



IMPACT REPORT 2023

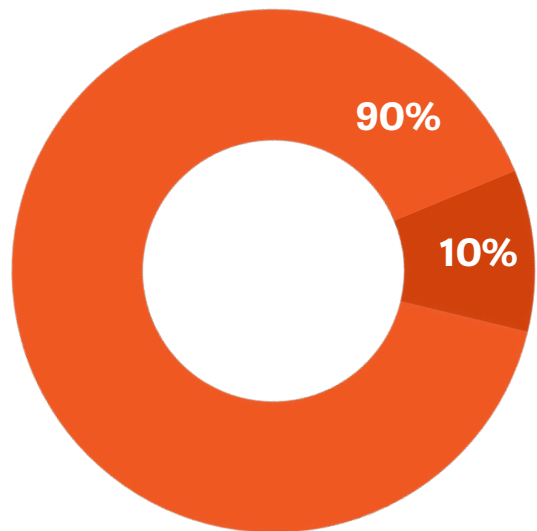


Equimundo works to achieve gender equality and social justice by transforming intergenerational patterns of harm and promoting patterns of care, empathy, and accountability among boys and men throughout their lives. We center the power of informed and evidence-based approaches to drive positive societal change. We contribute to this goal by working with our partners through three overlapping approaches: Research, Programs, and Advocacy.

Amidst a challenging global landscape with an uptick in anti-feminist rhetoric, resistance and rollback on gender equitable policies, rise in polarized government and militarized masculinities, increased online extremism, and violence against women and girls, Equimundo continued to amplify the role men and boys need to play for a safer, equitable, and just world.

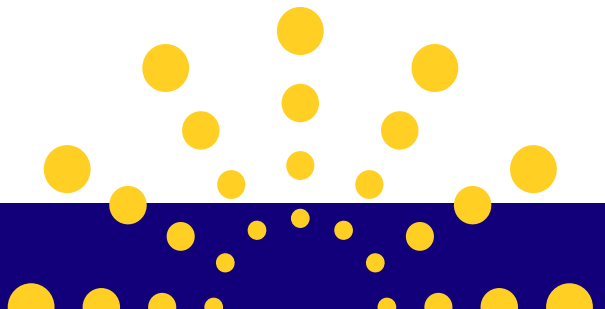
Our commitment to amplifying male allyship is guided by action, solidarity, and accountability to feminist movements – calling in men and boys as compassionate and caring individuals with a stake in a gender-equal world. This past year, across platforms and various spaces, we participated in community engagements, trainings, partnered to create educational programs, and launched research and advocacy efforts to promote positive versions of masculinities and reimagining gender norms. The following pages highlight some of our work and the story of change we're looking to build with partners like you.

FINANCIAL UPDATE



- \$5,582,137 Programs and Research (90%)
- \$632,204 General Operating Expenses (10%)

Please note the reported numbers and percentages for fiscal year 2023 are based on unaudited financial information for the organization.



STATE OF THE WORLD'S FATHERS 2023

Centering Care in a World of Crisis

In 2023, fatherhood took center stage at Equimundo. We unveiled our latest report: the [State of the World's Fathers \(SOWF\)](#), our flagship biennial publication on men's caregiving. This report has evolved into a global anchor for caregiving advocacy as noted by UN agencies, national governments, and major media outlets.

This edition incorporated survey data from 12,000 individuals across 17 countries, with a foreword written by Sima Bahous, the Executive Director of UN Women, who was one of the main speakers at the launch event in Kigali. The research has reached 5 million audience members worldwide through various events starting from the launch at Women Deliver to the celebration of the first official International Day of Care with UN Women to a presentation at the UK Parliament.

In a world where care is often thought of as a burden and as women's work, findings revealed that men and women overwhelmingly see care as positive and used words like 'love/amor, help/ayuda, kindness/compasión' to describe it. Large proportions of fathers say that "caring for my children is worth giving up some career opportunities for."

