



Government
Equalities Office

**Men as Change Agents for
Gender Equality:
Report on Policy Seminar
June 2014**

Countries with more gender equality have better economic growth. Companies with more women leaders perform better. Peace agreements that include women are more durable. Parliaments with more women enact more legislation on key social issues such as health, education, anti-discrimination and child support. The evidence is clear: equality for women means progress for all.

UN Secretary-General Ban Ki-Moon

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Foreword

Creating a fairer society where men and women alike can achieve their full potential is an important goal. This equality of opportunity will only be achieved if both men and women actively engage in making it a reality.

That's why, in June 2014, the Government hosted a seminar on "Men as Change Agents for Gender Equality". This brought together a number of UK experts with Professor Michael Kimmel, a world leader on studies of men and masculinity, to discuss how we might unlock the full potential of men as positive agents of change to achieve gender equality.

Equality is everybody's business, and most men are supportive of it – it is not just women's responsibility. Both men and women have much to gain from gender equality.

On the surface, this issue seems straightforward: equality is good for everyone; we should all want to achieve it. And an increasing number of men are realising that they will benefit from a more equal society. We have seen significant progress in recent years as a generation of men are seeking more "hands-on" fathering roles than those of their fathers or grandfathers before them.

But while men may support gender equality, their participation in achieving it remains low. Why, then, are men not more actively involved in bringing it about? That was the focus for this discussion, along with ways in which we might gain the level of men's engagement that will be necessary to secure real and lasting social change.

This debate is happening here in the UK, but also around the world. Shortly after the seminar, Emma Watson made her powerful and compelling speech to the United Nations launching the global HeForShe campaign. Of course men can be feminists – to create an equal society we need them to be - yet even in 2015 this statement can still seem controversial to some.

Government has a significant role to play in promoting gender equality. For example we have changed the law to introduce shared parental leave and extend flexible working. Through education we encourage both girls and boys to fulfil their aspirations, unconstrained by narrow stereotypes. We are also working tirelessly to support those girls and boys, men and women who are most vulnerable and disadvantaged in our society. For instance, we know that men are three times more likely than women to die by suicide. Admitting to yourself and those close to you that you are having trouble coping is a difficult thing to do. It can be particularly hard for men, due to gender stereotypes that mean they often see owning up to being depressed as a sign of weakness, or may feel unable to discuss their feelings. We are addressing this problem and tackling stigma around mental health through the Time to Change programme where we have committed funding of £15.3million over four years to 2015.

But Government alone cannot deliver the lasting change we need; we must all work together to create a culture and society where individuals are not pressured to conform to gender stereotypes. I am hugely encouraged by the number of people and groups working and campaigning on these issues and the insight and dedication that they bring to the debate – with special thanks to the participants who generously shared their expertise with us at the event in June. Men and boys can become true agents of change by challenging discrimination, sexism and gendered violence, and by speaking out about the ways gender inequality hurts men and boys as well as women and girls.



Jo Swinson MP, Minister for Women and Equalities

Engaging men in gender equality

In 2015, UN Women will undertake a review of progress made to date against the Beijing Platform for Action, a series of commitments made by governments in 1995 to improve the lives of women and girls. In recent decades, governments, EU and UN organisations have increasingly prioritised the achievement of gender equality. This political focus coupled with the tireless commitment of civil society organisations to women's rights, has led to significant advances in the rights of women. However, inequalities, violence and discrimination against women and girls persist and will continue to persist until men and boys are engaged in the campaign for equality.

The campaign for gender equality has a long history, and each wave of feminism has seen men join the fight to improve the lives of women and girls. However such men have been in the minority and it is time for change. 2015 sees the creation of a new post-2015 global development framework, and the rights of women and girls must be placed firmly at the heart of this framework.

As stated in a recent speech by UN Goodwill Ambassador Emma Watson, the achievement of women's rights is a human rights issue and equality is everyone's business; we all have important roles to play in challenging cultural norms and stereotypes that limit us all and underpin violence against women and girls. We will not achieve equality without the engagement of men and boys, and we held this seminar to learn more about how government can work with organisations and institutions to increase the active involvement of men and boys in the gender equality campaign.

While there was disagreement in areas, particularly over how some issues are described and communicated, there was a clear shared consensus on three points:

1. **We cannot achieve gender equality without men**

Participants cited a number of ways in which men can actively promote gender equality: by taking parental leave, by sharing the double shift of childcare and housework, by challenging their peers and calling out sexist behaviours where they occur – in the street, in the workplace, and online - and by speaking about the ways in which gender inequality limits the opportunities of boys and men also.

