



Annual report

2021

Implementing the MenEngage Alliance Strategic Plan 2021-2024

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Introduction

2021 was a year of significant mobilising, connecting, sharing, learning, and agenda-setting across MenEngage Alliance.

This was against the challenging backdrop of the continued COVID-19 pandemic, which has exacerbated existing socio-economic and gender inequalities and injustices. For example, lockdowns around the world led to an [estimated 31% increase in cases of intimate partner violence](#) as well as [impacted more than 1.5 billion children](#) globally. With informal employment accounting for [70% of women's paid work in lower income countries](#), the pandemic disproportionately increased the economic insecurity of women, and children. [Impacts on healthcare, education, and poverty](#) have also been reported. [LGBTQI rights have been at heightened risk during the pandemic](#), with particular infringements on safety, security, and wellbeing.

Efforts to roll out vaccines internationally in 2021 were profoundly unequal and based on the apartheid-like agendas of rich nations putting themselves first. Inequalities also transpired within nations, mirroring long standing patterns of inequalities in healthcare access based on someone's economic position, racial background, education, and other factors.

In terms of global political contexts, the year was marked with nationalistic, authoritarian regimes, uprising of right-wing political groups and white supremacy in mainstream politics. A staggering example was the insurgency in Washington DC, USA, in January to overturn the results of a democratic election.

From Africa to the Middle East, to Asia to Latin America, to North America to Europe, political contexts have continued to be challenging, especially on the agenda of gender justice, LGBTIQ rights and bodily autonomy. This worrying trend was evident in Europe with Turkey's withdrawal from the Istanbul Convention in July, and in Africa through a continued anti-gender narrative at the African Union.

Later in the year, the world witnessed the tragic impacts of the Taliban re-taking power in Afghanistan, rolling back women's rights and human rights, and confirming the unequivocal failure of decades of foreign interference, global geo-politics, and political cultures of militarism. Elsewhere, rights violations continued including against human rights defenders, and against environmental rights defenders - notably in Latin America.

At the same time, [global temperatures continued to rise](#), while [climate scientists](#) continued to deliver stark warnings. At the UN Climate Change Conference (COP26) in Glasgow political leaders continued to fail in meeting the urgent need for social and economic transformations needed for gender, climate, and social justice. COP26 failed to have stronger commitments and more ambitious political pledges to tackle the global climate emergency, as affirmed in the [Paris Agreement](#).

As an international social change network for transforming patriarchal masculinities and gender-transformative work with men and boys, these (and many other) world affairs continued to remind us of the urgency of our work. With so much taking place from national, to regional, to global scales, it was a year in which we had to step-up in our activism and centre systems change agenda.

For MenEngage Alliance, 2021 therefore marked a year of heightened energy and activity in which our key areas of work were strengthened, from networks-building, to partnerships, to communities of practice, to capacity-strengthening, to promoting accountable practices. It was a year of purposeful, collective progress, commitments, and solidarity - informed by our guiding commitments of decolonisation, anti-racist, human rights based, intersectional feminist and gender transformative approaches.

The 3rd MenEngage Global Symposium – *the Ubuntu Symposium* – provided the platform, direction, and political framing for much of these efforts. Representing our most ambitious collective action to date as a global network, the symposium was a dynamic, member-driven space that had far-reaching impacts for our global communities and networks.

In large part thanks to the symposium, 2021 saw notable progress around our initiatives across many key issues, including: gender-based violence prevention; responding to anti-feminist regression; men's roles and responsibilities in unpaid and paid care (i.e., economies of care broadly); advocating for sexual and reproductive health and rights for all; and engaging in climate justice activism and advocacy. Dialogues and agenda-setting on these issues were progressed in horizontal and bottom-up ways, listening to, and taking learnings from the voices of feminist partners and the grassroots of the Alliance. Through the documentation and sharing of the Ubuntu Symposium discussions, 2021 has strengthened a lasting knowledge base, including through a significant archive of videos and reports, on which we continue to build going forward.

The year saw progress not only in our work on a variety of priority issues, but also around our overarching political understanding of the work on transforming masculinities within the broader landscape internationally. In light of the radical systems change agenda being advanced by intersectional feminist movements, gender transformative work with men and boys on patriarchal masculinities must reflect on the political, economic, and socio-cultural forces shaping gender hierarchies and relations of power more generally. We explored what it means and looks like to do feminist-informed and gender-transformative work with men and boys, in solidarity with broader gender justice movements.

This understanding was affirmed and developed among the members, networks and partners of MenEngage Alliance throughout the year, and notably through the discussion paper, [‘Contexts and Challenges for Gender Transformative Work With Men and Boys’](#). The webinar series on the content of the discussion paper as part of the symposium brought together powerful voices to reflect on and unpack each of the papers’ key chapters. These online events provided important moments of grounding of the issues in the world we wish to address, and the role and importance of transforming masculinities in doing so. Importantly, they have set the tone and foundation for our work going forward.

Building on this, another key effort was the collective drafting and launch of the [Ubuntu Declaration and Call to Action](#) as the culmination of the seven months of organising for the symposium. The commitments were presented by MenEngage Alliance members at the Closing Event in June. It further affirmed our politics towards intersectionality, and decolonization, and marked 2021 as a year of continued alignment of MenEngage Alliance towards the feminist systems change agenda. We also recognized that there is a lot of work to do to further share and unpack what the feminist systems change agenda means as individual members and as a collective across the Alliance at national, regional, and international levels.

The Ubuntu Symposium reflected our continued aspirations towards bottom-up approaches and collective mobilisation. These approaches were also reflected in working with regional networks throughout the year to identify priorities (building onto the aspiration of bottom-up approaches), and collective mobilisation for updating our accountability framework (Core Principles, Code of Conduct and Accountability Standards).

Given the scope of the Ubuntu Symposium, and its impact across different results areas, it is mentioned throughout this report wherever relevant. We also provide a brief overview of the event [in a dedicated section](#). While it concluded at the midpoint in the year, it has gone on to inform much of our work and plans going forward.

How this report is organised

This Annual Report is divided into two main sections. First, you will find the [Report from the Global Secretariat](#). It describes the trends, activities, and anticipated impacts of each strategic pillar of the Global Strategy of MenEngage Alliance taking place at cross-regional and global levels. Within the section, text in grey boxes shows the desired goals, outputs and outcomes as articulated in the Alliance's 2021-2024 Strategic Plan.

Secondly, each of the regional networks report on their activities, regional trends, and 2021 priority areas in the [Reports from the Regional Networks](#) section.

Report from the Global Secretariat

This section of the report details activities conducted at global level and cross-regionally with support from the Global Secretariat and Global Board organised around the four Results Areas set out in the [2021-24 Strategic Plan](#):

1. Strengthened MenEngage Alliance Networks & Leadership
2. Accountable Policy Advocacy and Political Voice
3. Effective and Strengthened Programming
4. Strengthened Movement-Building Approaches

These results areas – or strategic pillars – form the framework for advancing the mission of MenEngage Alliance to transform unequal power relations and dismantle patriarchal systems by:

- ❖ Transforming patriarchal masculinities and rigid social norms around manhood;
- ❖ Working with men and boys through intersectional feminist approaches;
- ❖ Building inclusive alliances from local to regional to global levels; and
- ❖ Fostering joint actions in partnership with women's rights, gender- and other social justice movements.

More broadly, this report can be seen as documenting how MenEngage Global Alliance used its resources and energy in 2021 to contribute towards the desired impact and goals:

Impact: *By 2024, MenEngage Alliance has contributed to transforming patriarchal masculinities and mobilising men and boys as agents of change for gender justice, thereby contributing to ending patriarchal power, protecting human rights, and achieving gender equality and social justice.*

Goal: *By 2024, MenEngage Alliance is a capable, inclusive, and accountable social change network, harnessing the collective energy of our members, thereby contributing to improved discourse, policy and programs, in partnership with feminist, LGBTQIA+ and social justice movements.*

See the [2021-24 Strategic Plan](#) for more information around our values and theoretical/political concepts that form the basis of the work of MenEngage Alliance across national, regional and global levels.

MenEngage UBUNTU SYMPOSIUM

2021 highlight: The 3rd MenEngage Global Symposium (The Ubuntu Symposium)

While 2020 was a year of significant planning and the first activities/sessions for our 3rd MenEngage Global Symposium (November 2020 - June 2021), 2021 was the year we mobilised to collectively implement its ambition. The event, also known as the Ubuntu Symposium, saw an unprecedented depth and breadth of mobilising, networking, dialogue, sharing, collaboration, and agenda-setting for MenEngage Alliance.

This extensive depth and duration of mobilising had not been attempted before by MenEngage Alliance and has acted as a demonstration of what is possible for our international networking, making use of communications technologies and collective organising approaches.

The Symposium was co-organized by [MenEngage Alliance](#), [Rwanda Men's Resource Centre \(RWAMREC\)](#), the Rwanda MenEngage Network (RWAMNET) and [MenEngage Africa](#). Kigali, Rwanda, was the location of what was originally intended as a 4 day in-person event. In light of global restrictions related to COVID-19, the event was transposed into a mainly online format over many months. Yet the focal point and home of the symposium remained in Kigali Rwanda, where the event started as well as closed with hybrid events in November 2020 and June 2021.

The Ubuntu Symposium has been the most ambitious collective activity embarked on as a global alliance for transforming patriarchal masculinities and really doing the important work on engaging men and boys for gender justice and human rights."

– Redi Tlhabi, online host of the Ubuntu Symposium Opening and Closing Events

The symposium was only possible thanks to a significant level of organising by members, partners, and in particular the regional network secretariats and representatives of MenEngage Alliance. The task of organising it brought extensive lessons, and a need to upskill and adapt quickly as the Global Secretariat, regional networks, and the committees that oversaw the event. The committees involved were:

- International Steering Committee (25 participants), comprising of the Global Board, MenEngage Africa and RWAMNET representatives
- Communications and Knowledge Management Committee (23 participants), comprising of at-large members and regional representatives with relevant expertise
- Program Committee (19 participants), comprising of experts on the various pillars of the Symposium from across the Alliance
- Youth Committee (24 participants), comprising of Youth Reference Group and additional representatives from across the regions
- Local Organising Committee (27 participants), comprising of the RWAMNET members and secretariat in Rwanda
- Advisory Committee (18 participants), comprising of expert leaders representing key feminist, LGBTIQ rights, SRHR and social justice movements

The political framework of the symposium

A political framework, collectively built and refined with members over several meetings from 2019 to 2021, helped shape, frame, and guide the aims and discussions of the symposium. The

five themes of the framework were Feminisms, Intersectionality, Accountability, Transformation, and Power-With.

A call to centre feminist systems change

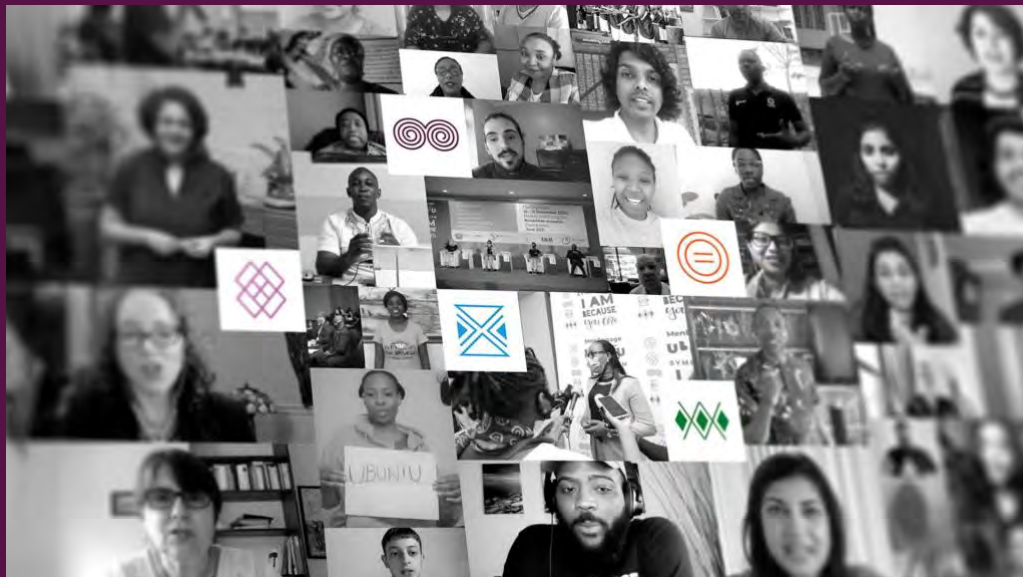
The Ubuntu Declaration and Call to Action summarised the collective commitments that emerged from the 3rd MenEngage Global Symposium. It builds upon the 2014 Delhi Declaration and Call to Action and 2009 Rio Declaration and Call to Action, as well as MenEngage regional symposia declarations.



A group of 72 symposium participants from 54 countries led the drafting of the Ubuntu Declaration and Call to Action, which was presented at the Closing Event in June. It represents a nuancing and progression of our collective political agenda as a community working for social change. In particular, it calls on those in the work on engaging men and boys and transforming masculinities to centre feminist systems change, accountability, decolonisation, youth leadership, and intersectionality in work to transform masculinities and engage men and boys in gender equality and social justice.

The Ubuntu symposium looked at violence by systems of oppression and discrimination. This added nuance to discussions from solely focussing on the individual as a problem – and behaviour change as the solution – to a structural patriarchal model as the problem, and systems change as the solution.

Mobilising as an Alliance



More than 300 concept submissions for sessions were reviewed by 60 reviewers in 2020. This level of interest demonstrated the demand and appetite among members and partners to organise around issues relating to transforming patriarchal masculinities and working with men and boys for gender and social justice.

5,000 people from 159 countries participated in the 7-month event (5 months of which fell within 2021). This collective organising resulted in more than 350 hours of online discussion from 600 speakers and panellists.

A 2-day regional symposium was held by North American MenEngage Network, as well as a 1-day regional symposium by MenEngage Latin America. 23 national networks held local symposium events, while at the global level, 4 cross-regional dialogues were held.

A program of up to 8 sessions per week was planned, organised, promoted, hosted, facilitated and documented throughout December 2020 to June 2021. Weekly plenaries were interpreted into French and Spanish. Key highlights and short videos were shared each week in three languages, English, Spanish and French.

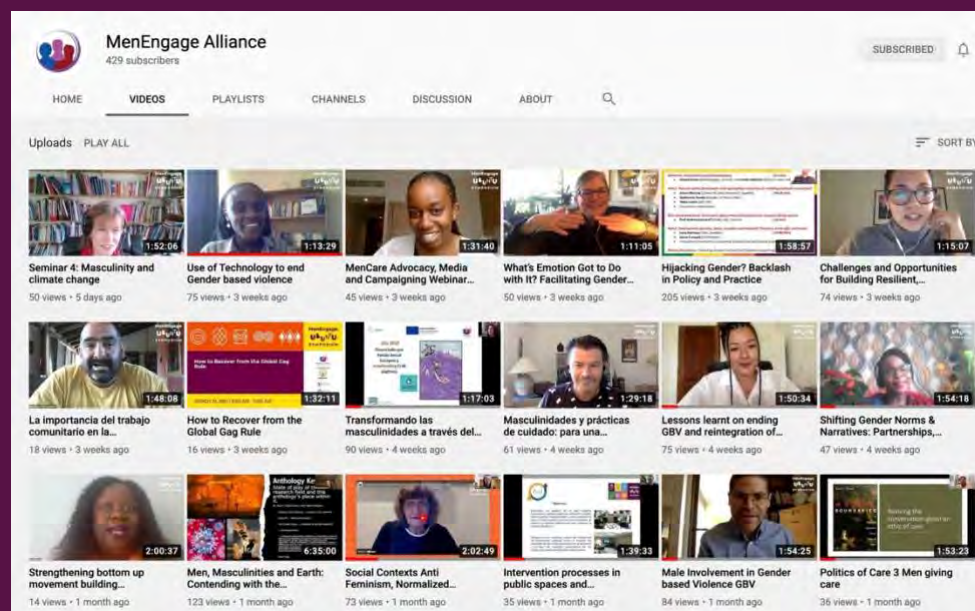
Sharing knowledge

More than 4,000 participants registered for global-level updates and across social media channels. (Read the [Symposium Communications Strategy and Action Plan](#) for more details). Weekly Highlights emails were compiled from up to 16 hours of discussions per week:

The [127 symposium recordings in English](#) and [78 in Spanish](#) form a freely-accessible library of videos exploring a wide variety of topics. In addition, short 30-90 second video clips were produced and published on Facebook, Instagram, and Twitter to promote key points and maximise engagement across key issues.



The video archive from the symposium brings together diverse perspectives, experiences, and expertise to contribute a 'men and masculinities' lens to pressing issues related to gender and social justice. It is organised into thematic playlists on topics including **GBV, SRHR, backlash, climate, militarism, youth, and unpaid care**.



As the symposium came to a close, the work began to compile the knowledge into a series of reports. This was done through the second half of 2021, for publication by February 2022.

The legacy of the Ubuntu Symposium

The Ubuntu Symposium will leave a lasting legacy for MenEngage Alliance. In particular, the approaches used in the symposium have inspired the Learning Collaborative initiative for a sustainable and ongoing approach to networking, mobilizing, collective learning, collaborating, accountability, and contributing to feminist and social justice agendas.

Because of the cross-cutting nature of the symposium as an act of collective organising, agenda-setting, sharing, learning, and movement-building, it is referenced in various sections throughout this Annual Report, wherever relevant.

Read more about the Ubuntu Symposium in the [3rd MenEngage Global Symposium Concept Note](#).

1. Strengthened MenEngage Alliance Networks & Leadership

RESULT AREA 1

MenEngage Alliance is an inclusive, democratic, and sustainable social-change network undertaking joint actions informed by shared vision and values.

Despite the continued challenges of COVID-19, 2021 presented many opportunities for strengthening networks and leadership across MenEngage Alliance. With concerted efforts to meet virtually, it was a year of notable progress towards being an inclusive, democratic, and sustainable social change network.

Continuing the momentum of the Ubuntu Symposium (which began in 2020), the year began with energetic mobilisation among MenEngage members and partners with the organising of global, regional, and national symposiums. These events played a crucial role in setting the agenda for gender-transformative approaches in the work with men and boys in gender and social justice in various settings and contexts. This momentum has been crucial in nurturing a sense of Community of Practice on men and masculinities within the broader feminist movement for gender justice.

MenEngage Alliance continued to prioritise the consolidation and strengthening of members' and partners' capacities. The Alliance brought together practitioners through our Community of Practice approach, facilitating exchange, mutual learning, and joint actions among members through regional and country networks and strategic priorities.

In light of the COVID-19 pandemic, a conscious decision was made to halt international travel, which meant there were few in-person meetings across the MenEngage Alliance networks. However, it opened new avenues for members and partners to connect across various time zones, geographies, and contexts, thereby making these spaces more inclusive. Interestingly, this meant the year offered more opportunities than in any previous year for connecting, capacity strengthening and knowledge exchange. It was possible to mobilise larger groups of

people, with diverse backgrounds, and working in various sectors, as well as entering into new partnerships and building relationships with new actors and institutions.

There were notable challenges to meeting online, with some members expressing a sense of virtual-space fatigue, and others highlighting accessibility limitations because of patchy internet connectivity in their contexts.

Yet, overall, the focus on meeting each other online in 2021 allowed greater inclusivity and diversity in exchanges among members and partners. It has had a positive impact on the strength of MenEngage networks and opportunities for members to gain a sense of belonging to this international collective. This in turn supports our efforts to be more sustainable as an Alliance in the longer-term, strengthens collective understandings around our values and vision, and solidifies the foundations of participation and engagement in democratic approaches.

1.1 Governance Structures and Leadership Capabilities

OUTCOME 1.1 – Strengthened democratic governance structures and leadership capabilities of MenEngage Alliance at all levels.

MenEngage Alliance continued to serve as a platform for strengthening governance, and individual and collective leadership in 2021. The Ubuntu Symposium provided opportunities to do this through models of shared leadership, horizontal organising, and the involvement of many reviewers and committee members.

Being a social change network – and a community with individuals and organisations that represent broader constituencies – we continue reminding ourselves that transformative changes in the world happen through the leadership and energy of individuals championing the work. We continued to provide spaces to connect and bring these actors and leaders together in 2021 from local to international levels.

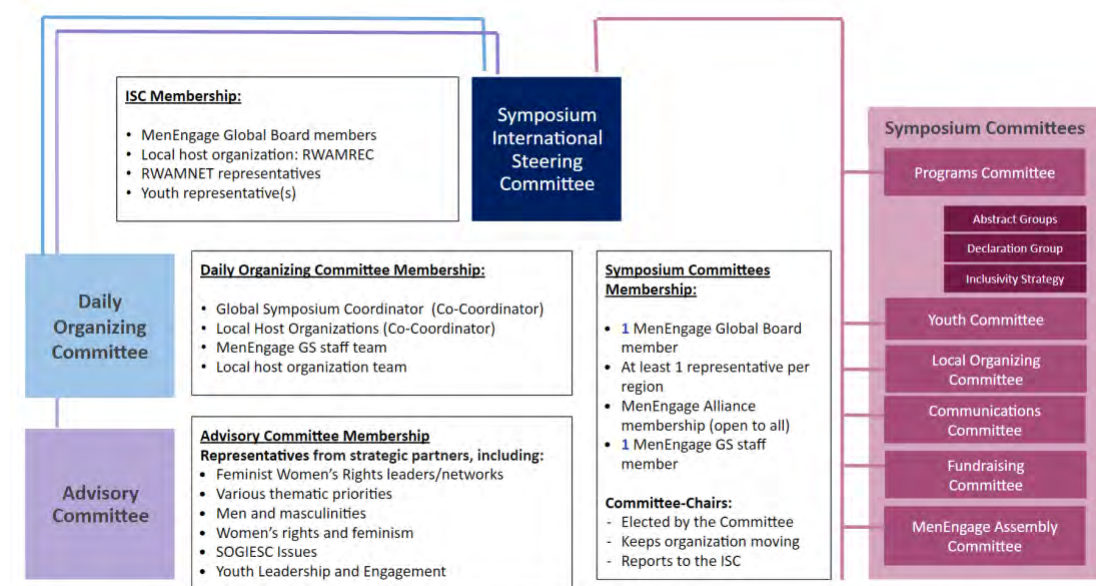
Our efforts to strengthen governance and democratic processes in 2021 were made against the backdrop of heightened national, regional, and global political challenges, shrinking space and funding for civil society, increasing authoritarianism, and attacks on democracy around the world.

It is within this complex global context that the MenEngage Alliance leadership played a crucial and instrumental role in advancing the strategic goals of the Alliance, and the implementation of the new Strategic Plan 2021-24.

Democratic and shared leadership models supported through spaces for dialogue, exchange and learning at the country, regional and international levels.

- **All sessions of the symposium developed and shaped through the leadership of members and partners as the experts in their respective work.** The principal role of Global Secretariat, MenEngage Alliance primarily has been around creating and anchoring spaces, facilitation and framing discussions within the overarching agenda of the event. This meant that the event had a high-level of leadership from members themselves, including regional and national network leaders. These discussion spaces – including those of the Ubuntu Symposium – were important for strengthening collective capacities, agenda-setting, and understanding issues and their implications from ‘men and masculinities’ perspectives.

Ubuntu Symposium Organising Organogram (see also section on the Symposium)



- **The Global Secretariat worked directly with all six regional networks on strengthening governance**, including through participating in the regional leadership meetings. The Global Secretariat supported South Asia, Caribbean and North America in updating their network policies and guidelines, as well as developing new strategic guidelines, including by adapting some of the documents from the Global Secretariat. In addition, the Global Secretariat provided technical support to the MenEngage Lebanon network in developing its institutional and governance models and strengthening the country network, the first network in the Middle East region. These moments were meaningful to introduce the new strategic plan of the Alliance and support further ownership from the membership across the Alliance. These efforts helped strengthen governance structures and horizontal operating modalities across MenEngage Alliance – focussing on the roots of the network in particular.
- **Technical and financial support was provided to the regional networks** through MenEngage Global Alliance:
 - 4 regional networks - Caribbean, Europe, Latin America and South Asia - were provided with the core-grant support to facilitate the implementation of the regional strategic and annual work plans;
 - Subgrants for the symposium follow-up and mobilisation were provided to all six regional networks, including support to 8 country networks in Africa that do not receive subgrants (non-funded countries) from MenEngage Africa;
 - [Rwanda Men's Resource Centre \(RWAMREC\)](#) was supported for its role in anchoring the Ubuntu Symposium in Kigali, Rwanda.
 - Four out of six regional networks were provided with additional subgrants from the UN Foundation grant, to support advocacy strategy development and mobilisation around the [Generational Equality Forum](#) (see section: [2. Accountable Policy Advocacy and Political Voice](#) for more details, including the technical support to the regional networks in strengthening accountable advocacy efforts).
- **The international leadership body of the Alliance, the Global Board¹, met virtually 3 times during the year.** Board members were further involved in the International Steering Committee of the Ubuntu Symposium - which also included

¹ The Global Board of MenEngage Alliance is composed of representatives of the membership, through at-large organizations and regional networks representatives - inclusive of organizations representing various areas/sectors of work: women's rights, LGBTIQ rights, Youth Leadership, SRHR, feminist peace, violence prevention, economies of care/men as caregivers and 'men and masculinities'.

representation from local hosts Rwanda and MenEngage Africa and met three times. Various symposium committees met throughout the year with members of the Board participating. The board further discussed the role it can play beyond the governance and fiduciary responsibilities so as to build on to the expertise of each of the board members, including opportunities to represent the Alliance in various spaces. The Board served as a space for MenEngage Alliance leadership to feel the pulse of and discuss matters that are particularly challenging or pressing in the world, broader feminist movement, or the Alliance - which have not (yet) found a space within the Alliance's organizing structure. In 2021 these included response to COVID-19 (including the injustice of vaccine-apartheid and the need for solidarity across the Alliance for actions that could advance access to vaccines particularly for those in the Global South); and the matter of sex work/prostitution, on which members have varying opinions, while there is need to centre and not compromise on our shared intersectional feminist informed principles.

