

## **Together Women Rise: Equimundo Update**

November, 2023

**THEMATIC FOCUS I: CARE EQUITY** - In this area of focus, we continue to center our efforts around scaling up programs and initiatives across institutions in the public sector, as well as shifting the global narrative around men's and boys' roles in unpaid care.

### **Scaling-up and Measuring Impact of [Bandeberaho \(Program P\)](#) in Rwanda**

- Equimundo and RWAMREC continue to work together with the Rwanda Biomedical Center to test the delivery of the Bandeberaho intervention through the Rwandan health system. Trained community health workers have reached 22,000 parents with the gender-transformative group sessions in Musanze district. Partners plan to scale-up to two additional districts – with the aim of reaching 80,000 parents in the next three years. This next phase of scaling will focus on refining the model to make it more cost-effective, increase reliance on existing government, human, and financial resources and generate evidence of impact at scale. The training of nearly 600 community health workers, health professionals and district staff is currently underway in Burera district, with expansion to Gakenke district beginning next year. A process evaluation and cost effectiveness study will be carried out during this phase to help develop a national scale-up strategy based on the refined model.

**Systematizing Learnings from [Program P](#) from Different Settings** - We completed a comparative review to identify core components of successful gender transformative adaptations of Program P design and implementation that likely drive or prevent effectiveness and can contribute to gender equitable relationships and the prevention of violence in the family. The study is the first effort to systematize existing evaluative evidence and a wealth of practice-based knowledge from multiple partners leading Program P, to understand what works when adapting fatherhood programs to new contexts, and how elements of design, implementation, and partnerships can influence their effectiveness. Our findings contribute to a growing body of evidence showing the positive impacts of gender-transformative fatherhood interventions on fathers' direct involvement in caregiving, enhanced family relationships, and ultimately the health and wellbeing of women and children.

**The MenCare Campaign & State of the World's Father:** We launched and disseminated [State of the World's Fathers \(SOWF\)](#) in partnership with key advocacy partners (e.g. UN, major corporate partners, media partners), focusing on intersectional inequalities within caregiving (e.g. focusing on

racial inequalities, socio-economic inequalities, sexual diversity and resulting inequalities) at Women Deliver in Kigali, Rwanda. SOWF has become a global anchor for [MenCare](#) advocacy and been recognized by UN agencies, national governments and key media outlets as an important biannual report and advocacy platform on men's caregiving. This SOWF is the largest State of the World Father's to date. Data collection activities took place between Aug to Dec 2022. Data from 17 countries (Argentina, Australia, Canada, Chile, China, Croatia, India, Ireland, Lebanon, Mexico, Portugal, South Africa, Spain, Sweden, Rwanda, Turkey, and USA) have been collected with deep input and collaboration across all country partners. This global database has more than 12,000 participants, of which approximately 8,000 participants are parents. Building on the SOWF evidence and narrative, we aim to increase global commitment of men and boys' equal engagement in unpaid care work through the elevation of the 50/50 commitment. The advocacy that will achieve this objective uses evidence from the State of the World's Fathers and other research studies to influence global regional and national agreements and policies. The objective will be achieved with two outcomes: the first focused on international advocacy and the second on national policy commitments. An updated list of individuals and entities who have taken the commitment can be found [here](#).

**THEMATIC FOCUS II: GENDER SOCIALIZATION** - This core thematic area focuses on fostering environments - e.g. schools, families, media and sports - that support boys to live diverse and healthy versions of masculinity.

**Building the Evidence Base around the [Global Boyhood Initiative](#)** - This year we completed the State of UK Boys, State of French Boys, and State of Italian Boys. After a successful launch of the State of UK Boys report in November 2022 at the Royal Society of Arts in London, UK, Equimundo made a splash at the Women of the World (WOW) festival in London in March 2023 where we had a booth aimed at promoting interaction and the dissemination of resources. This event had 25,000 attendees -- we distributed 400 conversation starter decks to parents and educators; more than 100 kids answered questions or provided comments on what it means to be a boy today; and we created a series of vox pop videos that helped us reach 25,484 accounts on social media.

In Mexico, our local partner GENDES is working on completing the State of Mexican Boys Report, a mixed-method study focused on boys and a mixed-method study focused on boys and the education system across 3 states. Finally, we are finalizing a landscape report of boys and boyhood (ages 8-13) in Sub-Saharan Africa (SSA). The report aims to both synthesize existing research and expertise on the topic from SSA and identify organizations who will be interested in piloting the Global Boyhood Initiative (GBI) in the region -

which is particularly timely given UNFPA's interest in supporting GBI's expansion in SSA.

