4. Education is a strong entry point to reach and collect young boys as well engage with the school system by way of working with their curriculum

5. Two of the unanswered questions that remain are how do we go from change in attitudes to this change reflecting in long-term behaviour, and how do we expand this conversation to bring in and engage with more people.

### Session 5 | Rohini's closing remarks

1. The future should stress on the importance of finding gender balance in the world because it directly and indirectly ties to achieving many of our own global development goals
2. We are hopefully reaching the end of a highly polarised world, where we have the power to decide how to and co-create an articulate clear and shared vision
3. Going forward
  - a. We need to build an articulate a clear, collective vision for our work and where we want to go;
  - b. We need to create space to be open to and respectful of differing perspectives, and be fuelled not by our differences but by our commonalities
  - c. We can create a more structured learning network so that more and more people know how to find us and how to join us
  - d. We must go beyond empowering, to co-powering,
  - e. There is room for many more organizations to join hands – the hope is for 2X-5X the number of organizations to be in the room by Convening 3.