

# ENGAGING YOUNG MEN AS ALLIES TWO-DAY TRAINING WORKSHOP

## FRIDAY, NOVEMBER 02—OBJECTIVE: DEFINE THE PROBLEM AND BEGIN THE HEALING

Two main questions to guide the training:

1. How does a man define himself?
2. How does that affect his treatment of those around him?

9:00a Registration and Breakfast

9:30 Opening Activity: “Male Codes” and Debrief  
Song: UGK, “International Players Anthem”

10:45 Introductions  
Set Agenda  
Wall of Dedication  
Rights & Responsibilities  
Lillian on YWAT—Engaging Young Men as Allies Project

11:30 Break

11:45 Global Girls Presentation & Selected Clips from *No!: The Rape Documentary*  
Song: SB, “Amir Sulaiman, “How Beautiful”

1:15p Lunch

1:45 Energizer  
Song: J-Live, “Like this Anna”

2:00 FUFA Workshop—Deconstructing the Media

3:00 *Healing & Reflection: The Solution is Within Me* (All Male Session)  
Critical Interpretation of June Jordan, “Poem About My Rights”  
Healing Circle

4:50 Exit Cards

## SATURDAY, NOVEMBER 03—OBJECTIVE: BECOMING PART OF THE SOLUTION

- 9:00a Energizer  
Wall of Dedication  
Written Reflection  
Discussion: Embracing a non-Oppressive Manhood: Follow-up to “Act Like a Man” and Healing & Reflection  
[Are sexual themes in music and media wrong? Discuss ways that people can express their sexuality in non-oppressive and non-offensive ways.]  
[possible song comparison e.g. T. Pain w/ R. Kelly “In Love with a Stripper,” of Kanye West, “Drunken Hot Girl” vs. Dead Prez, “Mind Sex” Common, “Between Me and You,” or Black Star, “Brown Skin Lady”]
- 10:00 Defining Violence against Women  
Activities: Violence in My World and Continuum of Harm to Women
- 11:00 Break
- 11:15 Defining Violence against Women
- 12:00 (Longer) Lunch  
Show Real Talk... Clips
- 1:00 Energizer  
Discussion: What Action Will I take?  
Practice Makes Perfect: Role Playing for different scenarios  
What can YOU do?—join the male ally network; attend more training so that you can become a certified anti-violence trainer, start your own group for men about sexism, etc...
- 2:00 The Personal *is* Political: Exploring how Personal Decisions Impact Those around us  
Larry’s Video & Discussion  
Song: [Kanye West “Self-Conscious”]
- 3:15 Break
- 3:30 The Personal *is* Political, II: Art as a Tool  
Invited Guest: E Nina Jay
- 4:15 Exit Survey/Stipends Checks/Resource Binders

# A2: MALE CODES

## MALE CODES ACTIVITY—OPENING ACTIVITY

Facilitator says: Here's what I would like you to do in your small groups

1. First introduce yourselves to each other within the group. Share your name, school or neighborhood you live in.
2. Then I want each of you to take 5 minutes to write down 3 things that you learned at an early age about being a boy/man. For example: boys don't cry...
3. Write those three things on the paper that each of you have in hand.
4. After they complete this, the facilitator says: Now that you've completed this task. Please write down 2 things that you personally think defines being a man. Remember this is your own definition of manhood.
5. After they complete this, the facilitator says: "Each group has a long sheet of paper. I want you to put a line down the middle (vertical line). Now as a group feel free to use the markers, pastels to draw, write, illustrate the THREE things you all learned at an early age about being a boy/man.
6. The catch is that you all have to AGREE on which three things to write, draw, illustrate as a group.
7. On the other side of the paper, write, draw, illustrate the TWO things that you all agree truly define manhood.
8. You have 20 minutes to complete this activity.
9. Please pick someone or two people who will be willing to present your art.

## Debriefing

1. If time permits, after each group shares their art. Pass out "Male Codes" handout. Ask for a volunteer who will read this out loud. Determine if many of the things that are on their list are mentioned on the handout.
2. Explain that the male code is the unwritten rule book of things boys and men can and cannot do according to society.

Talk about how the next couple of days will be about challenging the male code. Unpacking it to decide which rules are conducive to being a healthy, non-oppressive man and which encourage violence and oppression.

# A3: UGK—INTERNATIONAL PLAYERS ANTHEM F. OUTKAST

## LYRICS

### [ANDRE 3000]

So, I typed a text to a girl I used to see  
Sayin that I chose this cutie pie with whom I wanna be  
And I apologize if this message gets you down  
Then I CC'd every girl that I'd see see round town and  
I hate to see y'all frown but I'd rather see her smiling  
Wetness all around me, true, but I'm no island  
Peninsula maybe, makes no sense I know, crazy  
Give up all this pussy cat thats in my lap no lookin back  
Spaceships dont come equipped with rearview mirrors  
They dip as quick as they can  
The atmosphere is now ripped  
Im so like a Pip, Im glad its night  
So the light from the sun would not burn me on my bum  
When I shoot the moon high, jump the broom  
Like a premie out the womb  
My partner yellin "Too soon! Dont do it! Reconsider!  
Read some litera - ture on the subject  
You sure? Fuck it  
You know we got your back like chiroprac - tic  
If that bitch do you dirty  
we'll wipe her ass out as in detergent  
Now hurry hurry, go on to the altar  
I know you aint a pimp but pimp remember what I taught ya  
Keep your heart 3 stacks, keep your heart  
Aye, keep your heart 3 stacks, keep your heart  
Man, these girls is smart, 3 stacks, these girls is smart  
Play your part  
Play your part"