**Developing the Global Boyhood Initiative (GBI) Program Tools** – Over the past eight months, pilots targeting children (ages 8-11) and teachers have been completed in selected schools in London (UK) and Paris (France) with promising results, leading to plans for a scale up to 40 schools in the UK. Lessons learnt from these pilots will inform the development of new programmatic tools to work with children in Mexico and Bolivia, building on the research on boyhood conducted in the two countries.

**Expanding the Global Boyhood Initiative (GBI) in Mexico** - In partnership with Mexican NGO GENDES, we launched the GBI Initiative in Mexico with research across 4 states to explore boys', girls', parents', and school teachers' perspectives on masculinity, including views on expression of emotions, sexuality, fatherhood, co-responsibility in caregiving and domestic work, and gender-based violence. The research included surveys of adolescents, in-depth interviews with parents and teachers, and observational workshops with children in primary, secondary, and preschool settings. With the inclusion of children in preschool settings and the adults in their lives, this represents Equimundo's first effort to conduct research on gender socialization in the 3-6 year old age range. The results are currently being analyzed and drafted into the State of Mexican Boys report to be published in the last quarter of 2023. Based on the findings from the research, we are in the process of designing and developing a school-based GBI curriculum geared toward teachers and children aged 3-6 and 7-9 in preschools and early elementary schools 9 to be implemented and tested in two Mexican states: Nuevo León and Chiapas.

**THEMATIC AREA III: VIOLENCE PREVENTION** - The last of our 3 thematic pillars focuses explicitly on violence prevention, including a vast body of stand-alone research centered around the [IMAGES](#) and [Man Box surveys](#) as well as gender-transformative programming focused on promoting healthy relationships and prevent violence with older adolescents and young men, as well as with adult men in the workplace. Fatherhood centered programs to promote the caring, equitable and non-violent engagement of men as parents and partners described in our first pillar, seek to prevent violence in the family and its reproduction into the next generation.

**10 Years of The International Men of Gender Equality Survey (IMAGES)** - After a successful launch of the Global IMAGES Trend Report, there has been an interest in using the [IMAGES](#) data for secondary data analysis by academics, other Violence Against Women & Girl (VAWG) scholars, and most importantly, the Lancet Commission on Gender-based Violence and

Maltreatment of Young People. Further, the Lancet Commission is further including Equimundo's learnings on the know-how and what works with boys and men in interventions.

### **Working with Utilities in West Africa, the Dominican Republic, and India –**

Equimundo continues to partner with TetraTech to help energy and water utilities around the world advance gender equality while meeting their core business goals as part of USAID's WAGE program. As part of this initiative, we are partnering directly with utility companies in India (BRPL), Dominican Republic (EDESUR), Nigeria (IBEDC & ISWSC), Ghana (GridCo & ECG), and Liberia (LEC) to help them build a more gender equitable workplace through a hybrid support system consisting of virtual and in-person trainings. This year, Equimundo finalized its methodology and rolled out a series of in-person training with these utilities. The involved companies have reported both a business and company culture impact as a result of our intervention. As men are becoming better allies to women in the companies, retention and productivity rates are increasing, harassment has decreased, and morale and cohesion has increased. Equimundo will continue to provide technical support to these companies to help them cascade the training methodology out to their employees and develop and implement gender equitable policies and campaigns to shift company culture to be more equitable.

**Male Allyship Project** - In partnership with Gates Foundation and Gender at Work, we launched this project to build a robust knowledge base around male allyship (MA) in support of workplace gender equality. We began a review of the published gray and peer reviewed literature to develop a conceptual framework for male allyship interventions and have drafted a study protocol to gather additional evidence from key stakeholders involved in the implementation of male allyship initiatives. We will use a stakeholder survey to map existing male allyship initiatives, followed by a multiple exploratory case study design to explore in-depth the perspectives of men, women, practitioners, and organizational leaders. Cases will be sampled through purposive sampling from previous sites of Male allyship initiative implementation (workplaces/organizations/institutions). Our underpinning participatory approach will build in sense-making moments into the research process to encourage reflection and ownership of the research process, with the ultimate goal of identifying and promoting uptake of the most promising approaches to engaging men in achieving substantive equality in the workplace.