Some Highlights from the Report:

1. Across the 17 countries, men's care work is still less than women's but is increasing and approaching equal in some countries
2. Men and women are 1.5 times more likely to feel a sense of gratitude when they feel they can care well for their children
3. Men who take greater care of their own emotional care are far more likely to report caring for others
4. More than half of mothers and fathers say they are interested in advocating for care policies



Participants engage in the Bandebereho program at one of RWAMREC's sites in Rwanda



IN OTHER NEWS

We celebrated the 10th anniversary of Bandebereho, a gender-transformative parenting program adapted from our flagship program, Program P, to engage fathers alongside their female partners in collaboration with Rwanda Men's Resource Centre (RWAMREC) in Rwanda. The program is being scaled up nationally with the Rwandan ministries of gender and health and serves as an inspiration to others around the world.

The KINDER Project: A Promising Example

The KINDER project targeted educational professionals working with children ages 3 to 12 in three countries: Croatia, Portugal, and Spain. The program was built on the assumption that learning processes play a key role in boys' and girls' socialization and have a major impact on children's future life options, including career choices. The project provided teachers, educators, and other school staff with gender-responsive and -transformative tools, mostly focusing on masculinities, allowing them to respond to girls' and boys' specific needs in teaching and learning processes from a gender equality perspective. At the same time, it engaged families in a participatory process to promote diversity within and outside schools.

The strategy aimed to equip teachers with knowledge, skills, and attitudes for a gender-responsive pedagogy while promoting a behavioral change in the sometimes unconscious transmission of gender stereotypes by these professionals. KINDER hopes to support school management and national public authorities to mainstream gender issues at an early age. KINDER is funded by the European Commission and coordinated by the Centre for Social Studies (Portugal), in partnership with Fundación Cepaim (Spain) and Status M (Croatia) and in collaboration with the International Step by Step Association and Equimundo.

Global Boyhood Initiative: Better Boyhoods for a Better World

In 2023, under our [Global Boyhood Initiative \(GBI\)](#), we collaborated with three in-country partners and launched three reports: *State of Boyhood in France* under the banner of D'égal à égale in partnership with En avant Toutes, *State of Italian Boys* in partnership with Bocconi and Plan International, and piloted our *State of Mexican Boys* with the publication of *Jugando a ser Grandes* in partnership with GENDES.

Our participation in WOW Fest (Women of the World) hosted by the WOW Foundation in London marked another highlight. WOW Fest is a platform that celebrates women and girls and looks at obstacles faced by women and girls globally. Over 2,000 people engaged with our content and discussions about the importance of involving young boys in conversations around gender equality, including taking home conversation starters to facilitate these discussions. Our GBI programs continue to deepen the work in the Americas, Europe, and Asia, generating tip sheets, reports, and the latest research on boys' development and their emotional and social growth for educators, parents, NGO practitioners, and media.



Participants engage in the GBI curriculum with our partners, Lifting Limits, at the Ravenstone Primary School in the UK

SPOTLIGHT PROGRAM: PROGRAM P

Paternar: Setting in Motion Intergenerational Cycles of Care in Colombia

In 2020, Equimundo and La Fundación Centro Internacional de Educación y Desarrollo Humano (CINDE) introduced Paternar, adapted from our Program P, a groundbreaking program aimed at revolutionizing fatherhood in Colombia. Focused on men with children aged zero to five, Paternar sought to engage fathers as caring, equitable, and nonviolent caregivers alongside their partners or co-parents.

Through group sessions in Bogotá, Paternar reached 180 fathers and 180 mothers, 228 girls and boys from under five years old, and 101 children over five years old. The program was implemented with those displaced by conflict or migration from Venezuela. The impact was profound: improved couple communication, shifting attitudes towards gender equality, increased father involvement in childcare, and a notable reduction in violent discipline. Likewise, participants expressed high levels of satisfaction with the program and deemed it relevant to their concerns around parenting.

In its second phase, Paternar tackled real-life challenges like household responsibilities, limited time and resources, adapting to support fathers, their partners, and co-parents living particularly in vulnerable conditions. The program adapted itself to support systematic barriers faced by parenting programs to engage fathers and improve the intervention to better respond to the needs of caretakers and parents.

