



A Call to Action: men speak out against male violence experienced by women & girls

Mon, 19 April 2021

Event transcript

Intro

18:00:51 We're glad you could join us today. Welcome you to *Men speak out against male violence against women and girls*.

18:02:20 My name is Dr. Olumide Adisa, and I'm the head of the Centre for Abuse Research at the University of Suffolk, and I also head the Domestic Abuse Research Network which I set up in 2019

18:02:32 with the support of Suffolk County Council and the office of Police and Crime Commissioner in Norfolk. And the idea is to bring people together, to bring academics, practitioners, anyone interested in tackling domestic abuse or related areas together, in order

18:02:45 to actually find solutions, and so this really fits really closely to that remit of having the right conversations.

18:02:55 So welcome to this space but also in terms of engaging with every aspect with this space as well. Today's about listening, today is about learning from really experienced knowledgeable speakers and what is more brilliant, is that they are all men. And part of this is because we believe it is time for men to speak out, it is time for men to step up. And there is actually room for us to listen to men in terms of finding a way forward, which is driven

18:03:23 by men, not necessarily by the labour of women who are obviously always concerned about against women and girls.

18:03:42 With that said, I'm going to pass on to Suzanne who is going to just introduce herself and say a bit about SafeLives' involvement. And then I will talk a little bit about the format for today's event, and then we'll pass it on to our lovely

18:03:47 speakers today.

18:03:53 Thank you Olumide, I'm really, really happy to be here. I am sorry to be filling in for Meena, I hope she gets better really soon, but very excited and nervous, frankly, to be here. I can see we're 18:04:06 nearly 400 people on the session already which is amazing. You're all really welcome. It is a great opportunity to talk about how we get men and boys engaged in the conversation.

18:04:24 We hope it's going to be a really open conversation and really respectful conversation.

18:04:42 In terms of SafeLives as an organization, some of you will know us well, we're a domestic abuse charity that operates all across the UK and our mission is to end domestic abuse for everyone and for good.

18:04:54 We started thinking and working on the idea of men and boys' voices a few years ago, on the basis that, we cannot have this conversation just women in a room, by ourselves.

18:05:07 You know we're only going to get to the bottom of this problem if we're totally inclusive about who's part of this conversation.

18:05:13 And so we opened that up. And we're really surprised, and really pleased, to find that over 1200 men and boys took part in the first piece of engagement work that we did a couple of years ago.

18:05:25 And a lot of people were saying nobody's ever talked to us about this stuff before, nobody's been having this conversation with us. So we felt encouraged by that, we felt like maybe there was a space to keep the conversation going.

18:05:38 And I'm really, really pleased to support this event with the Olumide and Meeena this evening, and all of you, to take that conversation forward. We've got amazing speakers joining the session and I hope you all go away feeling there's something practical you can do.

18:07:22 [OLUMIDE] Thank you Suzanne. I'm just going to say that we know that it's very important that collectively and individually, that men recognize the forces that lead to the killing of women by men.

18:07:30 I mean the tragic murder of Sarah Everard and

18:07:34 Nicole Smallman and Bibaa Henry as you know, it is very much at the back of our minds.

18:07:38 This is a very sad, sad cases and sad situations and, actually, you know, even though obviously we know that we're providing space is also to say that you know this is something that everyone, I would imagine many people, including myself, feel very

18:07:53 strongly about, that we really need to tackle violence against women and girls, we really need to bring an end to it, and we cannot do it on our own, this is not only a women's issue.

18:08:07 It really is a men's issue but also a societal issue so today is really all about providing that space. I'm really excited to have wonderful speakers who will be able to speak to the issue, even much more than I and Suzanne could ever talk about these

18:08:17 issues. And I think there's something very powerful about this, you know the issues being spoken about from a male perspective. I think about 200 men on this call, and I think is really exciting to see

18:08:33 what ripple effects can actually come out of this after today's event so we're really excited and we're really glad that you've taken time to be in this space today. And with that said, I think it's really about time to actually pass on to Professor David Gadd.

Professor David Gadd, University of Manchester Professor of Criminology and author of the From Boys to Men project

18:09:14 We have some serious problems to attend to though: one in 13 women in the UK experience domestic abuse each year, one in five have been sexually assaulted as adults, and so few of those security anything that looks like justice.

18:09:29 My view is that this won't change unless we reduce the volume of gender based abuse and reducing the volume of gender based abuse will require us to engage with the emotional attractions of violence and control to men.

18:09:42 To be clear, I'm not giving credence to the crime of passion defence, just as I'm convinced I'm sure most of you are by the argument that some men killed their partners because they just snapped.

18:09:53 But I do think we need to ask how it can seem reasonable for a man to physically punish his partner for being unable to curtail events outside of her control, or for simply speaking her mind.

18:10:03 And we need to ask what this reveals about the emotional work men expect women to do for them in intimate relationships. What kinds of complex emotional labor is performed for men who purport to be in control, before they lose control.

18:10:16 Why do some men who are abusive seem to need their families, much, much, much more than their families, children and partners need them.

18:10:25 The answer we usually give to this question is misogyny, or everyday sexism which is right. But if we are going to respond effectively to those who have aligned themselves with the #notallmen hashtag, then we do have to ask why some men

18:10:37 and not others, become so invested in misogyny. What do they get from it?

18:10:41 Older men are actually much more likely to endorse the more traditional patriarchal values than younger men, but rates of domestic abuse perpetration are higher amongst younger men group age 15 to 25, many of whom would say that they support gender

18:10:56 equality.

18:10:58 My own research is showing that most young men in fact know that it's wrong to hit a partner but some evoke exceptions to this rule typically when a partner has hit them first. Or

18:11:05 when they suspect a partner is cheating on them.

18:11:15 Most young men can understand how their own fears of betrayal generate controlling behavior, which they construe is justifiable in some circumstances, even if they generally regard it as morally wrong.

18:11:19 And such controlling behavior, inevitably often generates arguments in couples, which some men construe as fights, which they presume they must always win. This means we need to direct our attention to the contradictions in many men's attitudes towards

18:11:33 domestic abuse, and their willingness to excuse in particular instances of violence that they would ordinarily condemn in the abstract.

18:11:42 Most young men, and I would say quite a few older men, struggle to realize that controlling a partner actually increases their own feelings of insecurity in an intimate relationship.

18:11:54 And some young men do have more reasons than others to struggle with trust those who've been serially let down by parents and professionals who have lived in institutional care, or been in prison as children have reasons to be distrusting

18:12:07 And some of those young men do come to invest in 'tough, I can look after myself' variants of masculinity, which simultaneously render them both more prone to violence, and more inclined to see themselves as nothing like the crazy Mad Men, or racialized

18:12:22 stereotypes of perpetrators that most attract media coverage.

18:12:27 What can we do about this? Well, I want to suggest there are three things. First, we've come a really long way with preventative education in schools but we're still missing some key parts of an effective strategy there.

18:12:39 Most of our service provision is directed at adults not teenagers, and most of our education stops at 16. When, as everyone invited is now reminding us, it needs to continue way into adulthood.

18:12:51 Second, how we engage with young men really matters. Nowadays most young people leave school knowing the different types of abuse, but it affects women most, but there's some men are victims to, they spot, however, that PHSE is a non-examined subject, they

18:13:15 spot also the tokenism when an LGBT vignette thrown in after a couple of weeks on pregnancy. And if they are a young man living with a father who is abusive, they spot the problem with the violence against women and girls agenda that limits

18:13:21 the degree to which they can legitimately identify with their mothers and sisters as victims of male violence, and which raises the suspicion that they may be as dangerous as their dads or step-dads.

