

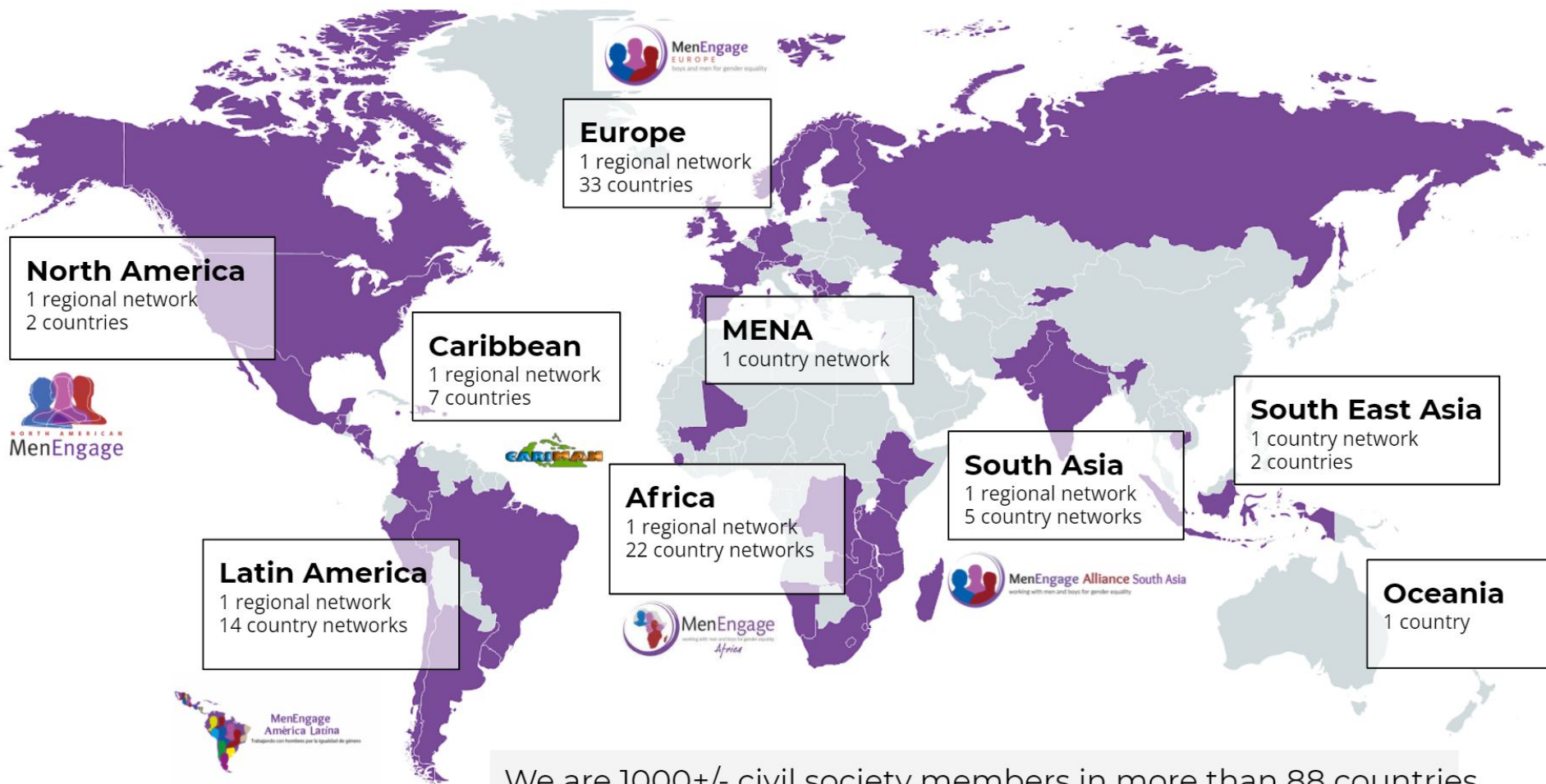
January-December 2022

MenEngage Alliance

Annual plan 2022

Global Secretariat





We are 1000+/- civil society members in more than 88 countries
We are organized as 44 country networks and 6 regional networks

SUPPORT

Through cross-Alliance platforms and processes, members and partners come together to support, inspire and energize each other.

