

**1in6 Stanton Fellowship  
2010-2011  
Preliminary Findings**

**Prepared by  
1in6, Inc.**

**for  
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## I. Introduction

In December 2009 1in6, a nonprofit organization that assists men who experienced sexual abuse in childhood, received a Stanton Fellowship from the Durfee Foundation. The purpose of the Fellowship was to support 1in6 and other social service agencies as their staff researched and developed solutions to intractable social problems. The early experience of 1in6 staff and board members had suggested that while they had created excellent information and support resources for male survivors, their loved ones and service providers, society's collective ignorance of male childhood sexual abuse as well as the tremendous shame and stigma imposed on its survivors continue to present major challenges to making progress on this issue. In response, the Fellowship objective chosen by 1in6 was to identify promising strategies with which the organization could raise awareness, open up dialogue and spur action to address the needs of male survivors of childhood sexual abuse.

Over the two years of this Fellowship, 1in6 Executive Director Steve LePore spent time each quarter conducting research on this topic. The research consisted of readings by and interviews with the leaders of a diverse set of social movements and organizations, each of which succeeded in the past in overcoming the challenges posed by the sometimes difficult and unconventional nature of their issues.

## II. Project Overview

As stated in the original application, **1in6's overarching goal for the Stanton Fellowship was to address the existing ignorance, stigma and social inertia surrounding the issue of male childhood sexual abuse.** It was clear that 1in6 needed more than a marketing strategy to increase utilization of the services it offered; true traction on the issue would require a broader effort resulting in both local and national responses.

At the onset of the Fellowship, the agency's community education and outreach efforts were already beginning to target health and mental health service providers to raise their awareness of the prevalence and consequences of the issue so that they could provide male survivors more effective treatment options. Additionally, community outreach strategies were being designed to increase understanding of and to encourage dialogue on the issue among society at large. It was opportune for 1in6 that the work of the Stanton Fellowship would coincide with and inform these programming efforts.

1in6 established the following Stanton Fellowship objectives and methods to achieve the overarching goal:

1. **Identify the issue advocacy and community organizing strategies used successfully by movement leaders in the past to overcome challenges surrounding their issues.** *The methodology to be employed was conducting interviews with and engaging in extensive readings by other social movement leaders.*
2. **Identify technological and other strategies that could be effective at raising awareness and increasing utilization of 1in6 services.** *Methodologies to assist us with this objective were to include a) reviewing new technologies (particularly web-based technologies) available to increase our agency's outreach capacity and b) looking for strategies used in the for-profit sector that resulted in the widespread adoption of new products and services.*

The interviews included individuals already affiliated with 1in6 (board members, advisory board members, and service partners) as well as individuals initially unfamiliar with 1in6. The ultimate goal of the Fellowship was to draft an

actionable, strategic plan to guide 1in6 efforts in community awareness, service promotion and community collaboration going forward.

### III. Work Completed

Because 1in6 must contend with so much resistance around the issue of male childhood sexual abuse - both among male survivors and the larger public – the primary focus of the work completed in year one of the Fellowship was on the identification of successful advocacy and organizing strategies. Increasing awareness and understanding of the issue is an essential first step in making it more acceptable for male survivors to seek help as well as for achieving the longer term goals of promoting wider discussion of the issue and further program and policy development. Accordingly, work on the second stated objective of the Fellowship - identifying technological and other strategies likely to increase awareness and utilization of 1in6 services - was shifted to year two and beyond.

Over the course of the Fellowship, LePore would strive to accomplish three measurable objectives (summarized in Table 1). First, he would contact a range of social entrepreneurs, movement leaders, academicians and issue experts to identify the key challenges and successful strategies that emerged from their experiences working on a particular social problem. These best practices in issue advocacy, community organizing and technology utilization would help to anticipate the major obstacles 1in6 would encounter in pursuit of its mission and develop strategies that could mitigate these challenges. In addition, the Fellowship would contribute to collaborative efforts between 1in6 and other organizations to raise awareness of the issue and leverage available support resources. Finally, 1in6 would work more intensely to establish a network of individuals, organizations and other partners in its local community (Los Angeles) who would work actively to advance social change related to the issue of male childhood sexual abuse.

**Table 1: Progress Made in Reaching Measureable Goals**

Measureable Goals	Progress Made
Identify, connect with and learn from the experts and practitioners who exemplify the best practices in advocacy, community organizing and technology utilization.	This was the primary focus of year one of the Fellowship – lessons learned through this work are reported below in the Findings section. Research on technology use for outreach and service promotion was shifted to year two.
Form new collaborative relationships in the service sector to raise awareness of the issues and share available support resources.	Some progress was made on this goal in year one - new collaborative relationships were formed in the service sector with domestic violence organizations (Joyful Heart in NYC and RAINN) and with international male survivor organizations (The Mens Project, in Canada and Living Well in Australia). Year two will add to these accomplishments.
Develop a local network of service providers, government agencies, and other community members with an interest in advancing social change on the 1in6 issue (through dialogue, program, and policy development), including allies in the broader sexual violence prevention movement.	This is the primary focus for year two of the Fellowship, building on our close working relationship with Peace Over Violence in Los Angeles.

