

Sue Dominey (JC20)

Winston Churchill Fellowship 2005

Research carried out in New Zealand & Australia

“Violence Prevention Work with Boys and Young Men”



Men and boys demonstrating the ‘Haka’ at The Men’s Health & Well-being Australian and New Zealand Men’s Gathering and Festival October 2005

“Just because you need help doesn’t mean you are less of a man, when men ask for help they feel like they’ve lost their manhood, they cant hack it, their souls are crushed” Will age 14

“They need to go through a change from boy to man, a ‘rights of passage’ in a controlled and loving place, to acknowledge their change from boy to a man. But to sum up to really make a big difference they need male supporters to guide them through the highs and lows of becoming a person.” Jesse age 16

Table of Contents	Page
Acknowledgements and thanks	3
The fires that burn - Michael Meade Poem	3
Introduction	4
Aims of the Fellowship	4
Background against which the Fellowship was initiated	5
Why this research? Violence prevention work with boys / young men	5
Methodology and Preparation for the research	6
Advice to future Churchill Fellows	6
Research questions asked	7
An overview of the trip	7
Summary of results from the interviews	10
Lessons learned / Useful Interventions	11
A Strengths-Based Approach	12
A Male Focused Approach	13
Conclusion and Dissemination	13
Appendices – Itinerary	15
What do boys need?	16
The ‘Boy Code’	17
Women’s Gathering comments, Tauhara Centre. Taupo	18
Kath – schoolteacher – Maori terms	19
Men’s Gathering comments, Tauhara Centre. Taupo	20
Men’s Gathering comments, Ewan Maddock Dam	22
Resources	23
Photos	25

Acknowledgments / Thanks

I would firstly like to thank The Winston Churchill Fellowship for giving me the opportunity to travel all around the world, for this truly amazing experience to research issues so very close to my heart and my work in the UK

My family & friends who supported me before, during and after the trip.

My colleagues at Leeds Metropolitan University who graciously gave me 10 weeks leave so soon after starting my new employment.

All of the individuals in the USA, New Zealand and Australia, who gave their time, energy, thoughts, views, opinions, hospitality and ‘heart sharing’ to contribute to my research.... Too many to mention, you know who you all are.

To the Indigenous people, the original custodians of the land, Maori and Aborigine, I am truly humbled to have walked on your land and have the utmost respect for your journeys of ‘recovering and healing’

To all the men and boys who shared from their hearts

And finally to my partner Pete, whose experiences from the men only gatherings and events is crucial to this research..... ‘we were really in it together’

“If the fires that innately burn inside youths
are not intentionally and lovingly added
to the hearth of community,
they will burn down the structures of culture,
just to feel the warmth.

Each generation is the fire of
individual and collective heat
that only learns it’s purpose by burning.

No proliferation of laws, no
adjustment of the curriculum
of early education, no private
hopeful prayer is going to
remove the threats that
modern society will be
destroyed by it’s own youth.

But the most certain signals,
for lighting the fires of destruction,
are sent when the old people of the group
lose their memories (the stories, the traditions)
consume like youths and neglect the rites of
proper grieving and burial.”

Michael Meade

Introduction

It started with inspiration from a friend who successfully completed a Winston Churchill fellowship. I also hear a growing frustration from adult men I work with, whose personal lives, and those of their partners and children have been affected by violence and abuse, that they were not offered help earlier. There is a distinct lack of effective early interventions with boys in the UK to prevent abusive and risky behaviour. Then a chance meeting, in England, with Alan Blackburn from Man Alive in Auckland, New Zealand, who gave me a tantalising glimpse of exciting developments within a project where men are working with men and boys.

As the 2004 WC categories were announced, the category of Juvenile Crime provided me with an exciting opportunity to apply for a research fellowship that would give me a chance for a trip of a lifetime to Australia and New Zealand, to learn just what some of the innovative projects and committed individuals are doing to help boys and young men to grow up to be healthy, non-abusive, men.

I was absolutely thrilled when I heard I had been successful with my application, also excited and very lucky. Little did I know what an adventure it would be, the impact it would have on me personally and professionally, and what a profound effect my research would have on my beliefs and thinking about how we might successfully engage with boys and young men, to hopefully save lives, reduce crime and to promote positive emotional as well as physical health.

This report is an overview of my Winston Churchill Research Fellowship, and I have tried to give a sense of what was special and unique about work already being done in Australia and New Zealand. Particularly what those services providers, men, women and boys had to say about what boys today really need.

I am also including suggestions for incorporating the best of my research findings into developing better services for boys and young men in the UK.

Aims of the fellowship

“To develop a model of best practice, group-work programme:
Violence Prevention / Anger Management for Boys and Young Men”

My aim was to visit community based projects, particularly where men are working with men and boys on issues of violence and anger. I wanted to talk to staff, as well as getting the views of males of all ages, to identify needs, best practice and innovative ways of working with boys and young men, in order to support, encourage and educate them to reduce self harming and risky behaviour, and to change violent and abusive behaviour and attitudes.

My partner Pete travelled with me, we knew in advance there would be several ‘men only’ events which would provide a wealth of information for the research, some of the best results came from these events – and I could not have achieved the aims of the fellowship as effectively with out his input.

Background against which the Fellowship was initiated

Why this research? “Violence Prevention Work With Boys And Young Men”

I am a survivor of an extremely abusive relationship, part of my journey of recovering and healing, moving from victim to survivor to surviving and thriving, included qualifying as a counsellor. As part of my studies for a Masters Degree in Violence, Abuse and Gender Relations I conducted research into the health consequences of domestic abuse, and the effectiveness of group interventions with men who are violent /abusive.

Combining findings from my studies, I concluded that an effective response to end male violence against women and children was to work with men to change abusive behaviour. I was inspired to launch The Brave Project (Bradford reducing Anger and Violent Emotions) – group work and one to one support for men who are violent / abusive, and linked women’s support services. I had also been instrumental, whilst counselling students at a local school, in setting up the SAFE group (Students Actions For Empowerment) for young people who had experienced abuse in the home.