- **A call for [Expressions of Interest for two new Board members](#) was launched.** The call relates to two designated seats representing Youth and LGBTIQ rights movements. A Board-level Elections Committee was established to outline a democratic process and take leadership in the vetting of candidates. The election process will be completed in 2022.
- **Resource mobilisation.** Despite the challenges due to COVID in building relationships with donor agencies, 2021 was a fruitful year for the Alliance.
 - MenEngage Global Alliance entered into a new partnership with **Ford Foundation** for 2-years, to support in setting up the Learning Collaborative in the Alliance (See section: [1.2 Membership Engagement](#) for more details).
 - MenEngage Global Alliance also started a strategic collaboration with **WHO**, under which it will lead the stakeholder engagement process for the research priority setting exercise protocol on masculinities and SRHR for all. This initiative will be implemented in 2022.
 - The Global Secretariat supported 2 **regional networks** with new partnership opportunities. Connections and learnings from these projects are expected to feed into the Learning Collaborative Initiative, as a way toward the contextualization of MenEngage Alliance's new Strategic Plan at the regional level.
 - **MenEngage Alliance South Asia** was able to build on the work of the regional secretariat, Foundation for Innovation and Development to

participate in a consortium led by International Centre for Research on Women (ICRW) Asia Regional Office. Promundo and MenEngage Global Alliance are partners in the 1-year regional project entitled: “Stock taking on men and masculinities for gender equality”. The project is possible through funding from Asian Development Bank. (See section: [MenEngage South Asia regional report](#) for more information)

- **In the Caribbean region**, the Caribbean Male Action Network (CariMAN), which is the regional MenEngage network, was invited by the UK Foreign, Commonwealth and Development Office (FCDO) to submit a proposal on addressing organised crime with masculinities lens. The proposal was successful and CariMAN has a new partnership for a 9-month regional project on “Serious Organised Crime and Masculinities” with FCDO, UK Government. (See section: [Caribbean regional report](#) for more information)

- **Key steps taken to advance MenEngage Alliance’s activism and political agenda around environmental sustainability and climate change.** Following from the Ubuntu Symposium series on ‘[men, masculinities and climate justice](#)’, a group of members came together to form an interim Climate and Environmental Justice Working Group for the Alliance. The working group aims to initiate collective work and contribute to transforming the patriarchal and gendered root causes of climate and environmental issues. The Working Group bases its understanding of the climate crisis on the need to transform the structures and systems that create and maintain it. The group stands for social, economic, and environmental justice for all, by working with men and boys, alongside women, girls, trans and gender non-confirming individuals. The Working Group developed its Terms of Reference and began the process to formalise it, including ensuring representation from all the regional networks.

Outputs	Output Indicators	Report 2021
Stronger governance structures and horizontal operating modalities in place at country, regional and global levels, supporting cultural and	# of country and regional networks and members reporting [more] efficient and effective governance and	1 Country Network in Lebanon 4 Regional Networks in Caribbean, Latin America, North America and Europe

structural transformation informed by the principles of decolonization, intersectional feminism, accountability, and power with.	operating structures in place by 2024	
MenEngage regional networks supported with technical and financial resources (subgrants) to facilitate implementation of national and regional strategic plans.	<p># of country and regional networks having quality strategies and work plans in place and implemented successfully by 2024</p> <p># of dialogue spaces organised to strengthen discourse and quality uptake of programs and initiatives on transforming masculinities and work with women's rights and gender justice actors at country, regional and global levels by 2024</p>	<p>22 country networks in Africa 3 country networks in South Asia 4 regional networks in Africa, Europe Latin America, and South Asia</p> <p>2 in South Asia 1 in Caribbean 10 in Latin America 2 in Europe 3 in Africa 1 in North America 1 in Southeast Asia (UNFPA)</p>
Increased representation and participation of feminist women's rights, LGBTIQ+ individuals, and young people in MenEngage leadership and decision making at country, regional and global levels.	% increase of representations of feminists women's rights, LGBTIQ+ individuals, and young people in leadership roles of the Alliance at country, regional and global levels by 2024	<i>We are currently preparing to conduct a baseline, as part of updating the membership database - membership reaffirmation process starting in 2022. With this baseline we will have information to report on this outcome.</i>
New country and regional networks development supported based on the interests of local civil society organisations and individuals.	% increase of new membership, and new country & regional networks established at country and regional levels by 2024	<p>27% membership increase in Africa region 1 new country network in Latin America</p> <p><i>[Membership reaffirmation process starting in 2022 will (re-)affirm updated number of Alliance-wide members]</i></p>
MenEngage Global Board strengthened to be an effective and efficient global leadership body to advance	# of meetings (online and in person) of the Board of the Alliance organised by 2024	<p>3 Board meetings 3 Ubuntu International Steering Committee meetings</p>

the mission and vision of the Alliance.		
MenEngage leadership, at country, regional and global levels, have strengthened capabilities for horizontal leadership, agenda-setting and organising models that support decolonization and address power dynamics/hierarchies within the Alliance.	# of capacity strengthening meetings, workshops and sessions organised on networks coordination and management with and for country and regional networks by 2024	2 sessions on accountability, governance and allyship with MenEngage Uganda network
Reporting and redressal mechanisms to handle and address cases of violations of MenEngage Code of Conduct, Sexual Harassment policy and Accountability standards and guidelines are in place and operational.	1 MenEngage reporting and redressal mechanism in place and operational at global level by 2024	1 training package to implement the Sexual Harassment Policy developed and shared with regional networks. 1 Training of Trainers organised with the focal persons from the regions 6 Regional focal points appointed 1 Review Committee set up. 1 reporting page developed and included on the website.
	# of reports/cases successfully handled at country, regional and global levels by 2024	1 in Africa
	# of country and regional networks setting up reporting and handling mechanisms at country and regional levels by 2024	In most of the regions the process has been initiated, but will be set up next year
MenEngage Global Alliance resource mobilisation and fundraising strategy developed and successfully implemented.	1 resources mobilisation and fundraising strategy developed (in English, Spanish and French languages) by 2024	<i>[Resource mobilisation and fundraising strategy yet to be developed]</i>
	# of donor mapping documentation in place and available for use for members	<i>This will accompany with the efforts on fundraising strategy (tbd)</i>

	and partners of the Alliance by 2024	
	# of members and partners using the strategy in their fundraising initiatives and efforts at country, regional and global levels by 2024	
	# of fundraising and grant applications developed, with support from the Global Secretariat, and submitted by 2024	1 for South Asia (successful) 1 for Caribbean (successful)
MenEngage Environmental Sustainability and Climate Action plan developed and implemented.	1 MenEngage Environmental Sustainability and Climate Sensitive Plan in place and operational by 2024	Initial conversation with the interim Climate Justice Working Group has begun

1.2 Membership engagement

OUTCOME 1.2 - *Expanded and improved membership engagement in MenEngage communities of practice.*

The quantity, quality, and diversity of members engaging with each other as members of the Alliance's communities of practice was visibly higher in 2021, thanks to the Ubuntu Symposium ([See section: 3rd MenEngage Global Symposium](#)). The event generated unprecedented levels of engagement through collective sharing, learning and mobilisation across the Alliance members, and provided key strategic opportunities for strengthening relationships and partnerships. Moreover, it built a strong foundation for continued and sustainable member engagement practices and approaches for the coming period.

As the symposium drew to a close, MenEngage members inquired -showing their interest- on further support in sustaining the communities of practice approaches, and building upon the

level of engagement, connection, and community that the event created. This led to a period of stock-taking, consultation, reflection, strategizing and planning around membership engagement throughout the second half of the year.

New member engagement strategies and initiatives inspired by the Ubuntu Symposium

- **A global Membership Engagement Coordinator role was created** at the Global Secretariat. The new role focuses on developing and coordinating membership engagement strategies, activities, and meaningful participation and inclusion. The guiding principle for the coordinator, given the nature of the Global Secretariat of the Alliance, is to support realising GLOCAL (local-to-global-to-local) mobilisation. This includes centering the broad participation, representation, diversity and inclusivity – that will further strengthen and inform the horizontal and decolonized approaches we are seeking to advance, as an international social change network.
- **Consultations with regional representatives** allowed for collaborative exploration of how we will facilitate membership engagement moving forward. The consultations with regional networks deepened understanding of the ongoing knowledge and capacity strengthening needs across MenEngage Alliance.
- **Development of a new MenEngage Learning Collaborative (CoLab) was envisioned and agreed upon.** This led to exploration, discussion, and further consultation on its aims, forms and functions throughout the second half of 2021. The CoLab is envisioned as an interconnected mechanism of MenEngage Alliance to further strengthen our collective capabilities, knowledge base, values and roots, and national-regional-global discourses. The CoLab will also ground the work of politicising the agenda of MenEngage Alliance at multiple levels by supporting members to contextualise the agenda in their own realities and work as well in generating movement building orientation among the members and partners at all levels.
- **Membership engagement strategy development process has been initiated.** The drafting and development process for the strategy has taken insights from the 2017-2020 Evaluation, and the consultations that were organised in 2021 with the regional networks, mentioned above. This ongoing process will include engagement with Alliance-wide membership in 2022 to identify, understand and incorporate their needs and aspirations moving forward.

Youth leadership and engagement

- **A new 4-year strategy '[Building and Engaging Young Leaders](#)' was launched.**
The Strategy aims to strengthen meaningful youth leadership and engagement in our governance structures and activities at national, regional and global levels. It was collectively developed in collaboration with the Youth Reference Group (YRG), as well as members of the regional networks and with inputs from external stakeholders. The strategy process helped to build commitment among youth leaders and the regional leadership to strengthen youth leadership as a global alliance and provide clarity on our shared vision. Launched by young leaders within the network at [a plenary session of the Ubuntu Symposium](#), the strategy outlines principles, values, goals, outcomes and strategies to guide the Alliance's youth leadership in the coming years.
- **A series of workshops were held with the MenEngage youth reference group** (YRG) to jointly strategize on their roles and expectations in implementing the youth strategy. A new youth reference group membership model was developed, with onboarding systems for new members. The process resulted in more clarity on the role of the youth reference group, laying the foundations for the full implementation of the youth strategy with the YRG as the key decision making and implementing group.
- **A strengths and needs assessment of our youth leadership** efforts was carried out in partnership with ATHENA Network. The process consulted young people from the youth reference group and regional youth committees as well as the regional leadership to identify challenges and opportunities for meaningful youth engagement across the Alliance. This consultancy, to be finalised in 2022, has led to greater understanding of the current needs at all levels and provided some recommendations to be able to better support young leaders in the years ahead.
- **A series of consultations with the regional networks organised** by the Global Secretariat with Africa, Caribbean, Latin America, Middle East-Lebanon, North America and South Asia regions, to discuss the processes that the regional networks initiated during the year on establishing processes and structures for meaningful youth leadership and engagement at national and regional levels. These consultations were crucial to gather and consolidate information and insights to ensure a bottom-up approach to the agenda of 'youth leadership and engagement' across the Alliance.

Outputs	Output Indicators	Report 2021
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Country and regional networks have increased capabilities and resources to coordinate and facilitate meaningful engagement with MenEngage membership at country, regional and global levels.	# country and regional networks have established coordination and secretarial mechanisms at country and regional levels by 2024	22 countries in Africa 5 countries in South Asia 9 countries in Latin America 1 country in Middle East 6 regional networks
Comprehensive MenEngage membership strategy developed and implemented, including induction to roles, responsibilities and processes for collaborations, to support the empowerment of members to participate meaningfully in the Alliance and add value to their own work and that of the Alliance at a global level	1 MenEngage Membership Strategy in place, in English, Spanish and French languages, and operational by 2024	New membership strategy process initiated in 2021
	# of country and regional networks contextualising the strategy by 2024	<i>This process has begun in 2021 and will continue in working with the regions to contextualise the strategy following the bottom-up and decolonisation approaches.</i>
A comprehensive youth leadership and engagement strategy is developed and implemented to support meaningful involvement of young people across all pillars and priorities of the Alliance.	1 MenEngage Youth Leadership and Engagement Strategy in place and operational to support meaningful involvement of youth at country, regional and global levels by 2024	Youth Leadership and Engagement Strategy launched in May in French, Spanish and English.
MenEngage Alliance knowledge management & communications (KM&C) strategy implemented and contextualised together with the country and regional networks to facilitate strengthened engagement of the members and partners of the Alliance.	# of country and regional networks receiving support to strengthen the communications and knowledge management at country, regional and global levels by 2024	Communications Strategy and Action Plan implemented for the Ubuntu Symposium. MenEngage Alliance South Asia initiated a consultation to develop a Communications Strategy.
	# of communications and knowledge management working groups, interconnected,	Outreach to regional networks to re-initiate the

	established at country and regional levels by 2024	Communications Working Group completed in December.
MenEngage Alliance knowledge products on transforming masculinities and engaging men and boys in priority issues related to women's rights and gender justice developed and disseminated in multiple languages (at least EN, ES and FR) at country, regional and global levels.	# of publications, news-items, stories highlighting MenEngage Alliance members' work by 2024	57 newsletters and/or mailouts to sent to the 2 global mailing list, in 3 languages
	# of requests and downloads of documents and materials produced by MenEngage Alliance members and partners at country, regional and global levels by 2024	673 views of the Resource page on our website. <i>[Please note this figure only accounts for the overall resources search page. Because of limited search functionality, most resources were accessed with direct links, rather than via the resource search page. This functionality was updated in 2021 and launched with the new website in early 2022]</i>
Webinars, virtual dialogues and workshops organised together with the members and partners at national, regional and global levels.	# of virtual events and dialogues organised at country, regional and global levels by 2024	6 Cross regional Ubuntu Symposium sessions 17 Regional sessions
	# and diversity of participants in online dialogues and communities of the Alliance at country, regional and international levels	5,000 people from 159 countries registered to take part in the Ubuntu Symposium
A redesigned MenEngage Alliance website, with news updates, a resource database and virtual spaces for members to interact is maintained and operated.	# of members and partners accessing the updates and resources in the website of the Alliance by 2024	Website figures in 2021: 14,997 users 30,652 page views Resources search page viewed 673 times (does not account for individual resources seen or downloaded)
Active participation of members in the MenEngage online communities on mutual priorities and interests across the countries and regions, facilitating virtual connections for peer-to-peer exchange and learning.	# of active virtual community platforms created and operational with leadership of members by 2024	Listserv membership by end of 2021 (please note these are not all unique people as many people are in multiple listservs): - 1,981: Global 'Connect' listserv (members & partners of MenEngage) - 1,009: Global Members listserv (members of MenEngage)

		<ul style="list-style-type: none"> - 25: Youth Reference Group Listserv - 284: Europe listserv - 205: Europe Members' listserv - 140: NAMEN members' listserv - 116: MenEngage Latin America members' listserv
	# of members and partners actively participating and contributing in the online community platforms by 2024	Total members: <ul style="list-style-type: none"> - 1,010 in Members' listserv - 1,963 members
	# of dialogue threads created by members and partners in the online platforms by 2024	Emails conversations/updates sent: <ul style="list-style-type: none"> - 100 in the global 'Connect' listserv - 74 in the global Members listserv

1.3 Cross-regional and cross-country collaborations

OUTCOME 1.3 - *Increased cross-regional and cross-country collaborations among MenEngage Alliance members.*

In the run up to the Ubuntu Symposium, regional members and representatives had expressed clear interest in connecting and sharing more with fellow members from other countries and regions. This call from the membership led to creating space for cross-regional dialogues as part of the Ubuntu Symposium. A key outcome of [this cross-regional focus](#) was an increased sense of community among the regions and a strong desire to continue the dialogues beyond the symposium. As well as to include membership broadly beyond those who are in leadership positions.

The importance of these spaces for and by the members for cross-country and cross-regional exchanges, sharing and learning, building communities, dialogues, and partnership-building

have been widely recognised through the symposium. They have been critical in building and enhancing relationships between and among the regions, from which we have seen opportunities to embark on further joint activities and campaigns.

Furthermore, the various global Working Groups and Learning Circles of MenEngage Alliance are key spaces for cross-regional collaborations and actions on priority topics and strategies. There were six such groups active in 2021. (For more on issues based Working Groups, see section: [3. Effective and Strengthened Programming](#)).

Cross-regional dialogue, networking and collaboration supported through online sessions:

- **A series of [cross-regional sessions](#) were held during the Ubuntu Symposium.** Together with the regional networks' leadership and secretariats, these spaces were organised to facilitate information and knowledge sharing among members. These roundtables enabled different regional networks to come together to learn, share and build cross-regional partnerships. They provided opportunities for critical stocktaking on efforts to transform patriarchal masculinities and to dismantle unequal power relations, including exploring the road ahead to meet these complex times we find ourselves in; and created space to challenge, inspire, and energise regional networks to help unpack and explore central areas of concern to the broader gender justice field. Topics discussed included:
 - [Strengthening bottom-up movement building: Experiences and lessons learned from regional Ubuntu Symposium mobilization](#)
 - Gender Justice, Masculinities and Backlash: A Cross-regional Analysis
 - [Reflecting on networks' strengthening during COVID 19: Experiences and lessons learned from MenEngage regional networks as we consider ways forward beyond the symposium in a changed world.](#)
- **Further cross-regional sessions took place after the symposium.** These allowed for exchange and sharing of regional work plans (August) as well as a series of cross regional advocacy sessions in October (See section: [Accountable Policy Advocacy and Political Voice](#)).

Outputs	Output Indicators	Report 2021
MenEngage Cross-Regional Networks approaches	1 Regional Networks Working Group in place and operational	1 Regional Networks WG in place

<p>established and operational to facilitate information and knowledge sharing among members on transforming masculinities and engaging men and boys in promoting gender equality and human rights of all women, girls and people of diverse gender identities.</p>	<p>to lead the cross-regional networks strengthening by 2024</p>	
	<p># of joint collaborative efforts and initiatives among the members and partners of the Alliance at country, regional and international levels by 2024</p>	<p>1 symposium session organised by MenEngage Latin America in which the South Asia network was invited to join and present</p>
<p>Existing and new issue-based working groups and committees of the Alliance coordinated and strengthened, including participation of members in these groups, at country, regional and global levels.</p>	<p># of thematic working groups work plans developed and implemented at country, regional and global levels by 2024</p>	<p>Climate working group</p> <ul style="list-style-type: none"> - Initiated June 2021 - 10 members by end of 2021 - 2 regional networks represented - 6 meetings in 2021 <p>Advocacy working group</p> <ul style="list-style-type: none"> - Initiated in October 2017 - 16 members - 6 regional and 3 at-large members represented - 8 meetings in 2021 <p>Generation Equality Forum Advocacy working group (adhoc)</p> <ul style="list-style-type: none"> - Initiated in 2020 - 27 participants, representing all the 6 regional networks - 5 meetings in 2021 <p>SOGIESC learning circle</p> <ul style="list-style-type: none"> - Initiated in September 2017 - 7 members - 4 regions represented - 1 meeting <p>Inner work for social change circle</p>

		<ul style="list-style-type: none"> - Initiated in 2021 - 14 members - 1 meeting in 2021 <p>SRHR for All Working Group</p> <ul style="list-style-type: none"> - Initiated in 2007 - 5 members - 2 meeting in 2021 <p>Youth Reference Group</p> <ul style="list-style-type: none"> - Initiated in 2017 - 12 members - 7 regions represented - 6 meetings in 2021
	# of consultations and knowledge products produced on the priority issues and topics by the Alliance members and partners at country, regional and global levels by 2024	See all data on the Ubuntu symposium knowledge products, including videos
Collective framing, positions and differences on issues are communicated in accessible ways that foster collective engagement with and learning around key topics and joint agenda setting on key issues and priorities at country, regional and global levels.	# of joint thematic and political briefs produced and disseminated by the Alliance, including on various issues and strategies based working groups, by 2024	1 discussion paper produced and disseminated
Cross-country, cross-regional and international campaigns and joint initiatives among members initiated and supported.	# of cross-country and cross-regional activities and initiatives, including cross-sharing and learning exchanges between and among members, partners and allies taking place at country, regional and global levels by 2024	6 Cross regional session of Ubuntu symposium and ongoing since then
	# and diversity of participants of these cross-regional activities and initiatives organised by 2024	<ul style="list-style-type: none"> • 85 participants from 6 regions in the cross-regional exchange sessions

		<ul style="list-style-type: none"> • 25 participants from 7 regions for advocacy sessions.
Symposiums, colloquiums, and conferences organised together with the members and partners at national, regional and global levels.	# of symposiums, colloquiums and events organised by the MenEngage Alliance members and networks at country, regional and global levels by 2024	1 Global Symposium in 2021 Regional symposiums in: <ul style="list-style-type: none"> - North America - Latin America Country level symposiums: <ul style="list-style-type: none"> - 23 in Africa and South Asia
	# and diversity of attendants and organisers of joint conferences at country, regional and national levels by 2024	Symposium participants from 159 countries.
	# of political declarations developed and followed up to sharpen the politics of the work of the members and partners of the Alliance at country, regional and global levels by 2024	Ubuntu Declaration and Call to Action published and disseminated in June

1.4 Engagement and influence of members in MenEngage Global

OUTCOME 1.4 - Improved engagement and influence of members in MenEngage Global planning and decision making.

Advances were made in 2021 to support members' abilities and opportunities to be involved in shaping the agenda and direction of MenEngage Alliance. While in 2020 there were significant opportunities for this through the evaluation and strategic planning process, 2021 focussed on communicating those results, plans and strategies to members. A key part of this has been by

exploring creative ways to share about global strategy and work towards contextualisation of the strategic vision. It is expected that producing more engaging and accessible materials for members and partners, and for the general public, to engage with will support transparency, and strengthen capability for members to engage in strategic processes.

Through the Ubuntu Symposium, significant progress was made on strengthening the Global Secretariat team's capacity to systematise the translation and adaptation of knowledge and communications materials into Spanish and French. By doing so, we aim to improve the uptake and engagement with the information and learnings being shared, and in turn, opportunities for members to engage in more languages, including in planning and decision-making processes.

In all of these efforts, we strived to centre strengthening relationships based on mutual trust, cooperation, accountability and the spirit of solidarity.

Activities to improve engagement in planning and decision making included:

- **All six Regional Networks had a representative on the Global Board in 2021.** The regional representatives to the Global Board were either elected or selected by the Regional-level leadership, following the democratic processes they have in place, to represent their respective networks. The Global Secretariat supported the Regions in leadership (s)election and transition processes, including inducting the new representative/s. 3 out of 6 regional networks have also identified alternative representatives to the Global Board. (See Regional Sections)
- **A new [microsite](#) presenting highlights, challenges, and lessons learned from 2017 through to mid-2021** was launched in December. The microsite – which is available in [French](#), [Spanish](#), and [English](#) – brings together videos, reports, photos, statistics, and reflections on what we have done, and what we have learned, during the previous Strategic Period from 2017-2021. The microsite is based on our Annual Reports from 2017-2020; and the [2020 evaluation](#), thereby realising our commitment to communicate the outcomes of this external assessment more widely with members and partners.
- **The [Discussion Paper 'Contexts and Challenges for Gender Transformative Work with Men and Boys'](#) was published, with an accompanying webinar series.** The paper (available in French, Spanish and English) supports access to and understanding of our context & problem analysis of the Strategic Plan 2021-24. A [critical dialogue series](#) of webinars acts as a video resource on our key political

framings. Each webinar focussed on one of the Discussion Paper's chapters, exploring a key theme around masculinities and its links with global issues and challenges. These sessions served as a space for dialogue and joint exploration among members and partners on what these analyses mean for our work - individually and as an Alliance.

- **The Global Strategic plan was shared with regional networks.** In 2021 the regional networks took up further exploration of what the updated political framework and result areas of the new global strategic plan mean for their own work. The critical dialogues during the launch of the Discussion Paper (see above) also provided regional networks with a useful frame for applying the systems change approach.
- **The Latin America regional network initiated a 'diagnostic' initiative.** The consultative project explored perceptions among feminist organizations and networks about efforts to transform masculinities and engage men and boys in gender justice in the region. The outcomes will inform the Latin America region's work plans going forward.
- **All [annual reports, financial statements and external evaluations](#)** continue to be made available on the MenEngage Alliance website from 2014 onwards, to be more transparent towards the membership and broadly.

Outputs	Output Indicators	Report 2021
MenEngage members are regularly informed about the activities and decisions of MenEngage Global	# of communications and engagement actions sharing relevant information about activities and processes of the MenEngage Global with the members and partners at country, regional and global levels by 2024	59 mail-outs sent in 3 languages sent to the global mailing list
	% increase of responses and engagement from the membership on the joint activities and decision making processes by 2024	No data yet - 2021 will be the baseline

MenEngage Global plans, reports and budgets are easily accessible for members and partners; and all publications are available in multiple languages (EN, ES, FR)	# of members and partners accessing and utilising the global strategic and annual plans and budgets at country, regional and global levels by 2024	42 page views of the Strategic Plan in 2021
MenEngage Alliance Theory of Change and Strategic plan are well disseminated among the membership for further contextualization and implementation at country, regional and global levels.	# of meetings and workshops organised on the Alliance's Theory of Change and Strategic Plan by 2024	6 sessions on the Strategic Plan context & problem analysis
	# of members and partners participating in the meetings and workshops on the ToC and Strategic Plan by 2024	- Approximately 1130 registered and 517 participated - 1400 YouTube video-views of Ubuntu discussion series on the SP context & problem analysis
	# of country and regional networks contextualising the Strategic Plan and ToC by 2024	1 regional network (south asia) have initiated the contextualisation process
Periodic Members Assembly meetings & Global Board elections organised together with the country and regional network members, including facilitating leadership of members in this process.	# of assembly and leadership meetings organised at country, regional and global levels by 2024	Assembly & Global Board elections yet to be organised (2022) 1 membership assembly in South Asia organised
	# of members participating in the assembly and leadership meetings organised by MenEngage Global by 2024	35 participants in the South Asian network assembly
MenEngage members have avenues to influence strategic direction and decision making of the MenEngage Global Board, including via Regional Networks' representation on the Board; and members can listen-in to Board meetings [except for discussions that are in-camera].	# of members and partners participation, knowledge and involvement in global decision making processes and leadership by 2024	Board: 13-16 members per meeting; at least 6 Regional Representatives and 7 At-Large organisations; as well as some alternate Board members

2. Accountable Policy Advocacy and Political Voice

RESULT AREA 2

Laws, policies and political discourse on gender equality and human rights of all women and girls and people of diverse gender and sexual identities include analyses and approaches to transform patriarchal masculinities and the roles of men and boys.

An emerging insight from over a decade of MenEngage Alliance's advocacy efforts, has been the need to shift focus from engaging with a handful of members in policy advocacy, towards unpacking advocacy from a movement-building approach. This strategic development aims to improve the Alliance's ability to work together to influence policy at multiple levels, and to strengthen accountability to feminist, LGBTIQ, youth, climate and other social justice movements.

With access, expertise and influence in key international policy spaces, the Global Secretariat of the Alliance focused efforts in 2021 on supporting movement building, mobilising and working collectively with advocates from all MenEngage regional networks.

The Alliance's advocacy strategy has centred on *accountable* advocacy principles, which seek to add value to existing intersectional feminist mobilizing and advocacy agendas, through the articulation of meaningful contributions from a men and masculinities lens in effectuating the transformation from the individual level towards the systemic level. In doing so, we have updated our accountability standards to include this principle as a way to ensure it is stringently followed across the Alliance.

The Global Secretariat continued to advance an accountability lens in the design, development, and implementation of advocacy actions, collaborating with women's rights, feminist, and LGBTIQ rights organisations on all capacity strengthening efforts, engagements in policy spaces, and in any other advocacy activities. In doing so, MenEngage Alliance has developed meaningful advocacy partnerships, and better integrated its advocacy for accountable work on men and masculinities into broader agendas for women's rights, gender, and social justice.

2.1 Advocacy capacity and mechanisms

OUTCOME 2.1 - *Strengthened capabilities and mechanisms for joint accountable advocacy among MenEngage members.*

2021 continued the previous years' strategic development to strengthen coordinated advocacy mobilizations at different levels - from national, to regional, to global.

The Advocacy Working Group (AWG) continued to function as the platform for leading joint, interconnected advocacy. The AWG serves as a cross-regional mechanism through which the Alliance has been able to anchor its strategic planning and agenda-setting. Comprising 18 representatives from 6 regions, including regional focal points and at-large members with international advocacy presence and expertise, this group has successfully fostered partnerships across various levels of policy intervention and thematic expertise. The group has created a space for the negotiation of joint working methods which have yielded an inspiring year of coordinated multi-level advocacy actions and outcomes. In addition, this process has resulted in working towards establishing advocacy mechanisms at the regional level thereby strengthening the roots of the Alliance.