18:13:33 So we have a system in which many young men rote learn facts about domestic abuse, but which I think fails to interrogate with them, the push and pulls of intimacy, or how it feels to be fearful or to recognize that with intimacy comes vulnerability and

18:13:51 a need to relinquish some control. We teach kids to ask for consent and that porn is bad, we don't explore with young men what desire or enthusiasm might look like in their partners or teach them to check out at a deeper level, what their partners might

18:14:03 want from a relationship.

18:14:06 We can change this, but it will mean abandoning the matter of discourse or teaching bad men a lesson, echoed in too many political responses left and right to the tragedy of femicide and sexual violence.

18:14:18 What we need is proactive public engagement, not just public awareness campaigns, which children and their teachers, grandfathers, fathers and sons, brothers and sisters, boyfriends and girlfriends, can collectively acknowledge the emotional needs

18:14:31 many men covered away by controlling their partners, and by abusing women and children.

18:14:36 This conversation, I conclude, needs to expose the emasculating weaknesses violence and abuse routinely conceal as much as the power their enactment routinely entails.

Darren Laville, CEO of the Epiphany People CIC.

18:15:04 So yes, I'm Daren Laville, the founder of the Epiphany People. And we work and support families impacted by youth violence and trauma. And it's actually in our work that we found that many of the victims of criminal exploitation,

18:15:27 as an early childhood experience, have experienced domestic abuse within the household. So, that's what brings me here today.

18:15:40 So, firstly, and collectively as men,

18:15:45 we need to see this as not women's problems, it needs to be seen as our problem, and not something that we detach from.

18:15:58 Obviously, and it is often spoken about,

18:16:02 the patriarchal society that we live in,

18:16:06 But what ultimately that does is creates the lack of introspection and accountability that often goes way beyond what's more commonly spoken about of male privilege.

18:16:18 So this often goes unexamined. Gender violence prevention

18:16:27 Basically, as men we need to mobilize, we need to reach into spaces where men populate and have frank, open, difficult conversations around violence towards women, against women.

18:16:44 And these spaces must include all spaces, be it personal, professional, political, and intellectual.

18:16:56 The reality is that women have built this movement that we're speaking out against. But what I'm saying is now it's time for us men to actually step up and step out and be seen for doing that.

18:17:10 Ultimately, in terms of the spaces where men usually populate and will be where this discussion needs to take place, we need to be prepared to tackle the victim blaming culture amongst men.

18:17:27 What? So narratives such as 'Why does she go for the same type of men' considering what she may have been wearing. As we know, victim blaming language, and all of this takes away the emphasis from men, and

18:17:44 as I have gone on to find out on my journey, is actually a lot of the time, the language that is used is very much all around victim-blaming and always takes away the accountability and the responsibility of men.

18:17:59 This is deeply ingrained for me, in every fabric of society from our policies, from the core processes, from the press, from music, pornography and spaces where men populate and are in positions of power. In these spaces

18:18:17 the conversation should be more around why are men violence towards women?

18:18:24 We should have questions like: why is domestic abuse the global issue? We should be having discussions like: Why do men physically and emotionally abuse women that they claim they love?

18:18:39 What is going on with the men?

18:18:44 Questions like: Is violence towards women systemic? Questions like: What is the role of institutions and faith based groups? And what role do they play in creating abusive men? Questions like: What is the role of sport and culture?

18:19:05 What is the role of the family structure?

18:19:09 What is the role of the economic structure and how does this all intersect?

18:19:16 How can we change the socialization of violence?

18:19:21 How can we change the definition of manhood?

18:19:25 We need to ensure that men challenge other men who tried to mute, speak over, detract from the real issue by labeling women as being misandrists

18:19:40 And you know, will be quick to say 'male bashers', 'bitter feminists', and unlike you know quite rightly like, you know David mentioned about, you know, the hashtag #notallmen.

18:19:57 Again, detracting from what the real issue is, this is not a gender battle.

18:20:03 This is a battle against gender based violence.

18:20:08 So for me, I'm looking at the male bystander approach.

18:20:23 The bystander is someone who's, ultimately, not a perpetrator, not a victim, but they're just there, they can see what's going on, but are silent.

18:20:36 But what we need to ask more questions again.

18:20:40 How do we as men get to that position where we can speak up?

18:20:47 Again, another question: How do we challenge our friends?

18:20:51 Again, how do we support our friends?

18:20:55 How do men who are non-abusive

18:21:03 challenge men who are abusive?

18:21:06 We ask questions like, is silence really consent?

18:21:10 How do we respond when we are challenged by other men? Perhaps, we need to have pre-framed responses ready to address these issues?

18:21:20 And what is acceptable? What is not acceptable?

18:21:24 These are for me a whole lot of questions that we need to be asking in these spaces, so I do believe I am out of time, and thank you very much.

Michael Conroy, Founder of Men at Work CIC

18:21:43 Thanks I really enjoyed that. Those questions are absolutely fundamental.

18:21:50 My name is Michael Conroy. I set up an organization called Men at Work to be a framework for having challenging and meaningful conversations with boys and young men in high schools, or youth settings, anywhere where were young men, those spaces that

18:22:08 Darren talked about, getting into those spaces with a structured program for teachers, youth workers, foster parents, whoever it might be, in a mentor role, somebody who can have a sustained dialogue with boys and young men as they develop,

18:22:28 and as the social and cultural values by which they're bombarded with are

18:22:35 digested by them, are interrogated by boys and young men, or are enacted by them. So, the program that I've set up - #10dialogues - it's simple, in a sense, and that is intended to contribute to a whole network and constellation of violence reduction

18:22:55 programs and initiatives, but simple things sometimes can be really difficult, to just take the first step, but I know that lots of schools, lots of youth settings are asking themselves what can we do? What is it we can do practically to address

18:23:14 the emergence of sexism, the emergence of misogyny, in boys and young men.

18:23:22 And I tried to make a contribution to that as simple really, as we all do what we can in the spaces that we inhabit, and that we have access to.

18:23:33 Really good points, both from David and Dareren, I just really pleased to be here tonight with the, with the other speakers and I look forward to questions and answers.

18:23:44 Really important just to say that the question of consent is something that keeps coming back to me, and I think we do need to look, primarily

18:24:01 at the question of entitlement. Because, as David alluded to, the idea that people know the facts, young men know the facts about consent.

18:24:10 That intellectual understanding of a situation is very different from the emotional one and the action of the young man or boy in a given situation.

18:24:21 So, the programs that I do really are prior to consent, they are about how we as boys and young men, me as an old man now, are trained collectively, socialized by the messages that we gather from family, friends, religion,

18:24:44 politicians, books, films, whatever it is, all the things that transmit messages, how they transmit

18:24:53 messages that are part of patriarchal culture, it's just as simple as that. I don't really,

18:24:59 I can't really entertain any suggestions otherwise because our culture has been for millennia male centric and male dominated for millennia and that's where we still are now.

18:25:10 So the idea is that we just try and help young boys and men, develop critical thinking skills, empathy, and to walk through all kinds of situations before they find themselves in them and to explore their responses, their reactions, and then explore again

18:25:28 just by constantly asking questions: Why? why? Where does that come from? Who told you that why do you, why do we think that, so it's not accusatory in any sense. It is collaborative and respectful and I think that is the way forward to work with boys

18:25:47 and young men. If we approach it as a kind of hypodermic transmission of, you know, superior morality from an adult to a boy then I think we're kidding ourselves, but any meaningful work really has to be uncomfortable for the facilitator

18:26:03 as well because we have to look at ourselves, and look at the men we've been and look at the relationships we had.