The Brave Project has been successfully running weekly groups for four years now. I co-facilitate the Men’s group with my partner Pete who is also a trained counsellor. For his Masters Degree he researched effective interventions with men who are abusive, considering also the social constructions of masculinity – boy to man – and the implications of violence and anger in the lives of men and boys.

Domestic abuse is a public health issue, of that there is no doubt. Sylvia Walby’s research on the costs of domestic abuse to be £23 billion per year, has had a big impact on service providers and funders considering effective interventions to save the costs in terms of human suffering, injuries, health problems, and ...DEATH. From our perspective as a community based organisation well placed to make a difference using effective interventions with adult men and women, our service users have taught us a lot about where there is still a great need to work effectively and that is with children....the often forgotten voices, the voices that are seldom heard....

But in fact we hear those voices through the stories told by men and women we support, about their childhood experiences of violence and abuse in the home, the terror, the fear, the harm, and how ‘children learn what they live’ and what the majority of men say who first come to the project because their violence and anger is harming others.. “I don’t want to be like my dad, I don’t want my kids to go through what my dad did to me”. The men and women we work with are often the first in many generations of their family, to actively seek help to break cycles of generational abuse, and they all agree that there is great need to make much earlier interventions. If we are truly to make a difference we have to join together to help children who are struggling with issues of anger and violence.

Whilst we have developed better support systems for women and girls, the increase in the male suicide rate, the growing number of men and boys now being diagnosed with mental health problems, the increase in youth violence and risky behaviour amongst young men, and our current prison population being predominantly male, has

highlighted the lack of good, accessible, ‘boy friendly’ services to help prevent this current situation.

Under the Winston Churchill Fellowships 2005 category of Juvenile Crime, I had the opportunity of a lifetime to looking at the innovative work in this field that has been developed in Australia and New Zealand, and to make a difference with early interventions with boys and young men.

We had already met Alan Blackburn, from Manalive in Auckland New Zealand, when he attended a National Practitioners Network Meeting in the UK. We had been inspired by his passion about men working with boys and young men on issues of anger and violence. He extended an invitation to visit him and to see for ourselves how effective the work of Manalive and other organisations doing similar work can be and that was the start of our adventure.

Methodology and preparing for the research

Before we left the UK we had planned our Itinerary around various events - Women’s and Men’s gatherings in Taupo NZ, A Men’s Health Conference in Melbourne Australia, and we had made contact with a number of agencies and individuals we wanted to visit.

In preparation for interviews we bought a lightweight laptop, a tape recorder and a digital camera and also Lonely Planet guides for Australia and New Zealand. We had prepared a sheet of questions that we intended to ask everyone we interviewed, these questions were designed to stimulate a discussion, and to gather information that would inform the research. We also set up a ‘Travelog’ Winston-churchill-and-the-brave-project.bloghi.com, this proved an ideal way to keep in touch with friends and family at home, and now is an excellent recorded diary of our trip

We taped some interviews where there were several people present, made extensive written notes whilst interviewing others, left paper out for individuals at conferences and gatherings to make comments about our research questions, and took nearly 1000 pictures to record our journey.

We also expected to be sending parcels back to the UK (as we were travelling very light with one small rucksack each) with resources / leaflets / papers / books / CDs we hoped to pick up – we were not disappointed!

Advice to future Churchill Fellows:

My grant was more than adequate to cover the costs of travel, the purchase of clothes and equipment I felt necessary to prepare for the trip, travel, accommodation and ‘treats’ along the way. I would recommend Trail Finder to book your travel, they were brilliant! I gave them our itinerary and within a couple of days they emailed me with all the flights, we had e-tickets, everything went smoothly, very reasonable price too. Travel light, one small rucksack was sufficient, we washed out clothes as we travelled. The small lap top was a great investment and proved to be invaluable – I typed up notes as we travelled (over 20,000 words) and down loaded our digital pictures from our camera on to the

lap top. The tape recorder was very useful for recording interviews where there were a number of people talking. The Lonely Planet guides helped us find great hostel accommodation, but people were very friendly and we accepted offers to stay with a number of people we interviewed. It's useful to network with Churchill Fellows in the countries you visit, they have a lot to offer and love meeting other Fellows, it adds to the spirit of global adventure. It's worth considering adding holiday time at either end of the trip, particularly if you are travelling a long way, our stop off in the USA on the way over 'broke' the long journey, and 5 days in Thailand on the way home gave us a chance for a rest and to prepare for settling back into our 'ordinary' lives.

Research questions asked:

What are your views on.....

- > Domestic Abuse prevalence – your area / nationally?
- > Men / Male Culture – influences boy to man?
- > The influences on boys growing up?
- > Problems with youth violence?
- > Problems in schools – for boys?
- > Boys – emotional literacy?
- > Who are the heroes?
- > Men – masculinity – role models?
- > Absent dads?
- > What do boys need?
- > Useful early interventions?
- > Men's Movement?

An overview of the trip

At the start of every interview I gave an introduction to the Winston Churchill Fellowship, the philosophy of the Churchill Foundation wanting ordinary people to have extra-ordinary adventures and I had a number of Churchill Crowns and stickers to give out. I explained my research aims and invited comments.

We decided to make our trip; 'round the world' and make L.A. in USA our stop-off on the way to Auckland, N.Z. Our first research interview, with Dan Wasserman, has already born fruit in that he introduced us to 'The Boy Code' (see appendices, resources, Pollack, W. 2001), an idea that we are currently using in our violence prevention work.