[Pimp C]  
Sweet jones  
My bitch a choosey lover, never fuck without a rubber  
Never in the sheets, like it on top of the cover  
Money on the dresser, drive a compressor  
Top notch hoes get the most, not the lesser  
trash like the fuck for 40 dollars in the club  
fucking up the game, bitch you gets no love

She be cross country givin all that she got  
A thousand a pop, Im pullin Bentleys off the lot  
I smashed up the grey one, bought me a red  
Every time we hit the parking lot we turn heads  
Some hoes wanna choose but them bitches too scary  
Your bitch chose me, you aint a pimp you a fairy

[Chorus]

Ooooooohhh Ooooooohhh  
I choose you girl

[Bun B]

Baby you been rollin solo, time to get down with the team  
Because its greener on that other side if you know what I mean  
I'll show you shit you've never seen  
The 7 wonders of the world  
And I can make you the 8th if you wanna be my girl  
When I say my girl I don't mean my woman, that aint my style  
Need a real streets stalker to walk a green mile  
We burnin up the paper on the dining room table  
Cause you able to realize I'm the truth and not a fable  
We rockin precious sable, keep that chilla on the rack  
What I look like with some thousand dollar shit up on my back  
Im a million dollar mack, need a billion dollar bitch  
Put my pimpin in your life, watch your daddy get rich  
Easy as A B C, simple as 1 2 3  
Get down with UGK, Pimp C, B U N B  
Cause whats a hoe with no pimp, and whats a pimp with no hoes  
Dont be a lame, you know the game and how it goes  
We tryin to get jones

[Chorus]

OOOoooooohhh Ooooooohhh  
I choose you girl

[Big Boi]

Eni mini decisions with precision I pick  
Or make my selection on who I choose to be with  
Girl dont touch my protection, I know you want it to slip  
But slippin is something I dont do, tippin for life? (Mmm mmm!)  
Thats like makin it rain  
Every month on schedule (mmmHhmm!) Let me tell you  
Get your parasol umbrella cause its gonna get wetter  
Better prepare you for the see-saw pole  
She supposed to spend it on that baby but we see she dont  
[Chopped & Screwed]

Ask ask Paul McCartney the lawyers gettin sloppy  
Slaughter slaughter of them pockets, had to tie her to a rocket  
Send her into outer space, I know he wish he could  
Cause he payin 20K a day, that b\*\*\*\*is eating good  
Like an infant on a double D titty is getting plump  
Cause he miscalculated the next to the last bump  
[Chopped & Screwed]  
Dump dump in the gut, walk it off from the giddy up  
Better chose the right one or pick pick the kitties up

[Chorus]  
Oooooohhhh Oooooohhh  
I chose you girl

IIIIiii  
I chose you baby

# A4: AMIR SULAIMAN, "HOW BEAUTIFUL" LYRICS

Amir Sulaiman, "How Beautiful"

How beautiful are you?  
You didn't think you were beautiful enough to say  
I want to be loved  
Not taken advantage of  
You must have not known you are dove  
A flying far above dark valleys of tears and blood  
Of those that know sex  
And carnal pleasure  
But not love  
You didn't think you were beautiful enough to say  
Don't talk to me like that  
You didn't think you were beautiful enough to say  
Don't touch me like that  
You didn't think you were beautiful enough to have  
Any position but on your back  
You didn't even think you were beautiful enough to fight back  
So you laid lifeless  
As your innermost chambers were  
Attacked and torn  
And attacked and torn  
You closed your eyes  
Trying to find some place black and warm  
Somewhere you are safe from the storm  
Of the norm  
Of beast holding from you legs neck and arms  
As your innermost chambers are attacked and torn  
Attacked and torn  
You lie being thrown  
From your back to your front to your side  
From your back to your front to your side  
Bare cold and naked and desperately trying to hide  
And any sign of pride has been torn from your insides  
And you can't even conjure up the emotion to cry  
You don't even spend your time wondering why  
You simply wonder  
If you'll ever be a wife or mother  
Or if you'll ever be gently touched instead of grabbed  
Or if you'll ever be gently guided instead of dragged  
Or if you'll ever be appreciated

[As] opposed to just had  
You didn't think you were beautiful enough to say  
I don't want to be raped  
By the time you are ugly enough  
To know that you were beautiful it will be too late  
By the time you are ugly enough  
To know that you were beautiful it will be too late  
I swear by God you are beautiful  
Don't wait until it's too late

# A5: PLEASE, PLEASE SMILE

Procedure: Everyone is seated in a circle with a volunteer standing in the middle. The volunteer leans down to the person of his or her choice, looks at them deep in the eye, and says “Honey, if you love me, would you please, please smile?” The recipient of this proposal simply replies “Honey, I love you, but I just can’t smile.” That easy—except that the recipient **CAN NOT SMILE**, smirk, turn up the corners of their mouth, or snicker. And the volunteer in the middle can’t touch the recipient in any way—but can do anything else. The volunteer continues until someone smiles, and then trades places with the person who finally smiles.