2. **Men will also benefit from gender equality**

Men have a great deal to gain from gender equality. Restrictive gender roles and stereotypes harm men as well as women, boys as well as girls. For real change to happen, everybody has to acknowledge and understand that better for women means better for all.

3. **Engagement is not easy**

Engaging men as change agents for gender equality is not easy. But there are many men who listen, understand, and want to play their part. We must work with men to secure their involvement in making gender equality a reality.

This report discusses the three points above in greater detail and identifies some of the ways government is engaging with men and boys in the campaign for gender equality. Throughout this discussion, speakers repeatedly reinforced the importance of recognising the multiple and diverse experiences of individuals, and the impact of issues including race, sexual identity and sexual orientation, religion and socio-economic background on individual experiences.

“The privilege of invisibility”

I enjoy the privilege of invisibility. The very processes that confer privilege to one group and not to another group are often invisible to those upon whom that privilege is conferred. What makes us marginal or powerless are the processes we see, partly because others keep reminding us of them.

(Kimmel 2005 SUNY Press 5)

How can we explain men’s lack of engagement with gender equality? Part of the problem, suggested Michael Kimmel, is that men don’t see gender equality as about them because - in the popular mind - gender=women. The ‘privilege of invisibility’ means that those social groups with power are able to define themselves as the norm, and to see themselves as neutral, human, undefined by issues of gender, race, disability, sexuality etc. For instance many white people use the term ‘ethnic’ to refer only to black and minority ethnic people, and the white identity is frequently underexplored and unacknowledged. Men’s invisibility within the concept of gender is not an oversight but a privilege and, Kimmel argued, privilege is invisible to those who own it. So one obstacle to men’s engagement with gender equality is that men don’t think it’s about them.

Another is that while many, if not most, men agree with the concept of gender equality, fewer actively seek to divest themselves of privilege, or to make material sacrifices in order to create social change.

Finally, the gender equality area is traditionally dominated by women and therefore it may be perceived as difficult for men to enter. This point is critical and was emphasised by a number of participants. We cannot afford to underemphasise how reluctant men are to enter feminised spaces – for reasons of fear of ridicule, fear of becoming ‘tainted’ by femininity, and genuine concern that it is not appropriate for them to speak out about equality. This is the result of how cultural and social spaces are gendered. If men enter the sphere of gender equality, itself traditionally categorised as a woman’s space, they may be seen as feminised. Equally, many women are also ambivalent about men entering this space, resenting what they see as men’s attempts to define and control it, and ridiculing or criticising the legitimacy of their views.

The lives of women and girls have seen real change in recent decades: more have access to education and training; more women are in employment including in senior decision making roles. These changes have meant that discourses around women and girls have changed. However, while we have seen challenge to heterosexual norms of masculinity from feminist and gay communities, we have not seen a similar departure from traditional definitions of masculinity to the same extent as we see a challenge to women’s roles.

In the 1970s American psychologist Robert Brannon defined the four basic rules of masculinity as:

- 1) No sissy stuff – reject all that is associated with femininity
- 2) Be a big wheel – wealth, power and status define your success as a man
- 3) Be a sturdy oak – reliable and strong in a crisis
- 4) Give ‘em hell – men are associated with risk, daring and aggression

In the main these rules still apply. They are harmful to both men and women as they encourage men to suppress emotions and feelings; measure themselves by economic success and power; engage in risky behaviour and act aggressively towards women. Furthermore, they make men vulnerable to life’s setbacks, particularly those involving loss of masculine status, where their learned inner resources and outer responses do not always serve them well. As an example, Kimmel cited men who experienced unemployment or redundancy and responded with an angry blaming of women for stealing ‘their’ jobs. A small but extremely vocal community of men believe that any gains women have made have been at men’s expense, and that this has reached the level where men are in fact the sex that experiences most discrimination and least opportunity. Kimmel suggests that these men are angry because they feel disenfranchised from male privilege: the same patriarchal ideologies that promise power to certain masculine types disempower other men. Idealised constructions of masculinity give men a false sense of entitlement and then fail to deliver on it for many.