In Auckland we stayed with Alan Blackburn (Man Alive), who arranged a series of meetings with his contacts in men's work. We had an intense and very inspiring week, interviewing and collecting and shipping home wonderful resources. We met and interviewed other Winston Churchill Fellows, including Yvonne Duncan from Cool Schools who helps put self-mentoring programmes into schools, and Warwick Pudney, who's series of books; 'Volcanoes in my Tummy' has arrived here recently after a tortuous shipping journey.

When we questioned why Auckland is such a 'hot-bed' of men's work, it was suggested that Pete attend an Essentially Men weekend to see how the 'community of men' is being built in the area. This experiential 'initiation' weekend funnels men into

men's groups and forms the foundation of the 'community of men' from which many of the men's workers are drawn.

This network of men extends throughout New Zealand and Australia, and Pete became part of that network for eight weeks, bumping into the same men at various events, and being passed on: "Oh, if you're going to, you must speak to, he's doing great work!" So as well as our original contacts, that we'd made from the UK, usually by e-mail, we'd left space to go where the recommendations took us.

Hazel Scott – 'Inner City Women's group' Remuera, gave us lots of information about support offered to women experiencing abuse, and how they support women to understand the effects of abuse of their children, and by contrast visiting 'LifeLine' Auckland, we interviewed Denis Bunbury who so eloquently moved us to tears as he shared his extensive experience of supporting men through 'MensLine' – "Some men now carry immense sorrow, grief and confusion, I haven't met a man yet who doesn't want to feel strong". 'TURANGA WAE WAE (why why) OUR PLACE TO STAND' ...men and boys need a place to stand

Two Auckland agencies – 'Preventing Violence in the Home' and 'North Harbour Living Without Violence' - offered support to families with experiences of domestic abuse, and have developed innovative 'anger management' work with young people – groups and one to one, we first learned here that often the male facilitators of violence prevention groups for men are expected to go through the programme themselves as a participant before they can go on to facilitate!! I believe it could enhance the skills of male facilitators in the UK if they had to do this.

Some of the most 'emotionally affecting' interviews were with staff at YouthLine and ManAlive in Auckland, the stories of men working with men and boys, lessons learned, activities they felt worked, particularly strengths-based, male-focussed interventions, these agencies have years of developing their work with boys, and have strong views about the importance of rituals, rites of passage, and the benefits of the 'elders' in the community sharing their histories to guide boys through adolescence. Dirk at YouthLine very kindly copied a number of their resources onto a CD, including 'Harness': Introduction to Anger Management Programme for Young People.

Pat and Craig at Hamilton Abuse Intervention Centre, shared with us that they had been commissioned by the NZ government to design a violence prevention programme for youth, this has grown from their work with abusive men and requests from schools for working with boys and girls who are abusive, we are hoping they will share that programme with us.

The women's and men's gatherings that we both attended at the amazing Tauhara Centre by the stunning Lake Taupo, have left lasting memories of 'experiential learning' and gave us an ideal opportunity to get a rich collection of NZ men and women's very personal views on our research .. particularly 'what boys need'

After four amazing weeks in N.Z. our first date in Australia was at the Men's Health Conference in Melbourne. A three day conference that gave us even more contacts, and especially interesting and fruitful, contacts among the indigenous population. In

both Australia and NZ, the influence of the indigenous cultures on the men's work was huge, it was as if the presence of an alternative way of initiating boys into manhood had inspired much of men's thinking. We have recently received a CDROM from Greg Milan (one of the organisers of the conference, who has developed the excellent E-MALE – men's health and wellbeing e bulletin, and is currently applying for a Churchill Fellowship in Australia) The CD contains all the conference proceedings, power point presentations of speakers and summaries of workshops – an excellent resource for us)

Our next pre-arranged date was for a The ANZMG conference in Queensland, that we could both attend, and a five day men's gathering that Pete alone was able to attend. But on our journey north we met people from No To Violence, an organisation whose web-site we have used extensively in our own work in Bradford.

I was presented with the opportunity of attending a workshop by Jed Diamond –The Irritable Male Syndrome, in New Castle. Jed had been a keynote speaker at the Melbourne Conference – his workshop was enlightening and inspirational, Jed mentors young men in the USA, and stressed the importance of 'elders' in communities taking responsibility for young men. Later on in Brisbane I had the delightful opportunity of spending 5 days with Jed's wife Carlin (while the men were at the men only event!) she is a therapist and gave me a copy of her book "Love it Don't Label it", we shared a great deal in common in our wish for boys and young men to have better support from older men through adolescence, and how proud we were of the work our partners do.

We visited numerous other agencies and projects and interviewed individuals as we headed north - The Aussie equivalent of NZ Essentially Men is Common Ground, by the Manscape Architects; Uncle, an organisation for men mentoring boys (great videos and a T Shirt to advertise Uncle in the UK) and spent a day with Stuart and the team from the Men and Family Centre in Lismore. Coming away with a number of their resources, we were treated like royalty and learned so much about their inspiring work with men and boys.

The conference ANSMG had been cancelled in Queensland, but Pete spent five days at Ewen Maddock Dam doing work-shop based experiential work with up to eighty men. This gave him the opportunity to share our work in the UK, and to compare the different attitudes to men's work in Australia and NZ with that in the UK. As the Aussies would say: "...you have to go where the 'juice' is," and Pete vowed then to try to inject some of that 'can-do' Aussie energy into the work we do in the UK.

As we travelled north to our final 'date', the heat and the constant travelling was sapping our energy. So after meeting members of the FNQ Indigenous Consortium we headed for Port Douglas and the Great Barrier Reef. This is not to say that we hadn't fitted in lots of fun and adventure between the research during the rest of the trip. Failing to surf standing up, whale watching, snorkelling with turtles (wearing very attractive 'stinger suits' to avoid a deadly sting from box jellyfish), painting our own didgeridoo, swimming in 'hot' rivers and horse riding at Cape Tribulation, dipping in to cool 'swimming holes' to avoid the crocodiles, and 'dreamtime' walking in the Mossman Gorge with Eddie our Aboriginal Elder all provided memorable experiences.

