



Afrika Ikalafe

PRESENTS



MARUMO FATSHE

Engaging men as part of the solution
to Gender-Based Violence for a more
engaged, collaborative and inclusive
workforce



Ending Gender Based Violence requires working with men

Whether it is violence by men against other men, or violence against women and children, violence seems to be the only language that many **perpetrators** can speak. Not only are men predominant offenders of violence. They are also **victims** of it

Men are predominately spectators and not contributors to the GBV conversation. This imbalance is ineffective in ending the cycle of violence. Solutions are needed for mobilizing men from being active bystanders to partners and allies

Men need safe healing spaces to deal with pain and trauma. Some end up taking their own lives



“ Rarely, if ever, are any of us healed in isolation. Healing is an act of communion.”

- Bell Hooks

Why a focus on men?

Rights

Boys and men have the right to live a **life free from violence** and develop their potential as humane, caring, and civil members of the society

Responsibility

Men still occupy influential positions both in government, business, traditional and religious institutions. Collaborating with men in key influential positions will create **space for men to influence other men**

Restoration

An indigenous healing justice framework as a response to sexual violence that puts **healing and accountability** at its core

Reconciliation

Working on an expansive **programme that includes men will contribute toward an expansive model** towards gender transformation and reconciliation

**ACCOUNTABILITY
+
HEALING**

Women are subjected to **sexual harassment** therefore engaging men on programming to prevent and respond to any forms of violence must be a **priority**



PEOPLE
MATTER

Key activities of the Programme

Consultations and diagnosis with human capital practitioners to **identify and address adverse impact of gender-based violence on productivity and workplace culture**

Face-to-face or online gender justice healing circles for women, men, queer persons and mixed groups to **build understanding of the impact of primary gender conditioning on adult choices and behaviour**

Online one-to-one **coaching and counseling**

Implementation and monitoring of gender and indigenous responsive **policies** for improved organizational culture

Building movements by creating healing circles to reinforce positive masculinities and a **healthy working environment** for **ALL EMPLOYEES**



BENEFITS

Improved **understanding of gender and gender conditioning** and how it affects individual and organisational behaviour

Making the workplace a **safe and non-judgemental environment and community** to reflect on gender conditioning and trauma that breeds violent behaviours

Integrating gender and healing responsive policies, protocols, and procedures for a more **engaged, collaborative** and **inclusive** workforce



HOW WE WORK

Assess – identify the organisation's ability to understand and act against GBV

Address – take practical steps to make the workplace a healthy environment for men, women and queer people

Advice – monitor progress and institutionalise policies and mechanisms to ensure an inclusive and sustainable organisational culture

Value Proposition

Smart EAP Support: Virtual Clinic

Face-to-face and online integrated health and wellness services for employees and their families by:

- Medical Doctors
- Allied Health Practitioners
- Spiritual and Life Coaches
- Yoga and Movement Experts
- Art Therapists
- African Spiritual Healers
- Legal and Financial Practitioners
- Nutrition education and diet formulation



We prioritise the interface between healing, transformation and justice. We recognise that an exclusive focus on the criminal justice system does not heal our fractured society. Inclusion of indigenous restorative interventions are key

Mmatshilo Motsei (Founder) recipient of the **UN Habitat Scroll of Honour Award** for working with men as part of the solution to ending GBV

Two Honorary Doctorates and other awards for involving men as part of the solution to gender-based violence

Over **30 years experience** on the global gender justice and feminist landscape across sectors

Leading **Feminist** Voice in Africa