Opportunities were also taken to strengthen capacities beyond the Advocacy Working Group in 2021, including through mobilizations around CSW.

Activities to strengthen capabilities and mechanisms for joint accountable advocacy among MenEngage members at the Global level included:

- **The Global Advocacy Working Group convened over the course of 2021** through 18 regular and ad hoc strategy calls, to advance the implementation of the joint interconnected advocacy strategy. This included ongoing monthly strategic advocacy sessions convening at-large members and regional focal points.
- **Ad-hoc working groups were coordinated and led by AWG participants to address timely issues**, including:
 - Covid-19 vaccine injustice
 - Generation Equality Forum organising

- Centring interconnected advocacy at the MenEngage Global Symposium
- The Ubuntu Declaration and call to action development
- The organising of a cross-regional advocacy series.
- **A series of cross-regional advocacy capacity strengthening workshops were held.** The Global Secretariat and Global Advocacy Working Group, in partnership with regional coordinators and secretariats, hosted the sessions with regional and national advocates to unpack lessons learned in interconnected advocacy over the course of the last strategic plan and strategic considerations looking ahead to the new one.
- **Two online sessions on ‘Challenges, opportunities and lessons learned in MenEngage Alliance’s bottom-up interconnected advocacy mobilizations were held.** MenEngage Alliance created these spaces to connect on successes and challenges in regional advocacy and to begin to make links on how to continue interconnecting our political work. They provided an opportunity to reflect on where our efforts stand, what we have learned and how we can improve moving forward towards more dynamic and interconnected forms of collective advocacy, including unpacking what this looks like through a movement-building approach centred on accountability principle. The outcomes of these conversations - including tracking the lessons learnt, strengths, brainstorm, inputs and opportunities/challenges, are informing the interconnected advocacy strategy of MenEngage Alliance.
- **A two-part beginner’s orientation to CSW and advocacy strategy session was held.** The sessions supported members and partners to unpack key themes towards accountable advocacy for MenEngage Alliance members in solidarity and allyship with women’s rights, feminist, SRHR and LGBTIQ activists and organizations at CSW65. This included exploring the history of anti-feminist backlash at the UN, as well as presentation by UN Women on CSW65’s Hybrid Modality & its implications on CSO participation. Watch the workshop series [here](#). For more on CSW65, see section [2.2. Joint Advocacy Actions](#).

Support in establishing regional advocacy working groups and regional advocacy strategy development

As part of these efforts to continue to mature our capacity for interconnected advocacy from national to regional to global, many regions have begun establishing advocacy working groups to begin the process of collective and contextualised regional advocacy strategies and structures.

The Global Secretariat provided ongoing support to the regional networks in their development of regional advocacy strategies and organising into regional advocacy working

groups in 2021, which enabled them to deepen their engagement in both regional and national policy processes and to develop accountable advocacy strategies, processes and agendas:

- **Africa.** In 2021, the MenEngage Africa (MEA) Advocacy Working Group continued to mobilise into its second year of implementation. Providing guidance and support in the development of MEA's (policy) advocacy strategy, the Working Group continued to provide advice and ideas on MEA's engagement with regional and global institutions and platforms such as AU, SADC, EAC, CSW etc. The group's areas of focus included:
 - Advocating for the inclusion of men and boys for the eradication of harmful gender norms and sexual and gender-based violence;
 - Giving advice on MenEngage Africa's regional advocacy initiatives to ensure there is synergy between the Alliance's policy advocacy work and campaigns;
 - Taking a lead and driving national advocacy initiatives addressing gender inequality, harmful gender norms & practices, and SGBV;
 - Participating and implementing (where possible) the Alliance's key activities such as advocating for effective implementation of laws and policies addressing SGBV, promoting gender equality and SRHR on the continent.

As a central activity, the Working Group began the development of a peace and security strategy for the regional network. In this regard addressing sexual and gender-based violence particularly among women and girls during and post conflict times as well as promoting participation of women in decision making and peace processes as envisaged by UNSCR 1325 is crucial.

- **Caribbean.** In 2021, CARIMAN initiated the development of a regional advocacy working group, with one representative from each island nation, as well as members of the Executive Board and began the process of advocacy strategy development and capacity strengthening on regional priority themes. Two of six workshops were hosted in 2021 with support of the Global Secretariat, who provided facilitation through a series of advocacy strategy development workshops which centred on accountable advocacy.
 - CariMAN developed a regional plan to develop and advocate for a comprehensive political framework and policy agenda on transforming patriarchal masculinities and work with men and boys in gender equality with focus on two of the Generation Equality Forum AC themes and processes:
 - 1) Gender-Based Violence and
 - 2) Bodily Autonomy and Sexual and Reproductive Health and Rights (SRHR).

More specifically, CariMAN initiated concrete activities, including the conducting of a virtual mapping exercise of previous and current advocacy works in the region on the two selected Action Coalition themes. Through a rigorous consultative review process, CariMAN will work together with key stakeholders including the women's movement and thought leaders to identify, validate, and disseminate key priorities and interrogate key entry points for CariMAN to work with these key stakeholders. This process will include an evaluation of existing policy responses (from government, private sector, civil society organisations, development partners) on GBV and SRHR as well as key informant interviews with CSO and policymakers.

- **Europe.** In 2021, members of MenEngage Europe's (MEE) advocacy group and MEE's Secretariat expressed an interest in creating a forum to organise advocacy and campaigns within the region. So began the process of working towards creation of a forum for mobilisation across MEE on advocacy and lobbying within a transforming masculinities lens. Several initiatives were conducted to initiate these advocacy efforts, including:
 - April 2021: Webinar on Turkey leaving the Istanbul Convention;
 - Summer 2021: MEE's Advocacy Mapping Survey;
 - October 2021: MEE's Members Meeting in Seville, Spain.

Having analysed the data from the mapping survey, the MEE advocacy group discussed the importance of advocacy efforts within MEE as a core pillar of work and reflected on the need for a platform through which the advocacy work can be coordinated. The Advocacy Session from the MEE Members Meeting in Seville concluded that a meeting should take place in March 2022 to formalise a MEE Advocacy Working Group and create a solid advocacy action plan for 2022. As such, preliminary planning and strategy calls took place towards this end, through the closing of 2021.

- **Latin America.** MenEngage Latin America carried out the development of a State of the Field report of advocacy efforts at regional level by women's rights organisations, as well as to highlight opportunities and gaps in those working to transform patriarchal masculinities in carrying out accountable advocacy towards the common end of gender justice for all. The Latin American network is focused primarily on the themes of Economic Justice and Rights, with focus on Unpaid Care, and GBV. The report, including the analysis and assessments, was led by prominent feminists in the region, who helped the regional network unpack:
 - a. Diagnosis on the thematic agenda of generation equality fora (Instrument);

- b. the presence of men in support of the feminist agenda
 - c. training in advocacy;
 - d. Proposal for a regional advocacy strategy, a work plan that the regional network can carry forward in the next 3 years in the region.
- **Middle East and North Africa (MENA).** MenEngage Lebanon network's advocacy efforts progressed on a regional policy paper, under the Generation Equality Forum advocacy efforts, which was accompanied by a social media campaign focusing on transforming patriarchal masculinities and the importance of engaging men and fathers in positive and gender just parenting, as a means to end violence against women (VAW).
- **North America.** The North America MenEngage Network (NAMEN) Policy Advocacy Committee (PAC) continued to mobilise through its fourth year since its instatement. During 2021, the group carried out a change in leadership to a co-coordination model, being led by one representative from each of the two constituent countries - United States and Canada. A mapping survey was initiated to better understand the advocacy needs, experience, themes and tactics of relevance to NAMEN members, in order to better develop an advocacy strategy moving forward.
- **South Asia.** MenEngage Alliance South Asia developed a regional Generation Equality Forum (GEF) advocacy plan. This included the development of key contextualised analysis towards the GEF Action Coalition themes. The regional network aims to support the work in the 5 countries, viz: Bangladesh, India, Pakistan, Nepal and Sri Lanka, in the region to carry out various interconnected advocacy actions in order to advocate with policy and decision makers. This will further create spaces and opportunities to sustain the mobilisation and momentum building in the follow-up of key advocacy outcomes at the country and regional levels, as relevant, with focus on gender transformative approaches to work with men and boys in gender equality. As part of these activities, MenEngage Alliance South Asia carried out a Youth Advocacy Session with the support of the Global Secretariat.

Policy Advocacy Case Studies, Scorecards and Methodological Framework

- **A comprehensive review of 10 national policies inclusive of transforming masculinities and work with men and boys finalised** across all regions, in partnership with FemJust. Design and translation of the documents into French and Spanish and various locally relevant languages were also progressed in 2021. This policy

analysis provides a rich contribution to the field of men and masculinities, putting forward the most comprehensive understanding to date of the adherence of national policies to the rigorous standards which the alliance advocates for in order to ensure gender justice. The launch event will take place in 2022.

- **Methodological framework of the Scorecards presented with a [dedicated session at the Ubuntu Symposium](#)** to support membership uptake of the tool in their own national and regional advocacy efforts. In partnership with FemJust, the Global Secretariat and the Advocacy Working Group carried out the session to unpack the methodological framework developed during a joint consultancy over the year prior. This session presented the methodology developed to assess the degree to which policies both inclusive/standalone of engaging men and boys (from design to implementation, M&E) support a gender-transformative policy framework and process, which is accountable to women, girls and LGBTIQ individuals, has meaningfully consulted feminist organizations, and puts forward a feminist-informed analysis and strategy on men and masculinities (See section [Ubuntu Symposium](#)).

Outputs	Output Indicators	Report 2021
MenEngage members', including youth leaders from across the regions, understanding and capacities on accountable and evidence-based advocacy for collective efforts strengthened and mobilised around policy change at country and regional levels.	# of capacity strengthening activities and people reach out at national, regional and global levels by 2024	15 capacity strengthening activities 68 members involved in working groups (18 members AWG/GEF WG + 50 regional working groups) Total 500 members involved across all global and regional working groups, symposium sessions, GEF mobilisation, CSW mobilisation in which we centred accountable advocacy
Youth activists are supported to develop their capacities on accountable advocacy and are engaged in the advocacy activities of the Alliance at all levels.	# of youth activists taking leadership roles on advocacy activities and mobilisation at country, regional and global levels by 2024	2 youth leaders from the YRG continue to be part of the AWG
Regional and national advocacy strategies are developed and implemented with the regional	# of regional and country advocacy strategies developed by the	Total: 6 - CARIMAN GEF Strategy

advocacy working groups and networks.	members and partners at country and regional levels by 2024	<ul style="list-style-type: none"> - MenEngage Latin America Strategy - MenEngage Africa Advocacy WG P&S St - MEASA GEF Strategy - MENA GEF strategy - MenEngage Iberia Feminist Strategy
Regional-network advocacy working groups (R-AWGs) are facilitated and connected across regions for mutual learning and strategizing, as envisioned in the Alliance's interconnected advocacy strategy.	# of advocacy working groups in place and joint activities organised at country and regional levels by 2024	Total: 7 in all the regional networks in Africa, Caribbean, Europe, Middle East/Lebanon, Latin America, North America, and South Asia
Policy assessment and monitoring tools [Score-Cards] to determine promising practices & challenges in policy design, development and implementation are contextualised, made available and implemented by members at country and regional levels.	# and quality of policy assessment and monitoring tools developed and implemented at country, regional and global levels by 2024	Total: 10 policy scorecards and analysis developed
Contextualization, translation and application of relevant international and regional normative frameworks such as HRC 35/10, is strengthened at country and regional levels through a concerted communications strategy.	# of country and regional networks reporting applications of the international and regional normative frameworks in their advocacy efforts at national and regional levels by 2024	The regional networks in Africa, Caribbean and South Asia have been putting their efforts on applying the international and regional normative frameworks for their advocacy efforts
MenEngage members have access to international normative frameworks language mapping analysis and knowledge products (CEDAW, Beijing, ICPD, HRC Resolutions, Agenda 2030, UNSCR 1325) through a concerted communications strategy.	# of normative frameworks developed, translated into Spanish, French and English languages, and disseminated at national, regional and global levels by 2024	Total: 9 GEF Paris Forum MEA Strategy GEF Policy Briefs 7 CSW Political Agenda

2.2 Joint advocacy actions

OUTCOME 2.2 - Increased joint accountable advocacy actions among MenEngage members and strategic partners at country, regional and global levels.

2021 saw the convening of significant advocacy spaces and opportunities for MenEngage Alliance to engage in joint advocacy actions. Building on the years prior and throughout the year, MenEngage Alliance has been engaged in a bottom-up interconnected advocacy mobilisation linking national to regional to global advocacy spanning from the Beijing+25 Regional Forums, to the 25th Year Commemoration of the Beijing Platform for Action at CSW64, all the way through both GEF Forums in Mexico and Paris.

Advocacy efforts continued to support members and stakeholders in unpacking how gender transformative, intersectional, feminist and accountable commitment to work with men and boys to transform patriarchal masculinities might be framed and focused in order to add value to the common struggle for gender, LGBTIQ rights, social and environmental justice for all. This was done principally through the UN-convened spaces such as GEF and CSW, as well as through the Ubuntu Symposium:

Supporting feminist advocacy at Generation Equality Forum

- **MenEngage Alliance established a dedicated Generation Equality Forum (GEF) Advocacy Working Group.** The group provided an interconnected coordinating mechanism for the development of collective advocacy strategy by MenEngage Alliance members and partners, towards the Generation Equality Forum and pre/post mobilisation activities. The group included 17 members from:
 - Regional representatives from Africa, Caribbean, Europe, Middle East, Latin America, North America and South Asia;
 - Action Coalition CSO leaders who are also MenEngage Alliance members – ABAAD, IPPF, CARE and Breakthrough;
 - CREA, as Action Coalition CSO leader and feminist partner of MenEngage Alliance
 - WILPF, as a MenEngage Alliance board member and member of the 'Women, Peace & Security and Humanitarian Action Compact
 - Representatives from the Alliance's youth reference group.

- **A joint policy agenda towards all Action Coalitions and the WPS&HA Compact was developed by the Working Group.** The working group collectively worked to develop and disseminate key advocacy information, engage in joint advocacy strategizing and elevate and articulate bottom-up agenda-setting and policy asks towards the Forums' Action Coalition themes. MenEngage Alliance has been advancing its bottom-up agenda setting approach through our regional and country networks and partners, and focusing these asks and analysis towards the Generation Equality Forum framework.
- **The Working Group was coordinated by the Global Secretariat.** This advocacy collective met weekly, 14 meetings in total until this reporting period, since the inception of the program and in the lead up to the Mexico Forum.
- **Advocacy messages developed by the Generation Equality Forum Advocacy Working Group were strategically disseminated.** Thought leadership from across the membership was developed into advocacy messaging and analysis. These messages and analyses were disseminated to broaden access to updates from the Generation Equality Forum process, including those from the Nest Network of Women Leaders and Alliance, as well as from the Action Coalitions, UN Women and the Action Coalition CSO Core Group – a parallel advocacy structure established to promote interconnected dialogue and joint strategizing by feminist civil society members serving as Action Coalition leaders.
- **MenEngage Alliance advanced the inclusion, leadership and mentorship of youth leaders** throughout the implementation of the advocacy strategy on Generation Equality Forum. Youth leaders representing the Alliance's Youth Reference Group took part in the Advocacy Working Group, and youth perspectives were included in the analysis and agenda. Young activists' inclusion in these spaces also supported strengthening diversity of advocates within the Alliance, and the capacities of young leaders in international gender justice advocacy, movement building and agenda setting. (See section: Youth Leadership and Engagement within section [1.2 Membership engagement](#) for more information).
- **MenEngage Alliance mapped the [Accelerator Plan framework](#),** released at GEF Mexico, which includes all of the Action Coalition (AC) draft blueprints. This aimed to assessing the concrete uptake of MenEngage Alliance intersectional feminist policy framework on men and masculinities within the AC blueprints,
- **Ongoing consultations took place with the AC CSO leads on their respective themes** over many months. This supported the coordination of efforts to develop nuanced language on men and masculinities within those ACs. The overall Generation Equality political agenda and Action Coalition commitments include language and commitments on transforming patriarchal masculinities and engaging men and boys, in

particular in the themes of Economic Justice and Rights, GBV, Feminist Leadership and SRHR. Further advocacy will take place directly through the Action Coalitions in order to ensure the final blueprints continue to nuance the political frame on men and masculinities.

- **MenEngage Alliance mapped the Commitment Maker's Playbook.** It provides recommendations for national, regional and global multi-stakeholder commitments towards the Action Coalition Blueprints over the next 5 years, making the guidance document that was produced of particular relevance.
- **Dedicated [Policy Agendas](#) were developed across all GEF Action Coalition and Compact themes.** These supported informed and political advocacy efforts of UNF Nest Network members, policy and decision-makers and other stakeholders, including Action Coalition leaders. Developed over the course of January and February, the Policy Agendas were shared with all the members of all 6 Action Coalitions and WPS Compact in early March. They aimed to support the uptake of an intersectional feminist political framework to transform patriarchal masculinities within the frameworks of the Action Coalitions.
 - [Women Peace & Security and Humanitarian Action \(Compact\)](#) (Français, Español)
 - [Technology and innovation for gender equality](#) (Français, Español)
 - [Gender-based violence](#) (Français, Español)
 - [Feminist movements and leadership](#) (Français, Español)
 - [Feminist action for climate justice](#) (Français, Español)
 - [Economic Justice & Rights](#) (Français, Español)
 - [Bodily autonomy and sexual & reproductive health & rights](#) (Français, Español)
 - The policy agendas can also be found on the [MenEngage Alliance website here](#).
- **The policy agendas were disseminated widely over social media and through the Alliance's communication channels and [resource area of the website](#),** and with Nest Network, UN Women's civil society department and GEF Communications team. Several Nest members indicated that their networks would be utilising messaging from the policy briefs for their network's leaders, including The Elders in [the op-ed piece by former UNSG Ban Ki-moon](#).

GEF Mexico City Forum Joint Mobilisation & Advocacy

- **A social media campaign was implemented to elevate key messaging during the Mexico City Forum, together with the GEF Advocacy working group.** These advocacy messages, disseminated through MenEngage social media platforms, aimed to support movement building on transforming masculinities and working with men and boys across the GEF/Action Coalitions' themes/objectives. The campaign included

20 communications messages in English and Spanish. The messages elevated both feminist and youth advocacy, as well as key policy recommendations and analysis from each of the MenEngage Alliance Policy Agendas, across all Action Coalition and Humanitarian Action Compact themes.

- **Members of MenEngage Alliance contributed to the discussions and advocacy at GEF Mexico**, including:
 - **ABAAD's founder and Director, Ghida Anani, spoke on a High-level dialogue on GBV.** Ghida centred the need to transform patriarchal masculinities towards the elimination of gender-based violence. (GEF session: *The crisis of gender-based violence – especially in the context of COVID-19 – and the need for awareness, prosecution and eradication*, March 29)
 - **MenEngage Latin America members highlighted the roles and responsibilities of men and boys in transforming patriarchal masculinities** in a Mexico GEF panel. They emphasised the need for those who work with men and boys to centre accountability in all their efforts to women's rights organizations, feminists, LGBTQI and other social justice movements, including standing in solidarity and allyship towards systemic transformation. (GEF session: *Experiences and Challenges in working with Men in Latin America*, March 29)
 - **MenEngage members supported the Action Coalitions in sharing the work that had been carried out over six months** in reaching the proposed frameworks and analyses of each thematic priority of GEF. Breakthrough, ABAAD, CARE International, IPPF and WILPF participated in the general discussion of Day 2 as part of this effort. (In addition, they took part in these respective sessions at the GEF Mexico, below)
 - **MenEngage Alliance joined the launch of the Connected Women Leaders Resource Hub**, through the session Generation Equality Mexico City Forum Virtual Gathering, which included Phumzile Mlambo-Ngcuka, Executive Director, UN Women, among other civil society, private and philanthropic leaders. MenEngage Alliance Co-Director, Joni van de Sand joined the dialogue on behalf of the Alliance, speaking to the need for accountability in the work to transform patriarchal masculinities, as well as the need to centre and amplify feminist leadership. The session sought to gather momentum in the lead up to Generation Equality Mexico Forum.

GEF Paris Forum Joint Mobilisation & Advocacy

GEF culminated in the Paris Forum from 30 June to 2 July 2021. This was another key advocacy space to which MenEngage Alliance contributed, including through:

- **MenEngage Alliance took part in a joint Side Event, *Engaging Men and Boys for Gender Justice***, 2 July. In collaboration with the MenEngage Alliance advocacy working group, the Global Secretariat Co-director, Laxman Belbase, participated to share key advocacy points around accountability and the need for progressive intersectional feminist political framework to transform patriarchal masculinities and work with men and boys.
- **Members took part in an event titled, *The Power to Transform: Men Stepping Up to End Violence Against Women***, July 2. Sonke Gender Justice represented MenEngage Alliance at this event.
- **MenEngage Alliance developed a joint Commitment to GEF 5-Year Acceleration Agenda.** The Global Secretariat in collaboration with the MenEngage Global Board and GEF advocacy working group, worked together to develop a joint commitment by the Alliance towards the GEF 5-Year Acceleration Agenda. This political commitment, focused on the following action areas:
 - a. Advocacy commitments—to amplify and mobilise support for transformative change to achieve the goals of the Action Coalition;
 - b. Policy commitments—to demonstrate how an action can be translated to concrete policy change in the context of a government, company, or organisation;
 - c. Programmatic commitments—to deliver programs, services, research or other actions, with a focus on scale.
- **A MenEngage Political Agenda was prepared to share key advocacy messaging and to seek to influence policy makers and other stakeholders.** Titled, *Generation Equality Forum: [Guidance and Recommendations for Commitment-Makers on Engaging Men & Boys Towards Gender Equality](#)*.
- **Key messages were amplified during the 3-days of the GEF Paris Forum**, with the support of a communications campaign developed by the Global Secretariat for the purpose. The messaging aimed to elevate the agenda of transforming patriarchal masculinities and working with men and boys towards gender, social, economic and environmental justice, which included elevating feminist advocacy demands/asks through the Feminist Movements AC demanding inclusion at the session: [short statement](#). There was substantial criticism of the lack of accessibility for those with disabilities, sex workers, of trans and intersex people, of Global South representatives,

including particularly South Asian representatives on the virtual platform and with the in-person meetings.

Commission on the Status of Women: mobilising for joint accountable advocacy

- **An Oral Statement was drafted and delivered to the CSW65 General Discussion.** It was developed by MenEngage Alliance in partnership with Let's Breakthrough Inc., Rutgers and Sonke Gender Justice and delivered on Tuesday 16 March. The statement highlights the imperative to continue elevating and advocating for transformative feminist leadership at all levels, from feminist civil society movements to the highest levels of political office; and to hold governments to account for meeting the demands of feminist visions for systems change. Read the transcript [here](#).
- **A CSW Parallel Event on Men, Power and Politics** was co-hosted in partnership with the National Democratic Institute (NDI) and the Swedish government. The event, which also formed part of the Ubuntu Symposium, acted as the launch of the NDI's [Men, Power and Politics](#) (MPP) approach for shifting gender norms and working with male political leaders, alongside feminist leaders, as agents of transformational change for gender equality. The event allowed participants to experience the MPP approach.
- **Two MenEngage Alliance Virtual CSW65 Caucus Meetings** were held for members during CSW65.
- **The Global Secretariat organised a CSW Language Advocacy Group** and compiled the technical inputs of 12 expert members and shared them 14 members with close ties to government officials and delegations (Rwanda, Botswana, Norway, South Africa, Canada, Sweden, Netherlands, Lebanon, Colombia, Nepal, Mali, Botswana, Denmark). These efforts informed our collective advocacy agenda in the negotiations of the sessions' outcome document.
- **The Global Secretariat participated in the strategy meetings of the Women's Rights Caucus** in order to engage meaningfully with the broader feminist activism around the session, practicing accountable advocacy throughout its engagement.
- **Successful inputs were made to support progressive wording in language negotiations.** The Global Secretariat coordinated the submission of technical inputs from members to governments (including to Canada, Sweden and the Netherlands) during 3 rounds of language negotiations. These efforts were successful in avoiding the inclusion of regressive language around the men and boys agenda, in addition to supporting the inclusion of key language around GBV, SRHR, women human rights defenders and civil society space.

Ubuntu Symposium Advocacy Sessions

- [Methodological Tool for the Assessment of Policies inclusive/standalone of engaging men and boys from National to Global level](#) (See section [2.1 Advocacy capacity and mechanisms](#)).
- **Ubuntu Symposium advocacy session - CariMan, MenEngage Africa, MENA**
The Global Secretariat shared on promising practices and lessons learned in the conceptualization and implementation of accountable principles to the Alliance's advocacy efforts and exploring how to continue deepening our commitment to accountable allyship, in particular within the critical political space (See Ubuntu Symposium for more information).

Other advocacy activities and partnerships

- **Partnerships and Collaboration with Nest Network**
MenEngage Alliance has also been advancing various collaborations across various activities alongside [Nest Network](#)² members, convened by the UN Foundation.
- **MenEngage Alliance participated in the High-Level Advocacy Workshop hosted by The Elders and Pathfinders** which sought to develop advocacy messages and sample commitments to strengthen, amplify and implement the Blueprints for Action by the Generation Equality Action Coalitions ([gender-based violence and feminist movements and leadership](#)), through the lens of access to justice.
- **MenEngage Alliance was featured in the Women Political Leaders monthly April newsletter**, highlighting our ongoing partnership through the UNF Nest Network of Women Leaders and Allies.

Outputs	Output Indicators	Report 2021
The MenEngage joint agenda, the Ubuntu/Kigali Declaration and Call to Action, is shared, and informs the advocacy work of the membership	# of individuals and organisations reached with the declaration and related mobilisation by 2024	Ubuntu Declaration shared with 7,381 mailing list subscribers in 3 languages

² NEST Network, convened by the UN Foundation, is a network of networks to collaborate and mobilise around Generation Equality. The Nest includes networks of women leaders in government, business, and philanthropy, as well as networks of male allies and gender champions.

MenEngage Global Advocacy strategy in place and implemented with the global Advocacy Working Group (AWG).	1 MenEngage interconnected Advocacy Strategy in developed and used by the members by 2024	1
Policies, laws and statements by policymakers on gender equality, women's rights and social justice are monitored, analysed and synthesised, by MenEngage Alliance and members and partners at global, regional and country levels	# of policy makers showing commitments to implement/adapt the international and regional normative frameworks at national and regional levels by 2024	365 192 CSW AC 50 GEF Policy Makers 117 HRC - Including 3 GEF Blueprints on SRHR/Bodily Autonomy, GBV and Economic Justice and Rights - The Agreed Conclusion of CSW65
MenEngage members' participation in policy-making fora at the global, regional and national levels facilitated, including CPD, CSW, High Level Political Forum (HLPF), regional intergovernmental processes, and, joint feminist groups and network mobilization.	# of policy forums where MenEngage members and partners participate and contribute, together with feminist movements, by 2024	5 CSW HRC UNGA GEF UNSC
Strengthened partnerships and joint policy advocacy actions with women's rights, LGBTQIA+ rights and social justice civil society advocates and movements.	# of joint policy actions undertaken with women's rights, LGBTQIA+ rights and social justice advocates and movements by 2024	30 GEF Mexico City Forum GEF Paris Forum 10 Nest Partnerships 3 CSW 10
MenEngage Alliance policy analysis, advocacy briefs and statements developed and broadly disseminated in multiple languages (EN, ES, FR) at global, regional and country levels, based on evidence emerging from the field and the work of our members and partners (See Result area 3 for more information)	# of publications and documents developed & disseminated at national, regional and global levels by 2024	8 7 GEF 1 GEF Policy Recommendations Brief

Policy and lawmakers are supported by MenEngage Alliance and members in their policy development around SRHR, women's rights and gender justice at global, regional and country levels	# of direct policy development support, proposals and recommendations provided by MenEngage Alliance and members to policy, law and decision-makers at national, regional and global levels by 2024	4
Global, regional and national decision and policy makers are held to account for upholding human rights and international commitments with collective policy advocacy, together with women's rights, LGBTIQ+ rights and social justice networks and movements.	# of submissions and technical advocacy inputs made to relevant decision and policy makers and authorities by MenEngage Alliance and members by 2024	4

2.3 Visible public stances and positions

OUTCOME 2.3 - MenEngage Alliance takes a vocal and visible stance to challenge patriarchal masculinities and advocate for gender equality and social justice.