Since returning to the UK, despite terrible jet-lag, some of that ‘juice’ has stayed with us. Pete is beginning, in a small ‘English’ way, to try to build the ‘community of men’ that’s required for men’s work to flourish. This has meant attending and organising ‘gatherings’, and making contact with men throughout the country that have similar ideas about men working with boys and young men., and he has already taken a group of men from The Brave Project to a local college for a ‘men’s weekend’

Summary of results from interviews

Everyone we spoke to felt that domestic abuse -men’s violence to women – was a big problem, and an overall assumption that prevalence in areas varied but was comparable to UK 1 in 4 women experiencing abuse, and an acceptance of this figure being a serious under-representation of actual incidents of abuse against women, many children would have experienced violence and abuse in the home.

The predominant views on ‘male culture’ in New Zealand was ‘beer, rugby and racing’, being a big influence on boys growing up – an indulgence in ‘risky behaviour’, similarly in Australia- Sport, alcohol, ‘mateship’.

An overall view was that ‘youth violence’ is an obvious and growing problem, predominantly involving boys and young men, but reflecting a growing problem with violence amongst girls

Most people we interviewed felt that schools were failing boys, classrooms and the curriculum not being ‘boy friendly’, not cool to be academic, problems with bullying and youth violence, gang culture.

Everyone agreed that the development of ‘emotional literacy’ was important for boys, but schools were doing little to encourage this, and there was not enough awareness of the importance of encouraging boys to express emotions healthily

Heroes for boys would generally be sportsmen –2 sorts in NZ – All Blacks Rugby Team, ‘true macho male image’, competitive, key sports people, sailing, naive to focus on poster / paper heroes, men in community who take time and give time voluntarily –(caretaker in the school who gets the ball off the roof) ‘False fools gold fathers’. ‘Australian masculinity... What is the most endangered species?– standard Australian male – poor health – process around colonisation, depression ‘ mate ship’ – unique to Australia.

Role models – all our interviewees emphasised that boys need good strong male role models, men who are committed to be in boy’s lives, to model healthy non-abusive relationships, to learn ways of being a man that counterbalances the emphasis to be competitive and sporty.

Everyone we interviewed felt that ‘absent dads’ could indicate significant problems for boys growing up, lots of single parent mothers raising sons – who recognise the importance of having men in their son’s lives, and welcome the support offered by project’s ‘mentoring’ boys.

Everyone had plenty of suggestions for **‘what do boys need’**, I have included the full responses in the appendices, as I feel they are so important, but to summarise-

BOYS NEED MEN IN THEIR LIVES, as carers, role models, mentors, heroes, supporters, to show them love, fair boundaries, respect, nurturing, to model how to show emotions, how to be caring and respect others, to develop boys strengths and resilience, to be constantly there for them, to guide through difficult times, and that rituals and story-telling are important throughout adolescence, men modelling ‘soft power’ as a strength.....**BOYS NEED MEN!!!!!!!!!!!!!!!!!!!!!!**, **There are some things boys just cannot learn from women.**

Lessons Learned – Useful Interventions

New Zealand and Australia have recognised there is a significant problem with domestic abuse, youth violence, boys failing in schools, male suicide etc....., and, particularly over the last 10yrs, they have developed and are refining effective responses to these problems with boys and young men, - schools programmes, group-work, mentoring, experiential events etc.....

There are great benefits for boys and young men to gain from engaging in the projects we visited, particularly those with a strength’s – based male, –focussed approach

There is a need, and a place, for rituals, rites of passage, and story telling in modern society, to help boys make the transition through adolescence to being a man.

Boys and young men are willing to express their needs, if a safe space is provided for them to speak and to be heard.

There is a growing number of men engaging with young males, and doing some excellent work to change abusive behaviour..... community of men?

Boys and young men need older men in their community to offer support, guidance, help and encouragement to grow up to be non-abusive

A ‘whole systems’ approach is necessary - the responsibility of families, schools and communities to raise boys to men.

Men only events and gatherings, with the aim of developing ‘emotional literacy’ and ‘experiential learning’ are essential in swelling a ‘community of men’ to take greater responsibility for engaging with and raising healthy young males.

Lessons learned from the effective work done with boys and young men, along with resources already developed in New Zealand and Australia can, I believe, be transferable to be used in the UK.

Men are essential, and, with knowledge gained from what boys need, can be trusted to engage positively with boys, there are some things women cannot do for, give, or teach boys.

Resources – the generosity of many

Many people we met were so generous with their time, the sharing of information, the giving of leaflets, posters, books, CD's, manuals, programmes and inspiration!!!! I have included a list of resources given / purchased in the appendices.

I feel the most important thing we learnt from our research was the idea of Strengths-based, Male-focussed approaches for effectively supporting boys and young men to be non- violent / abusive.

A Strengths-based approach

A strengths-based approach has a simple premise – identify what is going well, do more of it, and build on it. Strengths are positive factors, both in the individual, and in the environment, which support healthy development.

A strengths-based approach recognises that each of us has a combination of risk factors and protective factors which shape our development. Some of them are within our control, and some beyond. Much attention has been given to the risk factors that have led to young men being over-represented among road crash fatalities, youth suicides, perpetrators of violence and many other negative statistics.

What has been given far less attention are the protective factors that mean *most* young men are not counted among those statistics, and most lead healthy and productive lives posing no risk to themselves or others

Rather than having a problem based orientation and a risk focus, a strengths-based approach seeks to understand and develop the factors that protect most young people.

What is a Strengths-based approach?

A strengths-based approach has three distinct elements:

The approach emphasises the resourcefulness and resilience that exists in everyone rather than dwelling on what has gone wrong or placed a person at risk. It affirms that people can grow and change, and that everyone has a range of abilities, and strengths, which, with the right support, can be mobilised to give them a better future.