Though progress was made towards each of the measureable goals, the research conducted in year one focused primarily on learning from earlier movement leaders the strategies most likely to facilitate 1in6’s community outreach and education efforts. Deepening the agencies collaborative relationships and forming a local network of issue advocates was the key focus of year two and beyond.

Over the course of the two years of his 1in6 Stanton Fellowship, LePore completed interviews with nine individuals and eight books (see Tables 2 and 3 below). He also scheduled additional interviews for the first quarter of 2012.

**Table 2: Interviews with Social Entrepreneurs, Movement Leaders, Academicians and Issue Experts**

Year 1 Interviews	Year 2 Interviews	Remaining Interviews
<ul style="list-style-type: none"> <li>Eva Paterson (civil rights activist and Founder/President of the Equal Justice Society)</li> <li>Pat McGann (Director of Strategy and Planning with Men Can Stop Rape Now)</li> <li>Dr. Michael Kimmel (Professor of Sociology at SUNY Stonybrook and author of <i>Manhood in America</i>)</li> <li>Judith Herman (Professor of Clinical Psychiatry at Harvard University Medical School and author of <i>Trauma and Recovery: The Aftermath of Violence from Domestic Abuse to Political Terror</i>)</li> </ul>	<ul style="list-style-type: none"> <li>Jim Hopper (Instructor in Psychology at Harvard Medical School and McLean Hospital)</li> <li>David Lisak (Associate Professor of Psychology at the University of Massachusetts, Boston and Founding Editor of Psychology of Men and Masculinity)</li> <li>Peter Pollard (Outreach Director with 1in6, formerly with Stop it Now! And SNAP (Survivors Network of those Abused by Priests))</li> <li>Jehan Agrama, founder of GLAAD</li> <li>Michael Castellana, founding board member of MaleSurvivor</li> </ul>	<ul style="list-style-type: none"> <li>Ari Engelberg (Co-founder Stamps.com and Archive, Inc.) and colleagues who specialize in social media strategies.</li> </ul>

**Table 3: Books Written by Social Entrepreneurs, Movement Leaders, Academicians and Issue Experts**

Completed Books
<ul style="list-style-type: none"> <li>Dees, Morris (Co-founder and Chief Trial Attorney for the Southern Poverty Law Center) - "A Lawyer's Journey: The Morris Dees Story"</li> <li>Heath, Chip and Dan – "Made to Stick: Why Some Ideas Survive and Others Die"</li> <li>Herman, Judith Lewis (Professor of Clinical Psychiatry at Harvard University Medical School) - "Trauma and Recovery: The Aftermath of Violence from Domestic Abuse to Political Terror"</li> <li>Jones, Cleve (Founder of the AIDS Quilt Project) - "Stitching a Revolution: The Making of an Activist"</li> <li>Kimmel, Michael (Professor of Sociology at SUNY Stonybrook) - "Manhood in America" and "Guyland"</li> <li>Peeps, Claire (Executive Director of the Durfee Foundation) – "Activists Speak Out"</li> <li>Sanford, Linda (Licensed Independent Social Worker and Associate Professor at Simmons School of Social Work) - "Strong at the Broken Places: Overcoming the Trauma of Childhood Abuse"</li> <li>Young, William (Canadian author) - "The Shack"</li> </ul>

Key among the questions guiding this research on earlier social movements were:

- *What challenges might 1in6 face in its efforts to create open dialogue on this topic and develop more appropriate responses to the needs of male survivors?*
- *What successful strategies have been used in past movements to raise awareness of difficult and taboo subjects, such as civil rights, domestic violence, sexual assault and HIV-AIDS, as well as to develop appropriate program and policy responses?*

At the conclusion of the second year, LePore also hosted a half-day symposium to bring together potential allies and thought partners and begin developing strategies to increase action on the issue of male childhood sexual abuse in Los Angeles. The event was attended by two 1in6 staff members, four members of the Stanton Advisory Committee, and eight community members representing various fields and sectors including sexual assault prevention, legal services, social services, philanthropy and the faith-based community (see Table 4 below).