STANDARDS

Set and enact common standards for the work of transforming masculinities and gender justice work with men and boys, especially in terms of standards of accountability to women's rights organizations, LGBTIQ+ organizations and movements for intersectional feminism and gender justice more broadly; and

VOICE

Express shared, collective voices in solidarity with those most marginalized by gender injustice and patriarchal systems in their contexts

ACTION

Take collective actions toward awareness raising, community mobilization, policy and political agendas for transforming patriarchal masculinities in their contexts, in solidarity with those most marginalized by gender injustice and patriarchal systems.

LEARNING

Share promising practices and lessons learned, discuss and apply research and evidence, develop and disseminate thought leadership, and collectively contribute to improving gender justice work with men and boys.

ACCOUNTABILITY

By coming together in country and regional networks, members are more able to be collectively accountable and work in collective solidarity with organizations and leadership from communities most marginalized by gender injustice and patriarchal systems;

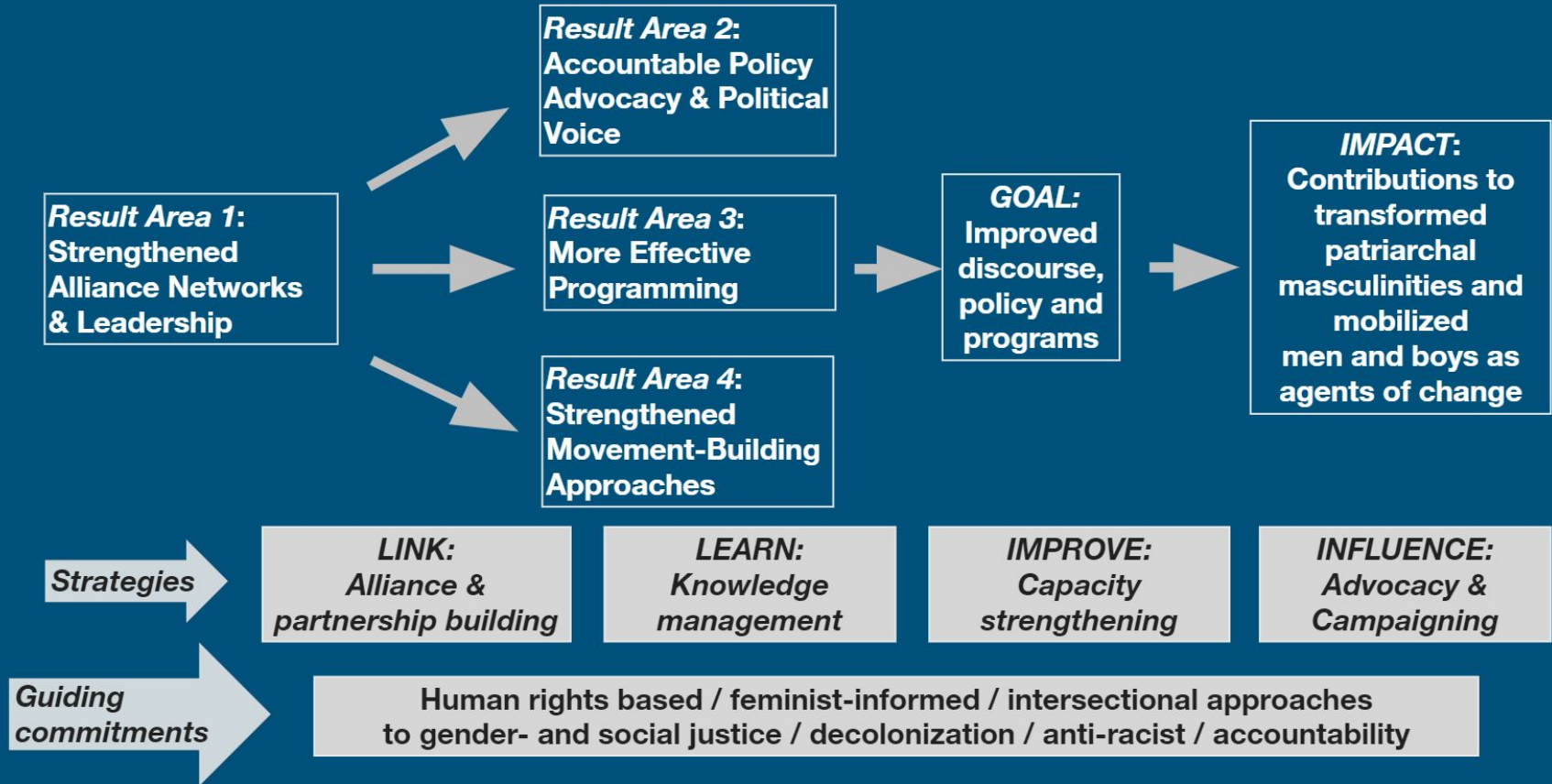


MenEngage Alliance serves as a

Community of Practice

for our members in order to develop and enhance collective...