A second element of a strengths-based approach is an acceptance that the solutions will not be the same for everyone, that the strengths of individuals and the circumstances are different, and that people need to be fully involved in identifying their goals and building on their strengths and resources.

The third element is the recognition that as individuals we live within families, communities, a society and a culture, and that all these along with our own attributes determine our wellbeing. The strengths of these different environments are just as important to good outcomes as the strengths of individuals (Ministry of Health 2002, Stumpfig 2000)

Strengths are also described as protective factors. Protective factors, as the name suggests, provide a buffer against risk factors. An individual's ability to cope with and

manage the balance between risks, stressful life events and protective factors is increasingly described as 'resilience' (Kalil 2003)

Male-focussed approaches

Male focussed approaches are built on the understanding that being male is not just the gender into which some are born, but is about a set of characteristics, activities, preferences and forms of expression we associate with it. As well as gender-related traits and preferences, some of which are biologically determined and some culturally, there is a range of explicit and implicit expectations placed on boys when they are born and reinforced throughout their lives.

Male-focussed approaches respond to the fact boys are different from girls and some of the challenges they face in growing up are different and need different responses. A strengths-based, male-focussed approach will pay particular attention to the unique strengths boys and young men have, and develop them further.

There is a range of explicit and implicit expectations placed on boys when they are born and reinforced throughout their lives. Male-focussed approaches accept this, and respond to the fact boys and young men face unique challenges and need different responses.

Conclusions

My Winston Churchill Fellowship enabled me to embark on what proved to be a profoundly life changing experience, I am still processing my emotions and thoughts around what we learned – on our round the world trip, an adventure that has been abundantly fruitful in it's rewards, leaving a lasting impression that will..... I have no doubt..... make a serious contribution to the much needed development, here in the UK, of effective early interventions with boys and young men to change violent and abusive behaviour, that will in turn save serious harm to self and others, reduce the incidence of juvenile crime, and may also save lives!!!!

Dissemination

I will email a copy of the report to all the people / agencies in Australia and New Zealand who contributed to the research.

At the National Practitioners Network Meeting in Stockton May 2006, I will make a public announcement about my Churchill Fellowship and present a workshop on my research findings

2nd June 2006, I am facilitating a workshop at a Liverpool conference – Men. Masculinity and Therapy, I will share my research findings

I am planning a national Conference to be held in Leeds 24th November 2006 – 'Boys and Young Men – Violence / Anger – expecting up to 150 delegates, I will be a keynote speaker and present a workshop

All members of RESPECT (National Association for Domestic Violence Perpetrator Programmes) will receive a copy of my report by email

I will place a copy of my report in Leeds Metropolitan University Library, and work closely with a colleague Terry Moran (A Churchill Fellow who has invited me to share my research with other colleagues at Leeds Met and to give a talk at the East Pennines branch of Churchill Fellows)

We have our own Brave Project Website – I will place a copy of the report on the website.

Bradford 's Health of Men – Website and all members will receive a copy

I will make contact with Becky Wright, a 2004 Churchill Fellow, as her research on 'Facing Anger – it's management and treatment' compliments mine.

Finally, over time, I will draw together all of my research findings, and develop an integration of New Zealand and Australian Strengths-based / Male-focused interventions, with my Brave Project resources on 'Protective Behaviours, Building Safe Relationships', to develop effective interventions for boys and young men, in schools, communities, groups and on a 'one to one' basis, to change violent / abusive behaviour. I will share this as widely as possible.

Appendices

Winston Churchill Fellowship – Itinerary - Visits and Interviews

Date of visit	Name of interviewee	organisation	address	For further information
13.9.05	Dan Wasserman		Santa Cruz, California USA	
18.9.05	Will Blackburn		Auckland New Zealand	
19.9.'05	Warwick Pudney WC Fellow	Auckland University of Technology	Auckland New Zealand	
19.9.'05	Yvonne Duncan WC Fellow	The Peace Foundation 'Cool Schools'	Auckland New Zealand	peace@fps.pl.net www.peace.net.nz
20.9.'05	Hazel Scott	Inner City Women's Group	Auckland, New Zealand	icwg@xtra.co.nz www.innercitywomensgroup.org.nz
20.9.05	Denis Bunbury	LifeLine Auckland	Auckland New Zealand	www.mensline.org.nz
20.9.05	Holly Carrington	Preventing Violence in the Home	Auckland New Zealand	www.preventingviolence.org.nz
20.9.05	Josie Goulding	Auckland University of Technology	Auckland New Zealand	
21.9.05	Rowena & Alistair	North Harbour Living Without Violence	Auckland New Zealand	www.livingwithoutviolence.org.nz
21.9.05	Dirk & Ramon	YouthLine	Auckland New Zealand	www.youthline.co.nz
22.9.05	Steve Deakes & Doug	ManAlive	Auckland New Zealand	www.manalive.org.nz
23.9.05	Alan Blackburn	Ex-chief exec. ManAlive	Auckland New Zealand	alan@manalive.org.nz
23 – 25. 9. 05	Pete Dominey attended	'Essentially Men' Men's gathering	Auckland New Zealand	www.essentiallymen.net
29.9. – 2.10.05	Sue Dominey attended	'Women's Gathering' 'Coming Home to Ourselves'	Taupo, New Zealand	www.tauharacentre.org.nz
4.10.'05	Craig & Pat	Hamilton Abuse Intervention Project	Hamilton, New Zealand	www.abuseintervention.org
6.10- 9.10.05	Pete attended	'Spirituality' Men's Gathering	Taupo, New Zealand	www.tauharacentre.org.nz
10.10 – 13.10.05	Various Speakers	The 6 th National Men's Health Conference	Melbourne, Victoria, Australia	For info contact Greg Millan gmillan@bigpond.net.au
14.10.05	Nick Theopilou	Men's health Promotion 'Inside a men's group' DVD	St Kilda, Australia	mentoring@iprimus.com.au
14.10.05	Danny Blay	No To Violence	Richmond, Victoria, Australia	www.ntv.net.au
17.10.05	Jed Diamond	Working with older men workshop	Newcastle, NSW, Australia	www.menalive.com
19.10.05	Gary Simpson	'Common Ground'	Byron Bay, NSW,Australia	www.menshealthandwellbeing.org.au
20.10.05	Stuart Anderson & Team	Men & Family Centre	Lismore, NSW .Australia	www.ncahs.nsw.gov.au
21.10.05	Neil Young	Uncle Project	Byron Bay, NSW Australia	www.uncle.org.au
22.10.05	Neil	Men's Resource Centre	Lismore. NSW	www.ncahs.nsw.gov.au
2 10- 30.10.05	Pete Dominey attended	Men's Health & Well - Being Assoc. Queensland Australian and NZ men's Gathering and Festival	Ewan Maddock Dam, Queensland, Australia	
30.10.05	Maureen Johnson	Local school teacher	Palmwoods. Australia	
31.10.05	Chris Johnson	Men's gathering events organiser	Palmwoods. Australia	sales@redkelpie.com.au
2 10.05	Elley Mundrabey Nyrell Pattel Craig Williams	FNQ Indigenous Consortium	Cairns, Queensland, Australia	www.fnqic.com.au
		Mens Advisory Network Email news letter	Australia	news@man.org.au
		Men's Health Information and Resource Centre	Sydney Australia	menshealth@uws.edu.au