**Table 4: 1in6 Stanton Symposium, December 8, 2011**

Attendees & Affiliation
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**Emily Austin**, Director of Policy at Peace Over Violence  
**Patty Brown**, Director of the Burton G. Bettingen Corporation  
**Dan Broyles**, Spiritual Care Director at Grace Baptist Church  
**Heather Carmichael**, Executive Director of My Friend's Place  
**J. Dallas Dishman**, Executive Director of The David Geffen Foundation  
**Todd Eckel**, Managing Director of Programs for 1in6  
**Paul Freese**, Director of Litigation & Advocacy for Public Counsel  
**Patti Giggans**, Executive Director of Peace Over Violence  
**Tommy Givens**, Instructor in New Testament and Ethics at Fuller Seminary  
**Steve LePore**, Founding Executive Director of 1in6, Inc.  
**David Lisak**, Associate Professor of Psychology at the University of Massachusetts, Boston  
**Alva Moreno**, Director of Sexual Assault Services for the YWCA Greater Los Angeles  
**Arlene Schneir**, Associate Director of the Division of Adolescent Medicine at Children's Hospital, Los Angeles  
**Heidi Sommer**, Research Consultant (Event Facilitator)

#### **IV. Findings**

This section summarizes the lessons learned over the two years of the Stanton Fellowship – integrating what was gleaned from readings, interviews and the half-day symposium. It begins with a discussion of potential challenges to be faced and what the Fellowship interviews and readings suggest may be effective strategies for dealing with these challenges. This is followed by a review of some of the recurring themes in how these earlier social movements evolved and what contributed to the success of these social entrepreneurs and movement leaders. This section concludes with a more personal observation that emerged in year one of the Fellowship.

##### ***A. Anticipated Challenges, Strategies to Overcome Them***

The current community education and outreach programming offered by 1in6 already addresses several of the key challenges to working to address the adult consequences of male childhood sexual abuse. We understand that there is resistance among male survivors themselves to acknowledge they were abused and to deal with its consequences in adulthood. We know that health and mental health care providers often do not correctly link symptoms and presenting issues to childhood sexual abuse in the men they serve and as a result do not provide the most effective treatment possible. Finally, we are well familiar with the widespread ignorance surrounding the issue – the lack of awareness among the broader society of how prevalent the problem is and how serious and persistent the consequences. These are challenges which 1in6 will continue to work to overcome.

In addition, the research completed in year one of the Stanton Fellowship suggested that several other challenges might be anticipated, but also offered up promising strategies for dealing with these challenges.

**Challenge:** While 1in6's issue is gaining momentum, it is still a problem that is mostly invisible to society and one that most are unwilling to speak of. As a result, we are still very far from where we need to be. It is clear that the other movements discussed have taken a long time to get where they are today and along the way they had to address a lot of misconceptions, ignorance and resistance. Along the road that 1in6 must travel, some of the key points that will need to be addressed through 1in6 community outreach strategies are: 1) emphasizing the extent and nature of the problem (supporting the one in six statistic and links between male childhood sexual abuse and its adult consequences, etc.); 2) clearing up common misperceptions such as the belief that most abuse of male children is by clergy and that most men who were abused as boys become perpetrators; and 3) addressing how factors such as masculinity, race and

geography impact recognition of and reaction to this problem.<sup>1</sup> The book *Made to Stick* was very relevant to thinking about these challenges and potential strategies to overcome them.

### Strategies:

- 1) Specifically with regard to the one in six statistic, we need to present information that helps people to accept how prevalent this issue is without making it seem too big or unmanageable. We need to rely on the authorities and available research literature, to ensure credibility, but also need to put faces and real stories to the numbers just as Cleve Jones did with the AIDS Quilt so that the information is concrete and attracts emotional interest. We need to be careful to use messaging that is simple but full of meaning (not dumbed down). We have the potential to achieve more permanent awareness of the issue (rather than just heightened awareness in times of big media stories) that boys who are sexually abused grow into men and that the imperative to help them doesn't end once they achieve adulthood. One hopes, that after years of 1in6 working with local communities, there will be better ways to talk about what it means to have been abused in this way and a whole range of options for support.
- 2) We must continue to keep abreast of the latest research and use it in 1in6 community outreach to provide a true picture of the nature and implications of male childhood sexual abuse to address the existing gaps in knowledge, treatment capacity, etc. Need to work further with researchers on this issue to get at why some surveys show prevalence much lower – as David Lisak pointed out, one needs to ask the question (about experience CSA) in several different ways to really get men to disclose and surveys rarely allow more than one or two questions.
- 3) 1in6 needs to outreach to the institutions that train the next generation of social workers, mental health therapists, physicians and ensure that how they train them to deal with sexual abuse is not gender specific; they need to learn how to identify sexual abuse among males as well as among females.
- 4) 1in6 can learn from past movements in terms of the critical relationship with the media. When past stories of sexual assault were covered, it was clear which party (those defending the offender versus those defending the victim) were more influential with the media because of the language being used in news coverage. 1in6 wants to be the agency reporters go to before they write their story so we can help determine the language, provide accurate information, reliable sources, etc - in order to achieve greater understanding of the issue. Patti Giggans suggested that 1in6 have a finite set of messages or points that we want the public to come away with and keep repeating them with every interview, commentary, etc. Also, a strategy used by Peace Over Violence is to have the media on redial and every time the wrong language or misinformation was reported, call to correct them.
- 5) While it is unlikely that 1in6 can change how our culture perceives masculinity, perhaps we can identify one or two manageable pieces that relate to our mission and then make progress in those targeted areas. A starting point for 1in6 is to have a clear sense of how our culture's definition and understanding of masculinity impacts our issue and work. During the extension of the Fellowship work, Michael Kimmel and Jackson Katz, experts on this issue, could be asked to identify the top two or three things they feel need to be done over the next decade or two to begin to change our culture's definition and perspective of masculinity. Those things could be compared with the stated objectives of this Stanton Fellowship as well as with the overall objectives of 1in6 as an agency. One promising avenue is shifting the definition of "courage/masculinity" in terms of how men respond to victimization. For example, in the case of 1in6 founding board member, Greg LeMond who was being blackmailed with the threat of outing his experiences with CSA, instead of responding with further