18:26:11 And that I think is where change can come from.

18:26:15 But as Darren suggested earlier as well, the legal, the judicial, it has to be part of a holistic campaign so the idea that dozens, hundreds of men, thousands of men, could join to cover all the bases, you know, the early years, teaching, primary, secondary

18:26:35 prison work, probation, counseling, campaigning. It all needs doing, and as Darren said again,

18:26:44 women have done it all. They've done it all that, you know feminism has, has tried to call a halt to the absolute the horrors of patriarchal dominance of the female sex by the male sex.

18:26:58 And we need to step up, we need to do it. It's not becoming involved, we are involved.

18:27:03 We need to be aware of our involvement, I think that's a task to take to as many young boys and men as possible.

18:27:18 I won't go overboard, but I'm very excited to be here, and I want to connect and network with other men who do similar things so my pleasure to hand over to David Challen, a

18:27:30 great campaigner.

David Challen: Domestic abuse campaigner

18:27:35 My name is David Challen. I'm a domestic abuse campaigner, I am the youngest son Sally Challen, who won her appeal of conviction of murder in February

18:27:46 2019 for the killing of my father. Repealing her case helps

18:27:53 show her life in the context of coercive control, the lived experiences and it is considered a landmark case, raising awareness of coercive control, and since then I've wanted to always speak out and create awareness of our lessons from abuse, as well as men's violence

18:28:06 against women and recognizing the gendered nature of the abuse and that's why we're here today, I think, as men we must start engaging in action to stop men's violence against women, it must be a commitment from all of us to learn and educate ourselves,

18:28:21 and one another through our own work, or own research off our own backs and also what roles we can actively take in confronting male violence, you know, being committed to listening to the women in our lives who consent to share their lived,

18:28:38 experiences, there should be an empathy to understand the women in our lives and their lived experiences, living in fear of male violence and it's really recognizing and looking beyond our own experiences

18:28:53 all our lived lives, and instead activity recognizing, understanding the day to day threat women living and endure, and question why almost every woman has an experience of sexual assault, 97% of women aged 18-24 been sexually harassed in UK, have we have witnessed

18:29:08 this? a lot of us will have What have we done? How many girls and young women have suffered because of this man or these men's actions? Why have we not acted? Do we accept, why do we accept the abuse of men that are part of society?

18:29:24 What does that say about our own empathy and that we don't share the anger that every other woman has long had well before Sarah Everard, these are questions we should be confronting. The action points I could really think of were engaging with men in our lives,

18:29:37 straight off the bat, our social circles, family, work colleagues, sexist comments, rape jokes, controlling behavior of their partners.

18:29:50 We've all had a little scope or seen that. Is that just a rabbit hole to abuse or misogynistic views victim blaming? Why is this funny? Really deconstructing those arguments in our groups and confronting it.

18:30:04 Because for however many sexual assaults and violence against women, there's an infinite amount of misogynistic views that are held and espoused in conversations online and person, that like I said just now, are absolute rabbit hole to how

18:30:20 much abuse that might manifest and be carried out by younger men when not confronted at an early age, allows it to be continued. You know anger against women that might come to a violent controlling actions and may lead to the death of a woman, and these

18:30:38 are things that need to be not allowed to go unchecked. You know that might manifest later on in life but it's really confronting recognizing women's experiences that are imprinted with fear from a very young age.

18:30:52 You know action isn't just about speaking out ourselves, it is about listening and sharing the voices of women who have the bravery, we should at most to share their own experiences and giving space and time to those women's that experiences,

18:31:06 and showing that it matters to us.

18:31:10 showing that it matters to us. You know, ask them what we can do to help support them. But giving them the floor first because it is about their experiences but it's about getting engaged and getting engaged is as much about being politically active, you

18:31:23 know, if you do care about these issues, you can't just confront it in your own social circles: what society is doing to confront this? Domestic abuse is everyone's business.

18:31:32 You know speaking about this myself I've mostly been into rooms filled with women confronting this issue and it feels very sobering as a man.

18:31:57 Men need to get more actively involved and there's a lot of support and change that's happening now in the Domestic Abuse Bill but why is that not all men's agenda?

18:31:57 No register for serial abusers, that's outrageous. Migrant women aren't supported in the Bill. That's outrageous. You know equality and recognizing these values and standing up for women. Many men stood outside court with

18:32:11 me from my mother, and they were part of that change and many men can be part of that change in the future, but it's about caring enough and broadening your awareness of the news you take in and the empathy of the women's experiences, and just engaging

18:32:27 because if you care enough, you will care enough and you will find something that you can do as there's many things, like the decriminalism of rape, and we should all stand outside courts when we can, and stand there and have the same amount

18:32:39 of anger, and support for women's voices.

Stephen Burrell - Leverhulme Early Career Fellow and academic at Durham University

18:32:51 My name is Stephen barrel I'm a researcher at Durham University in the Center for Research into Violence and Abuse

18:33:02 As with all the other speakers, just really privileged to be here really, and so the thing I wanted to talk about was something which I think one of the important things which all men can do, and play a role in helping

18:33:11 to end

18:33:12 Men's violence against women, which is to reflect on and shift our own kind of complicity in the problem, really. And so, when I say complicity I mean that's more than just never perpetrating any form of violence and abuse,

18:33:28 or even simply speaking out about it, which is of course, absolutely vital. But it also means examining, I suppose, the multiple ways in which our lives are implicated in gender inequality and working to change that.

18:33:43 Because we know that gender inequality provides the foundations upon which men's violence against women is built.

18:33:51 So that includes a lot of things which other speakers have already mentioned, things like challenging the kind of sexist and misogynistic attitudes and behaviors, which we encounter in our day to day lives, such as the kind of routine objectification of

18:34:04 women and girls. For example, in our friendship groups, in our families, and with colleagues at work, and indeed you know in ourselves and our own minds as well.

18:34:15 And it means addressing the inequalities which may exist in our own relationships, for example, asking Who is it that's doing the kind of childcare and housework, in my relationship.

18:34:26 And I suppose also looking at the different spaces in which we can live our lives, for example the workplace.

18:34:32 What can we do to make those spaces that were part of more equal and more inclusive?

18:34:37 And it also means reflecting on the ways in which we might be influenced by kind of patriarchal ideas and norms, which run through different aspects of our society and culture, such as how can a men continue to dominate spaces such as politics

18:34:52 and religion and sports, or how men stories and perspectives still tend to be treated as the kind of default in our culture, or how pornography is so pervasive and impacts more broadly as well on different aspects of our media in society.

18:35:09 But perhaps most importantly of all, for me, it means working to change what it means to be a man in society. And in this respect, I think you know what we do is as important as what we say really, in terms of kind of modeling healthier egalitarian

18:35:23 and caring behaviors to the other men and boys around us, and kind of pushing back on the kind of rigid and restrictive ideas of masculinity that we often pressure each other to conform to.

18:35:37 And of course you know these conversations and reflections can be uncomfortable at times, because you know as feminists have told us for time immemorial

18:35:47 this is a topic which is deeply personal for all of us. And you know gender inequality affects the lives of all men, often in ways which we don't even think about or which might seem or kind of presented as being kind of entirely

18:35:59 natural and normal.

18:36:01 And all of us have probably at times either consciously or unconsciously, helped to keep that in place, such as by staying silent about things like everyday acts of sexism and misogyny and of course men's violence against women in society.