Comments from Interviews: What do boys need?

“Someone in their life that they can look up to, who they can respect, someone who they can identify with, positive rewards work well, plus choices”

“ A big thing for boys being angry is that they are judged – so what can help is a mentor who doesn’t judge – really helpful”

“Teachers etc, need to acknowledge essential masculinity to be able to work to re-empower, useful early interventions – nurturing males, they need men, women can’t do it – to learn to be nurturing men”

“ A good relationship with dad, or another male to trust and develop good relationships. Message should be it OK for boys to be ‘whole’ people, express emotions, talk about people, poetry etc in a safe environment”

“As early as possible, if boys knew that from a young age – don’t have to be ‘real men’, macho or aggressive, business types, its hard being a boy - toughness”

“Real strength in being able to fulfil a number of roles, being in the company of other men, modelled, can’t be taught cognitively – see / experience men being / doing it. Seeing it in the home, boys need to be encouraged to find their strength”

“Groups for boys similar to men’s groups – everything they do is so they’re not seen as a poof, leads to hyper-masculinity”

“Mixed up boys, finding it difficult to find a role – currently experiencing young men as ‘lost’, a general intervention with whole population raised awareness, developing empathic connections programmes in schools, groups and one to one’s”

“Other methods of teaching other than didactic, ‘strengths-based’ – channel some anger, looking at ideas of respectful relationships, peers dealing with conflict”

“To be touched, loved, firm boundaries – families – education and training, mum and dad supporting each other to raise the kids. Strengths- based programmes, action-based methods”

“boys need to run around, they need good strong male role models and we need more men back in schools, we need men to connect with youth, then youths need to connect with the older men, if there’s no connection there, they don’t feel their part and if they don’t feel part of what’s going on here, they will destroy it”

“You respect and listen to them, they need male influence, fathers are important in bringing up children, a mentoring programme – having fun and games and laughter underpinned by boundaries and respect”

“Journey to the Falls – very powerful stuff, in the morning we got a big rope and it’s done in a circle, you can rope up to thirty men and boys. The boys will be in the middle of the circle and the men on the outside, and they lift the rope up and then pull it back taut, and they invite the boys to stand up on the rope and walk around until

every boy is being supported by the men. What you are saying is “ we are here for you, we are not going away, you are valuable and you are needed”

“Security, stability, role models – male and female, steady, consistency, schools, friends – fan of Big Brother programmes, mentoring as part of youth programmes”

“Modelling appropriate behaviour and challenging from all walks, boys need positive modelling and we need more awareness training”

“Boys will listen to someone – an older man, we are needing to mentor younger men”

“Acknowledgement, to be honoured just for themselves, where they can express their anger and be physical, rarely to males or boys get this honouring, they need to know – the guys I work with, a sense of respect, I give it they don’t have to earn it, unconditional, not labelled, I respect the human you are, the essence, I really see you as a young man”

“ Modelling from older men, its OK, I’m comfortable, vulnerable, emotional, overwhelmed, to find and emotional language that masculine not feminised”

“ Special and consistently, space to be who they are, to make mistakes, to be challenged – elders mentoring, authentic connection, genuine in who they are and how they express themselves”

“A decent path, encouragement, a playground in which to discover his own energy, physical strength and emotional depth, which otherwise he wouldn’t have been able to”

“A loving father, I’ve always said they learn by example, loving and stable, they learn by absorption ... I grieve for those boys who don’t have that”

“Engaging with boys and adding in a positive way to their story, and giving them affirmation, and small successes. So, and encouraging them I guess they realise that around them are positive men, that men are there. If you get them to start sharing with each other you are building their emotional literacy, getting them to express themselves”

“Real Boys” William Pollack. Henry Holt and Co Publishers. New York

The Boy Code – Four Injunctions

1.The Sturdy Oak

Men should be stoic, stable and independent, a man never shows weakness

2. Give em hell

The stance of some sports coaches, roles played by John Wayne, Clint Eastwood, Bruce Lee, based on false self, of extreme daring, bravado and attraction to violence

3. The big wheel

This is an imperative men and boys feel to achieve status, dominance and power, or understood another way the 'big wheel' refers to the way in which boys and men are taught to avoid shame at all costs, to wear the mask of coolness, to act as though everything is going to be alright, as though everything is under control, even if it isn't

4. No sissy stuff

Perhaps the most traumatising and dangerous injunction thrust on boys and men is the literal straitjacket that prohibits boys from expressing feelings or urges seen (mistakenly) as 'feminine' – dependence, warmth, empathy.