# A8: PLIES, "SHAWTY" F. T-PAIN

What's Happenin Homie Dis Ya Boy Plies Man Hey Pain Tell 'em  
Bout Your Shawty Ima Tel Em Bout Mine

Even Though I'm Not Your Man, You Not My Girl,  
Ima Call You My Shawty  
Cause I Can't Stand To See You Treated Bad  
I Beat His Ass For My Shawty  
And We Ain't Did Nothin That We Ain't Supposed To Do  
Cause You My Shawty  
Babygirl You Know I Be Home, Keep Me On The Ringtone Shawty  
Sing It To Me Girl

Soon As I Seen Her, Shit Told Her I'd Pay For It  
Lil Mama The Baddest Thing 'round Here & She Already Know It  
I Pointed At The Donk & Told Her This Supposed To Be Yours  
Showed Her A Couple Stacks & Told Her I'd Let Her Blow It  
The Hottest Nigga In The City Baby You Can't Ignore It  
I Showed Her I Was A Real Nigga & She Went For It  
First Time I Caught Her Shit, She Aint Even Know How To Throw It Back  
Now She An Animal, I Got Her Sex Game Right  
I Taught Her How To Talk To Me While She Take Pipe  
& Opened Her Up & Showed Her What A Real Nigga Like  
I Told Her I Don't Usually Do This, I Don't Fuck On The First Night  
Cause After I Beat Ya Baby I'm Liabile To Fuck Up Ya Whole Life  
I Got her Trained, Now She Suck Me With Ice  
I Call Her My Lil Bust It Baby Cause She Keep It Tight  
Whenever I Tell Her To Bust, Aint Gotta Tell Her Twice  
Whenever I Wanna Get Off She Know How To Get Me Right

Even Though I'm Not Your Man, You Not My Girl  
Ima Call You My Shawty  
Cause I Can't Stand To See You Treated Bad  
I Beat His Ass For My Shawty  
And We Aint Did Nothin That We Ain't Supposed To Do  
Cause You My Shawty  
Babygirl You Know I Be Home, Keep Me On The Ringtone Shawty  
Sing It To Me Girl

Whoa W-W-Whoa Whoa Whoa Whoooooa Whoa Whoa  
Whoa W-W-Whoa Shawtyyyyy

I Love To Show Her Off, Cause All The Dope Boys Want Her

Know Why They Wanna Beat Badly, Look At All That Ass On Her  
Look How That Pussy Sit Up In Them Shorts, You Gotta Want Her  
Love When She Act Like She Bo-Legged & Bend The Corner  
She Proud To Be Fuckin Me, Cause I'm Stuntin On 'em  
It Feel Good To Be Fuckin A Real Nigga Don't'uh  
Aint Called Her In 2 Days, Gotta Let Her Mind Wonder  
But When She Miss Me, She Call To Tell Me To Jump On Her  
Thats Why I Don't Mind Breakin Her Off, Cause She Aint With The Drama  
If You Done Ripped Her Before, You Know How To Cuff Lil Mama  
You Know She Gotta Be Somethin, Cause I Done Beat Her Under  
Baby Snatchin down there, I'm Tellin Ya, I Promise  
I Exposed Her To Real, & Now She Hate Lame  
Member She Used To Run From Me, Now She Like Pain  
She Call Me Sometimes Just To Ask Is It Her Thing  
But Since I Ran Up In Shawty She Ain't Been The Same

Even Though I'm Not Your Man, You Not My Girl  
Ima Call You My Shawty  
Cause I Can't Stand To See You Treated Bad  
I Beat His Ass For My Shawty  
And We Aint Did Nothin That We Ain't Supposed To Do  
Cause You My Shawty  
Babygirl You Know I Be Home, Keep Me On The Ringtone Shawty  
Sing It To Me Girl

Whoa W-W-Whoa Whoa Whoa Whoooooa Whoa Whoa  
Whoa W-W-Whoa Shawtyyyyy yah

## A9: DEAD PREZ, "MIND SEX"

[chorus]

Its time for some mind sex, we aint got to take our clothes off yet  
We can burn the incense, and just chat  
Relax, I got the good vibrations  
Before we make love lets have a good conversation

[stic.man]

Pardon me love but you seem like my type  
What you doin tonight? you should stop by the site  
We could, roll some weed play some records and talk  
I got a fly spot downtown brooklyn, new york  
Now I know you think I wanna fuck, no doubt  
But tonight well try a different route, how bout we start  
With a salad, a fresh bed of lettuce with croutons  
Later we can play a game of chess on the futon  
See I aint got to get in your blouse  
Its your eye contact, that be getting me aroused  
When you show me your mind, it make me wanna show you mines  
Reflecting my light, when it shines, just takin our time  
Before the nights through, we could get physical too  
I aint tryin to say I dont wanna fuck, cause I do  
But for me boo, makin love is just as much mental  
I like to know what Im gettin into

[chorus]

We could have mind sex, we aint got to take our clothes off yet  
We can burn the incense, and just chat  
Relax, I got the good vibrations  
Before we make love lets have a good conversation

Its time for some mind sex, we aint got to take our clothes off yet  
We can burn the incense, and just chat  
Relax, I got the good vibrations  
Before we make love lets have a good conversation  
Time for some mind sex...