To achieve gender equality, it was argued that we must begin by confronting men's sense of entitlement and privilege. Men must be willing to recognise and challenge their positions of power in society. But equally, we need to recognise and discuss the ways in which men are short-changed by gender inequality, and demonstrate how a more equal society will be better for them, too.

What's in it for men?

The same social structures that discriminate against women shape our expectations of men and put pressure on men and boys to act in certain ways. Boys quickly learn to suppress behaviours and emotions that are associated with femininity. Restrictive gender stereotypes and representations can contribute to educational underachievement in boys, higher suicide rates in men and a lack of encouragement for men that want to work with children or in nursing. The same narrow definitions that lead to girls growing up believing that careers in science, technology and maths are not suitable choices for them mean that boys are unlikely to think of careers in caring professions. The same stereotypes that suggest ambitious and powerful women are aggressive and unfeminine mean that boys learn quickly that they must not show weakness or vulnerability; boys don't cry. Research has demonstrated that men who work in male-dominated industries such as heavy industry frequently suffer increased health problems or become socially isolated when they retire. Therefore, many men will have much to gain through gender equality that allows for new ways of working and living for both men and women.

Personal freedom

The invisibility of men in discourses of gender means that men's understanding of what it means to be male is under-examined, certainly in comparison to how women have developed a body of thought on what it means to be female. But there is sufficient research available to claim with confidence that the masculine ideal – and the social policing of it – is exacting and often brutal and tightly restricts the range of ways in which men can express their individual personalities. Participants described, and we all recognise how, from birth, boys are expected to be active and brave, to suppress emotion, to reject practices and behaviours regarded as 'feminine'. At school, at work and on the streets, they are punished for 'weakness' and rewarded for exerting control.

Men are not, generally, encouraged to express emotions associated with vulnerability – rather they are encouraged to display strength, ambition and anger. We witness hypermasculine behaviours – on the streets, in the workplace, in the home – that are clearly harmful and destructive, but little serious consideration is given to how our culture helps to create such behaviours. Men who speak out about what a lonely, frightening place the realm of hypermasculinity can be are usually treated with derision. We cannot underestimate the social penalties exacted on men for speaking out, for refusing to conform to modern masculine codes. So one of our key actions in encouraging men's engagement, participants argued, is simply to listen – even when we do not like what we hear.

What might men want to do with increased personal freedom? What trade-offs will they be willing to make with women so that we can share power and opportunity more fairly? These are questions that participants raised that we must address to engage men and boys. It was highlighted that men's attitudes towards gender equality over their lifetime can be fluid and changing. To bring about lasting social and cultural changes we need a new model of engagement that supports men and women in talking honestly and negotiating openly, with a shared understanding and acceptance of risk – the risks of societal policing and the risks of losing what few gains we have made.

The family

Research evidence demonstrates that when men participate fairly in the home everyone is happier and healthier: children, women and men. Gender roles and assumptions are constructed, embedded and communicated within the family, but the family is also a place where men and women can take responsibility for creating new ways of living and being. Raising children encourages many parents to think more widely and deeply about the world their child will become part of, and research has shown that fathers of daughters tend to become more politically radical as they contemplate their daughter's future.

In the seminar, Michael Kimmel argued that equity in the home is associated with a range of benefits including improved sexual relationships. He cited the evidence offered by Rao and DeMonis (1995), whose research found that where women report an equitable relationship with their partner they are more likely to be having frequent sex. Gager and Yabiku have

also found that “both wives and husbands who spend more hours on household labour report more frequent sex than those who devote less time to household labour” (135, 156).

The introduction, under this government, of shared parental leave and the right to extend flexible working to all offers new and positive possibilities for men and women to share caring responsibilities and change traditional ideas of motherhood and fatherhood. But legislation alone is not enough to bring about change, it is necessary to change social consensus on parenthood.

Professor Tina Miller has conducted extensive research on parenthood and its potential to subvert gender identities. Miller argues that the historical assumption that gender is all about women has meant that little research has been carried out on men’s roles, particularly in the arenas of caring, emotional work and family life, where previous emphasis has been on narratives of mothering. Established discourses around motherhood are based on the assumption that women are predisposed biologically to be caring and nurturing, whereas discourses around fatherhood tend to be founded on the breadwinner role, the economic provider. However, in recent years there has been a departure in thinking around fatherhood, with contemporary western discourses that highlight the role of the involved father who shares caring and household responsibilities with their partner and is more emotionally involved with their children (Miller 3).