And so in several fundamental ways The Boy Code affects the ability of boys and adults to connect.

Tauhara Centre, Lake Taupo Women's Gathering 'Coming home to ourselves' Comments from women What do boys need?

"Boys need what girls need i.e. to be raised with the concept of what it is to be human - not what it is to be male or female (which to me are largely social constructs) boys need what girls need i.e. to have fathers who know how to nurture and chose to do it. Boys need what girls need i.e. to not be exposed to violent abusive media 'entertainment'- workplaces, schools etc etc.. Boys need what girls need i.e. an analysis of gender power inequity and tools to balance this

"I have a father, 3 brothers, 1 son. They all need a warm place to be, to express their concerns and issues. Just like we need too..... Except they need to do it in a Man's or Boys way, but we as women need to imbed love and calmness into it by showing them that LOVE and honesty are the emotions to follow, in the end"

"Celia Lashlie - Community Consciousness Awareness re: Boys & Men & Women's role- Wrote about boys path to prison, community responsibility etc very respected in NZ in terms of challenging women to 'butt out' of men's domain & supporting men to do their OWN work – NOT the work WOMEN think they should be doing"

"Boys, humans need to be loved, heard, honoured and free – ideally (something you knew already) with 1 son in a 3 women household I notice my son gravitates towards other males- ideally he needs a male role model – BIG TIME, a mentor – someone who loves and listens to him – who is a male. BUT – it's not an ideal world so I give him all I can – I don't try to become male, I listen and I love. I hear his anguish about his father not fully recognising him and I trust we grow together"

"Boys / men need to be honoured for their positive qualities, their power, their protection and their providing. When they can be seen in a positive light, they may be able to see themselves positively and take responsibility for their power, protection (not abuse) and providing (for which we should be grateful – even if we contribute the same or more!!) love light and peace on what you are doing
Please forward copy of self centred / compassionate love for reading and discussion with my 17yr old son. Cheers

"ultimately boys need to be loved and nurtured by their parents, acknowledged, accepted and valued for who they are. Boys need a good relationship with a mother

who gives firm boundaries & role models loving relationships. Boys need strong male role models who will do 'boy' things, preferably a father – rough and tumble, sport, gives time, This male role model needs to model loving relationships, good communication skills – in speaking and listening. Boys mature later than girls and our education system doesn't support this – primary schools especially. They are set up to fail and have negative feelings about learning to read and write if they are not ready at 5. Boys need lots of positive reinforcement from adults – peers can be so cruel – it's ok to be different e.g., gay, love dancing, cry, in touch with their feelings – all in an ideal world of course... good work..good luck”

“RC – Re-evaluation Co-Counselling as a support system for parents-

“look up bigbuddy.co.nz I think

- about fatherless boys having mentors in their life. My husband is one – also Steve Biddulph – awesome author on men/ boys e.g. raising boys – will have some info re stats re violence & men very useful..... ps great stuff you are doing”

“they need to have their sensitive side nurtured not squashed- acceptance of their soft feminine side (like girls) they need to know crying and hurt is OK! And necessary for growth. They need to be held and cuddled and appreciated as amazing beings! LOVED most importantly”

“Boys need 'good' men to coach and mentor them – (strong and gentle, sensitive with boundaries, wise and open) that's the MOST important thing. Donna”

Cushla Reid – son did 'pathways to manhood programme'

“ Good male mentors lots of hands on stuff, construction, games, when they do that they communicate. Kiwi male doesn't normally do – a 'mateship' .they probably do need their maths and reading and writing but they need to learn to socialise more, don't get enough of it with 'shut up' work. Doesn't matter what it is – straws, cardboard boxes, masking tape”

“Fathers, being there, boundaries – youth resilience, loads of literature, quality time, an interest in what they are doing”

Comments from Kath a School teacher in New Zealand:

Pre-Pakeha Maori used tapu as a form of discipline for children they would be told not to go near something as it was tapu (very simplistic)

AROHA

In Pre-Pakeha times, aroha described the affectionate relationship between friends and relations within the extended family.

Embraces feelings of sympathy, gratitude, compassion, goodwill, fellowship, humility.

An all-embracing term that contributes towards relationships based on human dignity, selflessness, tolerance and warmth.

The foundation stone for Maoritanga.

The binding element that unites the concepts of Maoritanga into a whole.

MANA

Spiritual power held by individuals derived from a supernatural force

This personal mana can be enhanced through the collective opinion of the group

The latent gifts people possess, once developed fully and utilised for the benefit of the group, will result in enhanced mana.

People who are acknowledged as having much enhanced mana are rangitira (chief)

Descendants from chiefly lines are said to have enhanced mana and are rangatira as of right.

Mana means much more than status as defined in today's society. Some Maori have achieved rangatira status in both the Maori and Pakeha society

MAURI

The life-force or essence of each individual

Source of the emotions

Tauhara Centre, Lake Taupo. New Zealand.

Men's Gathering – 'Spirituality' comments.... What do boys need?

They need their father to be around and accessible for 'big picture' discussions, as well as for day to day nuts and bolts information & directions; and they need their dad to have friends and be respected for his individuality as well as for his "provider" qualities; and they need their dad to be able to accept love from them and others. They need rigorous friendship within the family so they can make mistakes and get feedback that is honest and direct; they need robust supervision of their friendships outside the family so that issues and behaviours can be reflected on while current.

They need vigorous outlets for their energy, including skill-development tasks as well as physical exercise activities; and they need opportunities to trial different "persona" in social situations, specially the chance to rehearse effective conflict resolution through active listening, developing empathy etc

They need affirmation for their positive choices and clear shepherding towards positive decisions when veering towards negative choices; they need to learn how to identify the things that they value and want to move towards. They need to know how relationships can work, and skills to alter dynamics like power and control, positive behaviour change, non violent communication, sharing vision etc.