18:36:17 But really, I don't think we can make progress without having some of these uncomfortable conversations because ultimately we are talking about shifting unequal distribution of power in our society fundamentally.

18:36:29 So for example, I think one important thing for men to reflect on if we want to help challenge men's violence against women is how can we do that in ways which are supportive of and accountable to and respectful of the kind of decades of work that

18:36:42 the women's movement has been doing on this, so we need to make sure we're not reproducing gender inequalities, or harmful masculine norms

18:36:51 within spaces to tackle these very issues, for example, by taking over the conversation or it's seeking extensive praise for doing quite small things, or taking credit for things which women have actually been already saying

18:37:04 for a very long time. And of course, this is a lifelong, ongoing process for all of us, is something which we all have to continually work on.

18:37:12 And they're always new things for us to learn and ways to become better allies. If we are actually you know making the effort to actively listen to women and girls and to really genuinely hear the multitude

18:37:23 of ways in which their lives and freedoms are constrained by patriarchy.

18:37:29 I think as well you know the fact that this connects to all of our lives, as men, also means that each of us has a vital positive role to play every day in creating change it ourselves.

18:37:48 Gender equality can be realized. And I think ultimately, that is what is necessary if we're going to end men's violence against women.

Imran Manzoor - Head of Service at Breaking the Silence

18:38:15 I'll start with something that I came across on the internet, and it was by someone called Harriet Johnson. I hope to god she's not some right wing member of the Klu Klux Klan but she wrote, 18:38:19 "Every woman you know has taken a longer route, has doubled back on herself, has pretended to dawdle by a shop window, has held her keys in her hand, has made a fake phone call, has rounded a corner and run. Every woman you know has walked home scared, 18:38:39 every woman you know"

18:38:43 The project of modernity, on a global scale of emancipation and individualism, this Neo liberal idea of individualism, by which, let's be real, this is what I'm talking about, get rich or die trying, 18:38:55 the whole idea of get rich or die trying,

18:38:57 is something we're told can be fulfilled, often rewardingly, by men, and by women.

18:39:03 But it's also unfulfillable for many, and it leads to rage and resentment.

18:39:09 For some men who can't find positions of dignity for themselves, they come to loathe and hate women, feminism.

18:39:18 And equally, or as importantly, rather, members of racial and ethnic minorities who seem to be getting ahead of them.

18:39:26 So I want to speak to the men of my community.

18:39:30 I urge you to reflect on the meaning of adopting and using hashtags like #notallmen, or any of its attendant attempts at rationale for the violence against women and girls. Our enemies are not women.

18:39:46 Just consider the rage you feel when you see white nationalist desecrate a vigil, or even the so-called counter protest to the Black Lives Matter movement, where they use the slur #alllivesmatter.

18:40:00 We know exactly what they mean when they use terms like, that we know #notallmen, and #alllivesmatter stem from the same supremacist route.

18:40:12 Almost 63% of our service users, I'd forgot to mention we work with male survivors of sexual abuse, black and South Asian, predominantly black West African Caribbean, almost 63% of our service users witnessed domestic violence.

18:40:28 The fear of retribution that could be enacted on their mothers is what kept them silent in their childhood.

18:40:36 Now, because of a historic tradition in my particular culture of protecting well through the binding of clans,

18:40:41 we see young women brought to the UK as transnational spouses.

18:40:48 In some cases, these young women lack the protection of their own family, and they're subject to horrendous acts of violence perpetrated often by multiple members of the same household.

18:40:59 Now, men won't talk about childhood sexual abuse and trauma.

18:41:05 But someone will go out of their way to boast about domestic violence, as some kind of bizarre demonstration of their masculinity.

18:41:12 So childhood sexual experiences, command the utmost secrecy in the name of family honor and respect.

18:41:20 But the other seems to be upheld by the very same structures.

18:41:25 De-individuation which is an idea in social psychology, slightly discredited now, but it defuses the sense of individual responsibility in the people who are doing it, by reducing their inhibitions.

18:41:39 It gives them anonymity.

18:41:41 So one; if I'm found out, the police are never going to get involved here, it's not going to happen. So let's take her passport, let's deny her freedoms. Number two: diffuse responsibility.

18:41:50 We all did it so I'm not responsible for my own actions, everybody was doing I just kind of went along with everybody.

18:41:55 And then of course, group size, and the larger the group size, the more it increases the two previous factors.

18:42:04 We've all been party to these boasts of men who perpetrate this violence from childhood, we have.

18:42:11 But we've remained silent, or we've laughed the most awkward of laughs, even when in our hearts, we knew that it was wrong.

18:42:19 It's not enough just to ostracize the perpetrator and call him a knobhead. We have to call these people out.

18:42:24 We have to call these people out, we have to tell them what they are and tell them that it won't be tolerated.
18:42:31 And we have to support women to get those men out of the house. Isn't that also honor?
18:42:38 I'm going to end by just saying one thing.
18:42:40 And that's to the authorities: systemic and structural inequalities facilitate violence against women and girls. Black Asian minority ethnic, whatever term we want to use this week,
18:42:52 victims know the potential consequences of allowing agents of the state to use violence to a) abuse the victim further, and to b) cause harm outweighing the benefit of the intervention.
18:43:08 The victim doesn't have time to ascertain if the officer is a good apple.
18:43:12 He may or she may be a very good person.
18:43:16 All the victim knows is that they have a badge. And that's the only way she can relate to him or her, because the COP is a cop.
18:43:26 And we do not have trust in your institutions and it is increasing violence against women and girls, it's increasing violence against children, it's increasing the likelihood of childhood traumatic experiences like sexual abuse.
18:43:42 iscrimination is traumatizing.
18:43:44 No one wants to go through more trauma

Darshan Sanghrajka - Founder and CEO of Super Being Labs and co-founder of Being Mankind

18:43:56 Hi everyone, I'm Darshan Sanghrajka, co-founder of Being Mankind.
18:44:01 We are a project that uses stories to tackle gender stereotypes, and we're coming up from the angle of, as Emmanuel Speaks when he wrote the poem for us said, "Who knew man up could weigh a man down?" We feel that gender stereotypes
18:44:21 often stop someone from being who they are, they always do, but often they don't understand it at the time, so what we started to do was look at positive stories from male role models and people that were born as boys, and start telling their stories
18:44:37 and start showing that there are moments in life where you will have to tackle that gender stereotype, the expectation that's put on onto you, and say, look I'm stepping out of this and stepping out what you think I should be doing, and doing what I should
18:44:50 be doing myself.
18:44:52 And through these stories we hope that they will trigger empathy and people will start seeing that there is a better way of doing these things. I mean, someone in the comments have said they were a workshop 40 years ago where
18:45:06 the same conversation was happening and nothing has shifted.
18:45:11 And we've got to do something about it now. We can ask people to behave in a certain way or we can inspire them to think in a different way and that's what we do with these stories, and they're from people from all diverse backgrounds.
18:45:23 And what we do with them is that we take them into schools and we have a free educational program, and through a program that teachers can just plug and play.
18:45:33 And currently there's hundreds of schools up and down the country who have our books, and for every book you buy we give one away to the school. And it funds our educational programs, that's all free it goes to the school.
18:45:44 And so we've you know we've had, we've had kids from the age of seven plus take these programs and we've seen that it can make a difference, especially at the formative years. We once had a teacher text us to say that the program that she
18:46:02 started using of ours was working so well, that that she was really really happy but actually she was texting us because one of the nine year olds had effectively been put into detention because he told the Deputy Head teachers to stop being
18:46:15 sexist, because the deputy head teacher said to some girls, that when they grow up, they could be great hairdressers and great makeup artists and stuff like that.
18:46:25 And it was through the program that he was trying to understand who he actually was, because that's what you want to do. "Who knew man up could weigh a man down?" It is to get rid of terms like that, and start getting boys to understand
18:46:39 who they are, who people around them are, and through these stories start to explore topics that we just never get a chance to, give kids a chance to explore at a young age.
18:46:50 And if we can change that, incredible things can happen.