(singing): before we make love

Yeah, what you know about mind sex?

(singing): before we make love

[m-1]

African princess, tell me yo interests  
Wait, let me guess boo, you probably like poetry  
Heres a little something I jotted down in case I spotted you around  
So let me take this opportunity  
Would you share a moment with me, over herbal tea?  
Take a walk verbally, make a bond certainly  
Cuz in my hand I bet your hand fit perfectly  
And its like we floatin out in space when you flirtin wit me  
Cmon, a little foreplay dont hurt (hmmm)  
Imagine my chest under this shirt, your ass under your skirt  
Its like walking the hot sands and finding an oasis  
Opposites attract thats the basis  
Our sex is the wind that seperates the yin from the yang  
The balance that means complete change, our aim  
Is to touch you in a delicate spot  
And once we get it started I aint trying to stop

[chorus]

But first we have mind sex, we aint got to take our clothes off yet  
We can burn the incense, and just chat  
Relax, I got the good vibrations  
Before we make love lets have a good conversation

Its time for some mind sex, we aint got to take our clothes off yet  
We can burn the incense, and just chat  
Relax, I got the good vibrations  
Before we make love lets have a good conversation  
Mind sex...

[spoken]

She smiles, I smile  
She walks, no she glides softly by me changing night into day  
She opens her mouth to speak, and so sounds ring in my head  
She speaks, and I want to dance to her rhythm  
She moves ever so gently, increasing my desires,  
As I place my arms around her waist,  
Hold and squeeze unto me,  
I want to melt into her body, and discover the base of her warmth  
Her beautiful black body that, no human mind could ever conceive  
Shes love  
Shes truth  
Shes real, as real as the stars that shine in the heavens  
As real as the sun that bathes her body,  
As real as the moon that glows and the birds that sing and the rose  
That blossoms in spring for she is that rose

And not just any rose,  
But a black rose,  
Black rose stands tall and stronger than any other plant  
A black rose, that stands as creator, of nations of  
Black rose  
That never loses her petals, and blossoms all year round  
Black rose,  
Sweet rose,  
Thornless rose  
Eternal rose  
Please look my way,  
Please look my way  
Please look my way  
Black rose

# A10

## DAY ONE EVALUATION

What I liked:	What I didn't like:	What I learned:	What I want more of:
The documentary "No!" Global Girls Looking at the media Respectful place Mostly everything else... Great job Ed and Lillian	Lack of movement (physical movement) Heterosexism Definition of a man	Historical and systematic causes of rape The roots of media dominance Looking deeply at lyrics	Connection of violence to other oppressions Action steps and collaboration
I really like the group discussion	I didn't like how we didn't have a woman's opinion	There is more than physical violence	More free flowing discussions.
Everyone talked without interruption		How to respect others opinions	More events like this
The Global Girls presentation; the discussion about how women sell their bodies		I learned how to respect a female when I have a issue with her	
Everything	Nothing	More than what I knew	Days of training
I liked the fact that everyone was open to each other. I felt comfortable with these guys	N/A	I learned what it means to be a man. I learned about women who exp. Violence.	The open group conversations and film watching.
The conversations that we discuss	I liked everything	How to respect women	These types of events
The fact people didn't think of me as a kid.	I like this better then school.	The fact that women do want to be treated as h** because of their cloths	I want to learn more
The things we talked about. The smiling game.	N/A	A lot. Too much to tell	Interacting. Moving around
The Skits	N/A	Def of violence	Def of violence

<b>What I liked:</b>	<b>What I didn't like:</b>	<b>What I learned:</b>	<b>What I want more of:</b>
I like that we had an opportunity to meet and discuss different issues about women		I learned that women are powerful	Ask more question.....
Everything that took place	N/A	How to talk and approach females better	More information on certain situation
everything from the discussions, debates, & performances	the questions and comments some people were making were senseless.	Alot of different stuff from womens responses to the different forms of violence & some things us males can do to better ourselves	Domestic violence Womens responses
The group discussion	I think I gained 10 pounds with all the food I ate.	That I have in fact committed an act of violence before. (grabbing a girl's hand)	Break time Structured conversation.

# A11

## DAY TWO 5 MINUTE RESPONSES

I learned about the reason why women don't like men grabbing their hand. I also learn something that will help me and my girl friend. This program will go on as long as I live, because I do [not] want any more women getting any violence done against them any more.

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My overall experience on this training has been eye opening. I have really had the chance to look at myself but also those around me and see what we have done against the opposite sex. actions that I have done in the past now I see were actually violent. Violence need not only be with the fist but also can be emotionally and mental abuse. Men obtain these views negative of women through the media but also from negative role models. These views of women effect the way men and young teens treat their fellow partners of the opposite sex.