In 2023, Equimundo and CINDE laid the groundwork for a new era of fatherhood with a modified Paternar program - one that promotes active participation of fathers and creates new pathways to track their progress. The program is poised for pilot testing this year to evaluate and identify challenges and areas of improvement.

With plans to collaborate with public and private institutions, the aim is clear: embed Paternar in Colombian society and set a precedent for care equity and fatherhood work across Latin America. Paternar isn't just a program—it's a catalyst for intergenerational cycles of care and compassion.

Paternar



UNDERSTANDING THE REALITIES OF MEN IN THE US

From Crisis and Confusion to Hope

In May of 2023, we launched our inaugural [State of American Men](#) report, surveying men aged 18-45 across the United States: How are you doing? How do you feel about your lives, prospects, relationships, romantic lives, and your purpose in life? Who do you listen to about manhood? Do you support or oppose gender equality? And how do all these issues intersect? The results were striking. We found that many men across the nation are struggling and embracing unhealthy versions of masculinity: 44% of men told us that they had suicidal thoughts, 60% said they felt that “no one really knows me well,” and 53% of men agree that “in America today, men have it harder than women.”

Men who perceived themselves as economically precarious were more likely to be against gender equality. In addition, high percentages of men report trusting one or more harmful, misogynist online influencers. Building on the research, Equimundo has partnered with Futures Without Violence to deepen and expand our research on online spaces to identify pathways to more connected, more empathic, and more just versions of manhood that already exist all around us to promote a narrative shift. As we stepped into 2024 to do a landscape study of male dominated spaces, pilot new pathways of engagement, and expand our work in the US, various media outlets are already citing our report on the crisis of loneliness and connection amongst young men and the role this plays for gender, racial, and social justice progress, especially during an election year.



IN OTHER NEWS

Equimundo's President and CEO Gary Barker delivered a TED Talk at TED Women in October on [A Reframing of Masculinity, Rooted in Empathy](#), urging us to turn away from harmful ideas about masculinity and instead foster a culture of care, compassion and connection among men. [You can watch the full talk here.](#)

“Equimundo’s research – including the State of America’s Fathers and State of the World’s Fathers reports – has been instrumental in our efforts to advocate in US Congress for improved policies for working families. Further, Equimundo facilitated connections to key stakeholders in the fatherhood and caregiving field that deepened the reach of the Congressional Dads Caucus with leaders working on the ground. We look forward to continued partnership and collaboration.”

– Congressional Dads Caucus at the launch of State of America’s Fathers on advocating for paid parental leave and access to affordable childcare

Gary Barker speaks at SESSION 3 at TEDWomen 2023: Two Steps Forward October 11-13, 2023, Atlanta, GA.



Photo: Erin Lubin/TED

WHEN GENDER EQUALITY WINS, WE ALL WIN



1. More women than ever hold political decision-making posts worldwide, but gender parity is still far off according to a report by UN Women.
2. UN Women marked the first *International Day of Care and Support* acknowledging the disproportionate burden of unpaid care and domestic work on women and girls, and addressing these structural barriers that hinder women's empowerment.
3. Gender equity was at the forefront at the *2023 FIFA Women's World Cup* and we saw historic wins for equitable pay models for men and women's teams especially for national teams in the US, Canada, Denmark, Finland UK, Norway, and Japan.
4. Claudia Goldin won the *2023 Nobel Prize in Economics* for her research on the changing role of working women through the centuries, and the causes of the persistent pay gap between men and women. She's only the third woman to win this prize.

We are part of gender equality movements worldwide.

[Check out Equimundo in the news from the past year.](#)

B B C

The New York Times

The Guardian

teenVOGUE

Vox

FINANCIAL TIMES

We invite you to join our global impact to engage men and boys as allies in gender equality.

With your partnership, we can work toward ensuring that all people live in a caring, nonviolent, and gender-equitable world. Please consider [donating today](#) and join us in our mission to transform intergenerational patterns of harm and promote care, empathy, and accountability among boys and men throughout their lives.