2021-2024 Program Logic



Core-issues

*Transforming
patriarchal
masculinities and
working with men
and boys for:*

Intersectional feminism = systems transformation:

- Women's rights
- LGBTQIA+ rights/SOGIESC inclusion
- Ending violence & discrimination (VAWG/GBV)
- Sexual and Reproductive Rights for all (SRHR)
- Unpaid Care: recognition, reduction, redistribution
- Demilitarization and advancing feminist peace
- Anti-racism
- Decolonization
- Youth-led activism
- Economic justice
- Climate justice

2021-2024 Objectives:

1. Develop a shared culture of non-hierarchical and accountable decision-making as the foundation for a democratic and inclusive alliance
2. Express our collective voice in order to influence policy and political discourse
3. Build our community of practice in order to improve gender justice programming with men and boys
4. Strengthen our network of solidarity in support of gender justice and related social justice movements



2022 priorities:

- Strengthen MenEngage Regional & Country networks;
- Improve meaningful membership engagement;
- Conceptualize & operationalize the *MenEngage Learning Collaborative*: Strengthen the Knowledge base of the Alliance;
- Strengthen Resources Mobilization and Fundraising activities;
- Center movement building through Global Governance;
- Advance Accountable Advocacy & Movement building approaches;
- Take stronger political voice/stance;
- Strengthen Accountable practices & Implement the Sexual Harassment Policy;
- Facilitate respectful dialogues about challenging topics;
- Strengthening partnerships, allyship and collaborations.



MenEngage Alliance
working with men and boys for gender equality

1: Strengthened MenEngage Alliance Networks & Leadership

Strengthen Regional & Country Networks (1/2)

Support country/regional networks leadership and secretariats with improving **democratic governance structures** and **leadership capabilities**, including:

- Join and support meetings (both online/offline) for country and regional networks to support in **local strategic and work plan development**, including leadership/governance
- Support regional and national secretariats/leadership on **networks strengthening activities** and processes
- **SubGrants for the regional networks**, including assessments, reporting and follow-ups
- Support in **handling membership and governance matters**, including facilitation of information and clarifications of roles and responsibilities of secretariats and leadership team



Strengthen Regional & Country Networks (2/2)

- Support/facilitate establishment of **new country/regional networks**, esp in MENA region
- Support inductions and value clarifications for the leadership of the networks, including development of **new membership induction** packages
- Organize webinars and online workshops for **cross-regional exchange**
- Support country and regional networks with **symposium and colloquium organizing**



Improve meaningful membership engagement

- Support the regional networks to organize **regional membership meetings** and **cross regional sessions**
- Organize **MenEngage Members Assembly**
- Initiate the **membership engagement strategy** development process, together with the regional networks
- Disseminate and work with the regions to **contextualize the key knowledge products** on transforming masculinities, including finalizing and disseminating **Ubuntu Symposium Knowledge and Video Products**
- Develop a common **tool to map and strengthen the membership engagement** with the regions

MenEngage Learning Collaborative (Co-Lab)

The MenEngage Learning Collaborative has been envisioned as a continuation of the mobilization during the Ubuntu Symposium.

Phase 1: **Conceptualize the Co-Lab**, including:

- Organize **consultations with the regional networks** on current needs and priorities for learning
- **Identify strategic partners from key constituencies** (women's rights, feminist, LGBTQIA, youth, anti-racism, etc)
- Conceptualize and develop **the overall framework for the Co-Lab**, building on regional priorities
- **Collate the relevant resources, materials and tools** to operationalize the Co-Lab
- Develop a vibrant look & feel for the Co-Lab
- **TBD**: Develop an online platform (possibly at website) to anchor the Co-Lab, including membership access and ongoing feeding of content into the space



MenEngage Learning Collaborative (Co-Lab)

Phase 2: **Develop & implement Co-Lab activities**, including:

- Establish **regional and cross-regional learning communities** w/regions (planning retreat end Jan/Feb 2022)
- Initiate, with the regions, **capacity strengthening initiatives on value and conceptual clarifications** on the Alliance's core values/principles
- Develop a Co-Lab for **strengthening accountability**, building on the previous processes (w/updated standards)
- Develop plans on Co-Labs for **strengthening SOGIESC inclusivity, Accountable advocacy and addressing backlash**
- Develop a **joint calendar of events** with regional networks