18:46:54 And that happens right from the beginning, whether you know you've got a child who's seen things at home. How does that child navigate life; what the norms that they fit within that they work within?

18:47:05 Now they hear these stories and these stories create empathy and empathy creates exploration of thought, exploration of thought creates conversations, they create relationships, they create much better conversations at an earlier

18:47:21 that's what we've seen happen, and not just at school. We've seen that happen, adults in companies I've used our stories, etc. Because they've seen that men don't turn up to gender diversity events.

18:47:34 I was sort of talking about having to, you know, not anymore, but having to pretend to like football.

18:47:43 I'm not really a massive fan, but, you know, sometimes you're kind of forced to be like, how's the game? Yeah it was great, really, really good.

18:47:51 And then you're just sort of googling things to talk about. You don't need to do that. And so our work isn't about preaching of how to behave. It's literally saying there are role models everywhere but those role models never get talked about.

18:48:03 So kids never see them, if we can find them, tell their stories, give them a stage, give them a platform to connect with young people, and people of all ages through those stories, then you end up with empathy flowing right through.

18:48:15 And it goes back to some of the other speakers, how do we deal with this and how do we talk about it? How as a bystander, do you intervene, how do you have the courage to know yourself enough to step up and say something, all those things require us to strengthen

18:48:28 kids into being humans and not boys and girls and so on. It's just be yourself, be a human.

18:48:35 And that's what we're trying to do, so as I said, go and explore our work on beingmankind.org. Our educational programs are free there.

18:48:45 And as I said, every book you buy, we give one away to a school, if you use the code thank you or SafeLives you get some money off as well.

18:48:52 But please do read our stories because they do help people think things through in ways that they never get a chance to, because we are mainly the sum of the people around us and if there's not enough people around us who different and diverse, we can't

18:49:06 explore things, so please do share the stories. Thank you very much.

James Rowlands - Doctoral Researcher, Domestic Homicide Review Chair and Board member of Respect

18:49:19 Hi, my name is James Rodin's, and I am a researcher at Sussex University where I'm doing a PhD looking at domestic homicide review,s and I also chair domestic homicide reviews and that's what I want to talk about really is men's

18:49:36 status in them. And so, for people who don't know, domestic homicide reviews are conducted after someone has been killed, or has died by suicide and its domestic violence related.

18:49:48 And obviously, in the majority of those cases, it is women who are killed or have experienced domestic abuse by men. And what I want to talk about is the absence of men, often paradoxically, in domestic homicide reviews and reflect on

18:50:02 that briefly. And I guess in starting doing that, I want to acknowledge my debts, a lot of what I'm going to be saying is not something I've come up by, it's based on the work of activists, campaigners mostly women, often feminist, and of course the women

18:50:17 who have lost their lives to domestic homicide as a result of men's violence. And I think what's really interesting in domestic homicide reviews, is really troubling, is this paradox that although men usually, although not exclusively, are the cause of

18:50:33 that death, they're often quite invisible, they almost have this invisible status, and it's very curious because they've caused the homicide, really.

18:50:42 But somehow when we do domestic homicide reviews, we often, and certainly when we talk about them, we often lose focus on men. And specifically, we often end up talking about them as individuals in a way that doesn't contextualize their violence

18:50:58 and abuse, and doesn't link it to wider society and how that is understood in terms of men's violence. So for example, we often think of male perpetrators as either mad or bad, and we don't think about them as being one example of men's violence and abuse, and

18:51:17 we often end up actually focusing on women. We often focus on the victim of that homicide and make them kind of responsible for men's behavior, or perhaps the things that they did or didn't do, which are seen as somehow the cause of what happened to them.

18:51:33 And I think that's really problematic, that we lose track of men in a lot of these things, and in DHR, as we go on to publish them, and they may make really important recommendations about policy and procedure change or training, but often we don't

18:51:49 link that to gender, and how gender is working in our society and how men's violence is working. And we also often don't talk about how men came to use violence and abuse in the first place, which is what some of the other speakers have talked about,

18:52:03 how is it those men who've gone on to kill their partner or who's acts lead their partner to die by suicide. How did they come to the place where they thought violence and abuse was acceptable?

18:52:15 How come they came to the place where their friends and families weren't calling out what they did? And I think we need to interrogate that more if we're really going to understand and really have a conversation about men's violence against women and

18:52:28 girls.

18:52:30 And the other reflection I want to make is, of course, I chair domestic homicide's reviews, I'm a man, and I think that's something some other people have touched on, is I think we need to think about what we are doing as men in this field.

18:52:44 And what I think Stephen talked about, how we can be complicit in male violence or certainly in gender norms whether we want to or not. And the reality is, we often benefit from those, again, whether we want to or not.

18:52:58 So what is it that we have to do to be a good ally, and how do we need to think about how we conduct ourselves and work in those spaces?

18:53:08 And I guess I want to end with a reflection and ask why is it so easy for us to forget that men are responsible for this violence, why is it really easy for us to lose the big picture of men's violence and just focus on that one, violent man who

18:53:22 we describe as mad or bad? And it's because it's easier, and it also is because it hurts, it hurts to talk about men's violence and abuse, because it means we need to stop and think about where we are within that and the people we love within that.

18:53:38 And that's something which is really challenging and something that we need to think about and why men have to be part of the conversation as much as women.

18:53:47 So I guess my question really is: How do we keep the focus on men's violence, how do we keep that both individually but also systematically and systemically, and how do we do that in a way where we are a good ally so how are we in that space?

18:54:01 What work can we do? What work should we be doing and how do we do that as a good ally, and I guess I want to end with a quote by bell hooks who talked about this idea of active struggle, so it's about taking our share of the work, and not speaking over,

18:54:24 women, but assuming responsibility for transforming our consciousness, and as well the consciousness of society.

Duncan Craig - CEO of Survivors Manchester and Co-founder of The Male Survivors Partnership and the Men and Boys Coalition.

18:54:50 My name is Duncan Craig, I'm the chief executive of Survivors Manchester, an organization that supports boys and men affected

18:55:06 by sexual abuse, rape and sexual exploitation.

18:55:10 And in being part of this panel discussion, I was asked to think about one clear message or idea that you would like to share to help stop men's violence against women and girls.

18:55:26 And I suppose that kind of simple request, that simple question, feels like it needs to elicit a simple answer, which is Stop. Stop doing it. But that's about as effective as for anybody in their 40s, mid 40s Plus, and as effective as when Zammo from

18:55:56 Grange Hill said just say no to drugs. Didn't kind of work.

18:55:57 I struggle so much with this question.

18:56:01 What do we do?

18:56:06 And as I think more and more about it, I think it's not an easy answer to say, what do we do about male violence against women and girls.

18:56:15 I think you have to dig underneath that. And I think we have to ask, what about male violence? I think that's where it has to start, because by understanding why males and violence, kind of go together so often,

18:56:34 we have to unpick that before we unpick all the other nuances. When the tragic murder of Sarah Everard hit the headlines, I put a tweet out from my organization

18:56:54 that said, Today we were thinking about Sarah, we were thinking about all of the women and girls that are victims of domestic violence, that are victims of violence at the hands of men,

18:57:07 And we're going to say nothing, we're going to just be quiet for a moment and listen and try to understand because there's a lot of shouting for very, very obvious reasons.