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I learned a lot from this program. I realize why there really are a lot of women being raped and forced to giver their bodies to someone.

I learned that the media has a way of influencing people to do abusive and all types of harmful things to women. Not only do I think that media has a way of influencing people to do things, but the media does things to people itself. It uses women as objects by exposing the bodies for mony.

I just really enjoyed this program

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I have learned a lot in these two days I feel that I'm not afraid to tell men what we are doing to are sister when need to man up and stop discourging are future or women to use verbal actions instead of physical action BE A MAN NOT A ABUSER<sup>1\*</sup>

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Throughout this workshop/training of domestic violence I have learned several different things I can take back and try to change the ways people treat women.

I have also learned about males too. I have not only learned about how to better myself as a man but also how I can help my sister better herself.

This workshop wasn't just on domestic violence. This workshop was on everything from disrespecting females to growing up & learning how to better myself as a young man & eventually an man.

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<sup>1</sup> \*this young man explained what he wrote. He didn't intend to say that men should be verbally abusive to women, but to interact with women in a more peaceful and egalitarian way.

The information I received from this program will not only help me become a better person but treat me the true/real way to treat females. And it also helped me understand how & when I was disrespecting.

I appreciate this program very much. I am happy I was able to be apart of it.

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Over the last today's I have learned alot. That even the smallest things can be seen as using violence. Just grabbing a girls hand can cause problems even though it seems harmless. So be careful of what you do and say to women. they are human to and have strong feelings.

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Today I learned that verbal abuse is just as bad as physical abuse. Verbal abuse can hurt just as much as physical. I've also learned that to act like a man you should handle your responsibilities, stray away from fear, stay true to your word and don't be nervous.

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One of the most important things I've learned, but already knew is seeing the other side of violence like seeing how the person feel that time violence is being dished out to and how it effects them. The way it effect them is also a way it effects the person that's dishing it out.

Another important subject was brought to the light is when the skits were done to show what goes on behind closed doors on a daily basis. Those were the most two important things in this two day learning.

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Overall, I am very inspired by what has occurred. I personally have opened up in seeing how my actions, particularly words, have a connection, even in subtle ways, to violence perpetrated to women and girls. The topics covered were great. So far my only concern has been with the heterosexism this has generated, but maybe this naturally comes along with a training on men treating women.

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During the last two days I have learned many things I learned what males believe it takes to be a man, what violence truly is, and how the media portrays women.

Many males believe a man has to be strong and independent. A man has to mentally prepared to endure any situation. He has to know how to be independent in order to provide for himself (or) a family.

I always thought of violence as being physical. I learned that it is anything that hurts someone.

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This training has been a fun and exciting learning experience. Its been very helpful and enjoyable program. I wish it would have been longer, but it was fun while it lasted.

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My reflection on this program is remembering the things they told me and inform me on. Like how some say put females in their places, women dont have a place but to be a women. I will like to thank Ed and Lillian for giving me information I needed to know. And also Sudsidian.

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Overall in these past 2 days, I feel that I have had a great experience and thought spending several hours in a room could be this fun. I'm happy that I met these guys here. I have greatly expanded my knowledge. This training made me a stronger person mentally.

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I feel like ive learned a lot. Females are mistreated in so many lever and I feel as if I can help make a difference from the things I have learned. I've started to look at things much differently. I've started to take more thought in to doing something before I act upon it.

# A12

## COMPREHENSIVE EVALUATION

Please complete the following in your own words: A Strong man is someone who...	What session did you enjoy the most/gain the most from? Please explain why.	We are going to conduct more workshops of this nature specifically targeting elementary and middle school youth. Would you be interested in helping facilitate such workshops?	What topics, if any, should be added to the male ally training?	Please share any additional comments or suggestions you have for improving the male ally training:
... is Independent when needed to be, can provide for his self and is brave.	The Acting out of what you would do in this situation actually stood out to me	Yes	I feel as if there were more people that should be added and a few more topics could have been discussed.	
Will stop other men from calling words they don't want to hear, and never ever hit women	Will I gain a lot from the whole thing.	[Yes]	you don't need to add any thing	I'll love to come back
who can stand up for right of Both sex	Women violence and how we talk to them	Aw yea fo sho hit me up @[...]1* after 10 mom be tripping		
Handle's their Responsibilities Respect women.	The poetry because it challenged me to listen and pay attention	Yes	I though that most of the topics was good.	
Takes care of their responsibilities, family, and neighborhood.	When ENj came the whole time she was there.	[yes]		I greatly injoyed and learned a lot from this. I wish it was longer.
Can take care of their family and is dependable.		Yes	Everything was good to me.	
is confident and independent if needed	The skits from Robison school	Most Definitely	More female perspectives	I Really love this program and think it's a positive thing for youg men growing up in the day and age
A power person Who keeps his head up	I enjoyed all of it I really wanna come more envoled.	yes	Expres are self more and have women express there thought	It was excellent