Strengthen Youth Leadership and Engagement

- Recruit new members for the **Youth Reference Group** and conduct orientation and onboarding
- Build **wider youth group** of young people active in MenEngage Alliance
- **Support regional networks** with their regional youth committees and other youth leadership efforts
- Identify **capacity strengthening** needs and facilitate capacity strengthening for the YRG
- Identify and participate in relevant **advocacy opportunities** to engage the YRG
- Organize **webinars** on YRG members' work

Movement building through Global Governance

- Identify new Board members from **Youth & LGBTQI movements**
- Regularly **inform membership of Board dialogues and decisions**: start a periodic update
- Continue **anti-racism dialogues** in GS team & support Regional Networks in their activities
- Share **2017-2021 highlights** website (January); and **launch New Strategic Plan**
- Develop an **Environmental Sustainability and Climate Action plan** for the global organization

Partnership Building & Resources Mobilization

- Continue working on the **UNESCO Men'talities initiative** with the SVRI, White Ribbon Canada, Promundo and country & regional level MenEngage members
- Support the regional/country networks and members to **establish and strengthen partnerships, proposals and resources mobilization for joint actions**
- Organize a **consultation with donor organizations/agencies** on the importance of resourcing feminist organizations and networks, possibly together with feminist WRO and LGBTIQ organizations/networks

Communications and Knowledge Management

Work with the **Knowledge Management and Communications (KMC) Working Group** to update the KMC Strategy, including:

- Co-create a new MenEngage **newsletter** format & strategy
- Create a website content plan/approach that elevates **diverse news and updates from across the global alliance**
- Update **look and feel** for new Strategic Period, including brand guidelines
- Improvements and additional features for the **new website**
- Build a high-quality online **resource library** and **member directory** (and map)
- Update **social media strategy**
- Develop **campaigns** aimed at members, partners, and more broadly for key initiatives in advocacy, accountability, member engagement, governance
- Make resources and dialogues available in **multiple languages** (at least EN, ES and FR) through interpretation and translations



2: Accountable Policy Advocacy and Political Voice

Accountable Advocacy (1/3)

Strengthen capabilities and mechanisms to engage in joint accountable advocacy actions at country and regional levels, including:

- Ongoing support for **regional advocacy structures** and processes
- Organize a collective consultancy to **advance advocacy from a movement building approach**, including cross-movement partnership building with feminist, LGBTQIA+, youth and climate movements:
 - Informed by the work of Latin America, organize a cross-regional session to explore experiences and lessons from the region
 - Advocacy Workshop Series: The road ahead in a movement building approach to advocacy. Including: Mapping agendas and historical context at regional levels & unpacking a movement building approach to advocacy
- Support **contextualization and application of international and regional normative frameworks** (HRC 35/10; CEDAW), as tools for country and regional network members' advocacy efforts - including by making knowledge products widely accessible through communications (incl. translations)



Accountable Advocacy (2/3)

Develop **policy assessment and monitoring tools** to determine promising practices and challenges in design, development and implementation of policies on “Male Engagement”



- Launch the 10 countries **policy score cards and case studies**, including translations of these tools in relevant international and local languages;
- Contextualize the **methodological framework** for adaptation and capacity strengthening of members and country/regional networks ([Connect with Co-Lab](#));
- Develop **spaces for discussion, contextualization and adaptation** of the tools at country and regional levels;
- Roll-put **social media campaign** in partnership with feminist partners and allies.



Accountable Advocacy (3/3)

Organize joint **accountable advocacy actions** among MenEngage members and strategic partners at country, regional and global levels.

- Convene the **Global & GEF Advocacy Working Groups**, to continue international advocacy actions
- Update the **Interconnected advocacy strategy** aligning to the regional strategies and tactics for strengthening national advocacy outcomes
- Coordinate and influence **Global Norm Setting Frameworks**, including the 66th Session of the Commission on the Status of Women (CSW), ICPD, Human Rights Council (HRC), UNGA/UNSC and Generation Equality Forum (GEF)
 - Mobilize and support members to engage and participate
 - Provide technical inputs to policy processes including Special Procedures, Treaty bodies, HRC, CSW, ICPD, UNGA, UNSC, as well as regional fora & mechanisms/structures
 - Establish new relationships with UN policy makers in New York & Geneva , as well as with policy makers in regional fora - including EU, AU, SADC, CariCOM
- Global Conventions: coordinate advocacy and mobilisation efforts on ratification of **ILO C190 & use of CEDAW**, including developing materials and strategies with | the membership and partners