MenEngage Alliance has actively sought opportunities to show and stand in solidarity with global calls to action by feminist, women's rights, LGBTIQ, climate, and social justice activists and movements. One crucial role we played with over 1100 members was to keep informed and encourage them to support urgent calls to action, activist statements, requests for inputs for United Nations processes and advocacy stances. This helped MenEngage Alliance offer a unified voice of support and framing while engaging in emergent political realities.

MenEngage Alliance continued to meaningfully support and amplify demands for human rights, equality and peace, both through the drafting of its own political articulations on emergent situations, but also by joining the statements and calls to action of gender, climate and social justice partners. Examples of such statements include:

MenEngage Statements

- [MenEngage Alliance Vaccine Justice Statement](#), August
- [Statement on the situation in Afghanistan](#), August
- [Joint Statement: 28 September, International Safe Abortion Day \(MenEngage Global Alliance and North American MenEngage Network\)](#), September

Partner Statement Sign-ons

MenEngage Alliance signed onto the following statements that were led or coordinated by partners in civil society:

- [UnMute Civil Society Campaign](#) calling for meaningful civil society participation at the United Nations
- [Endorsement the Abortion is Health Care Everywhere Act](#) (IPAS) for proactive language stating that U.S. funding shall be used to provide comprehensive reproductive health care services and information.
- Women's Rights Caucus Letter to UN Women calling for clear and transparent processes in the selection of the new UN Women Executive Director
- International Women's Day Statement by SRI coalition to the Human Rights Council
- Joint CSOs letter on CSO participation at the 46th Session of the Human Rights Council expressing concerns with regards to shrinking civil society space at the Human Rights Council (HRC) and more globally in U.N. spaces.
- Endorsing the Global HER Act supporting the repeal of the Global Gag rule (lead by CHANGE and PPFA) (current endorsers [here](#)) and invited international organisations to join this [statement](#).

Outputs	Output Indicators	Report 2021
Strengthened consultative capacity mechanisms across MenEngage Alliance to collectively analyse and articulate responses to human rights violations in a timely manner.	# of working groups and urgent actions groups in place who take collective actions across the Alliance in timely manner by 2024	3 Vaccine Equity Working Group Safe Abortion statement collaboration with NAMEN Advocacy Working Group
MenEngage Alliance issue-based policy advocacy statements and campaign messages developed and broadly	# of policy advocacy statements and public stances produced and disseminated by MenEngage Alliance and	3 Vaccine Equity Afghanistan statement

disseminated at global, regional and country levels.	members and partners by 2024	Safe Abortion Statement
Application of the Alliance's Knowledge management and communications strategy to strengthen advocacy, enhance accountability, visibility and public positioning on the priority issues.	# of policy makers, activists and networks reached with MenEngage Alliance accountable advocacy and campaigning at country, regional and global levels by 2024	196 Member States 1 UN Agency
Strengthened public positions of MenEngage Global Alliance and our key partners on gender equality and women's rights, LGBTIQ+ rights and social justice issues, including via op-eds, blog posts and articles.	% increase in (social) media sharing and engagement on the advocacy statements and materials produced by the Alliance members and partners by 2024	<i>[we will need to start tracking this in a more systematic way, as we learned that it is not practical to do so later on.]</i>

3. Effective and Strengthened Programming

RESULT AREA 3

MenEngage Alliance members and partners work as a community of practice for effective programming that transforms patriarchal masculinities and engages diverse constituencies of men and boys in promoting gender and social justice.

The first year of the implementation of the new strategic plan was a crucial period to unpack the problem analysis and its implications for our work, as outlined in the [discussion paper](#). The Ubuntu Symposium (*see above for more details*) was our central space to do so, collectively, throughout the agenda and program.

We learned, amongst others, that there is growing evidence that engaging men and boys and transforming masculinities *can* advance women's rights, LGBTIQ+ rights, SRHR for all, and overall gender justice. However, many initiatives with men and boys continue to have a narrow focus and an instrumentalist rather than a strategic approach. We have a better understanding

that a lack of nuanced analysis of the roles men and boys in transforming power inequalities, often leads programs and policies to unintentionally reinforce gender stereotypes and patterns of behaviour.

Any strategies applied in the work to transform masculinities and engage men and boys towards gender and social justice will have to be gender transformative and apply an intersectional feminist programmatic and policy framework. Therefore, we must learn about the complex interlinkages of gender inequalities with other forms of social inequalities and marginalisation and use a wide range of approaches that seek to transform not only individual attitudes but communities, institutions, and policies. While doing so, we learned that we must guard against male engagement initiatives that reinforce male protectionism and supremacy.

The symposium has given a road ahead for the Alliance, to strengthen movement building and collective action across organisations, activist networks, and movements. It is important to ensure that accountability towards feminist, LGBTIQA rights, youth, women's rights, racial and climate justice movements, among many others, is underpinning all the efforts.

To strengthen accountable practices, we organised a discussion series at the Ubuntu Symposium and meetings with the regional networks. Furthermore, we undertook a collective and inclusive process to update the accountability framework of the Alliance, in partnership with The Equality Institute and ATHENA Network (that was initiated in 2019). The process itself has been as important as the end product, as it generated opportunities for collective discussion, understanding and ownership of these frameworks - which in turn will support our members and partners to have better understanding of the relevance and applications of these standards in their programs and activities at national, regional and international levels.

3.1 Access to knowledge and evidence

OUTCOME 3.1 - Increased access to knowledge and uptake of evidence-based approaches to transforming masculinities and working with diverse constituencies of men and boys among MenEngage Alliance members and partners.

The knowledge base of MenEngage Alliance, as a collective, was significantly strengthened in 2021, thanks to the significant discussions that took place around the Ubuntu Symposium, and

the recordings and documentation that emerged from it. A broad and diverse range of people contributed to this knowledge base in 2021, strengthening our collective understandings and work going forward.

- **With the Ubuntu Symposium momentum, the year saw the recording and archiving of 205 online discussions.** A further eight 20-minute highlights videos were produced. In order to promote broad access and engagement to key points raised in the symposium, short, easily accessible videos were produced to share on social media. These brief 30-90 second clips aimed to share pertinent insights from the symposium in short and accessible ways. 45 such videos were created and posted as Facebook and Instagram Stories.
- **An online learning course on power, patriarchy and feminism was developed.** Between January and May 2021, it was pilot tested in Spanish with young men from Central and South America, Mexico and the Dominican Republic. The English version, that was pilot tested in Caribbean region, of the course has been developed into a master curriculum and will be available to the membership in 2022, as an opportunity for regional and country networks to sharpen their understanding of:
 - Structural concepts of patriarchy and social and gender power dynamics;
 - Feminism as a vision for social justice and an analytical tool to recognize patterns of oppression;
 - Transformed masculinities as a key element of the work to deconstruct gender inequalities and unjust systems.

Reproductive Health, Sexual Rights and Gender Transformative Work on Masculinities continue at the core of feminist-informed work of the Alliance

The issues, and therefore the Alliance's work, on various aspects of SRHR, SOGIESC rights, allyship to LGBTIQ rights partners and members, and initiatives related to anti-rights backlash and efforts to advance gender transformative approaches to heteronormative social norms and masculinities, are all connected.

With an intentional focus on systems change and intersectional feminism, SRHR for All has remained one of the key priorities for the Alliance. Accountable practices, understanding of patriarchal control and violence, and commitment to the intersectional feminist SRHR agenda have continued to guide the Alliance work on SRHR. The strong position of SRHR in MenEngage Alliance's new strategic plan 2021-24 is a commitment by the Alliance's diverse community of advocates, practitioners and researchers to advance an intersectional feminist gender

transformative and systems transformation agenda. From United Nations agencies to SRHR and family planning provider agencies, to civil society social justice organizations, research institutes and feminist networks and movement leaders, there seems to be recognition that MenEngage's work is aligned with the collective understanding of SRHR from an intersectional lens.

Through various activities conducted in the past year, and opportunities for learning and interacting with experts and activists in the SRHR field, MenEngage Alliance has gained a more nuanced understanding of SRHR as a core element of and necessary condition for gender equality and in the realisation of our mission.

- **At the global and regional levels, MenEngage Alliance worked with women's rights and gender justice CSOs, NGOs and UN agencies to strengthen collective agreements on ways to take action to address SRHR priorities.** Globally operating SRHR institutions such as IPPF, CARE, UNFPA, and WHO have shown interest in and have been supportive of the Alliance's commitment to the feminist SRHR agenda. The presence of these and other actors at the MenEngage 3rd Global Symposium, the Ubuntu Symposium, is a testimony of a shift in the degree of involvement and collaboration with MenEngage Alliance to advance SRHR that is gender transformative, diverse and inclusive. The sustained collaboration with feminist leaders and organizations has translated into a rising learning curve of gaining insights and engaging in invaluable reflections and partnerships that include constructive feminist critique of the current work on masculinities.
- **Support and contributions from the MenEngage SRHR Working Group to the Alliance's overall strategic directions.** This working group is one of the longest standings in the Alliance and comprises leading SRHR and Masculinities expert members from across the Alliance. The working group met two times during the year, to review the SRHR for All project results and analyse the next steps and directions for the Alliance in renewing its commitment on the SRHR for all agenda.
- **New partnerships on agenda setting on SRHR for all were developed.** Collaboration with the World Health Organization (WHO) and various SRHR research organizations continued to advance towards a shared research agenda on feminist, gender transformative approaches to addressing masculinities in SRHR. WHO's Research Department, Queen's University at Belfast and MenEngage Global Alliance worked together to develop a collaborative process to identify research priorities for gender transformative approaches to work with men and boys in SRHR for all. This resulted in, with guidance from the SRHR working group, concretising the partnership

with WHO and Queen's University at Belfast with a 1-year program, where the Alliance will be leading the stakeholder engagement process for research priority setting exercise on masculinities and sexual and reproductive health and rights.

- **'SRHR for All' was a key part of the Ubuntu Symposium agenda.** As the Ubuntu Symposium unfolded, we continued investing in learning, fostering meaningful partnerships with feminist organizations, and articulating linkages between SRHR, LGBTIQ and GBV as well as various forms of patriarchal violence, abuse and human rights violations. The symposium hosted 17 panels and workshops on SRHR related issues (bit.ly/SRHRVideos and <https://youtu.be/gApzdaWHtg0>). These events acknowledged that masculinities and work with men and boys that addresses the root causes of gender inequalities must be included in initiatives and studies addressing SRHR, and that men and boys can benefit from gender transformative work as:
 - Recipients of comprehensive sexuality education that includes human rights and equality and addresses consent;
 - Social actors in advocacy for gender equality, bodily autonomy, inclusion of non-binary identities and equal access to resources; and
 - Partners of the feminist SRHR comprehensive agenda for health and rights, where SRH is essential health care, and SRR are universal human rights.
- **Important issues like child early and forced marriages, FGM and stigma around menstruation were elevated through the symposium.** Members and country networks brought key issues to the symposium, including criminalization and stigma of same sex relationships and the exclusion of LGBTIQ people from health and social protection systems, and emphasizing how illegal abortion harms and contributes to mortality and morbidity among women and girls. The panels and exchanges at the Symposium contributed to a more nuanced understanding of men and masculinities perspectives, the role of power in patriarchal societies and institutions, and the crucial role of feminist resistance to keep gender power dynamics in check. [Panellists addressed patriarchal power that seeks to be the only valid knowledge by imposing masculinistic western models rooted in elite systems of power and wealth.](#) Such exclusionary models disregard other perspectives and voices and are an expression of contempt for the diversity of the human experience and human rights, the reality of fluid identities and the denial of the multiple forms of oppressive power over gender non-conforming people.
- **The Ubuntu symposium amplified the conversation about the role of healthcare systems and intersectional forms of oppression that perpetuate GBV, [homophobia and transphobia, gender inequality, stigma](#), discrimination, and multiple forms of oppression that are rooted in a binary frame.**

Understandings were advanced around SRHR as an economy of control over women's and girls' bodies and reproduction, and over people's sexuality, which operates as a silent rule along with the denial of care and protections for non-binary people and people living with disabilities. In the words of Festus Kisa, from Kenya, breaking the binary is about equality, about 'fighting for rights instead of fighting for privileges'. Privileges manifest in society and in its patriarchal understanding of power. Beyond the male-female binary, beyond the mainstream heteronormative system and the non-conforming identities and forms of organizing, the path for true inclusion of diversity requires a new way of thinking and understanding power and organization at community, institutional and political levels. Through the symposium, MenEngage members gained insight into the fact that the right to bodily autonomy and equitable access to sexual and reproductive health services, education and resources is key to an equal and fair society, as well as an important pillar in realizing our mission. ([video link](#))

- **Successful closure of SRHR for All project**, which was supported by AmplifyChange. The overarching goal of this project was "to challenge stigma, discrimination, attitudes and laws that undermine the fulfilment of SRHR for all, through networked practice and evidence-based advocacy for gender norms transformation and engaging men and boys in key SRHR issues." We are pleased to report that MenEngage Alliance has gained a more nuanced understanding of SRHR as a core element of and necessary condition for gender equality and in the realisation of our mission. Through various activities conducted and opportunities for learning and interacting with experts and activists in the SRHR field, our members have gained insight into the fact that the right to bodily autonomy and equitable access to sexual and reproductive health services, education and resources are key to an equal and fair society. This project facilitated in having the opportunity to partner with feminist organisations CREA and WGNRR, that supported in strengthening our understanding on the agenda, as well as via the constructive feminist critiques.

Below are some key highlights of the achievements of the SRHR 4 All project:

- Twenty-four young advocates and changemakers from 19 countries continued to participate in the project's activities locally, regionally and globally. Their involvement strengthened the Alliance regionally and globally.
- Regional networks completed policy mappings and region-wide assessments of the field and launched various social-media campaigns.
- Partnership with Women's Global Network for Reproductive Rights WGNRR), Africa, including a joint webinar with MenEngage SRHR Changemakers to amplify

the messages of the May 28 campaign for women's health, culminated in the production of a communications strategy to involve men in SRHR

- Partnership with CREA led to development of an online capacity strengthening course on 'Power, patriarchy and feminism: transforming masculinities'. The four-session course stemmed off CREA's Feminist Leadership Institute, in which MenEngage participated in 2019 in Nepal. COVID-19 prompted the Alliance's global secretariat to adapt the course to an online format to offer the opportunity to other regions and networks. The first online adaptation was piloted with the MenEngage Alliance focal point members in the English-speaking Caribbean. Later, consultants and members worked with the global secretariat to develop a Spanish language adaptation of the course. This version was pilot tested with young men from Central and South America, Mexico and the Dominican Republic.

The SOGIESC Learning Circle (LC) continued to be one of the key communities of practice for MenEngage Alliance members with expertise in SOGIESC rights from across the regions. The learning circle, currently led by an expert member from the North American Regional Network, continued to be the cornerstone for the Alliance to challenge heteronormativity and push for being more sensitive to be inclusive in the communications and languages used by the Alliance. For this in 2021, the coordinator of the LC organised an orientation capacity strengthening session for the Board of the Alliance. This has resulted in reaffirming the commitment of the highest decision-making body of the Alliance to advance thinking, discourse and actions around the intersections of SOGIESC and masculinities issues. This further led to igniting similar thinking and processes among the regional networks, and the regional network in South Asia initiated the development of the regional strategy on LGBTIQ inclusivity for the regional network which will be finalised in 2022.

New Partnerships for strengthening programming

The year 2021 the Alliance worked to create a new partnership with UNESCO, SVRI, White Ribbon Canada and Promundo, to develop a joint program focusing on strengthening theory and evidence based on the work on transforming masculinities and changing mentalities of men and boys for gender and social justice. UNESCO is leading work to further mobilise resources and possible donor agencies. UNESCO also launched a policy network that will further provide a political backing to the program, within the UN and Government spaces.

“Inner work for social change” becomes a new area of work for the Alliance

Being an international social change network with a mission centred on transformation, we believe that transformation is required at all interconnected levels - from the personal to the interpersonal, to the institutional, to systems. However, as activists and as organisations we often pay little to no attention to the need for our own inner work and growth, while dedicating ourselves to the work to transform the outer world around us. This is neither a sustainable nor a healthy strategy. Transformation has to start with us, to practice the change we want to see in the world. The personal is political and therefore we need to include the whole of us, our bodies, our emotions, our wounds, our shadows, our strengths, in the work to transform patriarchal systems. As such, in 2021 MenEngage Alliance advanced a commitment to the critical need for inner work to support outer change in our world.

- **Through the Ubuntu Symposium the Alliance’s understanding of, relationship with, and responsibility to inner work for social change was explored.**

Organised by a designated symposium sessions planning group on this track, the symposium included the following explorations:

- [Why at MenEngage? Why now? Why not?](#) Five gender justice leaders (most of them MenEngage members) share personal stories and reflections regarding inner work and its relevance for MenEngage and its mission.
 - [What do we mean by inner work for social change? Exploring the definition for us as MenEngage Alliance through various entry points.](#) The thought leaders explore the meaning of “Inner work for social change”, each addressing the question from a unique perspective: inner work as self and collective care; inner work as self-inquiry; and inner work as a spiritual practice.
 - [Integrating Inner Work into MenEngage Alliance Culture: Lessons Learned from a social Justice Organization that brings the Inward and the Outward Journey Together.](#) Using the Tree of Contemplative Practices as a framework to explore the “how”, this session focused predominantly on the creativity branch exploring music and dance as tools for healing and transformation. This session focused on the how; how do we integrate inner work for social change into the MenEngage Alliance culture?
- **An [article in Voice Male Magazine](#) explored what “inner work” for social change can mean for MenEngage Alliance — and all of us.** This article in a North American magazine that chronicles the social transformation of masculinity and assists men and boys on the journey to an egalitarian manhood championing gender justice for all, helped agendize inner work for social change to a broader audience.

- **A new [resource list](#) assists members with integrating inner work for social change in their own organisations, programmes and communities.** Mallika Dutt of Inter-Connected, a new initiative that uplifts the independent nature of self, community and planet to advance collective wellbeing, supported the Alliance in these initial conversations and compiled the resources.
- **Commitment to inner work for social change is a commitment under the [Ubuntu Declaration and Call to Action](#)³,** the political outcome document of the Symposium. Meaning that it will be taken forward in the Alliance's activities in the coming years.
- **A series of one-on-one consultations were held with members (12) from across the regions,** who had expressed interest in supporting the integration of inner work for social change within the Alliance's political commitment moving forward. This group will further integrate this agenda moving forward at the regional and global levels. Five interrelated initiatives have been proposed, which will be followed up in 2022:
 - a. Create an inner work for social change community of practice for the Alliance
 - b. Engage in alternative practices within the community
 - c. Craft a MenEngage manifesto on inner work, building on the spirit of the Ubuntu Declaration and Call for Action
 - d. Develop an inner work for social change hub/online space
 - e. Institutionalise inner work practices within the culture of MenEngage Alliance

MenCare Campaign makes strides to centre feminist systems transformation in the work on fatherhood and men's caregiving

Global Secretariat-MenEngage Alliance continued making strategic contributions to the [MenCare campaign](#) through representing the Alliance on the campaign's International Steering Committee.

- As part of the Steering Committee of MenCare Campaign, **MenEngage Alliance worked closely alongside the members of MenCare in supporting and providing inputs towards the development of the [State of the Worlds Father's Report 2021](#).** The document lays out a Call to Action, centred on 8 recommendations for action guided by

³ Commitment to Inner Work for Social Change: We acknowledge that all our commitments made here may not be possible unless we do the inner work required to propel social change. We believe that personal transformation is deeply interwoven to social change, and we call for reflecting on power and privilege, as well as where we are positioned within the systems of oppression. We commit to an ongoing reflective practice that increases transformative awareness of self and others, as well as of the systems from which complex social problems arise

existing research from previous SOWF editions and other data to outline actionable commitments or policies on advocacy policymakers to take on. These as well, highlight new data from UN Women and other important research on care work during COVID, including by Oxfam and others. The 2021 State of the World's Fathers report calls for Structural Solutions to Achieve Equality in Care Work. The advocacy-oriented report proposes seven practical actions towards a more caring world, including several which feminist economists have long been calling for. Including: putting in place national care policies and campaigns that recognize, reduce, and redistribute care work equally; to change workplaces so that they are supportive of workers' caregiving; and to hold male political leaders accountable for their support of care policies and women's equality in political leadership.

- **In the second half of 2021, MenCare Campaign undertook an internal 10-year review to assess the campaign's successes and challenges.** Through an online survey and interviews with several country-partners, Coordinators and Steering Committee members, a concrete list of recommendations for MenCare's next phase was outlined. Given the high visibility and interest in work on fatherhood in recent years, in the context of a continuing crisis of care further highlighted by the COVID-19 pandemic, MenCare can be an entry-point in which to deepen the conversation about structural change: how can advancing men's roles and responsibilities in caregiving, contribute to gender, social, economic and environmental justice?
- **As part of the MenEngage Alliance Generation Equality Forum Advocacy Working Group,** Promundo and Sonke (the two co-coordinators of MenCare Campaign), were involved in the development of MenEngage Alliance policy agendas, including the Economic Justice and Rights Action Coalition policy framework, which lays out recommendations on care work.

Outputs	Output Indicators	Report 2021
Promising practices and lessons learned from MenEngage members work on implementing gender transformative work to engage men and boys in gender equality programming are identified, analysed, and shared with members and partners.	# and quality of promising practices and evidences documented and disseminated via various platforms of the Alliance at country, regional and global levels by 2024	South Asia gender diversity inclusion strategy initiated 3 SRHR regional landscape mapping reports (South Asia, Latin America, and the Caribbean) Engaging Men and Boys in Sexual and Reproductive Health and Rights

		<p>(Caribbean) A GENDER TRANSFORMATIVE ENGAGEMENT TOOLKIT</p> <p>Spanish language curriculum on feminisms and masculinities developed and tested in Latin America</p> <p>Methodological manual on SRHR and Youth (Spanish)</p>
Virtual knowledge hub in place with resources from practice-based and academic knowledge, gathering evidence and making knowledge accessible to inform members' transformative work with men and boys, in multiple languages (EN, FR, ES).	# of quality resources available and evidences accessed from the work of the members and partners of the Alliance at country, regional and global levels made available in multiple languages in the knowledge hub by 2024	<p>3 knowledge products as part of the SRHR for All project, from Caribbean and Latin America regions</p> <p>1 Communications Strategy on SRHR by MenEngage Africa network</p>
Peer-to-peer learning spaces in place, where members from national and regional networks exchange knowledge, lessons learned and promising practices in order to elevate the quality of their work in communities.	# of peer-to-peer learning and capacity strengthening spaces in place and operational with the members and partners on various issues and thematic priorities at country, regional and global levels by 2024	
Thematic working groups and communities of practice in place, including via virtual platforms, and better standardised mechanisms developed for forming and organising thematic working groups.	# of thematic and issues based working groups in place and operational, with relevant plans, for the members and partners at regional and global levels by 2024	<p>SOGIESC Learning Circle with plans for expansion</p> <p>SRHR Working Group with plans to support partnership with WHO</p> <p>Inner work for social change solidarity circle</p>
Partnerships with relevant institutions and individuals developed to support strengthening the theory and evidence base of work to transform masculinities and	# of partnerships and plans developed with relevant institutions and networks on various programmes, initiatives and campaigns of the members and partners of the	Collaboration with WHO and Queen's University of Belfast to conduct a research agenda setting exercise on SRHR and masculinities

engage men and boys in gender equality.	Alliance at country, regional and global levels by 2024	Partnership with The Equality Institute for designing and implementing consultation process on the new accountability framework
M&E framework for MenEngage Alliance in place, that enables learning on how MenEngage contributes to improved programming on the ground and includes collectively agreed core indicators of change.	1 Monitoring, Evaluation and Learning Guidelines developed and in place for use, in multiple languages, for the Alliance members by 2024	SRHR Strategy Assessment of the 2 years of implementation of SRHR for All project, produced recommendations for improved programming
	# of members and partners accessing and utilising the MEaL guidelines to strengthen their programmes and initiatives at country, regional and global levels by 2024	

3.2 Accountability

OUTCOME 3.2 - Strengthened understanding and application of MenEngage Accountability Standards, Core Principles and Code of Conduct among members and partners

Since its inception MenEngage Alliance has been envisioned as a principle-based civil society network. The Alliance developed a set of core principles in 2007, and in 2014 adopted a global Code of Conduct and 12 Accountability Standards. Since then, the field has generated new insights, learnings and thereby evolved MenEngage Alliance's political vision and understanding of our roles and responsibilities. Furthermore, the experiences of the application of these tools by our regional and country networks have demonstrated the importance of undertaking a comprehensive consultation process by involving the broader membership base in the

updating of these frameworks. Thereby increasing collective ownership and alignment among MenEngage members.

Updating the Alliance's Core Principles, Code of Conduct and Accountability Standards through a multi-stakeholder consultation process

- **Continued partnership with The Equality Institute (EQI) and ATHENA Network.** EQI is a leading feminist organization internationally on the agenda of violence prevention and gender equality. ATHENA sits on the MenEngage Global Board and works with women, girls and key populations on HIV/Aids and SRHR. Through this partnership we developed the consultation methodology. EQI provided ongoing support in drafting the texts of the updated framework.
- **Consultations with MenEngage members, partners and critical friends organised** during a period of 2 years (2020-2021). In 2021 we gathered feedback during three MenEngage Ubuntu symposium sessions; one CSW MenEngage-organized side event; and one consultation conducted by ATHENA Network with young feminists in Africa. [Here is a summary of all the individual feedback received](#) and processed, including responses and actions taken to incorporate such feedback into the draft versions. We circulated revised draft versions of the Principles, Code of Conduct and Accountability Standards and requested feedback, which we processed and used for new draft versions.
- **Final round of consultations planned for the first quarter of 2022.** The core principles, code of conduct and accountability standards will be finalised, put forward to the formal approval from the board and made available to the membership and broadly for their application.