Please complete the following in your own words: A Strong man is someone who...	What session did you enjoy the most/gain the most from? Please explain why.	We are going to conduct more workshops of this nature specifically targeting elementary and middle school youth. Would you be interested in helping facilitate such workshops?	What topics, if any, should be added to the male ally training?	Please share any additional comments or suggestions you have for improving the male ally training:
has his own mind.	global girls	yes		This cool!
Has a strong mind and is able to determine and speak up about what is right or wrong	Acting scenarios because they were realistic and I could relate to them	Not sure	N/A	
does not use violence to solve his problems.	both.	I would love the chance to work with the youth.	I feel will only focused on the black community and kind of only blamed them. White, Asian, Hispanics are also the oppressors.	I have really learned a great deal in this two day training. I have come more aware of what I have done in the past that was violent and was not intentional.
is not afraid to fight for his right	I enjoyed the Defining Violence Against Women, because a lot of people don't understand what's happening to women today.	Yes	I feel that there were no topics left out	I just think that more more males should apply.
is independent, strong, and someone who isn't afraid to show emotions. Also, he is able to face adversity.	I learned the most from Nina's session because she was a victim and really put herself out there for us.	Yes	I feel all the right topics are in place already.	I loved it and THANK YOU ALL J
is socially conscious and is part of the solution, because he recognizes that he inherently is otherwise part of the problem. A strong man is a man who willingly acts like a <u>human</u> .	Media analyzation  I think this was the most eye and ear opening session which opened up dialogue that continued into the next day. However, Nina was amazing and deserves the upmost credit from us.	Yes	It would have been helpful to have left with more specific tools and techniques for working to end violence with sexist men we know.	

<p><b>Please complete the following in your own words: A Strong man is someone who...</b></p>	<p><b>What session did you enjoy the most/gain the most from? Please explain why.</b></p>	<p><b>We are going to conduct more workshops of this nature specifically targeting elementary and middle school youth. Would you be interested in helping facilitate such workshops?</b></p>	<p><b>What topics, if any, should be added to the male ally training?</b></p>	<p><b>Please share any additional comments or suggestions you have for improving the male ally training:</b></p>
<p>knows how to use his strengths 4 the betterment of himself &amp; his family. He also knows how to be a strong leader &amp; take care of his several responsibilities.</p>	<p>Overall, all the sessions were great because I gained something out of them all.</p>	<p>No, I would rather gain much more info before I began to teach others.</p>	<p>Just simply talking more of how men are not only/always the problem.</p>	<p>I think if possible, I would rather come more days for less time if possible. Instead of 9-5 2 days I would come 4 four hours 4 days.</p>

(Footnotes)

\* [...] indicates text has been removed

# A13: FEEDBACK

## KEVIN BROWN, TRAINEE

### Overall:

I was very pleased and inspired by the two-day training. I thought everything Ed and Lillian did had a very clear purpose and was in a very logical order. Just from being in the room, you could see a very distinct change in the attitudes of male violence in a matter of two days. You could also see that by the end of the training, people had built a very strong friendship that hadn't been present at all on Friday morning. It was a positive to see different methods of training used to incorporate different learning styles (e.g. movies, discussions, writing, guest speakers, etc.)

My only general critiques are that too many topics were left unfinished, in my opinion. While hopefully we'll stay together as a group, I think too many topics were left cut short and without a real point left with us, such as the media segment, the documentary "NO!", and E Nina Jay's segment. Also, I don't think there was a real good age diversity, something to think about for future trainings. Lastly, I thought that the environment was very heterosexist. However, I thought this improved over the course of the training, and on Saturday I thought that the conversation had been more inclusive.

### Specific Feedback:

Mornings: I think more needed to be done to get us energized in the mornings, particularly Friday morning. It was very hard to get us started on the conversation of what it means to be a man. Lyrical Analysis: This was really helpful. Kudos to you for picking "bad" songs that everyone knew and were played on the radio, and for picking "good" songs that almost no one new. This opened up a lot of discussion. Guests: Global Girls were amazing. Erin with FUFA was good, as usual, but again I thought it was unfinished.

However, it did open up good conversations. E Nina Jay was absolutely insightful! She did what I've been waiting for years for someone to do: Throw the system of male violence againsts women right in our faces and be very direct with what it is and how we contribute to that system. She did this without any censorship and it was incredible to see her be able to express her true feelings and thoughts in such a passionate way, even if it was provocative.

### Videos:

"NO!" was incredible and very historical, although I wish we could have seen more of it. I'm glad you showed the YWAT video. Larry's video was hi"Larry"ious as usual.

### What was missing/What could be improved:

A connection between sexism and violence against women and girls to other forms of oppression. Racism was touched a little bit, but otherwise that was it, which is why I think the conversation was heterosexist. On the other hand, though, I thought Friday

afternoon's discussion was very good because it addressed the issue of oppression overall and the issue of blaming the victim for being a victim. I guess what I'm saying is this needs to be expanded to cover other forms of oppression and how they contribute to the continuum of violence against women and girls. However, I realize that there's a limited amount of stuff you can do in two days, so I don't blame you.