18:57:19 I think I'm still listening in all honesty. Because what I'm still hearing is a lot of noise and a lot of shouting. A lot of what about us. And there's also definitely a place for what about, what about boys and men, What about trans people, What about

18:57:39 LGBT people. Absolutely. I'm definitely not hearing anybody say only women and girls. So effectively, we don't need to say, what about, I think, how we then think about women and girls, is also vitally important, as a society, and in this unpicking of

18:58:01 how do we find, how do we solve, this problem.

18:58:05 And, and I think first of all we have to think about how we think of women and girls in society and positions that they take and whether that's in business but also within society, maybe telling a boy,

18:58:21 'Stop being a girl' is in some way, giving us some indication of how we're thinking about women and girls, and in tackling that maybe that gives us an indication of, in some way, raising everybody to a level of equalness or equality.

18:58:40 I think we've got to understand what silence is, I think we have to understand why women feel silent, and are silenced,

18:58:50 to coin Oprah Winfrey's phrase, I think we've also got to work out why men are quiet bystanders. I think about why am I, why, why have I been a quiet bystander?

18:59:04 And I guess I've been a quiet bystander at times because I'm scared of violence.

18:59:12 I'm scared of as a victim and survivor of sexual violence. I always have that narrative running through my head.

18:59:20 In the same way as sometimes, I'm a bystander with homophobia, I'm a bystander with racism, because I'm scared for my own safety, because I'm scared of male violence, and that takes me right back to this, maybe we need to understand men's attitudes.

18:59:37 And, yes, of course, not all men, nobody is saying all men.

18:59:45 But for me, sometimes being a bystander,

18:59:50 I think that makes me part of the problem,

18:59:53 because I'm certainly not then part of the solution.

18:59:58 When I say we need to understand the attitudes, this weekend I was asked to give an interview to the metro news about my experience as a victim of sexual abuse and rape. And I was looking at the comments. And one comment said

19:00:23 He isn't even good looking enough to have a real man interested in him. I'm glad he was raped. I'm really interested in that, it is trolling, etc. But I'm really interested in what gives that person the ability to, in their mind, make it okay to talk

19:00:35 about sexual violence, about violence, so flippantly.

19:00:41 And that's the problem.

19:00:43 That's how we're going to tackle male violence against women and girls, by looking at the root problem. The flippancy of the subject.

Q&A

19:01:11 [SUZANNE] Thank you so much Duncan, and to all of the speakers, you've been absolutely amazing. Olumide, we have got so many questions!

19:02:12 [OLUMIDE] I mean, it was just mind blowing. I was just taking it all in, one after the other, it was just so good

19:02:25 There's something I wanted to say and I think it's I know a lot of the speakers talked about

19:02:38 not all men, and I'm so glad that I came up, because when you talk about male violence against women and girls, the first thing people tend to ask is well what about the men,

19:02:46 what about male victims?

19:02:48 By holding this space in this way we're not saying that the needs and the experiences of male victims of domestic abuse and violence does not matter.

19:02:58 And I think for me, that's something to be said. I can see, I can see Duncan put in his hand, and just say something quickly

19:03:08 [DUNCAN] Yeah, really, really quickly. I think the problem is people sometimes miss hear. So, we have a sector, the violence against women and girls sector.

19:03:20 And in that sector and the reports that come out every year include boys and men. So what the government, and what people in positions of power have done is that they've mixed everything up.

19:03:33 And it really angers me on a personal level, I was part of a small group that developed the cross government position statement on boys effected by violence against women and girls or crimes that are described as violence as against women and

19:03:48 girls strategy. And I think I'm very, very open and clear about this is that violence against women and girls strategy should exactly be that, that's what we need to research and that's what we need to look at.

19:04:02 We need something separate to start understanding that impact, but because, at a government level, and a leadership level, everything's got mixed up, that when we begin to have societal conversations, people then go, yeah but

19:04:21 what about?

19:04:21 [OLUMIDE] thanks for that contribution Duncan, really insightful and one of the things I wanted to say and you might know if you're following Karen Ingles, who has been doing the Counting Dead women Project.

19:04:52 I think since the sad case of Sarah Everard, there's been about 16 women that have been reported murdered. And I think it's about saying that this is not even after the tragic case of Sarah Everard, it doesn't mean that violence against women and girls and actually homicides have ended. And I think worth saying that those women didn't have the same public

19:04:58 outcry. This is what Karen was trying to make as a point, to say the public outcry should be continuous; it should not be a case of virtue signaling.

19:05:06 So we're about real solutions and I think part of that is actually having the right conversations and actually trying to support that, and every single speaker on this panel in there

19:05:21 as you heard, they're doing something in their own organizations or in a collective way to actually try to begin to make that change and to actually speak out. so you know I think there's a lot to draw on there but just to say

19:05:33 this event is actually quite timely but it's also about saying that it's not going to end as an event, we really want to ensure that there are some sort of action points that will follow from the event.

If you had one week, all the money, and access to all change makers, what would you do?

19:05:46 So, back to the Q&A. I'm going to pick the first one from Frank Mylene who said if you had one week, all the money and access to all the change makers, what would you have a go at changing?

19:06:27. Can I go with David Challen first?

19:06:45 [DAVID CHALLEN] Yeah, so I mean obviously services, seeking support, 60% women are turned away from women's refuges and actually the first port of call addressing a domestic abuse that should be addressing men's violence but at least was to keep them safe,

19:06:49 and because of asutery over the last decade,

19:07:03 they've not had that space, so obviously giving them the right specialist, sustained long-term funding.

19:07:04 Special support they deserve, whilst developing a perpetrator strategy that actually works and confronts the issue, obviously there's a difficulty with navigating what actually does work but at least some money is being poured into that.

19:07:17 And if we can create an urgency around it with that money, not just one chunk of money but sustained chunk of money, then we're really addressing the issue with the urgency it needs, because it's not a quick solution but we should be using large sums

19:07:36 of money, at least give it to get the seriousness to what is happening in the scale of violence of of what's going on for far too long.

19:07:53 [OLUMIDE] Michael, feel free to jump in

[MICHAEL] Following on from what David said, we need to have a serial perpetrator

19:08:10 register, that was something that was very shameful, that decision is really, really hard to understand.

19:08:22 It has real life, ugent impact for a lot of women.

19:08:27 If we've got these kinds of funds, 66 billion mind boggling sums, but the training of the judiciary, the people involved at every stage of the judiciary from the police right up to the judge

19:08:44 In Depth training the domestic abuse and coercive control and financial abuse, so that the people who are making the decisions that ultimately set the tone for our culture are doing so based on the very best expert advice and training, and that sadly

19:09:04 was another opportunity missed by the government. And we need to have some serious questions about that. So just to answer Frank's question, partly adding to what David said, train the judiciary.

19:09:18 And, oh boy, well, you know, give women's refuges the money they need to run properly and stop cutting and cutting and cutting, because that, that in itself is part of the patriarchal system of abuse.

19:09:37 Yeah.

19:09:37 Darren over to you.

19:09:44 [DARREN] Sure. I think I'll be looking at how we address the worst type of trauma, I believe there is which is relational trauma, and how we actually heal from it.

19:09:57 So understanding about how it intersects with the way that we live in every area of our life from our parenting to our future relationships with trust.

