

# Key thematic takeaways and discussion areas (1/2)

- 1. There is a need to grow resources available for gender programs, so that CSO's and non-profits can move away from the 'us-versus-them' narrative**
  - Feminist centric organizations struggle for resources in the current landscape – they perceive the need to protect resources towards young girls, and women
  - In light of the above, traditionally feminist organizations are keen to link outcomes for men – with outcomes for women and girls
  - When the YMB cohort comes together, to envision the future its critical that we find ways to *grow the pie* rather than to take away from the gender equity agenda.
- 2. It is critical to develop an inclusive vocabulary that doesn't impute power from one gender to the other, and which can bring more stakeholders into the fold**
  - Questions and limitations around vocabulary were explored – Why do we say women's empowerment or ' , but men's actualization? Its not an external force that bequeaths power onto women and its important not to diminish a woman's own power and agency. Actualization on the other hand is already a word of privilege
  - How do we move away from a deep-rooted constructs around *empowering* rather than *powering or co-powering* ? Can we actualize men to share their dreams, and empower men to share and care?
- 3. Movements for gender equity will be incomplete without a more complete power analysis**
  - In the context of a family unit 'hard' decisions around income, children's education are typically ascribed to men, while women are responsible for 'soft' decisions around nurturing and care-taking; as men (and women) start to question masculinities, and 'share the load', how do we ensure that the movements also translate into shifting power structures in the spaces (e.g. family lives) where people spend meaningful portions of their day

# Key thematic takeaways and discussion areas (2/2)

4. **How do we build programs that acknowledge interectionalities and make room for the multitude of identities that men have?**
  - The formation of perceptions of masculinity may take place in the context of interactions of boys and men with each other; in many ways these interactions are framed by interectionalities around religion, caste and class - programs need to find ways to acknowledge these
  - Such programs will likely have the capacity to hold accountable and to also acknowledge the pressures that men are under
5. **As we think of 'dismantling' patriarchy which in its current construct which is a burden for men and women – what notions of patriarchy would we like to retain? Can lessons from *positive masculinity* be leveraged to frame *positive patriarchy***
  - Men are quick to take up the role of 'protector' as they learn more about masculinities; women (friends, sisters etc) and families may perceive these as positive outcomes or behavioral shifts.
  - How do we think of unpacking the positive association (which increases options and choices for the girl to go out) with more complex nuances around why there should be 'need to be protected'.
    - In these contexts, how do we normalize men and boys asking girls and women to voice what they want rather than making decisions for them
  - A dismantling of patriarchy, will create a vacuum – hierarchy and authority are deeply entrenched - how can we provide safety for the chaos and ambiguity, that will likely follow a dismantling? What will replace it?
6. **How do we bring more people and organizations into this conversation?**
  - How do we create easy access and in-roads into this work – among other samaaj, but also through *bazaar* and *sarkaar*
    - All stakeholders – in health, skilling, livelihoods etc work with men – we must make it easy for them to pivot with a 'YMB' hat
    - Some of the notions around masculinities are also reinforced through Indian rituals e.g. Rakshabandhan, and through the tone communicated by programs 'Beti bachao' etc; the state has to play a role in shifting new norms and creating a new language
  - How do we create long-term programs, that look at innovative monitoring and evaluation tools and go beyond short outcome horizons; this may incentivize organizations to experiment with how to change otherwise un-bending gender norms