I'm very pleased to hear that this will continue, although it would have been nice to have more of this conversation on Saturday. It seemed like Ed started to talk about this but cut himself off by moving on to another activity, and we never really returned to it. My idea was to have that conversation be longer where we expand on the idea of meeting once a month or so. I think there should have been suggestions taken and specific ideas discussed to help generate the group. I want to make sure that we continue discussing and training on techniques for how to approach friends, students, teachers, co-workers, and others to talk about violence against women and girls. Specifically, training for how to approach people in a safe way to stop street harassment when we see it and prevent violent acts from occurring. To help with following up, one idea that other trainings have used is to provide everyone with a contact list of everyone's name and information for all of us to stay connected. Again, I was a little weary that not enough was done to ensure a sustainable follow up from the training, since we don't have each other's information and since we don't have a framework for the monthly trainings. However, I think this can all be done once we start meeting again.

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## **STACEY ERENBURG, FEMALES UNITED FOR ACTION**

The goal of the workshop for the young male allies training was to introduce them to the concepts of media justice and reform. We started out by watching a video on big media, media conglomerates and the impact of consolidation on the general public. Then we split into groups and focused more on content and how images of men and women impact how we feel about ourselves and how we treat each other.

I brought in some hip hop magazines marketed towards young men and asked the boys to pick two images that represented what it means to be a man and two images of what they felt it means to be a woman.

The groups picked some very revealing images. A few groups picked images that represented men and women in the domestic sphere others picked more stereotypical gender roles such as a man with lots of money, a man playing sports. But the most interesting image that was chosen was a Coors light ad that had a woman in a bathing suit in a very provocative position. When we asked the young men to explain why they chose this ad they started talking about her body parts and how beautiful her "stuff" is. This fueled a debate about whether or not it was right for women to pose in ads half naked and what the implications are for all women and men who see these kinds of images. Some of the men just could not understand the correlation between objectification of women in the media and how women are treated in real life. The boys adamantly defended their stance that the ads were not harmful because girls choose to pose in the ads for money and therefore are not being objectified because they have a choice to "act

like a hoe.” After a very lively conversation where Ed, Lillian and I tried to uncover some myths about who’s making money off these ads. We finally saw some light bulbs go off when Lillian made the point that they might feel differently if the women in the ad was their sister, mother or aunt.

Overall the workshop was great. We had a good discussion. I had some of the men tell me they had never heard about media consolidation and were appalled at how few own so much. The group dynamic was great. All of the men where respectful and very thoughtful. I greatly appreciated Lillian and Ed’s hard work and wonderful comments. Ed is great at creating connections between history and the oppression that we face today. I would love to participate in male ally trainings in the future.

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### **TOUSSAINT LOSIER, FACILITATOR**

All in all, I think Saturday’s training went really well. With the objective of “Becoming Part of the Solution,” I think the training did a wonderful job of moving the overwhelming majority of the participants to being committed allies. While we could have done more on brainstorming solutions, I think the training itself, as well as Larry’s video and E Nina Jay’s presence showed possibilities. Beyond that it was really powerful to hear the idea of continuing to meet on a regular basis from the young men themselves. This in itself was a testament to the character of the young men in the room as well as Ed’s facilitation skills.

This is to not to say the day’s schedule had its rough points. The morning got off to a bit of a slow start as the young men trickled in. It might have been more worthwhile to use the time between 9-9:30am to engage the young men individually as they tricked in, perhaps with a written reflection or writing on the wall of dedication, as the schedule suggested. Instead, a most of the participants drifted off to the Hostel’s common area to play pool, fooseball, or table tennis—something that continued to happen during breaks for the rest of the day.

I also think we could have done some sort of energizer before the “Embracing a Non-Oppressive Manhood” exercise. It was a little odd to jump right into the exercise without getting every one onto a common footing energy wise - but not odd enough to detract from the resulting discussion. I was asked to facilitate the “Act Like a Man” exercise, which I wasn’t prepared for, but Ed helped me work through. The exercise was an opportunity to examine how men, particularly young men, are cultured to behave in a particular way. I think our group did a pretty good job breaking down the dynamics of how male behavior is largely confined to a particular box and the reactions that can be expected if someone acts out of that box. At the same time, the resulting discussion focused primarily on the elements of ‘oppressive manhood’ with only a hint of other possibilities, and the larger idea of a non-oppressive manhood.

This is not to say that it was not worthwhile. We did get a visual of the ‘act like a man box’ as a resource to refer back to later in the day. But I think we lost an opportunity to plant some of the seeds of working ‘outside the box’ and embracing a non-oppressive manhood. For my part, I could have done a better job of thinking through the discussion in a way to have it point in

this direction (e.g. simply asking the closing question of “how do we work outside of this box”?) I would definitely make sure that finishing that discussion is included in future discussions/workshops for this group.

I also think the omission of a discussion on embracing a non-oppressive manhood points to one structural flaw in the parts of the training that I was able to attend- they didn't include the cycles of oppression analysis. I don't know if they were reviewed on Friday,

but we didn't discuss them on Saturday. While we got by ok without this exercise, I think it could have done a lot to clarify some of the discussion we were having. At the same, it might have taken away from other issues in terms of time.