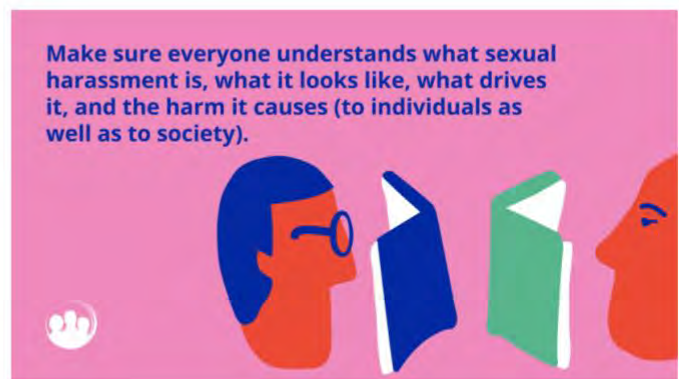
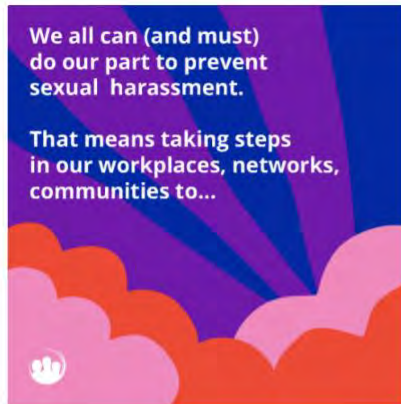
Strengthened accountable practices at the regional and country levels

- **MenEngage Uganda supported in handling challenges and strengthening its commitments to accountability.** In 2021 the Global Secretariat supported the national network in Uganda to conduct a process to address the concerns brought forward by the Uganda feminist network. These concerns included problematic engagements and articulations at public events by a number of members of the network which seemingly replicated male dominance and hence lack of accountability and accountable practices. Upon undergoing internal consultations on the issues brought forward in writing by the feminist network members, the Uganda Network engaged in discussion series and committed to amend the mistakes by: educating their members on the implication of language in norms transformation; reviewing the

recruitment of new members and commissioned a member audit and induction; planning trainings on accountability for members; advocating for increased funding for women's empowerment programs and work in allyship. Ongoing support to MenEngage Uganda will continue into 2022 and onwards as necessary.

Implementation and contextualization of the Sexual Harassment Policy started

- **Complaint handling and redressal mechanism put in place.** A [Protocol for the MenEngage Sexual Harassment Policy](#) was further updated providing more specific guidance for handling complaints. Together with the Sexual Harassment Policy, these documents form the basis for developing the [reporting a concern page](#) in our website. It includes an anonymous reporting option, handled by an independent provider, for reporters who prefer anonymity.
- **Training of Trainers (ToT) organised for 20 people comprising the regional network focal persons and Global Secretariat team.** A group of regional focal persons have been reconfirmed, who work with the Global and Regional Secretariats in the contextualization, capacity strengthening and addressing of concerns that may arise in the regions. The appointment of focal points per regional network is an important element of the redressal mechanism (see above).
- **Country network in India organized an orientation session for its core-group members on the Alliance's Sexual Harassment Policy.** The Global Secretariat will continue following up and work with the regional focal persons and networks on the respective plans that the regional networks will develop.
- **A global campaign was developed and implemented to strengthen collective awareness and understanding around the updated Sexual Harassment Policy, and the new accountability reporting mechanism.**



The campaign involved the design and development of accessible and clear messages derived from the various accountability tools and frameworks with which the Alliance operates. The campaign, which was focussed primarily around the 16 Days of Activism (November 25 to December 10) included:

- 28 graphics developed with accountability messaging
- Social media campaign including:
 - 15 Instagram posts and Facebook Posts
 - 34 tweets

- 3 campaign emails (16,302 deliveries of emails to inboxes, 8,396 email opens)
 - [16 Days is a message to us all](#)
 - [This #16daysofactivism let's look inward as well as out](#)
 - [Uprooting inequalities united dismantle systems oppression international Human Rights Day](#)

Outputs	Output Indicators	Report 2021
MenEngage Global Accountability Standards, Core Principles and Code of Conduct, are updated through consultations with members and partners and disseminated among the Alliance members and partners	# of members directly reached with each of the updated MenEngage Accountability Standards, Core Principles and Code of Conducts in place (English, Spanish and French languages) by 2024	All members in the MenEngage listserv (1,000) received draft versions in 2021
	# of consultations organised by MenEngage Global together with country and regional networks by 2024	4 consultations: 3 during the Global Symposium and 1 in Africa by ATHENA Network, with young feminists
	# of members and partners participating in the consultations at country, regional and global levels by 2024	75 people (estimation for 2021)
Contextualised regional and/or national MenEngage accountability standards developed and implemented by members and partners at country and regional levels.	# of country and regional networks and members developing implementing and contextualise accountability standards and principles at country and regional levels by 2024	1 country network in Lebanon developed its own Code of Conduct
Members' capacities strengthened to understand and implement the global and/or contextualised accountability standards	# of capacity strengthening activities and processes implemented by the members and partners at country, regional and global levels by 2024	At global: 1 training of trainers on prevention of sexual harassment by promoting a respectful work environment 3 organisers-driven sessions on

		accountability at the symposium
	# of members and partners participating in the capacity strengthening activities and processes at country, regional and global levels by 2024	20 members participated in the global training in 2021
Insights and lessons learned on the implementation and effectiveness of the Accountability Standards by members and partners at all levels gathered and documented	# of documentations and evidences produced showcasing the lesson learnt from the implementation and effectiveness of the applications of the accountability standards and principles at country, regional and global levels by 2024	
Sexual Harassment policy implemented by Global MenEngage Alliance and consulted as a guide by MenEngage regional and national networks.	# of country and regional networks involved in the adaptation and application of Sexual Harassment policy at country and regional levels by 2024	1 country network in India organised orientation session for the core group members 4 regional networks have initiated some process with the respective focal persons and regional leadership
	# of members and partners reporting use of the policy at country, regional and global levels by 2024	

3.2 Backlash against gender justice

OUTCOME 3.3 - *Strengthened collective actions by MenEngage members and partners to challenge backlash against gender justice and human rights - including by anti-feminist men and men's groups.*

Understanding political conservatism, anti-rights and anti-gender ideologies

MenEngage Alliance recognizes the threat of persistent and growing conservative social, political and economic agendas that aggressively vilifies open discussion and progressive inclusion of sexuality and gender. For feminist movements and the work on gender justice, this has meant a struggle to uphold human rights, including sexual rights, reproductive autonomy, and gender diversity in face of the multiple 'Backlash' attacks of the last decade. Therefore, monitoring and documenting backlash is important to MenEngage Alliance, and we have prioritized partnering with feminist organizations and research institutes ([see also section 4.2 on partnerships](#)) that document and analyse backlash and resistance against backlash in different geopolitical regions.

Perhaps the most important contribution of the 'Countering Patriarchal Backlash' series at the Ubuntu Symposium was in how panellists emphasized the need for strategic alliances by the progressive and feminist gender justice fields inclusive of diverse social justice, pro-democracy, SOGIESC rights, anti-violence and climate justice activists.

The Ubuntu Symposium carved out a dedicated space to reflect and discuss what is being called 'Backlash'

- **Anti-gender and anti-rights backlash was placed front and centre at the symposium.** It has been highlighted in the symposium concept note, that set the stage for the agenda; and in the opening plenaries - including the "[Intersectional Feminist Voices](#)" session.
- **Global and regional levels [discussions about backlash](#) organised.** These were critical to enhance understanding among the membership of how patriarchal

masculinities and the anti-feminist wave of attacks on human right, equality and democracy are related.

- **Partnered with the [Institute of Development Studies \(IDS\)](#) - [Countering Backlash Program](#) to bring researchers and results from the program to our members and partners.** With a five-sessions series on Backlash at the Ubuntu Symposium, we created the opportunity for participants to understand gender justice and human rights in a global context of political conservatism and anti-rights and anti-gender ideologies that threaten to destroy progressive and democratic values.
 - [Session 1: Understanding the Global Tide of Patriarchal Backlash](#)
 - [Session 2: Backlash, Body Politics and Online Misogyny](#)
 - [Session 3: Backlash in Policy and Practice](#)
 - [Session 4: Movement-Building to Counter Patriarchal Backlash](#)
 - [Session 5: Uniting to Counter Backlash: A Roundtable Discussion Looking Forward](#)

The Backlash series focuses on various aspects of the ultra-conservative agenda, panellists presented a nuanced analysis of this very complex phenomenon that seeks to fortify patriarchal structures and neoliberal inequality systems that have gained the support of religious and colonial actors such as evangelical missionaries, and homophobic political platforms that refer to ‘family values’ as necessarily binary and heteronormative. The panels presented evidence of how serious this ‘backlash’ is, and how well-funded and influential it has become.

Following these processes, we assess that we have a good base to further initiate steps to bring these discussions among the regional networks and membership which can further help support learning about the strategies and lessons, as applicable, on handling and confronting conservative, anti-feminist and authoritative groups.

We are developing a thematic highlights video on backlash that will include clips from the series, which we hope will be a resource for our Alliance members and the broader gender justice field to continue to monitor backlash locally and regionally. We are also in the process of developing a synthesis paper on backlash, based on the series as well as the many other sessions that addressed the issue, which we hope will further build understanding and inspire action.

Outputs	Output Indicators	Report 2021
Learning initiative organized and strategy developed on how to better understand and respond to backlash from a feminist-informed men and masculinities perspective	# and quality of dialogue spaces organized to analyze and strategize when and how to counter anti-feminist narratives, at country, regional and global levels by 2024	5-session series at Ubuntu Symposium on backlash, videos and 1 discussion paper 1 Cross-regional sessions
	1 strategy on responding and countering backlash and conservative mobilizations developed (in English, French and Spanish) and disseminated by 2024	
Feminist critical analysis of men's rights and/or anti-feminist movements and related discourses is synthesized and disseminated.	# of feminist analysis and responses on men's rights/anti-feminist movements developed and disseminated by 2024	GS continued to follow critical feminist analysis of anti-rights/ anti-gender backlash, and disseminate information via MenEngage listservs
	# of members and partners reached out with the responses at country, regional and global levels by 2024	940 views of the videos of Backlash series at Ubuntu Symposium
Lessons from how members and partners are confronting men's rights and conservative, anti-feminist messaging and mobilization are gathered and communicated.	# of articles and reports with lessons learned on confronting backlash produced and disseminated by 2024	1 knowledge product in development from the symposium

4. Strengthened Movement-Building Approaches

RESULT AREA 4

MenEngage Alliance contributes to and acts in solidarity with gender and social justice movements.

During 2021 we invested in strengthening understanding about working through bottom-up mobilisation and movement building approaches. As an Alliance rooted in feminist principles and approaches, we took time to orient towards a working modality that avoids top-down, prescriptive global models and content, working alternatively to create **contextualized bottom-up regional plans and processes that support the movement-building and mobilization of broader membership and partners across the regions and internationally.**

To do so, we were able to gather a lot of lessons through the processes of the Ubuntu Symposium organising. This collective working and operational modality will further help in:

- Creating opportunities to come together as a solidarity group and for network building across regions, constituencies and issues.
- Advancing the collective and political agenda of the Alliance, including to discuss political development and focus of the field.
- Informing and strengthening the field of practice and evidence base informed by practice at the local level, through providing space for critical reflections and raising questions, showcase the promising examples and lessons learnt among members and partners in the broader field of women's rights and gender justice.
- Providing opportunities to deepen our accountability, partnerships and relationship building with other actors in the gender justice field
- Adding value to other relevant international meetings on gender and other social justice issues, by adding a men and masculinities perspective to these agendas, which for MenEngage Alliance includes integrated reflection and discussion on power and privilege, intersectionality/diversity, and patriarchy.

4.1 Intersectional gender and social justice movements

OUTCOME 4.1 - *Strengthened understanding of and commitment to collaborative work with intersectional gender justice and social justice movements among MenEngage Alliance members*

Strengthening the Alliance's knowledge base on intersectional gender and social justice approaches

- **Intersectional feminist voices plenary at the opening of the Ubuntu symposium.** At the Ubuntu Symposium we hosted one of the [plenary sessions](#) during the opening dialogues on intersectional feminist approaches by bringing together the thought leaders and activist voices from women's rights, feminist, SRHR, LGBTQI, anti-racism, climate, and other relevant social justice movements. The session critically assessed the moment we find ourselves in, sharing perspectives on the state of the world, asks from the movements, and agendas and vision for a better future. The activists also presented their perspectives of alliance building and solidarity for those working with men and boys, and to eliminate patriarchal masculinities and cultures.
- **A dedicated session to movement building organised at the Ubuntu Symposium.** "[All About Movements](#)", a conversation with author Srilatha Batliwala, provided members with an opportunity to learn about how other social justice movements have strengthened their ability to amplify their messages, grow their networks and influence policy makers. The session also posed critical questions about what differentiates a movement from a network and challenges the Alliance to reflect on our operating models and political agenda - including to further clarify our core principles as we commit to intersectional feminist systems change.
- **The [Ubuntu Declaration and Call for Action](#) outlines bold commitments to rooting our work in intersectional feminist principles and analysis** to dismantle unequal power structures and patriarchal systems to advance the feminist systems change agenda towards social, economic and environmental justice and in line with the aspirations of the Theory of Change.
- **In Latin America, South Asia and Europe the regional networks-initiated conversations on integrating the systems change agenda in their strategic plans.** We will continue following this in 2022 and beyond under the Learning

Collaborative in a structured way and working closely with our members and regional and country networks.

Outputs	Output Indicators	Report 2021
Strengthened movement building orientation among MenEngage members, including capabilities on building meaningful relationships and accountable partnerships with diverse feminist and social justice activists, organizations, networks and movements at country, regional and global levels.	# capacity strengthening activities conducted on movement building orientation at country, regional and global levels by 2024	1 session at the Ubuntu Symposium on Movement Building 1 regional session in South Asia on the Systems Change Agenda
	% of members and partners successfully completing the orientation sessions at country, regional and global levels by 2024	
Strengthened knowledge and understanding of the MenEngage Theory of Change, including solidarity with feminist and social justice networks and movements, among members at country, regional and global levels.	# of orientation and dialogues sessions organised on the ToC of the Alliance by 2024	<i>[Capacity strengthening of the Alliance's ToC will be prioritised in 2022 - throughout 2021 it was integrated in the symposium framework and other activities]</i>
	% of members and partners participating in the orientation dialogues on the ToC at country, regional and global levels by 2024	
	# of times the global ToC and tools accessed and downloaded from the website of the Alliance by 2024	
	# feminist discourse analysis showcasing strengthened discourses among MenEngage	

	members and partners by 2024	
Tools and resources on movement building approaches on intersectional gender and social justice movements developed and disseminated, together with relevant organisations and movements by 2024	# of tools, resources and curricula developed, in multiple languages, and disseminated by 2024	
	# of capacity strengthening workshops (virtual or, in-person) organised at country, regional and global levels by 2024	
	# of members and partners utilising the tools and resources in strengthening movement building approaches at country, regional and global levels by 2024	

4.2 Partnerships and solidarity actions

OUTCOME 4.2 - Strengthened partnerships and solidarity actions with Feminist, Youth, Racial, Indigenous, Economic and Climate Justice organizations, networks and movements by MenEngage Alliance and members.

Throughout this report, partnerships with gender and social justice actors have been described. The Ubuntu symposium was a pivotal opportunity and momentum for connecting with, hearing from and strategizing with activists from Feminist, LGBTIQ, Youth, Racial, Indigenous, Economic and Climate Justice movements. We were privileged to hear and learn from representatives of CREA, AWID, JASS, ILGA, COFEM, WILPF, FemJust, Rozaria Memorial Trust, Friday's For Future and many others. These connections made through the symposium have opened pathways for further partnership building.

In 2021 Alliance members and regional networks partnered with the Equality Institute, CREA, WGNRR, ATHENA Network and many other social justice agents in various areas of work. MenEngage Alliance members are learning and taking to heart that the process of understanding and practicing gender transformative work, particularly from a feminist vision of social justice, requires a humble learning attitude, systematic and intentional use of intersectional and feminist analytical approaches.

Partnerships with Women's Rights and Feminist Organizations

- As part of a partnership between MenEngage Alliance and the Women's Global Network for Reproductive Rights (WGNRR-Africa), a regional expert consultant based in Uganda led a webinar on social and behaviour change communications (SBCC) methodology to address men and boys in SRHR campaign messaging and social norms change. Using the SBCC approach, the workshop delved into sensitive topics such as abortion and particularly how to engage men in talking about abortion. The collaboration resulted in a full strategy for enhancing male involvement in SRHR in Africa.
- **Collaboration with CREA resulted in the translation into Spanish of their recent publication [All About Movements](#)**, a sequence to [All About Power](#) that has served as the basis for MenEngage Alliance's work to strengthen understanding about feminism, intersectionality and patriarchy as a fundamental body of knowledge for our work on masculinities.
- **New opportunities for partnerships on climate justice** have been made more possible thanks to the initiation of the (interim) global Climate Justice Working Group. Initiated following the Ubuntu Symposium, the group serves as the focal point for developing partnerships with feminist and climate justice organizations and movements within and outside of MenEngage.

Outputs	Output Indicators	Report 2021
Partnerships and solidarity with key leaders and constituencies in the women's rights, LGBTIQ+ rights and social justice fields established, including interconnectivity of the partnership across country, regional and global levels.	# of MoU/Agreements entered with feminists and social justice networks and movements by MenEngage members and partners at country, regional and global levels by 2024	
	# of accountability check dialogues organised with key leaders of women's rights and	2 dialogue sessions with the feminist network in Uganda

	social justice movements organised at country, regional and global levels by 2024	
Collaborative actions with key women's rights and social justice organisations and networks are facilitated at country, regional and global levels.	# of collaborative and solidarity actions jointly undertaken together with feminist and social justive movements at country, regional and global levels by 2024	1 partnership with feminist consultants by ME Latin America network, to conduct an assessment of how major regional feminist networks perceive and interact with MenEngage Alliance members. A report was produced.
	# of resources shared for joint initiatives/activities with feminists and social justice movements at country, regional and global levels by 2024	2 resources from CREA (All about Power and All about Movements) were shared to MenEngage members via the listservs
Promising examples and lessons learnt from partnerships and collaborative actions at country, regional and global levels documented and disseminated among members and partners.	# of reports and learning materials on promising examples and lessons learnt produced and disseminated at country, regional and global levels by 2024	

4.3 SOGIESC inclusive organising

OUTCOME 4.3 - Strengthened diverse SOGIESC inclusive organising, approaches and politics, together with relevant organisations, networks and movements by MenEngage Alliance and members.

Organising spaces for connections and discussions on lived experiences with people with diverse SOGIESC

The SOGIESC Learning circle (LC) (see [result area 3](#) for more details) has played a crucial role in carving out spaces and creating opportunities for inclusion of sexual and gender rights into MenEngage Alliance. In 2021 this has included many sessions and panels at the Ubuntu Symposium. Including an organisers-driven dialogue on [LGBTQIA Rights, Masculinities, and Patriarchy](#). A synthesis paper on SRHR and SOGIESC inclusion from the symposium is being drafted and will be launched in 2022.

The SOGIESC LC serves as the space for the Alliance for those who represent the movement and have expertise on LGBTIQ rights to come together to share and connect for collective strategizing to dismantle heteronormativity within the Alliance. We will continue working with the SOGIESC LC and strengthen meaningful partnerships with LGBTIQ rights activists, organisations and movements within the Alliance as well as beyond.

LGBTIQ representation in leadership and decision making of the Alliance

Following the unfortunate closure of AMSHeR, the board member representing the LGBTIQ constituency, there has been a gap in the representation of LGBTIQ at the international leadership level of the Alliance. In 2021 we launched the process of actively identifying the representative of the designated seat representing LGBTIQ rights movement at the global board. The election and vetting process will be completed in 2022.

Developments at the regional networks level

At the regional level there has been increasing progress on ensuring representation of LGBTIQ rights organisations and movements at the leadership and decision-making levels - especially

in the regional networks in Africa, Latin America, North America, and South Asia. The country network in Bangladesh has identified and elected a strong LGBTIQ Rights organisation ([Bandhu Social Welfare](#)) to lead the network as the national coordinator.

Outputs	Output Indicators	Report 2021
Partnerships with LGBTQIA+ and diverse SOGIESC rights organisations strengthened at all levels (see Outcome 4.2).	# of MoU/Agreements entered with LGBTQIA+ rights networks and movements by MenEngage members and partners at country, regional and global levels by 2024	1 core-grant agreement, as the part of MenEngage South Asia grant, with Bandhu Social Welfare in Bangladesh
	# of accountability check dialogues organised with key leaders of LGBTQIA+ rights movements organised at country, regional and global levels by 2024	2 SOGIESC Learning Circle meetings at the global level
Representation of LGBTQIA+ voices in MenEngage Alliance leadership and decision making increased (see also our commitment under Outcome 1.1).	% increase on the representation of LGBTQIA+ activists and leaders at the leadership and decision making levels of the Alliance at country, regional and global levels by 2024	4 regional networks with LGBTQIA leadership representation At least 1 more country network since 2021
Safer space/s for LGBTQIA+ identified people in MenEngage Alliance to connect and discuss experiences with each other and inform MenEngage's work organised and appreciated by participants. (Example: caucus spaces)	# of consultations and capacity strengthening activities organised on the issues of LGBTQIA+ rights at country, regional and global levels by 2024	1 consultation organised at the Global Board level 1 capacity strengthening workshop organised by Bandhu in Bangladesh for the network members
	# of members and partners participating in the consultations and activities at country, regional and global levels by 2024	30 person at the board level, including the GS team 35 network members in Bangladesh

Learning initiative on LGBTQIA+ and diverse SOGIESC issues and their links with gender, patriarchy, masculinities, and the roles of men and boys developed and implemented with MenEngage members and partners.	# of learning initiatives organised together with LGBTQIA+ rights at country, regional and global levels by 2024	<i>[Planned for 2022 and thereafter]</i>
	# of members and partners participating in the initiatives at country, regional and global levels by 2024	
	% of MenEngage leaders have strengthened understanding on LGBTQIA+ rights at country, regional and global levels by 2024	
MenEngage Regional networks have contextualised knowledge products, plans and activities for being [more] gender diverse and inclusive	# of country and regional networks and members contextualising the knowledge products and activities on gender diversity and inclusion by 2024	1 LGBTIQ Inclusion strategy in South Asia
	# feminist discourse analysis conducted among members; qualitative description of discourse among MenEngage members	1 Ubuntu symposium synthesis paper being developed on SRHR & SOGIESC (to be launched in 2022)
Language in MenEngage Global materials is more inclusive of diverse SOGIESC; and MenEngage Regional and Country networks have contextualised conversations and language.	# of discourse analysis on the visibility on pan-inclusive queer awareness in the discourse and analysis of the work of the Alliance members and partners at country, regional and global levels by 2024	

Reports from the Regional Networks

MenEngage Africa

Regional overview

This year, more MenEngage Africa (MEA) partners were able to participate and contribute to the Commission for the Status of Women (CSW) proceedings due to its accessibility virtually. Together with ME Global and other strategic partners, we submitted an oral statement reiterating the need for feminist leadership and approaches in addressing the COVID-19 pandemic, GBV and promoting gender justice. We also co-hosted a side event at the Generation Equality Forum (GEF) Paris titled 'Feminist responses to the rise of gender-based violence in the global South during COVID-19 crises.

During this period, MEA commissioned numerous studies as a contribution to the evidence base that supports our work. Among these are case study research on the impact of COVID-19 stimulus packages in Sub Saharan Africa and its effect on GBV, a Policy Brief on GGR and COVID-19, Policy Scan on FGM (Female Genital Mutilation) Laws in 5 countries and developed a Scorecard based on the scan which will be used for advocacy.

Together with MenEngage Rwanda, MEA successfully co-hosted the ME Ubuntu Symposium that, in an unprecedented style, was hosted over a period of 7 months. The symposium was an opportunity to renew our commitment to transforming masculinities and working with men and boys for gender justice, LGBTQI rights, climate justice, racial justice, and intersectional and interconnected social justice issues. A key outcome document - the Ubuntu Declaration and Call to Action - a statement of intent, was released following the Symposium and commitments that will inform our advocacy work.

MenEngage Africa during the year saw increased participation of MEA youth in the alliance leadership and governance structures. With three youth on the outgoing MEA SC (Steering Committee), MEA youth were actively involved in leading country programmatic activities, youth led various sessions of the Africa Ubuntu Symposium round tables. During the period under review, standard operating guidelines for the youth chapter were developed which guided the strengthening of country youth governance structures. With additional funds secured from the Dutch Ministry of Foreign Affairs (MoFA), a project titled 'Power to Youth' entirely focused on youth leadership and agency was developed.

Country Highlights

During the reporting period, there have been significant highlights from the country networks in the continents:

1. MenEngage Botswana network advocated for creation of Gender Based Violence Special Unit in Police stations specifically meant to improve services provided to GBV survivors. A pilot is being implemented in one district.
2. In DRC, a member organization was awarded the AU (African Union) 20 Years Celebration of UNSCR 1325, and the Peace Award from the UN Secretary of the Gender office.
3. MenEngage Eswatini conducted a study on the drivers of Intimate Partner Violence (IPV) in Eswatini and co-hosted an Ubuntu Symposium skill building roundtable sharing the findings of the study.
4. The Youth Chapter in MenEngage Ethiopia created a youth advocacy group launched by a representative of the ministry of gender. The group is to lead advocacy initiatives for youth focused issues.
5. The Kenya MenEngage Alliance was awarded 2nd Runners-up for Best NGO on Gender Equality during the [Diversity and Inclusion Award Recognition](#).
6. MenEngage Liberia (MEL) was placed on the National GBV Platform that is coordinated by the Gender Ministry of Liberia, giving them leverage to national level advocacy, lobby, and influence of policy makers.
7. MenEngage Madagascar conducted training for police officers in two regions, with a focus on gender equitable handling gender-based violence cases.
8. MenEngage Namibia developed an online broadcasting platform, which is hosting a [series](#) of panel discussions on men and masculinity, teenage pregnancies and SGBV (Sexual Gender Based Violence).
9. MenEngage Nigeria members launched a media to campaign for State Governments' adoption and enforcement of the Violence Against Persons Prohibition (VAPP) Act 2015 criminalising FGM and Child marriage.
10. MenEngage Rwanda network successfully hosted the MenEngage Ubuntu Symposium, as the local anchor together with the secretariat RWAMREC.
11. MenEngage Sierra Leone successfully advocated for the Government to set up a Sexual Offences Model Court to fast track SGBV cases.
12. MenEngage Tanzania continued to build a strong media presence where members use various media platforms to convey gender equality messaging.
13. MenEngage Togo conducted and disseminated results of a [study on masculinity, femininity, and gender relations](#) in Togo.
14. MenEngage Uganda network, in partnership with Uganda Law Society, hosted a National Symposium on ending violence against Ugandan women and girls amidst COVID-19 Pandemic.
15. MenEngage Zambia network participated in the review of the Anti-GBV Act and National Alcohol Policy.

Strengthened capacities to coordinate, implement, enhance, and scale up their work and to apply evidence-based approaches

As a regional social change network, MenEngage Africa (MEA) offers opportunities for joint mobilisation towards a common agenda as well as provides a platform for sharing resources, promising practices, and research so we can learn and grow together. During the year, MEA continued to consolidate and strengthen members' and partners' capacities to implement work across the thematic areas. Even with the challenges posed by Covid -19, the network managed to maintain a resilient and inclusive network, facilitated exchange learning opportunities, and joint actions on MEA thematic priorities. As a network, we have made strides on the gender equality agenda in the various countries where we work, and this has been evident in the number of accolades received by individuals and country networks in the region.