From my experience boys need guidance in a nice safe environment to grow and learn. Boys need guidance from a male role model or a supporter who they can come and see for help. They need to learn how to live in society how it runs. They need to be loved and if they find they are (not?)loved to resort to violence to let out anger. They need to go through a change from boy to man, a rights of passage in a controlled

and loving place, to acknowledge their change from boy to a man. But to sum up to really make a big difference they need male supporters to guide them through the highs and lows of becoming a person. Jesse

‘Boys need strong males to bounce off. By “strong” I don’t mean physically strong, rather males who have a solid and healthy sense of themselves. Someone to meet their rough ‘n’ tumble energy head on so that they have themselves authenticated. Women tend to try to shut this energy down because of their own discomfort, this teaches boys that they are not okay, that there’s something wrong with them, weak men, men who have allowed this energy to be shut down in them, do likewise. This energy in boys dissipates negatively through anti-social behaviour’

‘They need quality interaction with well balanced and integrated adults. The interaction needs to take into account the ability of young adults to feel, own and take responsibility and create conditions for this to happen’.

‘A few thoughts – Thank god for volunteers

- church youth groups, sports team coaches and managers, musicals, drama, dance – often paid tutors

teenagers and parents in NZ owe a huge debt to secondary school teachers who see a need for wider opportunities for young people and give huge amounts of their own time and energy in extra-curricular activities (which really means “partially to fully expected but not within paid contracts”) benefits include – “co-creating” playing hard within the confines of accepted rules (?) (surely one of the basic requirements of success in our society)

unfortunately these activities have been contaminated – scout leaders, sport coaches getting into inappropriate sexual activity, team coaches also modelling macho mentality – drinking and “stand up” defence / offence pub culture.

However such people account for a very small % - the vast bulk are our societies unsung heroes. Separations are commonplace. Parents who stay together with their progeny grow to adulthood are relatively rare – at least in a minority, the acceptability of counselling / coaching has still a long way to go so that both parents can let that part of each other go and still keep effective parents alive (I think this is the area my life work is leading me to). the voice of young men among men – feeling the mutual support of men who honour each other, being accepted as a young man among such people. These are all benefits I see being given to Jesse by his ‘presence’ on this weekend’

‘ As I’ve mentioned my suggestions in Non Violent Communication as a powerful process for boys and young men to clarify their needs and identifying strategies for meeting them. Whilst we discussed briefly NVC as a ‘tool’ in a toolbox I appreciate that there is a shortage of ‘tools’. However, for me, having studied and experienced many ‘tools’ in my time NVC has a broad applicability that goes beyond the other ‘tools’ I’ve seen. It is much more than the ‘jackal’ and ‘giraffe’ ideas (although these are important) and I would highly recommend it. All the best for your project and this work, it has been great meeting you in NVC speak ‘when I remember your contributions in our home group I feel inspired because I have a need for connection. Kia ora brother .

Australian New Zealand Men's Gathering - Ewan Maddok Dam. Australia

We are going to try making a DVD documentary with young men. This will be on 'anger' An experienced film maker will work with the group and a couple of older men. I'll let you know how it goes.

“to have modelled for them in adult men competency in the modern world... competency of relating, of handling emotions, of dealing with frustration and anger, of balancing work, parenting, partnering, recreation, personal development etc

Appropriate rites of passage are essential so that boys can see and learn how men deal with anger in a positive and constructive way

More hugs (Tongan man)

“All you need is love” – George Harrison

Engagement with listening adults – they need to be appreciated, respected, heard. Engaged in struggle and success through activities that challenge them physically and provide resources. Activities need to draw on boys chemical changes e.g. testosterone, endorphins – physiological response hierarchy? Needs to occur

To be encouraged to seek emotional competence before entering relationships. The proverb goes – why would you lock a young man with unrestrained emotion in a 'hut' with a young woman 'you think he will not hurt her'!!!

An organised space – rituals – space to explore and release hear? 'male energy' without damage to ones they love, or others in fact

Boys and Young men need:

A process of socialisation that allows them to value their own health and well being, rather than making them disposable warriors, providers, protectors and doers of society's dangerous and deadly work. This will allow them to speak out about the violence against them from other men and from women, and to ask for help and support when they need it. It will also have the side benefit of making men less violent towards other men and towards children.

- space to be rather than pressure to do
- An environment where they can share their experience of living as a male with other males

Boys need older men to honour them, they need to be seen and accepted for who they are and encouraged to draw a long bow and aim high.

Resources (mostly given – some purchased)

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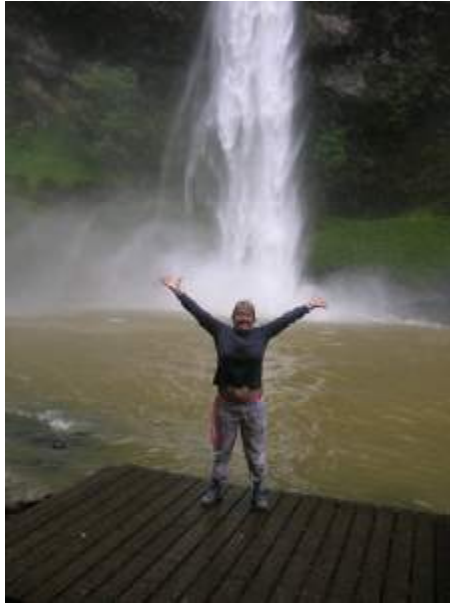
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A clear message for boys



I made it!



Inner City Women



Father & Son
Alan & Will



YouthLine
Auckland

Rainbow
over
Auckland

A journey
just
beginning



Community Mural in Napier New Zealand -We Can Stop The Violence



Boy and Village Elders – Poster at Men’s Resource Centre. Lismore Australia