The other thing I would offer should have been improved on was that it became too easy for less charismatic and gregarious young men to blend into the background. There were at least three young men who got through all of Saturday without saying anything! This is not say that they were spacing out the whole time; they both seemed to be listening attentively. But Ed and I should have reached out to them to participate in the discussion. At the end of the day, I remember the names of those who talked a great deal (Demonte, Avant, Larry, Steve/Michael/Blackfeet, Raevaughn), but not the names of those who stayed in the shadows don't come as quickly to mind).

Criticism aside, the Act Like a Man Box exercise went well. I think we really got going with the Continuum of Harm to Women exercise. That activity, particularly the analysis of rap lyrics, gave us an opportunity to look again at how women are portrayed in popular culture and the way that portrayal connects to our behavior. The participants really seemed to get a lot out of talking about “Shawty” and “Mind Sex” and Ed did a really job of encouraging them to go deeper. One of the most productive parts of the day was when we got into discussions about the slang that brothers use to refer to women and sex and how this in itself reflects an undercurrent of violence and objectification.

We gave ourselves about an hour for lunch which we probably didn't need. Showing Real Talk during lunch might not have been the best (my) idea. About half of the brothers missed some of the documentary and only a few stayed to watch the whole thing. A group of four left pretty early in the documentary to go walk downtown. We probably should have had a discussion about the video, particularly about what violence against women and being an ally mean. We also did the same thing with Larry's video, by just showing it and not discussing it; though E. Nina Jay did a wonderful job of taking up some of the reactions that were elicited.

The “Personal is Political” skits went pretty well, though my group seemed to get a bit more carried away. Ed did a really good job grounding our discussion in the interview questions about participants being willing to take a stand against injustice. All in all, I think the examples of how to respond to violence seemed to go pretty well. Two of the three responses seemed to be about situations where young men were responding to what other men were saying. It might have also been good to focus on how to respond to folk's actions, not just their words. Also, I wonder if it might have been worthwhile to ask the young men to make a commitment to taking intervene in particular situations and/or get some sort of dialogue started in their own school/church etc.

E Nina Jay's performances was one of the best parts of the day. As a whole, the training focused on the connections between the violence of rape and physical abuse and the verbal abuse and physical interactions that the participants might not have considered 'violent'. This was an important part of the 'Defining the Problem' part of the training. It was also a controversial point at the end of the first day, when several brothers challenged the idea that it is wrong (violent) to grab a girls hand in a party. A similar debate seemed to emerge after the Saturday discussion about Hip Hop music, this time about the responsibility of women in accepting some of the treatment they received. Nina's ability to speak directly about her own survival drew everyone's attention and her own experiences linked the violence of rape with the violence and dehumanization embedded in verbal abuse. More than her poetry, I think her testimony really made a difference.

She also did a great job of holding these young men accountable for some of heir own behavior from earlier in the day (Raevaughn laughing at women in Larry's video, Demonte asking, innocently, if there would be any "man haters" at the YWAT conference). Nina was able to hold these men accountable in a way that Ed and I, and even Lillian had not quite done. She took them seriously and approached them as men and spoke from her heart. They really seemed to listen to her and I noticed several of them go up to her later and get her e-mail or Myspace contact. I bet if you asked any of them a week later what they remembered about her it was not about her poetry, but that her time with them was one of the high points of the training.

The process of handing out the resource binders could have been a little bit better organized. Also, it seemed a little weird for folks to leave, as it might have been better for us for us to formally say good bye to folks before they bounced.

Everyone learned a lot from the training, but some more work needs to train future trainers.

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## **MARVINETTA PENN, GLOBAL GIRLS, INC.**

### **What did you present at the training?**

Global Girls took this opportunity to present our After School Matters theatre program which is a coed group. We wanted to use our young men so that they could not only present a piece on violence against women, but also process what happens as a participant and an observer. We presented a performance piece entitled "In this house" which looked at violence that originates in the home and then seeps out into the participants relationships with others. It was a series of brief improvisations, each dealing with violence in relationships.

### **How do you feel it was received?**

I think the young men who saw the presentation were every engaged. They said that it was very real for them and they could imagine themselves as characters in the productions because they reflected what is going on in their lives and the lives of people they know. When we questioned the group in the end, they responded very positively to the acting, the content and the message.

**Was there something in particular about presenting your work in front of a group of young men?**

The young ladies were all seasoned actresses and were confident of their roles and presentations. The young men have not had as much experience and were nervous at first, but soon adjusted. They commented that it was hard at first because the audience was so close. Also, the guys were nervous about how the other young men would perceive them on stage. It was almost as if their masculinity was being called into question.

**Would you change anything if you were to do the performance again?**

If we did the performance again, I would include an audience participation component where the young men would have to come and participate in an improvisation, even one that they have a hand in constructing. The presentation could have been longer to include this component. Also, it would have helped had we received more information on what was being presented at the training. An outline would have helped.

**Did you notice any attitude changes in the participants after the performance?**

When we first walked into the room, there was a noticeable class difference. My group is from Englewood area and the young men in the training seemed to be from more progressive communities. My young men were very intimidated and the others were as well as if they were both crossing unknown turf. But after the performance, they seem to have a common language. Even the boys of different races found commonalities via the performance. It proved once again the beauty and power of drama in reaching beyond artificial barriers and exposing the humanness in us all

Thanks so much for this opportunity.