The MEA Secretariat strengthened the regional networks, with functioning systems and strong partnerships, ensuring that key constituencies are represented in the MEA Steering Committee (MEA SC). During the period under review, we were able to bring on board the Africa Disability Forum as part of the MEA SC, to ensure inclusion of people living with disability as we design our programs.

Strength assessments and work plans developed by MEA country networks

Building on to the process during the previous year there has been systems in place where by the country networks are required to submit annual work plans and budgets in line with the MEA strategy, clearly indicating implementation across the thematic areas, movement building and network governance activities as well as capacity strengthening needs of member organisations through various platforms including the MATI. The regional secretariat, Sonke, continued to provide remote support throughout the work plan development process. This resulted in having a more coordinated approach to program implementation at the country level. These processes not only help identify any risks or unforeseen challenges that need to be resolved, but also keep the project relevant to emerging issues that need to be addressed.

Joint capacity strengthening activities

During 2021 capacity building activities were conducted remotely and face to face when the situation allowed. Covid has given us an opportunity to adapt to new ways of doing things, for example when travel was not possible, capacity build activities were organised online, while we were also able to adapt to the hybrid method where some members interacted physically with others joining through virtual platforms.

At country level, MenEngage Uganda conducted a training of trainers for staff drawn from 11 Faith based CSOs (Civil Society Organisations) working on GBV programming in the Karamoja and Gulu dioceses of the catholic church. This was born out of interest for partnership with faith-based institutions as key allies in the gender equality agenda.

Similarly, MenEngage Madagascar, MenEngage Botswana and MenEngage Liberia conducted capacity building with religious and traditional leaders to engage them as allies to reduce GBV cases. The country networks in Botswana and Madagascar conducted training focusing on police officers who are the first point of contact in implementing GBV laws, this is based on numerous findings that the police force is responsible for frustrating victims and survivors of GBV through insensitivity in handling cases. In Botswana, these numerous trainings resulted in the creation of a GBV and Child Protection Unit.

MenEngage Africa Training Initiative (MATI)

MATI is one of the platforms used by MEA for capacity building of not just MEA members but other stakeholders on key gender justice issues. A conscious effort was also made to ensure that MenEngage Africa Training Initiative Alumni form part of the country network to strengthen capacity building, evidence gathering and advocacy. While we were unable to convene the regional MATI due to Covid related-travel restrictions, the country networks were encouraged to conduct MATI training sessions under any of the MEA thematic areas. Of the 15 funded country networks, 6 were able to organise MATI workshops training a total of 140 persons across the countries in the region.

During 2021, one of the focus areas for MATI was to ensure that the Alumni are connected with the respective country networks where they are from, to ensure that the knowledge gained contributes to the implementation across the MEA thematic areas. A MATI Alumni Community of Practice Community of Practice has been created where MATI Alumni will use the platform to share resources, experiences, and progress professionally and in their respective fields.

MenEngage Youth Capacity Building Programme developed and implemented

Building on to the [Youth advocacy strategy on SRHR](#) that was developed in the previous year, the MEA and youth steering committee developed the [Standard Operative Procedures](#) for the youth chapter, which outlined the process of inducting youth-led organisations within the MEA network at country and regional levels. The procedure also provides guidance on the internal organising that applies to youth led organizations based on principles of non-discrimination, diversity, collaboration, and participation. As a result of this guidance in the SoP (Standard Operating Procedures), stronger youth structures have been created, and have started the work of organising and monitoring elections at the country level. Half of the MEA countries were able to hold elections for their representatives during 2021, the other half are being supported by the secretariat to host the elections before the end of the year.

During the year, the Secretariat focused the youth capacity building around SRHR given the challenges posed by Covid in access to SRHR services especially for young people as well as mobilisation around implementation of the strategy. An online seminar on SRHR was organised, to strengthen the capacity of young people to implement SRHR interventions amidst Covid. This webinar was led by young people from Zambia, Zimbabwe, Kenya,

Uganda, and Botswana and had 64 participants from across the region. The discussions focused on advocacy around creating an enabling environment for access to services by adolescents and youth.

The secretariat also supported youth mobilisation and joint implementation. MEA youth mobilised events and activities including the commemoration of International Youth Day with several activities including writing [op-eds](#) on issues related to sexual and gender-based violence including around harmful traditional practices such as female genital mutilation and early child marriages. During the MenEngage Ubuntu Symposium kick off, the MEA youth hosted a youth plenary on youth leadership and movement building, using an intersectional lens to encourage leadership and engagement of young people. The plenary of youth speakers included leaders from different youth movements (feminist, racial justice, climate justice, LGBTQ rights) examined the role of youth-led movements in overcoming the challenges of the world today and shared their reflections on what youth leadership mean. MEA Rwanda youth coordinated and led the opening ceremony of the Ubuntu Symposium following a massive youth mobilisation campaign towards the Symposium in the University of Rwanda.

MEA governance structures in place and functional at regional and country levels

The regional network leadership continued to put emphasis on strengthening the MEA governance structures and coordination mechanisms to develop functioning, democratic and sustainable networks at national and regional levels. During the year, the country networks held elections to change leadership right from the country network youth and main steering committees to the regional level where a new steering committee two-year term has begun. The recent election has shown progressive strides with the new SC being chaired by a female for the first time in MEA history. The SC has become more inclusive and diverse, with four French speaking members, four youth members and a representative from the disability sector. MEA has representation and voice on the board of the MenEngage Global Alliance in two ways: with a dedicated seat for one representative of the regional network (Chair of MEA).

MEA resource mobilisation strategy developed and successfully implemented

Following the establishment of, in 2020, a MEA Resource Mobilisation Working Group (RMWG) the group has developed a Resource Mobilisation Strategy that is awaiting approval by the regional leadership, the Steering Committee. The drafted strategy provides guidelines and framework for the coordination of resource mobilisation activities across the 22 MEA country and regional network levels. While awaiting the approval of the strategy, Sonke in collaboration with MEA members have developed and submitted several proposals that support the MEA work, with 8 of them being successful. The successful resource mobilisation initiatives have helped MenEngage Africa increase the sub grants to 21 country networks in the region.

Evidence and knowledge emerging on promising practices to transform masculinities and working with men and boys in gender equality

Documentation of promising practices and lessons learnt on Gender Transformative Approaches on working with men and boys

MenEngage Africa conducted a study on [the emerging effects of COVID-19 pandemic on gender based violence in Africa](#), this study focused on selected MEA countries such as SA, Cameroon, DRC and Kenya. The results of which generated evidence around the impact of the pandemic in Africa and supplied data that will be utilised to develop programs to respond to GBV during the pandemic period by reducing risks of GBV through prevention and mitigation strategies. During the year MenEngage Africa produced and disseminated 23 new [resources](#) including online resources 6 [toolkits](#), [thematic policy briefs](#), 1 policy scan and score card, 3 research studies, most significant stories of change and case studies. These resources have not only been useful to MEA partners but also to other practitioners in the gender justice field.

At country level, MEA members were able to conduct thematic studies, including a study on child marriage in Madagascar, femininity, and gender relations study in Togo with the aim to explore the concepts of masculinity and femininity in an anthropo-sociological approach and to understand the effects of these concepts on other areas such as sexual and reproductive health. MenEngage Eswatini conducted a research study on [The drivers of intimate partner violence in Eswatini](#) analysing qualitative data representing multiple perspectives to identify the most salient individual, interpersonal, and broader contextual drivers of IPV in Eswatini and to capture the complexity of these factors from the perspective of those directly and indirectly affected by IPV and a study on masculinity. These studies have been useful in contributing to the knowledge base and skills in MEA, the study from eSwatini for example was presented to MEA members during an Ubuntu symposium round table, with a [skill building session](#) on how to engage men to end IPV.

Media used as a tool for social change and to amplify MEA impact

Challenges posed by Covid have given us an opportunity to reflect on how we use media as an alliance, and we have noted changes in perception of members on use of media from “nice to have” to “must have”. MEA utilised both mainstream and social media focusing on MEA’s key thematic priorities, including releasing [press statements](#), Op-Eds, print and electronic media not forgetting social media, focusing on emerging issues at country level and in the region. During the year MenEngage Africa produced quarterly [newsletters](#) which we use as an opportunity for sharing best practices with our partners and members.

During the second year of the implementation of the strategic plan of MenEngage Africa the networks, both at national and regional levels, increased the use of media, engaging in radio and television talk shows, publishing opinion pieces and increasing social media presence and usage. To date, all 22 networks are now on Facebook from just 14 in the previous year,

and 17 networks have twitter accounts, up from 8 last year. The country twitter accounts are linked to each other and to the main MenEngage twitter account, which helps create hype on issues raised at the regional or country level across MEA and our strategic partners.

The country partners have reported increased use of media, Namibia reported two national TV appearances focusing on SGBV, CSE (Commercial Sexual Exploitation), Ubuntu Symposiums, print media statements on SGBV, CSE and child rape, published an online petition on CSE, Botswana was able to produce a drama on male engagement in ending GBV and promoting gender equality produced and aired on National Radio during weekdays at 10pm, while MenEngage Tanzania conducted media campaigns on ending FGM and child marriage on radio and television interviews through Mega FM, Radio Five, Ngurumo FM, Midundo Digital FM, Triple A FM and ITV with an estimated reach to over 700,000 people in the regions of Arusha, Manyara and Kilimanjaro.

Development, implementation, and monitoring of existing policy priorities of women's rights movements

During the year, MenEngage Africa has had great successes in the development, implementation, and monitoring of existing policy priorities of women's rights movements and worked with national governments and regional bodies to advance policies that engage men and boys for gender justice.

Strengthened relationships with lawmakers and policymakers

MenEngage Country Networks strengthened relationships with policy and decision makers at the country levels on the priority areas of the networks. MenEngage Liberia (MEL) was placed on the National GBV Platform that is coordinated by the Gender Ministry of Liberia, which has not only strengthened relations with decision makers in the gender ministry but is also giving them leverage to national level advocacy, lobby, and influence of policy makers. ME Kenya developed relations with the Cabinet Administrative Secretary for ICT (information communication technologies) and Youth Affairs. As a result, the Secretary officiated the Kenya network capacity building training which took place in June, in Nairobi, expressing her willingness to learn about this work and support the network in promoting youth participation in advocacy spaces. While in Uganda, due to the continuous engagement with the Ministry of Gender, engaging men and boys has become a standing agenda at the ministry, the ministry of gender now recognizes in all its operations the language on men and boys and constantly calls on MEU to engage in national processes. From previous collaborations with the Kenya Anti FGM board, a government agency specifically created to fight FGM, Kenya MenEngage was invited to contribute to its strategic plan for 2020-2024, where they contributed language on engagement of men and boys in FGM prevention.

At the regional level, MEA has continued to engage with regional and global entities such as the UN Women, UNFPA to advance the agenda of engaging men and boys as allies to the gender equality movement. During this period, MEA has partnered with UNFPA on several webinars targeting policy makers especially around FGM and child marriage. At a regional

level, we have built relationships with policy makers at the AU, for example the AU commissioner for social affairs sent a written statement that was read for her a part of a side event for the Ubuntu symposium focusing on ending FGM, she reiterated the importance of working with men and boys as key allies in the fight against FGM. In another Ubuntu symposium event themed “Engaging Traditional & Religious Leaders as Gender Equality Champions: A Stepping Stone to SRHR”, Her Royal Highness Princess Mihanta Ramanantsoa of the Kingdom of Linta, Madagascar made a keynote address on the importance of addressing men’s mental health as a means of addressing GBV, while at the same event, Honourable Member of Parliament Dr. Christopher Kalila, Political leadership from Zambia spoke about nurturing a new generation of Young Men & Boys who are Intolerant of Violence.

Policy monitoring tools in place

MenEngage Africa network in partnership with the Global Secretariat-MenEngage Alliance has begun working to develop a tool that will be used for critically analysing policies. The tool will aim to help members to assess the quality and accountability of gender policies that include references to men and masculinities. The tool will be used to analyse government, as well as intergovernmental, policies, and will be used across contexts. A session was organised as part of the MenEngage Ubuntu Symposium as an opportunity to explore the role of those engaging with men and boys, and transforming patriarchal masculinities through advocacy, the session was addressing critical questions around how advocacy can be done in accountable ways. Discussions from this session will contribute to development of the tool.

Country and regional level policy analysis and monitoring reports are produced and disseminated

During this period, MEA in partnership in implementing the AU Spotlight Initiative project conducted policy scans in five MEA countries (Mali, Uganda, Kenya, Liberia, and Nigeria). The purpose of the scans was to identify gaps in existing FGM laws and policies in the five countries including references to men and masculinities and make recommendations for country level policy advocacy for policy formulation and revision. A scorecard was developed out of the policy scan, comparing the countries against each other, and providing an opportunity for cross learning. These reports were disseminated in March, at a five-day workshop with partners from these countries, giving them an opportunity to discuss and strategize ways to reach policy makers. A Policy Advocacy Strategy on FGM was developed as a result of the policy scans, to provide direction for MEA members in eleven countries that practice FGM on how to advocate for policy and implement existing FGM policies at country level, with a focus on men and masculinities. MenEngage Africa also produced a Policy Brief on the Impact of the Global Gag Rule and Covid 19 on SRHR Services in Africa, with an aim of highlighting to policy makers how covid has exacerbated existing challenges on access to SRHR services by women, girls, and sexual minorities. The policy scan was launched and disseminated during a high-level webinar attended by MEA country partners and policy makers in the region.

Strengthened capacities to uphold quality standards and accountable practices

During this period, MenEngage Uganda network with support and technical guidance from the Global Secretariat-MenEngage Alliance went through a process of strengthening accountable practices. This process resulted from a letter from the feminist movement in Uganda highlighting key accountability issues in how the network was implementing work around men and masculinities and language that they felt was harmful to the women's rights cause.

Regular dialogues and capacity-building sessions on Accountability Standards and Guidelines organised

MenEngage Africa and Global Secretariat-MenEngage Alliance organised a three-day virtual training on ME Accountability standards attended by twenty-two MEA country Coordinators on the 26, 28 and 30 October 2020. The aim of the training was to capacitate country network coordinators on MenEngage accountability standards and how to apply the standards at personal, organisational and network level. Since the final document is not yet completed, it was important that MEA members do on keep accountability as a back banner, and therefore this training helped members to have open discussions about key accountability issues and share experiences on how they have overcome them. The session was used to provide useful skills for participants on how to moderate similar discussions at country level. Three capacity building sessions were also organised as part of the Ubuntu symposium as an opportunity for MenEngage members and participants outside the Alliance to critically discuss issues related to accountability and provide feedback and input into the draft accountability strategy for MenEngage Alliance.

CHALLENGES

Shrinking of civic space on human rights work

The network at the national and regional level faced resistance from policy makers, with politicians having continued to push back on human rights, women's rights and LGBTI rights. This year, while implementing a project under the AU spotlight initiative funded by UNFPA, Sonke was informed that certain individuals within the AU had tried to blacklist the organization following our campaigning for LGBTI rights - in particular, in solidarity with the Coalition for African Lesbians, at the ACHPR. We have since tried to engage with the colleagues at UNFPA to provide more details on this move by the AU so that we can lobby against it, however, there seems to be no official position on this, more like a personal position of an AU official. This decision has hindered funding for other thematic areas for MEA. At the country level, our partners have also been targeted by government officials under unclear offences. For example, in Uganda, our implementing partner on the Generation G project Reach a Hand Uganda, (RAHU) had their offices closed and accounts suspended.

Unreliable power and internet infrastructure

With the lockdown orders and movement restriction that followed the outbreak of Covid, MEA Secretariat and membership quickly adjusted to virtual meetings, webinars, and training both at regional and country levels. While there was enthusiasm from the membership about this new way of working, we were quickly reminded of the infrastructure limitations related to

internet access and electricity across the continent. We faced connection challenges particularly the internet and 3G cellular phone networks, especially those living in rural areas. For many members, even using and manoeuvring the various aspects of these platforms was a challenge for them although there was an adjustment as time went by. This challenge caused many members to miss meetings, failure to meaningfully take part and give their opinions on key issues, but also affected the quality of our capacity building activities.

Difficulty engaging remotely in policy processes

It is generally difficult to engage with policy makers in the region due to high levels of bureaucracy and the tight schedules of target agencies. This is coupled with cumbersome and lengthy approval processes for policies which slows implementation of activities. The Covid pandemic has worsened this situation because getting policy makers to commit to online meetings has been a challenge, especially on the regional level. At the global level, all advocacy spaces like CSW, GEF, HLPF (High Level Political Forum) have also become virtual, making it difficult for feminist movements like ours to convene, mobilise and exchange knowledge around issues that affect the gender equality agenda. Even though we managed to take part in the virtual platforms for these events, the limitations of participation in these virtual events were more than the benefits compared to previous events where we mobilised physically. Given the limitations of access to policy makers during this period, the Secretariat has embarked on strengthening the capacity of members to enable them to engage with key policy spaces at country and regional level on MEA thematic priorities. Advocacy capacity strengthening was conducted for partners from Mali, Uganda, Kenya, Tanzania, Liberia, and Nigeria on how to advocate for language around engagement of men and boys in FGM prevention.

LESSONS LEARNED

Hybrid events

With restrictions due to COVID on travel, large crowd gatherings and people hesitant to be in the physical presence of others, we have had to adapt to the idea of hybrid events. During the year MEA has organised events that combined both physical and digital participation with a part of attendees physically present and the other part viewing and taking part remotely. The Ubuntu symposium was organised in this format, and this gave an opportunity for participation of more people than we could afford to cover for if the event had been face to face. MEA has organised other subsequent events in a similar manner including the MEA AGM that was held in Malawi, thematic capacity building that was organised in Kenya. MEA members have welcomed the idea of hybrid meetings because it gives opportunities for more people to participate in regional events, which were previously only accessible to those who attended physically.

Simultaneous translation of meetings

One of the most challenging obstacles we previously faced when it came to regional events was that we could afford the cost of simultaneous translation. While we have many people in

MEA that are willing to provide interpretation services for the in-person meetings at a reasonable cost, MEA doesn't have resources to buy the required equipment. During the period under review and learning from the numerous online meetings, we have discovered that we can hire MEA interpreters to do simultaneous interpretation during our hybrid meetings.

Selfcare

Covid added to the already existing stress faced by activists who daily are faced with challenges related to mental health as they work to prevent human rights violations. Covid brought with it extra pressure from adding on the care burden with kids home from school coupled with working from home, caring for sick people and losing loved ones due to covid, let alone the increased number of virtual meetings. Sonke has introduced a Health Warriors Wellness programme which includes meditation mindfulness practices, ways to work with breath, thoughts, and emotions to help people feel grounded and calm and yoga, a session which incorporates some simple physical movements which are meant to help participants relax. The organisation is also working to minimise digital burnout and ensure that there are boundaries around meeting times and facilitating no-meeting days on Fridays to ensure that staff have space for learning and reflection. These sessions have been useful for those staff members that have taken part regularly, helping staff relieve stress and adjust to the pressure of the new normal. We are documenting how this is working for now and will support MEA partners to cascade this at country level.

CariMAN

Key achievement and results

For CariMAN the year 2021 served as an opportunity to further expand its efforts across the regions, as well as expand the networks in one new country - Montserrat- in the region. The CariMAN regional secretariat was established in Trinidad and Tobago. On the occasion of International Women's Day, CariMAN developed and launched [the Men's Pledge](#), that as of yet have been signed by 192 people. CariMAN was expanded to one additional country, Montserrat, during 2021. Following this momentum, the country chapter in Antigua and Barbuda initiated a video competition on the theme of the IWD, #ChooseToChallenge.

CariMAN has strengthened its partnership, via one of the board members, with the Institute for Gender and Development Studies (IGDS) at University of West Indies (UWI) and Caribbean Alliance of National Psychological Associations (CANPA) to develop the Caribbean Model for Behavioural and Cultural Change This project is being funded by UNFPA under the Spotlight Initiative to end all VAWG. Further, CariMAN was successful in securing funding from Foreign, Commonwealth and Development Office for a research project on masculinity and criminal violence in Jamaica and Trinidad and Tobago. This project will continue in 2022. We continue working with the University of Calgary on the action research project "Stories of Personal Transformation". Similarly, CariMAN has an ongoing project funded by Inter-American Development Bank (IDB) on "Adolescents as Agents of Change", under which CarMAN is contextualising Program H, developed by Instituto Promundo, for implementation in Trinidad and Tobago. In 2021, CariMAN successfully completed the SRHR For All project under which we published SRHR toolkit, 10-country study on engaging men and boys in SRHR, developed infographics and animated videos.

Following the mobilisation of the Changemakers under the SRHR for All project CariMAN was able to establish a Regional Advocacy Working Group under the leadership of one of the board members. Also, CariMAN successfully relaunched its website.

Democratic governance structures and leadership capabilities

During the year following the capacity strengthening of the CariMAN board with the course on "Feminism, Patriarch and Masculinities", with support from the Global Secretariat the board undergo several rounds of conversation to further strengthen the politics of the regional network as well in strengthening partnerships with feminist movements in the region. CariMAN organised 11 Board Meetings, once a month, where they discussed the governance issues as well as key strategies for the network.

Sexual Harassment Policy and Accountability Standards

2 CariMAN representatives participated in the Training of Trainers that the Global Secretariat organised, who were selected by the board. The two persons will serve as the focal persons for the Sexual Harassment Policy implementation for the regional network, as well lead the

process of contextualisation and development of the Sexual Harassment guidelines for CariMAN. This will further be followed up next year.

Resource mobilisation and partnerships

CariMAN has been successful to have new partnerships for a 9-month regional project on “Serious Organised Crime and Masculinities” with FCDO, UK Government. The project will conduct research (adaptation of [IMAGES Survey](#)) in two countries in the region; viz. Trinidad & Tobago, and Jamaica, and develop a programmatic framework that can be further adapted in the region on the intersections of masculinities and organised crime. MenEngage Global Alliance sits in the advisory group of the project, and continues to provide technical support. CariMAN, Institute for Gender and Development Studies (IGDS) at University of West Indies (UWI) and Caribbean Alliance of National Psychological Associations (CANPA) have jointly partnered in the UN Spotlight Initiative/UNFPA funded program to develop the Caribbean Model for Behavioural and Cultural Change.

Youth Engagement and Leadership

The year 2021 was a fruitful year for the youth engagement and leadership agenda for CariMAN. CariMAN established a ‘Youth Delegate’ comprising 25 youth from 10 countries in the region. 3 youth representatives attended UNFPA consultations on the development of a regional curriculum for Comprehensive Sexuality Education. 5 youth representatives participate in the YOUNGA2021 conference, and 3 youth representatives participate in GBV training delivered by COIN. Thereby supporting the capacity strengthening of young leaders in various priority areas of CariMAN. We envision that these opportunities will further help in strengthening the Youth Delegate for CariMAN and be involved in the global youth reference group.

Webinar and online dialogues

During the Ubuntu Symposium period, CariMAN organised a regional roundtable in partnership with Arts-in-Action.

Advocacy actions and partnerships

CariMAN became a member of the Alliance for State Action to End GBV in Trinidad and Tobago. In 2021, ASA contributed to amendments to the Domestic Violence Act and the Sexual Offences Act through stakeholder consultations, press releases, newspaper articles and recommendations to the Attorney General.

Effective and Strengthened Program

Within its awareness raising strategy, CariMAN signed a MOU with Trinidad and Tobago Television Ltd and hosted over 20 interviews on radio and television discussing GBV prevention as part of the Men’s Pledge campaign.

MenEngage Europe

During 2021, MenEngage Europe (hereafter MEE) has enhanced its outreach, improved its communication with and involvement of network members, deepened the internal cooperation and knowledge sharing between members, increased the effectiveness through working groups, levelled up its advocacy work, strengthened its role as a platform and increased its voice in different events and processes.

The year of 2021 has been a year in which the recently established Secretariat has developed a closer cooperation, put priorities and established structures and habits of collaborating with the Coordinators of the Steering Committee, the Steering Committee and the members of the MEE. The structure and work of the Secretariat has not only been strengthened during the year; it has also developed into a backbone of the entire Network and enabled activities, facilitated processes and overall maintained the ambition level and quality of the network on a high level.

In summary, MEE has built on its role as a focal point for European organisations and individuals engaged in gender equality work within Europe, both outside and inside the EU borders, and managed to level-up its activities, despite the restrictions connected to the Covid-19 pandemic. To be an open platform for organisations based both within EU member states and in the EU eastern neighbourhood area has an added value as it is forming a uniting force where members are seen as equal regardless of their geographical location and where their knowledge is respected and welcomed despite how different or similar the contextual situations may look like. MEE is now playing an even more important role for its members all over the European continent and contributes to shaping a platform where the members can show solidarity, exchange knowledge and bring forward initiatives and ideas to strengthen each other's work.

MEE Secretariat

As clearly noted during previous years, having an institutional structure within MEE is vital in regard to being able to create and maintain a stable and high-quality level of administration, communication and coordination of the network. To set up the Secretariat as a stable, capable and resourced supportive body of the MEE has been critical for making the MEE an active platform where ideas have the possibility to be materialised, where activities can be followed up and supported and where the input from members can connect and be linked together. During 2021, the Secretariat has worked as the "engine" of the network and contributed immensely to the effective realisation of its goals and enabled the network to work effectively, coherently and efficiently throughout the year. The Secretariat could be described as the driving force and focal point for the administration, communication and coordination of MEE and is of immense importance for the capacity of the network.

During the period of 2021, the Secretariat has played an important role in contributing to setting up the annual activity plan of MEE, continuously following up on the activities and

ensuring that they are implemented as planned. This year, some of these activities have been webinars and workshops as part of the Ubuntu Symposium, popular online check-ins and interactive training for the members focused on accountable practices, inclusion and diversity. 2021 has also included a digital member meeting in February, where a new Steering Committee was elected, and important decisions were voted on. And in October, when the Corona pandemic restrictions had eased up, the Secretariat also contributed to the arrangement of a physical meeting in Seville where members could reconnect, exchange ideas and knowledge and join a conference on the Feminist Agenda for the work on men and masculinities, initiated by the sub-regional network MenEngage Iberia.

As an inclusive and pan-European network of organisations and actors across the entire European region, these activities have been important to strengthen the relationship, cooperation and friendship between the MEE members, in EU member states as well as in the OECD/DAC countries, including the Western Balkan, Turkey, Russia and the Eastern Partnership region. The MEE is constantly striving towards involving members from all parts of Europe into its activities and ensuring that all members are included on equal terms. MEE is also actively working towards making the focus of its activities relevant for all members, regardless of if they are located inside or outside the EU borders and ensure that all members are given the opportunity to contribute and learn from each other. The MEE secretariat has a particular role and mandate to ensure inclusivity and accessibility for actors and members from across the region, and to strengthen participation from countries that until now have been less active, including ODA recipient countries. MEE currently has members from 33 countries, and 18 of the current 102 members are from ODA recipient countries (Albania, Belarus, Bosnia & Herzegovina, Kosovo, Moldova, North Macedonia, Serbia, Turkey).