19:10:11 And the way we work with others, and yeah so for me it's how we sort of heal from relational trauma.

19:10:20 [SUZANNE] Thank you, Darren,

How can we invite men into the conversation without making them feel accused and stigmatized?

19:10:25 So I'm going to go on to the next question and then quite a few people asking it kind of similar questions, you know, some of the terminology around this conversation, talk of like toxic masculinity and things that feel

19:10:39 very stigmatizing and blaming can be very off putting. So, create a space where men and boys can get involved in this conversation, in, in this conversation and really kind of energetically positive way.

19:10:50 How do we do that?

19:10:57 [DARSHAN] When we started, that was literally one of the things we didn't want to make anyone feel like we were blaming someone. We felt like we needed to shift this bit and say look, we're not calling anyone out. We just want to show you things, and we want to think about them as you see them and then we want to talk about them.

19:11:23 And as you talk about them, we want you to develop behaviors that make you see things goes back to the last question you know answered earlier, there are too many people in government and decision making places, who have an empathy gap. But every point the perpetrator feels like they can get away with it because there is no accountability for that they'll be like, Oh, so you didn't let someone, 19:12:03 you asked them where they spend their money, well that's not a crime, and it will all add up over time. So the only way for that to happen is for us to tell these stories and start involving people and sort of saying, these are the things that you need to

19:12:15 think about so that you don't end up being that person that ever feels that it's right to say to someone, "show me your receipt. Show me where you spent your money"

19:12:25 "let me have access to your account", all that kind of stuff, and this is a long term thing but if we want to sort government, put more women in government. If we have more

19:12:37 women in government, it will be very different in the House of Commons right now, there will be a lot more balance, but we can't do that overnight so we have to have a long term strategy.

19:12:47 And then we need to give confidence to men who feel like they have to toe the line to say, this is how you can talk to your mate and say, Yeah, what you're doing is wrong.

19:12:58 So you're not calling someone out that you're having these conversations because we've all know people that have behaved in a certain way and you thought alarm bells, how do I talk to them, but the thing is, the first thing is to

19:13:11 talk to them more, because the moment you stay away from talking to someone you're leaving this wide open gap, where they can do whatever they want and it's the same with mental health, right, you don't talk to someone, they are in their own space doing

19:13:24 their own thing, and they're getting more and more confident in whatever that thing is.

19:13:28 But when you're connected to someone, it goes back to Darren's point about relationships, you learn to build those relationships, and it's very hard to behave in a certain way if you've got 10 people that are close to you or influencing you in

19:13:42 the positive way, right. So, that's the way we do it, without attacking anyone, because you're always going to get those on the extremes, or #notallmen, you're always going to get that.

19:13:55 But you know what, forget the extremes, we need to focus on the middle, and work on them, and the extremes will then find their way over time if they haven't got an audience anymore, but #notall men is the easiest hashtag to just throw out there, and

19:14:08 it can, you know, you've got straightaway the press will jump on that and be like, 'oh look at that tweet. That's what everyone thinks'. It was not what everyone thinks, it's what a few people think, and we have to focus those that aren't on that thing, so it's

19:14:20 all about relationships with me. How do we get more resilience around people with stronger relationships, which enable them to think more about themselves and others?

19:14:50 DAVID CHALLEN. #Notallmen is a lightning rod to an extremist behaviour. I don't think a large proportion of people will think before the headlines given to them.

19:15:01 I think it's far more constructive to tackle the people who are open and

19:15:05 who wants to do something, who don't know how to act and are frustrated, then tackling wherever right wing press wants to give an armchair opinion to anyone. Really it's about getting kind of action points and what you can do, because

19:15:21 a lot of people are embarrassed that they're only now being awoken to the daily experiences of seeing men's violence on women, you know you have to open just tick tock nowadays and it's just all over there,

19:15:38 And I think that's a great thing to come from a platform like that which isn't always usually great, but it's giving me an insight into the real world, lived experiences of women happening daily.

19:15:58 It just doesn't need confronting because there's always a greater presence online or sound larger than the people behind.

19:16:09 But there's a lot of people who are saying that they want to get involved and it is about engaging those men.

Does the panel have any advice on how to overcome the fear of speaking out, and not being a silent bystander?

[SUZANNE] Right, so the next question: any advice in overcoming the fear that you've just described in terms of in terms of when you're feeling

19:17:15 like a bystander, especially in a professional setting, how do you learn to challenge and raise this issue when you feel uncomfortable.

19:17:26 [DUNCAN] And just before I answer that, and just follow on from what David was saying before, and I half agree with what David was saying, and I half disagree. Ignore

19:17:38 #Notallmen at your peril. And I think if we look at how we've ignored things -And I don't mean your peril David, I mean, our peri -

19:17:48 This isn't your responsibility, and look at what happened politically, how the right has suddenly appeared, because I think we ignored them. And I say that because, yes, of course, the troll bit, get rid of that,

19:18:05 but some of my clinical work is working in prisons through Survivors Manchester, and so many of the people I work with have committed extreme violence.

19:18:15 And actually when you get underneath some of that stuff, I think I begin to understand a bit better about why they might have started with, #notallmen, #alllivesmatter,

19:18:45 no mask, no vaccination, etc etc etc. And I think it's about not belonging. I do. I think there's something about not belonging. And'm sure everybody has felt like they've not belonged at some point, it is a really horrible place

19:18:45 to be.

19:18:46 I think it's an extreme version of not belonging. It's very early in my thinking but that's where I worry about ignoring something. And how do we add to answer the question.

19:18:58.

19:19:00 I genuinely, I don't know how we stop being bystanders. I try, I try as hard as I can to be that brave person that gets up on the tube or the Manchester version of the tube, the metro link, to say to somebody, "Oi, excuse me.

19:19:20 That's not okay what you say".

19:19:22 I find ways to and I found myself in situations where I've moved myself closer to somebody, but then I then begin to think does that make me look like I'm up to something.

19:19:34 And I think, I think we have to go back to alerting authorities, I think as soon as I see something happening, I'm pressing a button, as a bystander, as somebody that's on the train or on the bus.

19:19:59 I think we've got to ensure that we protect as much as we can. But that also means that we have to protect ourselves.

19:19:59 That's the best answer I can come up with.

How do we ensure men are held accountable?

19:20:27 [OLUMIDE] So someone's asked what about men being made accountable, as a deterrent now.

19:20:33 [PROF DAVID GAD] I suppose we're not in a good place with this in the UK or in many countries because most perpetrators that I've ever interviewed

19:20:42 have been abusive for quite a long time, you know, men I've interviewed in their 50s and 60s have been abusive since they were sort of 14, 15, 16.

19:20:57 And there isn't a great deal of accountability for that. We have a criminal justice system that routinely suggests to victims that something is going to be done and then almost nothing is done in the vast majority of cases so maybe it comes back to

19:21:12 Frank's question about what you would do if you have that big bounty I think we need to start being honest with survivors about what the criminal justice system can do at the moment, and if it can't do something,

19:21:25 ask them what an alternative might be and it might be that actually just admission of responsibility from the perpetrator. A willingness to apologize from the perpetrator might be better outcomes to pursue than try to get people,

19:21:39 every person with a conviction, through the court. So we've got some challenges there and I think there are different ways of reconfiguring accountability so having a criminal justice system that is accountable to survivors, with a vast range of backgrounds,

19:21:55 with a vast range of life experiences would probably be a better start than trying to immediately fix what we've got now, but I think the whole thing needs quite a massive overhaul.

19:22:11 [OLUMIDE] So the next question is for IMRAN. Can faith organizations do more?