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Political Voice

Take vocal and visible stance to challenge patriarchal masculinities and advocate for gender equality and social justice:

- Develop an Advocacy & Communications Strategy to **elevate the demands, agendas, sign-ons and advocacy/activism** of feminist, youth, climate and racial justice movements, as well as MenEngage Alliance and members
- Disseminate and roll-out the **Ubuntu Declaration & Call to Action**
- Develop alongside MenEngage members, **policy briefs on topics relevant towards feminist systems change agenda**, including climate justice (CSW66 theme)



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3: Effective and Strengthened Programming

Strengthen Accountable Practices

Update our Core Principles, Accountability Standards, and Code of Conduct:

- Organize **final rounds of consultation**, including workshops, with members, partners and other stakeholders
- Process final feedback from consultation & Final copy edit, including **translations in French and Spanish**
- Wide dissemination and sharing
- Ongoing support to **regional networks to adopt or adapt** new Accountability standards, Code of Conduct and Sexual Harassment Policy



Implement Sexual Harassment Policy

Having a sexual harassment policy will help you:

- ✓ Put steps in place to ensure your organization is safe, respectful and equitable for all
- ✓ Have a plan for what to do if someone is harmed
- ✓ Create opportunities for positive, long-term transformation



- Implementation & monitoring of Sexual Harassment Policy with new **reporting mechanism**
- Coordinated consultancy for **evaluating sexual harassment policy and new accountability framework**, including periodic assessment on use of the policy and compliance, leading to updated Sexual Harassment Policy and Protocol
- Co-design and/or co-facilitate **trainings for the SH Policy regional focal points leading** to: a) roll out of SH Prevention trainings in their networks; b) adapt the Sexual Harassment Policy and Protocol

→ Integrate **inner work for social change** in the implementation of the new accountability framework

Knowledge building and Political Voice

- Finalize and launch **Ubuntu Symposium priority-issue Knowledge products and videos**
- Conduct regional focus groups to test methodology and monitor pilot phase of **online course on Power, Patriarchy and Feminism** in English and Spanish ([connect with CoLab](#))
- Work with **SRHR WG and SOGIESC LC**, and support other working groups through intersectional feminist lens ([connect with CoLab](#))
- Lead stakeholder engagement for WHO's **Research Agenda Priority Setting Initiative** on *Masculinities and SRHR*
- Convene members on “**Inner Work for Social Change**” agenda to develop collective strategy and plan for the Alliance
- Develop **Environmental Sustainability Strategy and Climate Agenda** for the Alliance

4. Strengthening Movement building approaches

Learning Initiatives

with CoLab

- Facilitate respectful **dialogues about challenging topics among the membership and field**, including on issues of:
 - Sex Work/Prostitution;
 - International Men's Day;
 - male engagement initiatives that reinforce stereotypes and inequalities ("real" men/male "champions");
 - Anti-racism; and Decolonizing our practices - addressing power inequalities in our own organizing
- Initiate discussions with country and regional networks on **SOGIESC Inclusivity within the Alliance**, including **supporting regions to develop strategies**
- Organize consultation with key partners on understanding and strategies to **respond to backlash**
- Convene and revitalize the **thematic working groups** (*GBV, SRHR, Faith-based approaches*) and **learning circles** (*SOGIESC, Feminist Peace*) of the Alliance, for updated strategic visioning and collective actions

Strengthening partnerships and Solidarity actions

- Contribute to **re-strategizing & revitalizing the MenCare campaign**, with a stronger intersectional feminist and systemic change approach - through its International Steering Committee activities; and Clarify differences and connections between MenEngage Alliance and the MenCare campaign
- Identify capacity needs and opportunities to **strengthen partnerships with feminist, LGBTIQ and SRHR organizations**, including AWID, JASS, OutRight International and ILGA
- Support and contribute in organising of **REFRAME conference** by Breakthrough India, **SVRI Forum** by SVRI and **Gender+ Summit** by FHI
- Strengthening **strategic partnerships with UN Agencies**, especially UN Women, UNFPA, WHO and UNESCO (new program), for policy advocacy and movement building



Contact us:

MenEngage Alliance Global Secretariat

Email: [first name]@menengage.org ([click here for team members](#))

Website: www.menengage.org

Facebook: www.facebook.com/MenEngage

Twitter: www.twitter.com/MenEngage

Youtube: www.youtube.com/c/MenEngageAlliance/videos