During the scope of 2021, MEE has created both formal and informal, digital and physical, opportunities for members to meet and connect. These events and meetings have been of high value for many members, but especially for those who are still rather alone in their respective national context on working with men and boys for gender justice. To have an open space for people within the same field, who can relate to each other's work and exchange useful ideas has not only been important in order to fuel their motivation to continue their work despite backlashes and challenges but has also been important in terms of showing solidarity and creating a sense of belonging. It is obvious that as a European network, MEE plays a vital role for those members who work in contexts where gender progressive work is more challenging to achieve and uphold due to repressive and conservative governments. In being a network for the whole European continent and offer a space for members inside the EU as well as in ODA countries in Eastern Europe, Russia and Turkey, the MEE network is contributing to deepening the contextual knowledge and increase the regional awareness of the European development in the field of men, masculinities and gender justice. As MEE opens up for members from all across Europe to share their national experiences, local challenges and useful methods, the regional cooperation and cross-border collaboration between members is facilitated and links are strengthened. For instance, events and webinars focused on the local context in Russia and Turkey have been organised during 2021 and members

from across Europe have supported and strengthened each other through check-ins and training throughout the year.

MEE Secretariat Management and Financial Administration

During 2020, a strengthened MEE Secretariat was established, hosted by MÄN Sweden. The location of the Secretariat was determined by the MEE Steering Committee in a process during 2019, which included offers from three member organisations. As part of this process, MEE Steering Committee defined the main responsibilities for the hosting organisation as follows:

- Manage, supervise, and support MEE staff (in accordance with national laws and regulations)
- Manage funds in accordance with any requirements set up by the donor agency
- Immediately inform the SC in case of any problems or deviations from established plans
- Handle donor relations in the name of MEE in a responsible way
- Provide the necessary infrastructure for the secretariat, such as physical and technical facilities and support.

In 2021, supervision of the three staff members of the Secretariat, all activities, communication, and administration has been made possible with the support of this contribution. As one member of the MEE Secretariat team was working from the Netherlands in the first half of 2021, a subaward agreement was signed between MÄN and MEE member Emancipator in the Netherlands for administration of her contract and salary payments. MÄN has however held responsibility for employment, management, and supervision of all staff, regardless of location, and continues to function as administrative host for the network (with the mandate to for instance enter into agreements and handle grant administration for the network). During the reporting period, this has included regular contact and communication with the global secretariat of MenEngage Alliance in regard to this agreement, as well as with Ignite foundation (Oak Foundation) which is providing the main part of MEE's current funding through a three-year grant (2020-2022) to MEE as a partner in their "cohort of strategic networks". In addition to this, MÄN has also had contact with other external actors of relevance to the network, in this capacity.

MenEngage Latin America

The year 2021 was a rich and nourishing year for the network in Latin America, despite the challenges created by the COVID pandemic. The year and situation with COVID created an opportunity for rich virtual collaboration among the various national and regional networks. This led to greater opportunities for collective mobilisation, positioning via virtual organising, for the members across the countries in the region. With the [Ubuntu Symposium](#) mobilisation with the regional anchoring of the mobilisation in Uruguay it created an amazing vibrancy among the members in the region. With the continuation of the Ubuntu Symposium mobilisation and coordination, the regional co-coordination role was extended until 2021.

Following the democratic process, the regional network leadership - the steering committee - was able to conduct the processes for the election of new leaders for the regional network. For this the steering committee formed an electoral body that supervised the election process and the results of the election. Two new co-coordinators were elected through this process who will take on the role of co-coordinators starting 2022, for the next 2 years, and there was a smoother transition of power. However, with all of these the challenges with the virtual reality and spaces remained a barrier especially due to the challenges with internet connectivity and ability for the members to familiarise and use the technology to its fullest.

The regional network expanded to two new countries, Puerto Rico and Republica Dominicana, thereby expanding the regional network to 15 countries in the region. Currently there is an ongoing process in Bolivia in setting up a network, which will continue in 2022.

Achievements and results at the country level

With the aim to have a better understanding of the strengths and gaps of the country networks in the region, for the first time, the regional network conducted an assessment in 2018. It was found that there are various levels and approaches to involvement of membership as well as governance processes for the national networks. The assessment identified a huge need to prioritise working with the national network to strengthen the governance and leadership at the country levels in the 15 countries.

In addition, the assessment found three categories (broadly) of country networks in the region. First category includes those country networks in the region that are very well set up and have a good articulated vision. They have great relationships with the feminist and LGBTQI movements. They carry out joint activities and efforts, with complex organising and working processes, that more align to the feminist approaches. The second category includes the national networks which are yet to have decent governance structures and are constituted by one organisation with one leader. These networks were perceived as the protagonists of decision-making at national level. The third categories consist of the national networks working in parallel without articulating their politics or vision or sharing with the broader feminist civil society, which has its own challenge. Given the situation that was found, the regional

leadership will work to support the strengthening of the national network following the first category of the network models present in the region.

Democratic governance structures and leadership capabilities

MenEngage Latina Americana has had some organic changes to the Steering Committee, based on the new changes and decisions that the country networks made-including their representative to the regional steering committee of the regional network. This resulted in having new people/representatives in the regional leadership to the regional decision-making body, the steering committee. In the networks in Peru and Mexico, they have developed a co-leadership model that includes male and female leaders, with one being a youth. However, there are some representatives from the countries who have been around for over 10 years, who anchor the institutional knowledge and hence have been playing instrumental roles in the network. Towards the end of 2021, there were new representatives from Uruguay and Colombia following the decision that the representatives of these two country networks will be taking on the regional coordination role.

Virtual life as the result or impact of COVID came up as an opportunity for the regional network, especially the leadership, to organise more meetings than before. During the year 2021, the SC met once in every two months where they discussed key issues for the strengthening of the network, work plan implementation and follow up, election processes and other ad-hoc meetings.

Regional strategic and work plans

MenEngage Americana Latina has a systematic approach, for quite some time now, when it comes to the development of the strategic and work plans for the network. The Steering Committee collectively, with coordination by the co-coordinators, which then is approved by the SC together with the annual budget. However, during the year 2021 the regional network got some additional projects especially the one on Generation Equality Forum which fell within the scope of the regional strategy to strengthen advocacy and movement building.

#MeToo took the region by fire in 2017 including calling out men in various sectors including those in the human rights/gender justice sectors. The Global Secretariat was invited to support the regional leadership to have a moment to reflect on the situation and what it means for the network in the region. As the result of this process the regional network put in place mechanisms, following the development of the Sexual Harassment Policy by the Global Alliance, and have been regularly following up the guidelines and protocol.

Resources mobilisation and fundraising

In 2021, MELA did not have many opportunities for fundraising on its own. However, the regional network got support from the Global Secretariat to access some additional funds to implement the regional work plan. However, when it comes to mobilisation of human resources, the regional network was extremely successful in creating opportunities for the members to mobilise around the global symposium as well as a number of regional advocacy

opportunities. However, given the priority of the regional network to strengthen the country networks, the funds were channelled to the country networks to support them in the implementation of the national work plans. By doing so there has been significant improvement on strengthening the roots of the regional network i.e. national networks and members across the region.

Membership engagement

During the last two years, 2020 and 2021, the regional network's priority was to strengthen - along with the focus on strengthening the roots of the network - membership engagement on the governance and decision making of the networks. This mobilisation was more geared towards instituting a strong governance mechanism in place, including the selection of the representatives of the country network to the regional steering committee. However, one learning that evolved from this process was that the members felt little disconnected with the process as there were no any processes for them to be part of the selection process for the national steering committee. The regional network will continue working with the national networks in the coming years to strengthen the membership engagement at all levels in a meaningful way. COVID restrictions that limited people's movement served as a key factor for the region to have so many new insights and manage the time to meet up frequently.

Youth leadership and engagement

The regional network built on the SRHR for All project support from the Global Secretariat to strengthen its focus on youth leadership and engagement. With the leadership of the 6 agents of change under the project, the region was able to pull together a regional Youth Network at the International Colloquium in Costa Rica in 2020. Since then, the regional network has constantly been working to further strengthen the Youth Network, as well as figure out avenues for representation at the regional leadership group.

Communications

Under the leadership of one of the co-coordinators, who is an expert on media and communications, the regional network was able to make significant progress in the communications efforts. The [website of the regional network](#) was updated and made available for the members in the region for use, aligned with the resources from across the countries in the region. There was a significant increase in the use and prevalence in [the Facebook platform](#) of the regional network. The regional network utilised this space to organise online webinars and do the live posting of the webinars during the symposium and beyond. This resulted in huge increments of the people joining and taking part in the webinars of the regional network. Building on this success, in 2021 the regional network started using 6 additional platforms; Linked-In, [YouTube](#), [Instagram](#), [Twitter](#) and Podcast. The network established a media centre in Uruguay to launch the transmission of the GEF Advocacy activities, that included pre and postproduction for the streaming. With all these the region was able to gather thousands of views of the materials that were produced by the members in the region. During the COVID pandemic, there was a rise in the number of radio users and listeners so some of the country

networks in the region captured the moment and utilised these channels to reach out to the broader individuals and communities.

Knowledge products and documentations

During the year 2021, there has been some great progress on the documentation and knowledge products especially under the Generation Equality Forum Grant.

- A main achievement during the year has been the Diagnosis Report, which was jointly led by two feminist leaders in the region. This report brings together the assessment of the existing relationships, influence and general understanding of the work in the region, including the key recommendations for the MELA to prioritise in the coming years.
- During the year, MELA was able to develop and conduct the pilot testing of the online curriculum on “Feminism, Patriarchy and Masculinities” with representatives from 7 countries in the region. The course has been finalised by the Global Secretariat and will be made available soon.
- MELA developed a guideline document that will guide the regional network for the coming three years on their advocacy efforts in the region.
- MELA also developed a communication strategy (cross-cutting) and public position on men’s responsibilities in the elimination of GBV.
- MELA developed advocacy materials, knowledge products and public positioning strategy with nuanced analysis on key GEF Action Coalition issues. They also organised several rounds of consultations (regional, national and international) with broader stakeholders on the themes of gender-responsible and gender-transformative approaches to work to transform masculinities and engage men and boys in gender equality and social justice for all.

Webinars and online dialogues

MELA as the part of the Ubuntu Symposium organised several webinars and online dialogues during the year.

- MELA organised “Routes for Good Living” webinar series in which members from across the national networks came together to share and exchange their experiences, challenges and opportunities around network development and strengthening. The conversations were deep and transparent that helped to do a critical assessment of the country network status in the region. The report of this is under development.
- MELA and MenEngage Iberia network (sub-regional network in MenEngage Europe) organised dialogue “Encounters of Gender Equality”, that brought together the members from Latin America and Iberia region (Spanish and Portuguese speaking parts of Europe region) to share and exchange about the work they are doing in their contexts.
- MELA organised an online dialogue series on “Towards an Ethical Agenda for Equality in Latin America: Engaging Men and Masculinities in the Women's Agenda” that included 5 webinars (July 28, July 4, August 4, August 11 and August 18). This dialogue series brought together key feminist, youth, indigenous and LGBTIQ leaders to come together for a critical analysis as well as ethics of the work to transform patriarchal masculinities and working with men and boys in gender equality.

The recordings of all the webinars and online dialogues can be found in the following platforms:

- Facebook: <https://www.facebook.com/MenEngageLAC/videos/854553542111765>
- YouTube: <https://www.youtube.com/watch?v=H7UIKE3Q0Mg>
- Spotify: <https://open.spotify.com/episode/0SYdDeotwLM1K7mXAjkVLn?si=3b0f7f24b2474de>

Joint campaigns and cross-country initiatives

During the year, there were a number of campaigns at the national level. The networks in Colombia, Costa Rica and El Salvador had campaigns on paternity and unpaid care agenda. The country networks in Costa Rica and Mexico organised a cross-country learning exchange activity in Mexico.

Symposia, colloquiums and conferences

MELA was heavily involved and invested in the organising of the Ubuntu symposium and took up about 2 years of our past coordinators focus. All this work around Ubuntu Symposium supported a lot of bottom-up mobilisation in the regional network. It has been really helpful to continue building bonds and joint collaboration among the members and networks in the region. This moment created opportunities for new leaders to step up from across unique areas of expertise, thereby enriching the process and strengthening the networks in general. The region had its own symposium going on in parallel to the global one, for which they had 15 working groups that organised 11 plenary sessions, 17 online dialogues and 21 cultural events, thereby reaching hundreds of people from across the region. With all these developments in the region has resulted in creating fertile opportunities for the regional network to continue building on this energy and momentum to continue carrying out network building and strengthening efforts in the region.

Accountable Policy Advocacy and Political Voice

Advocacy Capacity Strengthening

MELA organised a capacity strengthening series on advocacy and political voice in the region. The series consisted of 7 sessions, with these conversations resulting in the development of the regional advocacy strategy for the regional network. The sessions were composed following the scaffolding approach to dive deeper into the history of feminist movements in the region and the relevance of the work on transforming masculinities and working with men and boys in gender and social justice:

1. *Session 1. Approaching the history of the feminist advocacy agenda since Beijing, 1995.* Participants learnt about the process and strategies of the advocacy and mobilisation efforts by the women's rights movement from the historical perspective of the movement that began with the preparation-during-and after the Beijing conference in China, 25 years ago. The network was honoured to have Mable Bianco as the guest speaker for the session.

2. Session 2. The feminist agenda and the challenges to advance in the generation of equality. Participants learnt about the broad meaning of multilevel (regional) advocacy and how it is appropriate to the feminist agenda in the region. The session delved into the challenges, obstacles and achievements over time vis-a-vis the regional feminist agenda.
3. Session 3. Positive Masculinities in the Women's Agenda. The participants took a moment to have a critical reflection on the place and contribution of the work on transforming masculinities and involving men and boys in gender and social justice field within the broad feminist movements.
4. Session 4: Drawing guidelines for the regional advocacy strategy. With this session the participants started looking more practically on the efforts around the 'men and masculinities' field. The participants conducted an in-depth stakeholders' mapping and analysis, as the first steps towards shaping the regional strategy for MELA.
5. Session 5 - Drawing guidelines for the regional advocacy strategy This session was the second on to continue focusing on the regional advocacy strategy. The participants were able to systematise the outcomes of the interviews with members from national and international levels to identify challenges for the agenda of 'men and masculinities'.
6. Session 6 - Drawing guidelines for the regional advocacy strategy At this session, the participants were able to develop the guidelines for an advocacy strategy for Alianza MENENGAGE.
7. Session 7 - Presentation of the proposal: Following the processes over these 7 sessions, the participants were able to finalise the guidelines for the regional advocacy strategy for MELA.

Following this MELA will continue further with the training process and a basic M & E System will be designed to measure the perceptions and knowledge of the participants on the issues addressed.

Regional Advocacy Strategy and structures

With the series explained above the regional network was able to have the regional advocacy strategy for MELA. In addition, the regional network further worked to translate, proofreading, design, illustration and layout of materials:

- A Diagnosis about the perceptions that Women and Feminist organizations and networks have about Men's participation and Masculinities work on the Beijing+25 Agenda. A Diagnosis about the perceptions that Women and Feminist organizations and networks have about Men's participation and Masculinities work in the Beijing agenda+25.
- Walking Towards a Regional Advocacy Strategy, 2021

Advocacy Actions and Partnerships

MELA in 2021 was involved in the Generation Equality Forum, with it being launched from Mexico. MELA leadership participated at the Mexico Forum, as well organised a session on 'men and masculinities'.

Relationships with feminist partners continue to be quite complex. We are working on advancing these partnerships, but there has been a lot of pushbacks on men's involvement efforts. A lot of groups are also asking for parity in all working groups, to include both a male and female leader. The regional network has realised the importance of having strong partnerships with feminist partners in the region, as well that this intention needs to be made more explicit and find ways to continue advancing the conversations with various groups at the national and regional levels. One realisation also has been that we don't know how to work accountably with and alongside the feminist movements.

Documentation and Publications on Advocacy

MELA developed a number of online documentations during the year:

1. A symphony of multiple voices to talk about an ethical agenda for equality in Latin America. <https://complices.org.mx/los-del-xxi-no-151-una-sinfonia-de-multiples-voces-para-hablar-de-una-agenda-etica-por-la-igualdad-en-america-latina/>
2. Men committed to their lives, their practices and their relationships are sought. "Between closeness and distance: a relationship to be consolidated." <https://complices.org.mx/los-del-xxi-no-153-se-buscan-hombres-comprometidos-con-su-vida-con-sus-practicas-y-sus-relaciones-entre-las-cercanias-y-las-distancias-una-relacion-por-consolidar/>
3. Diagnosis Towards an Ethical Agenda for Equality in Latin America <https://complices.org.mx/los-del-xxi-no-155-hay-que-encuerpar-el-discurso-hacer-cuerpo-la-transformacion-hacia-la-igualdad-diagnostico-hacia-una-agenda-etica-por-la-igualdad-e/>

Advocacy statements and public stances

During the year three country networks released statements on a number of issues relevant to the work of the networks. In Costa Rica – the national network developed a policy brief for presidential candidates to support women's rights. And in Argentina there were a number of public statements released to support and call for women's rights and justice. The network in Colombia put out public statements on the ongoing war and death of human rights defenders.

Effective and Strengthened Programming

We envision that the diagnosis report and its recommendations have given a good platform for the regional network to continue its efforts on strengthening programs that the members are doing at the local levels. This will be the priority for next year. At the same time, the country network in Costa Rica the members have started working with indigenous people on the issues of transforming masculinities. However, this work is still in the preliminary stage.

MELA as a regional network already has trans-women as members in the network, however, there hasn't been very structured partnerships taking place within the broader regional network. However there has been some nuanced discussions taking place on this agenda, as MELA needs to be careful about invisibilising the LGBTIQ rights agenda within masculinities agenda. The region has made a decision to select a diverse youth focal point: Afro, indigenous and LGBTQIA youth welcome, to serve as a regional leader to advance these issues.

North American MenEngage Network

Key regional achievements and results

The year 2021 was a crucial year for NAMEN with some significant progress made in the region, especially in the areas of capacity strengthening and leadership, network strengthening and policy advocacy. During the year 2021, NAMEN also pursued accountability intervention with members. NAMEN participated in a US White House GBV Consultation, as well as put out a public statement on Anti-Asian Hate in the US. NAMEN also joined statement for International Safe Abortion Day and a variety of endorsements during the year.

Another important activity was to resume regular committee meetings with the membership across the regions. In collaboration with the Global Secretariat, NAMEN participated in cross-regional exchange sessions. NAMEN also hosted three 2020 Symposium Partner Programs, with Wica Agli, The Performance Project, and NextGenMen.

NAMEN made significant advancement on the agenda of capacity development on the priority areas of the network. Along with that NAMEN developed two consultant positions, one on policy advocacy that will help support in developing the policy advocacy strategy for NAMEN and another one was the hiring of the Interim Executive Director at the secretariat, to be started early 2022.

Strengthening democratic governance structures and leadership capabilities

NAMEN has a 12-member board of directors, transitioned with 6 members leaving and 6 members starting. Operated meetings monthly. The Board Co-Chairpersonship held a vacancy for early part of the year, filled in later part of the year. The board operated a monthly executive committee, finance committee and a policy advocacy committee. NAMEN has in place a diverse board with representatives of 33% female, 58% POC, 16% LGBTQIA+, with age diversity of 33% 25-39, 33% 40-55, 33% 56-65.

NAMEN members rose by 36% from 114 to 155, including additional 29 organizations from the North America region.

NAMEN held 11 Board meeting in 2021, 9 finance committee meetings, including conducting a complete financial Audit of 2020. In addition, NAMEN hosted 6 policy advocacy committee meetings, 2-member meetups and 3 Symposium Partner presentations.

NAMEN Board developed and implemented a restorative accountability process with a member who violated codes of conduct.

Resource mobilisation and fundraising

NAMEN was able to, with the increment of its membership based, raise funds through its annual membership fee from the members that generally is used to support the core-

functioning of the network. NAMEN also received some fees by hosting the programs for MERGE for Equality.

Youth engagement and leadership

Through two 2020 Symposium Partners, NAMEN engaged a youth audience, learning about the required dimensions of including youth voice in program and planning. Next Gen Men hosted a youth leadership summit, with 126 youth attending, and The Performance Project held a program reviewing their approach to youth voice with 34 attending.

Webinars and online discussion fora

NAMEN held several programs through 2021 including two-member meetups where members discussed their work and shared experience. In addition, NAMEN hosted three programs by symposium partners, one from Wica Agli, a Native American organization focused on ending men's gender-based violence – during 7-8 April with 60 participants; and the second from The Performance Project that explained their process for working with teenagers and young adults on telling stories through theatre performance, and a third from NextGenMen who hosted a youth leadership summit.

Accountable policy advocacy and political voice

Through our participation with Generation Equality Forum, NAMEN hired a consultant to support policy advocacy. Starting in December 2021, and working now into 2022, the consultant will prepare a report on policy priorities and opportunities for NAMEN's future engagement. In addition, the policy advocacy consultant will assist the policy advocacy committee in building new infrastructure for mobilizing NAMEN members for policy advocacy.

NAMEN organises the meeting of the NAMEN policy advocacy committee monthly to lead the NAMEN policy advocacy agenda, in which 5 to 7 members regularly attend.

Advocacy statements and public stance

NAMEN assisted in preparing and promoting two statements during the year 2021, A NAMEN Statement opposing Anti-Asian Hate, in March, and a joint for International Safe Abortion Day in September. In addition, NAMEN endorsed a series of policy initiatives including:

1. 1 January 20, 2021, Advocacy Letter to OMB (by GBV Coalition)
2. 2 January 22, 2021, Global HER act (S 368)
3. 3 March 1, 2021, Abortion is Health Care Everywhere Act
4. 4 March 9, 2021, NAMEN-Endorsement-Letter to the White House-STC
5. 5 March 10, 2021, NAMEN-Endorsement-Letter to US Ambassador to UN
6. 6 March 12, 2021, NAMEN-Endorsement-Letter to House Appropriations Committee
7. 7 April 12, 2021, NAMEN-Endorsement-Letter on US abortion restrictions on foreign aid
8. 8 April 14, 2021, NAMEN-Endorsement-Letter Fossil Fuel impact
9. 9 April 14, 2021, NAMEN-Endorsement-Letter Global HER ACT - Gag Rule Repeal
10. 10 June 16, 2021, NAMEN-Endorsement_ Updated U.S. GEF Brief

11. 11 June 28, 2021 White House Gender Policy Council Stakeholder Strategy Table (Men as Allies)
12. 12 August 30, 2021, NAMEN-endorsement Afghanistan-Global Advocacy Working Group
13. 13 October 7, 2021, Cross Regional Dialog - MenEngage - Policy Advocacy
14. 15 October 29, 2021, Futures Without Violence annual OMB request on behalf of the Gender Community

Peer-to-peer learning and capacity strengthening

NAMEN operated one online member Meet-up in January where members engaged in peer-to-peer dialog and consultation. There were 14 members in attendance. The topic was Intersectionality and Decolonization, the implications for our work.

MenEngage South Asia

Key achievement and results

MenEngage Alliance South Asia (MEASA) was able to come together to mobilise around several key regional strategic priorities. A key highlight for the year 2021 was the fact that the Regional Secretariat, Steering Committee, and wider membership were able to gather and contribute collectively as a result of the Ubuntu Symposium. Despite the challenges brought on by COVID-19, the Alliance was able to meet most of the goals with regard to revising our operational framework, convening a members' assembly, and having comprehensive discussions and building consensus on regional priorities and ways forward as a regional network.

MEASA was able to hold two main regional roundtables as part of the Symposium on "Masculinities, Language and South Asian Nationalism" in February 2021 and "Decolonizing Gendered Power in South Asia" in April 2021.

MEASA also achieved a long-standing goal of forming a regional-level youth committee for South Asia. With support from the five country alliances, eligible youth were nominated through a transparent process by the National Secretariats and onboarded as part of the MEASA Youth Committee with our first introductory meeting being held on 30th August 2021. The Youth Committee also consists of three youth who represent MEASA at the MEA Global Youth Reference group as well.

MEASA was able to convene our very first MEASA Members' Assembly on 06th December 2021 with active participation by the wider general membership of the five country alliances. The Members' Assembly provides us with a chance to reflect on lessons learned, successes, challenges encountered and plans and ways forward for the upcoming year. The Assembly also provided a space for the wider membership to share their concerns and questions that required clarification and further discussion as a regional network.

Key achievement and results from the countries

Bangladesh

- Nominated two EMB member to represent regional SC for implementing sexual violence policy
- Participated in the regional members' assembly
- Nominated two young leaders to participate in the regional EMB network
- Formation of steering committee members for 2021-2022
- Produced action plan for 2021-2022

- Updated the member organisation details including focal person
- Celebrate 16 days activism - EMB member organisations
 - Engage community radio program where EMB members represent as speakers and talk about women and girl rights issues.
 - Conducted colorful rally and orientation for the schools for child rights and against child marriage
 - Convened dialogue between service providers at village level
 - Popularised national helpline numbers and mass communication
 - Organise art competition and artwork therapy
 - Conduct award giving ceremony to identified champion from adolescent group
 - for their contribution in regards child and women rights

Pakistan

- National Secretariat have established through democratic election process
- Two members elected to represent steering committee through democratic election process
- Two youth (male and female) nominated by steering committee through interview and selection process
- National secretariat conducted two capacity building trainings on SRHR and feminist approaches for 16 MenEngage partners
- 18 members of 16 organizations executives' capacity build on SRHR and feminist approaches
- National secretariat conducted two Capacity building trainings on transformative gender justice programs for 16 MenEngage partners
- Ten youth groups formed at district and partner level with 15 youth in each group
- 150 youth Capacity build on youth development through one day capacity building training in 10 districts
- Give new membership to one trans and minority
- National secretariat NOC from Govt of Pakistan for foreign funding is in-progress
- National secretariat played active in Local Government election 2021 for women's political participation and support for women to play active role in governance and accountability

Sri Lanka

- Developed brochure for MEASL and expanded membership with more youth and youth-led organisations joining
- Developed MEASL LGBTQ+ Inclusion Strategy and Implementation Plan
- Conducted LGBTQ+ Sensitization Session for members

- Conducted youth dialogue in Sinhala for members and youth group on Inner Work for Social Change
- Disbursed eight mini grants given to members for initiatives that mobilized communities around the themes of the Ubuntu Symposium
- Translated the MEA Global Discussion paper on “Contexts and Challenges for Gender Transformative Work with Men and Boys” to Sinhala and Tamil and a trilingual info pack on key topics from the Symposium
- AGM held in July 2021
- Orientation session held for new members in November 2021
- Mobilized members for a Call to Action for Men after #MeToo allegations in newsrooms and wrote letter to government stakeholders against counsellor spreading anti-LGBTQ+ hate speech
- Three youth committee members selected from Sri Lanka to represent regional level
- Equal Partners campaign done in partnership with UNDP
- Sri Lankan speakers represent MEASL at Ubuntu Symposium Regional Roundtables
- Conducted sensitization sessions for Asia Foundation (member organization) partners

Nepal

Keeping the pandemic situation and lock down created by this into consideration, MEA Nepal focused its virtual activities among the young generation to build their understanding on gender equality and the role of boys in promoting gender justice during 2021. For the purpose, coordination and partnership was built with the two national level networks of adolescent Girls and Boys, named as National Adolescent Girls Network (formed and active since 2012) and National Adolescent Boys Network (formed and active from the year 2021). These were chosen since they have their representatives in all 7 provinces and 77 districts. All the members of these two networks were oriented on the Gender Transformative Approaches and their role in promoting gender equality and social justice through virtual sessions organized in different times during 2021. A total of 718 adolescents (362 Boys, 348 Girls and 8 LGBTQIA+) were oriented on the situation of girls and women, gender equality, national instruments and initiatives taken to address the gender gaps and role of boys and men in promoting the status of girls and women in Nepalese context. As a result of the intervention, both the networks have included 'men engagement' as one of the key priorities of work in their plans of action endorsed for 3 years (2022-2024). Additionally, they have started advocating against gender inequality in all three tiers of the governments i.e., local, provincial, and federal. They also conducted a joint national meeting among the members (representatives) of the networks and shared their concerns with the Ministry of Women, Children and Senior Citizens, National Planning Commission, number of CSOs and their networks.