In a recent study, Miller interviewed men at early stages of pregnancy and fatherhood who were committed to having hands-on fathering roles. Before the birth the men interviewed placed themselves within these new discourses of involved parenting. They emphasised that it was important to them that they would actively participate, which would be different to the experience they had had with their own fathers.

These men commonly embarked on fatherhood with a fierce commitment to full involvement and sharing parenting duties equally. They intended to share caring responsibilities with their wives. Yet, according to Miller, in practice this commitment dissipates rapidly until, for most couples, parenthood becomes gendered and fathers and mothers occupy vastly different roles within the family. One year after the birth, many men who had intended to be hands-on fathers spoke of the need to ‘fit fathering in’, and prioritised their professional lives and roles as breadwinners over their caring responsibilities. This is partly due to the practical logistics of paid employment, men’s typically superior earning power, and the availability of flexible work and flexible childcare. But it is also about the social value that is placed on ‘women’s work’ and the reality of daily childcare compared to the fantasy. The lesser value associated with domestic work and childcare means that men are still much less likely to be found in such roles. It was also noted that those men who do wish to transgress traditional roles and become “stay at home” fathers or work in the caring professions also face cultural and social opposition.

Several of the seminar participants are active in promoting greater participation of men in childcare, including John Adams, founder of dadbloguk.com, Kenny Spence of Men in Childcare, and David Bartlett of the Fatherhood Institute. The important role of the father in the family, and its potential to impact positively on children’s issues, was acknowledged and it was agreed that gender equality is crucial to men who want greater involvement in their children’s care, or for those who wish to work in the childcare industry.

The Government was asked to continue its ongoing work to make policies and services more ‘dad-friendly’– including addressing fathers’ wishes to see more men working in children’s services, more public recognition of the value which men working in childcare can bring to children, parents and society; and making it financially easier for men and women to trade traditional roles by reducing the gender pay gap for women, and introducing more parental leave policies to support men staying at home.

Violence

Violence against women and girls (VAWG) is completely unacceptable and the Government is committed to ending it. These crimes have a huge impact on victims, our economy, health services, and the criminal justice system. The gendered pattern of violence against women and girls needs to be understood and acknowledged. Participants spoke about how women and girls negotiate public space differently to men and it is not just the actuality but also the possibility of violence that women live with. They suggested that women continuously make adjustments both consciously and unconsciously in their lives to avoid violence: choosing particular routes home; not going out at night in certain areas; carrying rape alarms; using keys as weapons; covering their bodies; deleting their twitter accounts.

At the seminar, we consulted with representatives from Respect and White Ribbon Campaign Scotland, organisations that work with men to prevent VAWG, on how to engage with men and boys to end gender-based violence. We recognise that

men and boys are also victims of violence and that it can affect whole families, including children. Men and boys can also suffer high levels of violence, including domestic violence and street assaults caused by other men's efforts to assert hypermasculine status. Men also have a key role in challenging violence and helping to change the attitudes and actions of their peers. In engaging men as allies on this issue, attention needs to be paid to both acknowledging men's experiences of personal violence, and in insisting that these do not neutralise women's, but demonstrate how much we all have to gain in challenging hypermasculinity.

The rise of social media and online platforms has provided new space and opportunity for gender-based abuse. The Internet has become a space in which gender norms and inequalities are both reaffirmed and contested. Women and girls can experience gender-based online bullying, harassment and stalking, but social media also offers important opportunities to speak out, reach out, and connect with each other. It is on social media that the voices of male allies are most often heard and where there is vast potential to grow our conversation. Participants cited #notallmen, #yesallwomen, @footballunited, @countdeadwomen as important examples of social action.

The economy

Advancing women's opportunities in the workplace is not just an equalities issue but also an economic imperative. The Women's Business Council 2013 report revealed that companies with more women in senior roles perform better <http://womensbusinesscouncil.dcms.gov.uk/>. While women need work, work also needs women; greater gender diversity in senior management is positively correlated with high performance cultures, and this in turn is linked to improved financial performance in publicly listed companies. By equalising the labour force participation rates of women and men, the UK could further increase per capita growth by 0.5% per year, with potential gains of 10% of GDP by 2030. Increasing diversity in companies' recruitment campaigns means that the UK can better compete in the war for talent and drive international competitiveness. Clearly, gender equality is good for everyone.