19:22:28 [IMRN] Um, it's a difficult one.

19:22:30 In our communities, we tend to have these things called community leaders, and for the life of me I have no idea who these people are, where they come from, who put them in power, who they represent.

19:22:43 I've absolutely no idea whatsoever.

19:22:46 I think the question speaks to

19:22:50 kind of fractious notion of the importance of faith institutions as if as if abusers give a shit what people in the mosque think, or in a religious institution think, excuse my language sorry, but you know that there's a general disregard.

19:23:08 Having said that, I have overhead things, especially in mosques.

19:23:15 Generally the faith institutions I have visited

19:23:19 in the past, when I was younger, people were boasting about things that they've done, but they were always careful to make sure the Imam or someone senior in the mosque doesn't hear. Could they do a lot to deal with a lot of things in society?

19:23:34 Hell yes.

19:23:42 Are they necessarily the best place, given their influence? Probably not. But yeah, they probably should be doing stuff.

19:23:45 But you know, other than a Friday, mosques are empty so their influence is extremely limited.

Should we reframe language around VAWG to be more inclusive?

[SUAZANE] So questions coming up a couple of times for people, is whether actually violence against women and girls, is the right framing and or should we be looking in a more inclusive way about how

19:24:15 men and boys get kind of socialized into violence more generally, and into controlling behaviors, more generally. So, is this a conversation that we need to kind of broaden out in terms of the way, men and boys are kind of brought into all of those different

19:24:31 types of what it is to be masculine, what it is to be strong, etc. And I'm just going to ask the second one, at the same time just to sneak it in because I know we're running short of time, which is about earlier intervention, so Darshan talks a little

19:24:47 bit about some work that can be done in schools. A couple of people have talked about that. But is there more that people can see can be done at those very early stages with boys, when they're just starting to form the idea of what it is to have an identity

19:25:04 to be in the world, etc etc.

19:25:07 So let's try and kind of conclude on some really positive inspiring, this is the this is the future this is the boys of the future.

19:25:16 So I'll kind of throw that open but maybe I'll start with Darren.

[DARREN] Sure, so my thoughts are we're going to call it what it is, right, and we're talking about accountability and stuff.

19:26:07 We need to not disassociate. And for me, that's one of the issues around disassociation from, from an individual or agenda is, is, is again Depersonalizing the issue.

19:26:21 And again, placing it back onto the survivor.

19:26:25 And, you know, God willing, the survivors.

19:26:27 So for me, I think we need to make sure that we do keep that element in there. and in terms of,

19:26:36 you know, work with younger people, and do more of that preventative work. Yeah, 100%, it's about having those conversations again very often. When I've sat in capacity of a youth worker and young people have been

19:26:53 catcalling - Yo, yo. Why are you saying what you're saying? And they're getting negative, and they are getting a very negative word ignored, quite rightly so, by the young ladies, and then they've turned,

19:27:09 you're a this, you're a that, and then having to step into that situation and address that there and then was what we did, but can I admit that was easy doing that with young people, right, to try and do that to grown blokes is another story.

19:27:28 And again, you know some of my colleagues on the call have made it quite open and they're being quite frank and open and honest with me, you know before the studies and everything that they've done in their contextualize and on experiences and everything

19:27:40 else, that it is very much a process to find your voice, so we're talking about bystander intervention, I'm thinking also about survivors, the fact the role of survivors and through the process that survivors have gone through from being

19:27:56 desilenced to finding their voice. They have gone through a process. Right. And we need to facilitate the process, so that young people can actually, you know, redefine some of the negative notions around masculinity, or what it means to be a man, what

19:28:16 it means to love someone, what it means to take care of someone, and what it really finding what family may mean to them, because quite frankly what they may have gone through, their early, adverse early childhood experiences,

19:28:33, ultimately feed and fuel and informing their current relationships, so it's about how do we provide these counter narratives, how do we hold those spaces to actually allow this to

19:28:48 happen. And then, again, I think it's about getting these questions, questions are cool, because it opens it up really doesn't need so I think I'm going to leave it right there.

19:29:06 [JAMES] I guess it is just a reflection really; do we need to talk about men's violence towards women, or should we be talking about men and men's experience of violence and I guess my reflection 19:29:20 really is, we have to be talking about both those things and the connecting thread is gender and gender norms, right, so it's how norms are put into society, socialized, how they're enforced.

19:29:32 And they're not two separate roads that are going down, they are intertwining and coming back and forth with each other. And that's the conversation we need to constantly return to I think so there's a reason that men,

19:29:50 we, struggle to talk about men as victims and men's fears and worries because that's not what men should be doing, for example, at the same time, I think it can be hard for men to hear the reality of male violence, because if you're suddenly being asked

19:30:05 to listen to something you're not normally listening to it can feel like an attack, and it's not an attack, you're leveling the playing field and saying, hang on, you need to attend to this, but because you're normally up there and don't have to listen

19:30:17 to that, it feels like you're being asked to do something different. So I guess that's the context for me. I just wanted to say we have to put it in gender and recognize how that system works.

19:30:28 The final thing I wanted to say going back to Frank's very first question, and I'd love to be able to spend lots of money, obviously, but for me I guess the key thing is, it is not just urgency.

19:30:38 It's also that it needs to be sustained and that's the problem we keep having, we have these moments when something happens often off tragedy.

19:30:48 And there's this kind of rallying call and then it's lost, and what it's left with is often very small underfunded or limited funded organizations to keep doing the work.

19:30:59 And that's the wrong way around, we need to sustain that work at a proper level, long term, if we're going to really make change.

. [DARSHAN] And, yeah, I definitely think it should be separated because when you think about the survivor. The system is built for men, by men.

19:31:21 And so, the fallout of it is very different. And yes, they're equally as horrible, but the fallouts are very different and they need to be dealt with in two separate ways.

19:31:32 And so, you know, and that leads to the next bit is I don't think that the country truly appreciates the seriousness or urgency of the situation. We're having these conversations but I often say if you went down the road and you had

19:31:46 50 houses on the road, or 50 flats, you ask everyone if they recognize how serious this is, you'll be may be surprised how little people think about it, like the headlines over the last year have been quite a shock to some people, and

19:31:59 you're like, how did you not know this, but secondly if you're also saying 50 people are saying 50 households, this goes back to the bystander thing. What do you do to intervene and help, you're probably not going to get any confident answers, because

19:32:15 people just don't know, and it goes back to Duncan's point in that thing, you know it's not just Duncan standing up, where's the people around Duncan also standing up? How we need to work on societies and people start getting ownership, we

19:32:27 need to help everyone. We need to be on the lookout and there should be 10 Duncans standing up, not just Duncan trying to stand up.

19:32:34 And so there is a combination, if we don't split up this conversation, we're never going to solve this problem, we're never going to try and help people understand how serious it is.

19:32:43 And until we do that, we can't create action, and it comes down to that test: go down your street and ask people how serious they think domestic violence against women is and what they do in a situation where they think it's happening.

19:32:54 Nobody has a consistent, credible answer.

19:32:59 [SUZANNE] Thank you so much. And if the answer to the question is 10 Duncan's, I'm in.

19:33:09 [DUNCAN] I know Frank's work. He's amazing. Give him the money. Do not try and duplicate me, the world does not need that, it's got enough problems.

19:33:22 [SUZANNE] Thank you. Thank you to the 400 plus people who've been joining in and out as we've gone through the event, a giant thank you to the speakers who've been absolutely brilliant and to my brilliant co-chair Olumide.