Strengthening democratic governance structures

MEASA undertook the task of developing an updated and revised Terms of Reference (ToR) to guide the regional network's operations. These updates were more around ensuring diversity and inclusion in the representations from the country network at the regional steering committee level. The revisions reinforced the regional network's commitment to the Core Principles, so that national committees have a diverse representation of organizations and individuals, ensuring female and youth leadership and representation from the SOGI community. The revisions further clarified the quorum requirements of the Steering Committee to be two-thirds, with at least one member from each of the participating countries and included the provision to virtually attend the SC meeting. The regional SC members will adhere or follow the MEASA communication guidelines as specified in the communications strategy of MEASA for all communications across country, regional and the global alliances.

Capacity Strengthening

MenEngage Alliance South Asia organized a meeting with Steering Committee members to discuss Regional Plan of Action and ways forward. In addition, the region organized dialogues for the young leaders from South Asia on the topic of Inner Work for Social Change and power dynamics.

In Bangladesh and Pakistan, the country networks organized capacity building training for grassroots level organizations regarding gender-based violence (GBV), meaningful youth participation, sex, sexuality, and gender. The trainings were focused on strength intergenerational partnership where 36 (18 each in Bangladesh and Pakistan) participants attended. In Sri Lanka the network organized a Youth Dialogue on Inner Work for Social Change and power dynamics in Sinhala for Sri Lankan youth as well as the first LGBTQ+ Sensitization session for MEASL members.

Sexual Harassment Policy and Accountability Standards

MenEngage South Asia has been, following the representatives' participation at the ToT organized by the Global Secretariat, having preparatory conversations to adapt the Sexual Harassment Policy developed by the Global Alliance. Following this, the country network in Pakistan had developed their own policy, with a Sexual Harassment Committee established with the responsibility to follow-up on the implementation of the policy. Further an accountability and good governance committee has been formed in Pakistan.

Resources Mobilization

With the new global strategic plan implementation as well as the last year of the current regional strategy, the regional network in South Asia revised the regional network's ToR on the management and handling of resources and finances for the regional network. The regional network has agreed to have a single door channel for the funding mechanisms of the Regional Secretariat unless this is rendered impossible due to unavoidable circumstances. Further the regional network will prioritize the endeavour to raise funds for the implementation of the strategic plan of the Regional Alliance and/or for the Steering Committee meetings. The Regional Secretariat will ensure compliance with the rules and regulations of the donor agencies subject to monitoring by the Steering Committee.

In Bangladesh and Pakistan, the steering committee members and national secretariats took various initiatives for resource mobilization and explored various opportunities to build partnerships with potential donors in the country and beyond. In Sri Lanka, the country network strengthened its partnership with The Asia Foundation and joined hands in an initiative on 'gender sensitisation and working with men and boys in gender equality' for the government stakeholders. The national secretariat in Pakistan faced a challenge as their bank account was blocked by the government that prevented them from receiving funds, however they were able to mobilize the resources they already had to conduct various capacity strengthening activities for the network.

Strengthening engagement with membership in the region

MenEngage South Asia held its first ever members' assembly in December 2021. The assembly provided a good opportunity for the wider membership to connect virtually in one space and discuss and build consensus on various aspects of network strengthening and mobilization in the region. The assembly served as a space to reaffirm our commitment to the Alliance's Core Principles, Code of Conduct and Accountability Standards. Following this the network in Pakistan received quite a number of new membership applications, which created the opportunity to create a membership committee.

Youth Leadership and Engagement

Centring and amplifying the perspectives and voices of youth in our work has been both a regional strategic priority for MEASA and a core element of our Action plan, in addition to materializing the goals of the MenEngage Youth Strategy produced during the Ubuntu Symposium. As such, MEASA was able to nominate three young leaders from the region (Sohanur Rahman from Bangladesh, Inum Al Haq from Pakistan and Kapila Rathnayake from Sri Lanka) as part of the Global Youth Reference Group (YRG). Additionally, the Regional

Secretariat was also able to form a Regional Youth Committee, in July 2021, consisting of representatives from the five countries in order to mainstream youth leadership and engagement as part of MEASA's work and regional priorities.

The representatives were selected based on nominations provided in an open and inclusive process by the Steering Committee members of the five countries. They are diverse in terms of cultural background, gender identity, sexual orientation as well as interests and skill sets. The Regional Secretariat as well as the Regional Steering Committee functions independently from the youth sub-committee in order to respect the agency of the youth leaders, while facilitating and supporting their efforts for the region. All eleven youth representatives have been encouraged and are presently working on forming a youth structure based on their discretion at the national levels. They are also expected to abide by MenEngage Core Principles and Code of Conduct as the primary terms of membership in the Youth Committee.

Additionally, in an effort to promote awareness and feminist consciousness among the wider youth membership, MEASA also conducted a “Youth Dialogue” online on 27th August 2021, on the much-needed topic of “Inner Work for Social Change.” This discussion opened up a safe and inclusive space for youth in the region to share their perspectives and learn more on the importance of personal transformation and accountability as young activists working in the gender space.



The youth committee led various activities during the #16DaysofActivism campaign (see the ‘Knowledge management and development’ section for more details). The youth committee members have been working on forming their own youth collectives in the respective countries. In Bangladesh the network members have formed a committee that will work to develop a guideline for inclusion of youth led organizations of ‘engaging men and boys network’. In Pakistan 10 youth groups have been formed at district level with 15 youth in each group. The network organized capacity strengthening activities in all the 10 districts. In Sri Lanka, two of the youth committee members have been working on creating a Youth Group in Sri Lanka.

Communications

MEASA is presently engaged in developing a Communications and Knowledge Management (CKM) Strategy for 2021-2024 that will be supported with several key guidelines provided by a

Communications expert for Steering Committee and Secretariat members to follow to ensure effective internal and external communications of the Alliance. The strategy is being developed on the principles of equality, respect, inclusivity, mutuality, and empowerment and has taken into account a number of key considerations by holding consultations with members of the Steering Committee and MEA Global team.

The key priorities of the strategy are as follows:

1. Strengthen MEASA's identity and reputation as a powerful and unified voice,
2. Increase MEASA's influencing and advocacy capacity,
3. Extensive Communications Resources & Knowledge Management and,
4. Drive global strategic change and effective delivery of crisis communications.

Further, MEASA was also able to nominate two focal points from India and Pakistan from our wider membership to represent South Asia at the MEA Global Communications Working Group. MEASA is also considering forming a Working Group at the regional level.

Knowledge management and development

MEASA was able to mobilise our resources to develop several relevant knowledge products in 2021. All the knowledge products listed below were developed with a frequent feedback process with the Regional Steering Committee.

1. Introductory video on MEASA <https://measa.net/2021/11/15/measa-introductory-video/>
2. Knowledge products developed by MEASA:
 - a. A documentary on Media and Masculinities in South Asia was produced with the aim to raise awareness on the portrayal of masculinities in South Asian media and its effects in promoting harmful gender norms and prospects for change
 - b. Two videos (1 - context / 2 - advocacy pov) on Unpaid Care Work in South Asia, featuring various expert opinions and insights from thought leaders in South Asia
 - c. [Discussion paper](#) authored by Dr Sepali Kottegoda on regional roundtables held as part of Ubuntu Symposium on [Decolonizing Gendered power structures in South Asia](#), and [Masculinities, Language and South Asian Nationalism](#)
 - d. 07 short videos (animated) on early and child marriages in South Asia
3. The youth committee led various activities during the #16DaysOfActivism campaign, under which they developed and produced a short video series on four priority areas and related to Generation Equality Forum as well as of the regional network; viz [Inner Work for Social Change](#), [Feminisms and feminist system change](#), [Comprehensive Sexuality Education](#), and [Transforming Masculinities](#).

4. Social media links:

<https://www.facebook.com/menengagesouthasia/>

<https://www.instagram.com/menengagesouthasia/>

https://twitter.com/MenEngage_SA

Documentary on Media and Masculinities in South Asia

Discussions on the portrayal of masculinities in the South Asian media landscape, specifically in film, television, music, radio, and social media, have been part of the wider gender and media discourse. In fact, the MenEngage Ubuntu Symposium touched on the subject of digital contexts and the “manosphere” providing interesting insights as well as an entry point for MEASA to explore further through a knowledge product. In a broader sense, an attempt to explore this area of media and masculinities was also informed by the need to learn more about how best gender transformative work with men and boys can both contribute and be accountable to these gender justice and other movements in the region. Our move to develop a documentary on this topic was also done with the recognition that media has become a powerful socio-cultural force that can really influence efforts in challenging narratives that normalise, endorse, and justify patriarchal masculinities.

With the addition of expert interviews, the video explores multiple dimensions of South Asian media and masculinities, including expression of masculinities in media and its impact on gender justice, and the need for men and boys as well as large media conglomerates to actively challenge misogynistic messaging in media. The video ends with a call to action that encourages all stakeholders, including media producers, agencies, filmmakers as well as viewers to move closer to gender responsive and transformative ways of portraying masculinities in South Asian media.

Documentary on Unpaid Care Work in South Asia

In relation to economic justice, the longstanding issue of unpaid care work (UCW) remains a significant problem in the region. As an alliance committed to promoting transformative masculinities and engaging men and boys for gender equality, the need to promote awareness and raise consciousness on the need to reframe fatherhood in care roles was important. Therefore, the Secretariat developed two informative videos on UCW by integrating contextual realities and expert interviews into a visually engaging, motion graphic product that will be disseminated widely in the coming months.

The two videos explored:

- the perceptions regarding gender roles amongst different audiences (primarily general public), the gender disparity in time spent on UCW in various households, as well as the impact of disproportionate UCW on the earning potential of women within the five countries (Sri Lanka, India, Bangladesh, Nepal, Pakistan) and how that ties in with the need for women’s economic empowerment. The videos also shed light on the stark realities behind the normalisation of UCW and reasons behind the current gender

disparity in UCW such as societal expectations, policies and lack of opportunities for women in various fields. From an intersectional angle, we also explored the variations in this gender disparity based on age and financial status.

- the changes that are required on various levels to create a more gender-equal distribution of UCW within South Asian households as well as the need to engage men and boys through a transformative masculinities approach. Both videos highlighted insights by three experts on UCW in the region, namely, Dr. Ravi Verma, Director of International Centre for Research on Women, Asia (ICRW), Prof. Radhika Chopra, Professor of Sociology at the University of Delhi and Dr. Sepali Kottegoda, Executive Director of Women and Media Collective in Sri Lanka.

Webinar and Online Spaces

MenEngage South Asia organised 2 sessions as part of the South Asia Regional Roundtables for the Ubuntu Symposium on “Decolonizing Gendered power structures in South Asia” and “Masculinities, Language and South Asian Nationalism”. A total of 173 participants (119 and 54 respectively) participated at these sessions. These sessions aimed at developing and sustaining knowledge relevant to these topics from the experts from the regions. MenEngage South Asia developed a discussion paper from these sessions, which will be further shared with the members and partners in the region.

Further, the regional network hosted 2 virtual dialogues on “Inner Work for Social Change” for the MEASA Youth Committee and youth from the region. 47 participants participated in the visual dialogues from the region.

MenEngage South Asia hosted, for the first time, a members’ assembly with wider membership of MEASA to discuss progress, achievements, challenges and way forward as a regional alliance in December 2021. 77 members from the region participated, which was a space for all members to gather as a region and build consensus of key areas, reflect on core principles, achievements, and prospects for change.

In Sri Lanka the country network organised a virtual LGBTQ+ Sensitization Session for its members on 19th August 2021. 42 members of the country network participated which led to creating an enabling environment for the network to implement the LGBTQ+ inclusion strategy of the country network. The session provided the opportunity for the members to be introduced to the strategy thereby sensitising members on the rights and visibility of LGBTQ+ persons in the country. Further they organised a Youth Dialogue, in Sinhala language, on Inner Work for Social Change for Sri Lankan youth activists on 16th August 2021 where 44 participants joined from across the country. This created a space for youth in Sri Lanka to speak and reflect freely on the need for personal transformation and embedding a culture of

accountability and integrity in their personal and professional lives, that further promoted an understanding of the different dimensions of power located within and around them.

Regional Campaign and Joint Initiatives

The MEASA Youth Committee organised a video campaign for the #16DaysOfActivism Campaign in 2021, with 04 videos developed on GEF action coalitions (see above). The videos were then translated and produced in local languages with support from the Steering Committee and Youth Committee.

Advocacy Capacity Strengthening

In 2021, the regional network organised a virtual capacity strengthening session on "Global advocacy as a tool for regional and national advocacy, activism and mobilisation". 34 participants from across the regions joined the session. Youth participants were able to learn about the use of global advocacy as an effective tool for regional and national advocacy, activism and mobilisation. Youth were given a chance to share their thoughts and ask questions and discuss potential challenges and opportunities associated with this topic.

Participation in Policy Fora

In Bangladesh, the national secretariat - Bandhu - was part of the group that worked to draft the Act on the Human Rights of Transgender individuals. They also worked closely with the Bangladesh Bureau of Statistics on the inclusion of the trans-gender population in the upcoming national census.

Partnership on advocacy activities

MEASA was able to form partnership with Breakthrough India and Azad Foundation to co-host a parallel NGO event session as part of UN Women's CSW66 scheduled for 2022. The parallel event has been accepted by NGOCSW. In Bangladesh, the network was able to develop partnership with the Right Here Right Now program.

Advocacy Statements and Public Stances

During the Afghan crisis, MEASA released a statement of solidarity for the Afghan people <https://www.instagram.com/p/CSrQBHF94A/>, that has reached 72 accounts.

The country network In Sri Lanka developed a "call to action" for men, with support from MEASL members, and disseminated on social media following a series of #MeToo allegations in Sri Lanka's media space and reports of child sex trafficking incidents <https://measa.net/2021/08/04/a-call-to-action-for-men/>. In addition, MEASL wrote a letter

lobbying to vet resource persons who provide training for government officials following incidents of anti-LGBTQ+ hate speech incited by a popular counsellor who provides training for police officers in Sri Lanka. The letter condemning her harmful remarks and requesting vet resource persons were sent to several key stakeholders including the Ministry of Women's Affairs, National Police Commission, Ceylon College of Psychiatrists and Sri Lanka Human Rights Commission, etc. As a result, the Ceylon College of Psychiatrists issued a statement condemning the counsellor's remarks and re-confirming that homosexuality is not a mental disorder. MEASL was also invited to a meeting with the Human Rights Commission to discuss the matter further.

Effective and Strengthened Programming

Knowledge and uptake of evidence-based approaches

A discussion paper was produced with key findings from MEASA's two regional roundtable sessions from the Ubuntu Symposium (to be released in 2022). The country network in Sri Lanka translated the discussion paper produced by the Global Secretariat, Contexts and challenges for Gender Transformative Work with Men and Boys, was translated to Sinhala and Tamil and disseminated among the network members and partners.

Strengthening partnerships with feminist organizations and agencies

During the year 2021, MEASA developed partnership with the [Gender & Equity Network South Asia](#) (GENSA) to support in their work towards knowledge generation through narratives from South Asia about best practices, challenges and stories of change. The partnership resulted in support in the production of the **Podcasts on the Evaluation Frameworks** for the work with men and boys in transforming masculinities and advancing gender and social justice. MEASA facilitated the participation of the Global Alliance's Co-Director contributing in one of the podcasts that GENSA developed.

MenEngage Alliance South Asia, *building on to the work of the regional secretariat Foundation for Innovation and Development with Asian Development Bank*, led to creating the consortium under the leadership of ICRW Asia Regional Office together with Promundo and MenEngage Global Alliance, for a 1-year regional project **"Stock taking on men and masculinities for gender equality" with Asian Development Bank**. This regional project aims to conduct a stocktaking of government, civil society, and private sector initiatives that engage men and boys and work on transforming masculinities for GEWE, within the ADB priority sectors; identify potential entry points for ADB to promote the engagement of men and boys for GEWE within ADB sectoral operations, through analysis of the successes, challenges, and gaps identified in the review;

and develop knowledge products to present the regional and country-specific sectoral findings.

MEASA strengthened its relationship and partnership with Breakthrough India, as one of the organising partners, for the [Reframe Pan-Asian Summit](#) scheduled for 2-4 March 2022. MEASA, together with the Global Secretariat, supported the dissemination of the information about the conference and outreach to various actors in the Asia region to join the conference. The Global Secretariat supported in reviewing the abstracts submitted for the conference.

The **country network in Sri Lanka, MEASL**, partnered with the United Nations Development Program (UNDP) and the Ministry of Women's Affairs for the "Equal Partners" campaign on fatherhood and care roles. This partnership was to support the [National Plan of Action to Address SGBV](#). Following up with the "Equal Partners" campaign, MEASL was invited by the UNDP for an internal buy-in for the campaign. MEASL was invited to conduct two sessions for their staff on self-care and the topics explored in the Equal Partners campaign.

MEASL provided technical support and trainings on men and masculinities to the Gender Unit of the University of Kelaniya and developed a concept for the centre to work on sexual harassment and engage men and boys. MEASL supported with the conceptualising of the #16DaysOfActivism campaign with the National Forum against GBV. MEASL also contributed by conducting a session on the Ubuntu Declaration and Plan of Action as part of the Forum's knowledge sharing session.

Strengthened Movement Building Approaches **SOGIESC inclusive organising and approaches**

MenEngage Alliance South Asia began developing an LGBTQ+ Inclusion Strategy and Implementation Plan (to be finalised in early 2022) to be used at the regional level in close consultation with Steering Committee members. Further, representation from the LGBTQ+ community was deemed a priority in the selection of the MEASA Youth Committee. LGBTQ+ representation in the selection of Steering Committee members has also been added as a point of consideration in MEASA's revised ToR.

In Sri Lanka, MEASL was able to develop an LGBTQ+ Inclusion Strategy and Implementation Plan for the country network. The secretariat organised a virtual LGBTQ+ sensitization session for its members in August, where 42 members participated. The session resulted in orienting the members on the strategy and sensitising members on LGBTQ+ rights and visibility in Sri Lanka.

MenEngage Lebanon

The year 2021 was a productive year for the network in Lebanon, despite the challenges with the political landscape and COVID situation in the country. The network achieved a significant milestone in its evolution by setting up a long-term sustainable foundation for the network to operate with strong governance, policies and procedures that elaborate the strategic and operational areas of the network. The network now has its Bylaws, voting procedures and guidelines on how the network will work collectively in advancing the mission and vision of the network, including the accountability procedure in place. With all these documents in place, the network members have realised that they now have better clarity on their rights, responsibilities and ensuring transparent working modality among the members and as a collective and network. The network saw increased collaboration and participation from the majority of the members, in all the processes and documents that were put in place during the year. With this the network in Lebanon has evolved to become efficient and professional in its organising, as well has systems set up that can serve to address any issues with regards to violations of the principles and conducts.

Strengthening MenEngage Alliance Networks & Leadership

Following the collective agreement in 2020, the network invested the whole year working on strengthening the governance structure of the national network. This prioritisation and efforts throughout the year have resulted in increased commitment and buy-in among the members. For this the network members, despite the challenges due to COVID and political situation in the country, were able to spend and make significant improvements and achievements. We have documents in local (Arabic) language that facilitate the working and networking relations in the network - that are culturally sensitive and to be able to be used in other countries to be used as a template for other countries as an aspiration. With all these developments there is a strong base to initiate any collective works and initiatives in Lebanon as a collective community.

The country network has 5-member secretariat, comprising of 2 INGOs and 3 local NGOs. Among these they agreed to have one of the organisations for the logistics and administrative responsibilities for which ABAAD was agreed to continue playing the role. With this system in place there is a strong sense of shared obligation.

Regional work plan development and implementation

There is no regional network in the Middle East and North Africa region, however for the last few years the network building is always part of the conversations under any projects in the other countries in the region. A number of women's rights organisations based in Jordan, Iraq, and Egypt have shown interest in setting up networks. In addition, there has been a felt need

to have an internal (in safe way and safe spaces) to have conversation around LGBTIQ and challenging the heteronormativity, which will be the priority for 2022.

Youth leadership and engagement

One of the biggest achievements for the year 2021 has been to set up the Youth Sub-Committee within the MenEngage Lebanon network. The network has strong commitments to continue diversification of the membership and inclusion of individuals who have historically been excluded. For this we invited several Palestinian NGOs and groups to join the network. This will continue becoming the priority for the network to have diverse groups represented in the leadership of the network.

All this was possible as the result of the capacity strengthening of young people and activists across the country, who further went on to do training in their own communities. They then came back to join the network and be part of the youth subcommittee. Since then, they have been contributing meaningfully on setting up the agenda for the network and have equal voices at the table.

Sexual harassment policy implementation

The network has a sexual harassment policy in place, however, were not able to conduct training this year due to the challenges. This will be part of the plan in 2022.

Resources mobilisation and fundraising

The activities that were conducted during the year were basically without any funding and grants from any donor. This was only possible as the members as well as the secretariat were able to mobilise resources from their existing programs and organisations. With the strong base for the network, the network will mobilise resources for the implementation of the work plan that the network will develop for 2022.

Advocacy strategy and partnerships

There were no any activities or efforts during the year 2021, but the network has agreed to ensure that advocacy will be part of the plan in 2022. This will be initiated with creating a working group with members who have relevant experience and expertise. At the same time there has been a realisation that the network needs to work in strengthening members' understanding on how and why MenEngage should be actively involved in advocacy efforts.

Participation in policy fora

The national secretariat, ABAAD is one of CSO leads of the action coalitions on GBV under the Generation Equality Forum.

Advocacy policy brief

ABAAD and the network in Lebanon developed a Policy Brief under the Generation Equality Forum grant from the Global Secretariat, on the fatherhood issues and ways it can be an entry point in the work on transforming masculinities.

A word of thanks

MenEngage Alliance, together with the Global Board, regional networks, and its membership across 88 countries from across Africa, Caribbean, Europe, Latin America, Middle East, North America and South Asia regions, would like to express our sincere gratitude and thanks to the generous support of our strategic partners, donors, and members, including the following through the global level in 2021:

- Swedish International Development Cooperation Agency (Sida)
- AmplifyChange – via Rutgers Netherlands
- FORD Foundation
- UNFPA-ESARO
- UN Foundation
- Global Affairs Canada - via Women's International League for Peace and Freedom (WILPF)

Glossary

This glossary provides brief descriptions of how MenEngage Alliance understands and applies the concepts that are at the core of our Vision and Mission and understanding of qualitative work on men and masculinities within women's rights, SRHR and gender justice for all:

Enabling spaces for dialogue and joint action

MenEngage Alliance engages in strengthening partnerships, networks and alliances. We work 'GLOCAL': where ideas from the local to the global are jointly identified, shared, negotiated, changed, and disseminated.

Engaging men and boys

We seek to work with men and boys to encourage their active involvement in ending gender inequalities, advancing women's rights and transforming masculinities as allies with women, girls and people of diverse gender identities. Recognizing that some men and boys question the harmful notions of manhood and the privileges that society grants them, we provide them with ways to take transformative action. We work with men in power in all spheres of society to promote progressive policies and institutional practices in favour of women's rights and gender justice.

Feminist approach

We acknowledge that we build on the heritage of feminist women's rights organizations and movements and ground our work firmly in feminist principles. We seek to strengthen our work by embracing a women's rights perspective and feminist analysis, including placing inequalities in privilege and power that result from patriarchy at the heart of our work with men and boys. We commit to listening to and being accountable to women's rights voices; and to institutionalizing democratic and inclusive decision-making processes within the Alliance.

Gender transformative approaches

Policies, processes, and strategies that seek to critically reflect on and transform social norms and institutional practices that create and reinforce gender inequalities. Gender transformative approaches do not view the engagement of men and boys as an end in itself, rather as a means to transform social norms and gender power relations at their roots. Gender transformative approaches are part of a 'gender integration continuum' that classifies interventions as gender exploitative, gender neutral, gender sensitive or gender

transformative. MenEngage seeks to support the increased uptake of gender transformative approaches with men and boys through the work of the Alliance.

Intersectionality

We acknowledge that oppressive institutions (racism, sexism, homophobia, transphobia, ableism, xenophobia, classism, etc.) are interconnected and cannot be examined separately from one another. This interplay of multiple identities can increase vulnerability and inequalities in privilege and power, and further entrench inequalities and injustice. We seek to contribute to an intersectional understanding of men and boys' roles and responsibilities and enhance an intersectional perspective in the work of the Alliance and its members.

Partnerships

We seek to foster concrete and equal associations and collaborations with various actors and agencies in the field of social justice, including women's rights; gender and social justice; climate justice; child rights; youth empowerment and rights; sexual and reproductive health rights; civil and political rights; indigenous population rights; and human rights.

SOGIESC

Sexual orientation, gender identity and expression, and sex characteristics

Transform and end patriarchy

We seek to engage men and boys, along with women, girls and people of diverse gender identities, to redress structural power imbalances and inequalities, male domination and their manifestations upheld by systemic male supremacy ideologies, and to reform such dualistic and sexist gender orders.

Transform masculinities

We seek to destabilize stereotypical male gender roles and hegemonic expressions of manhood, and support manifestations of non-violent, equitable and inclusive notions of manhood, by changing social norms that shape boys' and men's behaviour.

Working as allies with women's rights organizations

We are committed to working as allies, and to fostering healthy relationships, with women and women's rights organizations, movements, and networks. Our aim is to achieve equity and equality for women and girls, and justice for all, as a political act to strengthen the collective struggle for human rights and social, economic and environmental justice.

The following terminology is used to refer to specific entities within MenEngage Alliance:

MenEngage Alliance, or the Alliance, refers to the collective of entities that constitute the international network: MenEngage Global Alliance, Global Secretariat, Regional and country Networks, members, and partners. The term is distinct from MenEngage Global Alliance which supports this network to achieve its full potential.

MenEngage Global Alliance refers to the non-profit organization which serves as the implementing entity of the Alliance's global strategy and annual plans, responsible for anchoring the work of the Alliance and supporting its members' activities. MenEngage Global Alliance is registered in Washington DC, USA as a 501(c)3, non-profit organization.

MenEngage Global Board, or the Board, refers to the Board of Directors that is responsible for the governance of the Alliance at the global level, including oversight of programs and finances, and for carrying out fundraising for the organization. The Board consists of representatives from the Alliance's regional networks and international at-large member organizations and partners.

MenEngage Global Secretariat, or the Global Secretariat (GS), refers to the executive body of the MenEngage Global Alliance. It is composed of staff-team who are responsible for the implementation of the MenEngage Global Alliance's strategic priorities, carrying out fundraising for the organization (supported by the Board), and managing the budget.

We envision a world
where all people
are equal and free
from discrimination
– a world in which
gender justice and
human rights are
promoted and
protected



MenEngage Alliance
working with men and boys for gender equality

www.menengage.org