Yet too many business leaders still see promoting gender equality as a corporate contribution or social responsibility, rather than as good business sense. It is still mainly women who work to improve equality in the workplace. There is much to be done to encourage male leaders to champion gender equality and equity in the workplace through modelling inclusive behaviours; ensuring greater representation of women at all levels of the organisation; and speaking out against behaviours that are not consistent with an inclusive culture.

Companies can also play an important role in supporting employees who are the victims of domestic violence. From the 2012/13 Crime Survey for England and Wales it is estimated that 1.2M women and 700,000 men were victims of domestic abuse in the last year. Overall, 30.0% of women and 16.3% of men had experienced any domestic abuse since the age of 16, equivalent to an estimated 4.9 million female victims of domestic abuse and 2.7 million male victims. Women and men who are victims of domestic violence may be penalised for decreased performance and productivity or having to take time out from work to deal with violence related issues. Organisations can support by creating a safe and supportive culture with clear policies and procedures; by speaking out against domestic violence and ensuring that individuals understand they are not alone; introducing flexible working or leave arrangements; establishing awareness raising, education and training programmes for line managers.

Next steps: Working together to end gender inequality

Gender equality is a priority for the UK Government, and a key aim for this seminar was to gain understanding and ideas from the experts present on how we can continue to build upon our work with partner organisations and institutions to accelerate progress in this area.

Participants acknowledged the significant progress made by Government in the fight for gender equality, including:

- The raft of measures to end violence against women and girls in all its forms, including recent legislation to allow women to check their partner's criminal history, stalking laws, our work to end Female Genital Mutilation, domestic violence protection orders, the criminalisation of forced marriage, and prioritisation of women and girls in overseas work.
- Legislation that has transformed choice and support for both men and women, including extending the right to request flexible working patterns, improving the quality, flexibility and affordability of childcare, and introducing shared parental leave.

Participants suggested a number of points for government to consider when developing its engagement with men and boys, including:

1. Continuing to exchange best practice with other governments to understand which social policies secure and sustain real and lasting change;
2. Continuing to build strong working relationships with non-government initiatives such as the MenEngage Alliance, HeForShe, the White Ribbon Campaign, and the Beyond Male Role Models research group to increase awareness of these issues and work to implement policies on the ground;
3. Policy was recognised as a core mechanism to promote gender equality/equity; policy shifts signal change and possibility, and can help to shape cultural discourses on gender. It is important to consider the impact on men and engagement with men in the development of all new gender equality policy work programmes;
4. UK society cannot simultaneously encourage men to become more involved with family life while treating all men as potential abusers. We must grasp the difficult, contested debates around the safeguarding of children along with the impetus to involve men more closely as carers for small children;
5. Engage men in positions of leadership and power to act as positive and visible role models as change agents for gender equality;
6. Use role models from different ethnic, gender, sexualities, and socio-economic backgrounds to help to promote healthy, diverse and positive representations of men and women
7. The Government's 'This is Abuse' campaign was welcomed but government officials and participants acknowledged the need to avoid perception of all teenage boys as potential abusers – we must be sure to engage with young men as allies and as potential victims of violence themselves\=;
8. All public sector organisations should continue to consider the public sector duty and issues of gender inequality (alongside due consideration of inequality because of other protected characteristics) in both policy development and service delivery. It was acknowledged that the current economic crisis has drastically reduced budgets, even for the most critical areas, but was suggested that, where possible, Government could reconsider the benefit of spending to fund social change work at grassroots and national level;
9. The centrality of appropriate and effective language was emphasised throughout the seminar. It was suggested that what we most need are positive new narratives around gender equality.

Conclusion

While we have made significant progress, there remains a wide gap between the numbers of men who support greater gender equality, and those who are actively engaged in achieving it. If we are to unlock the full contribution of men and boys, we need to understand the cultural and historical obstacles in their path. We also must be ready for expressions of personal and collective anger and pain from men – these are not easy issues to discuss. The range of individual men and men's groups working on these issues need to be heard and supported, so that they can engage other men and contribute to the growing male voice in this area. Crucially, we must recognise that most men support gender equality and we must encourage and support these men to speak out to make equality a reality.

Work on gender equality has tended to focus on the needs of women, but engaging men and boys necessitates that we address the many ways in which gender roles and stereotypes disadvantage men. If women's and girls' rights and advancement are everybody's problem, so too are male educational underachievement, street violence against men, male suicide rates and proper support for men who wish to work with children or spend more time with their children, areas that the government is working to address.

To engage men in gender equality, it was argued that discourses around gender must be expanded to include men's own gendered experiences of disadvantage, which currently are not culturally visible. It was noted that sometimes change comes about in "opportunity moments" in men's lives: this may be experiences of fatherhood, a breakdown in relationship or illness. However, to bring about lasting change, all boys and girls should grow up unlimited by their gender. Positive role models, both male and female, can help to raise aspirations and encourage children and young people to challenge social expectations and feel good about themselves even if they don't fit traditional idealised types.

Working together for gender equality means respectful listening and constructive dialogue. This seminar was a valuable contribution towards that and launched our work around engaging men as agents for change. We will continue to work with civil society, academic institutions, and the private sector to raise awareness on the ways in which achieving gender equality will benefit everyone and engage men in this important debate.

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Participant Biographies

Adams, John

John Adams is author of dadbloguk. He writes on all aspects of raising children; childcare, education, health and everything in-between and highlights the gender barriers men face as parents. He has previously attended RT on fathers, daughters and body image, and blogged supportively about government work in this area.

Bartlett, David

David Bartlett is Strategic Partnerships Manager, Fatherhood Institute. He worked as a social worker from 1987 to 2000. In 1997 David set up NEWPIN's community-based Fathers Centre in London and was one of the founders of Fathers Direct in 1999. He has written widely about fatherhood, including co-authoring the Institute's *Toolkit for Developing Father-Inclusive Practice*.

Burgess, Adrienne

Adrienne Burgess is Joint Chief Executive & Head of Research, Fatherhood Institute, a UK organisation with a focus on fatherhood in theory, research and practice. Adrienne has written widely on fatherhood and couple relationships. Her book *Fatherhood Reclaimed: the making of the modern father* (Vermilion, 1997) helped set a new agenda on fatherhood in the UK, and has been published throughout the world.

Kimmel, Michael

A leading researcher and writer on men and masculinity, Michael Kimmel is Distinguished Professor of Sociology and Gender Studies at Stony Brook University, where he directs the Center for the Study of Men and Masculinities. Kimmel is

the author of more than 20 books, including *Manhood in America: A Cultural History* (1996), which was hailed as the definitive work in the field.

Ruxton, Sandy

Sandy Ruxton is currently involved in 'Beyond Male Role Models; gender identities and work with young men'. Also involved in the development of a European regional network of a global alliance called MenEngage - an alliance of NGOs working together with men and boys to promote gender equality.

Miller, Tina

Tina Miller is Professor of Sociology at Oxford Brookes. Her research and teaching interests include motherhood and fatherhood transitions, constructions of gender and identities, masculinities, reproductive health, narratives, qualitative research methods and ethics and she has published in these areas.

Robb, Martin

Martin Robb is a Senior Lecturer in the Faculty of Health and Social Care. He has published articles and book chapters on a wide range of topics, with a recent focus on issues of fatherhood, young masculinity and childcare. His current research interests include the role of gender in work with young men and boys' relationships with their mothers. He is Principal Investigator on *Beyond Male Role Models?*, a research project exploring the part played by gender identities in work with young men, and funded by the Economic and Social Research Council.

Callum Hendry

Callum Hendry is Campaign Co-ordinator at White Ribbon Scotland Campaign. The WRC is the largest effort in the world of men working to end men's violence against women. It relies on volunteer support and financial contributions from individuals and organisations.

Jo Todd

Jo Todd is founding CEO of Respect (men and women working together to end domestic violence) and has worked in the domestic violence sector for over 20 years. Jo began supporting women experiencing domestic violence, working in refuges and a drop-in centre and developing and running a Women's Support Service.

Maddy Coy

Maddy Coy is Deputy Director of CWASU (Child and Woman Abuse Studies Unit) at London Met. She has worked in a range of specialised services for women and girls experiencing violence, and while at CWASU has completed research projects on: *mapping specialised VAW services; men who pay for sex; a template VAW strategy; evaluations of specialised support services* and *Young people's understandings of Consent*.

Kenny Spence

Kenny Spence is project manager of Men in Childcare, an organisation who provide recruitment and support to increase the number of men working in early years.

Steve Robertson

Professor at Leeds Metropolitan, Steve Robertson's work covers a wide range of topics including: masculinities and health promotion; masculinities and disability; the sociology of (male) bodies; fathers and fatherhood.