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<sup>1</sup> Very relevant to point #3 are many of the cites and findings in Dube, S. R., Anda, R. F., Whitefield, C. L., Brown, D. W., Felitti, V. J., Dong, M., Giles, W. H. (2005). Long-term consequences of childhood sexual abuse by gender of victim. *American Journal of Preventative Medicine*. 28(5), 430-8.

silence/shame/fear, he took the issue public himself and showed that he didn't have to feel any shame at what happened to him. 1in6 needs to present more role models that represent this kind of courage and masculinity, and make clear that there are places where they don't have to fear seeking help. 1in6 will also need to be able to address how race/ethnicity and geography interact with perceptions of masculinity, though this is work that lies beyond the next year. Noted at the Symposium was the fact that the Penn State story did raise awareness more so among men than other stories in the past because this particular case involved a well-known football coach - so the articles were often found on the cover of the sports section rather than buried elsewhere in a newspaper.

- 6) To build trust and further increase utilization of services, 1in6 must ensure it is culturally competent to serve communities of varying race/ethnicity and sexual orientation. We were quick to bring in a consultant to understand how this issue is perceived by different cultures, particularly Spanish-speaking ones. A symposium attendee mentioned that a large share of individuals disclosing childhood sexual abuse in Los Angeles are African American, and so we must also increase our capacity with this and other populations going forward.

**Challenge:** While 1in6 has understood the need to develop partnerships with organizations that blazed the domestic violence and sexual assault paths, the experiences shared by those interviewed in year one highlighted how much of a challenge this will be. Pat McGann discussed the challenges of being both a man and a newcomer in trying to contribute to an issue in which women had forged the way and as a result, his male-focused organization Men Can Stop Rape Now had to contend with distrust, resentment, and hostility. Others such as Cleve Jones also talked or wrote about the enormous divide between male and female activists working on the various issues. 1in6 staff have realized that our work to address the needs of men who were sexually abused by women might create an additional barrier to the collaboration between our agency and those working in the domestic violence and sexual assault (DV/SA) fields.

**Strategy:** Those interviewed suggested the need for an approach that is nonthreatening, honors the prior work by the women's sexual assault and domestic violence movements, and builds trust and collaboration over time. It will continue to be important that as new issues and challenges arise, that we first approach those DV/SA partners with which we have strong relationships and work through these challenges together.

**Challenge:** Some of those interviewed experienced considerable pushback as they were first establishing new organizations, often from other organizations or individuals who don't think the problem was real or big enough or those who saw a new organization as competition for scarce resources or public attention. Two of the Fellowship interviewees mentioned the fact that those who work in the same field or issue often see simultaneous efforts to make an impact or achieve social change as a zero-sum game, and that prevents agreement or collaboration on an issue.

**Strategies:**

- 1) As with other organizations and movements, 1in6 will have to work hard to earn the trust of those who work on this same issue or share the anti-sexual assault field and this process of trust- and relationship-building can take time. We need to make clear that we are not trying to displace anyone (or steal away their funding) but come together, each leveraging their own resources, to make greater progress on the goals they have in common and in this way, it is a win-win situation. Thus far, this approach seems to have paid off. 1in6 formed an early alliance with Peace Over Violence in Los Angeles, one of the leading domestic violence/sexual assault prevention agencies in the United States and this relationship continues to grow through shared research and advocacy work. 1in6 also collaborates on programming with the Rape, Abuse and Incest National Network

domestically and works with international partners, such as the Men's Project and Living Well which serve male survivors of childhood sexual abuse in Canada and Australia respectively.

- 2) Another strategy should focus on outreach to foundations and agencies that fund organizations and service providers in related fields. Even after five successful years, one significant barrier to 1in6's efforts to raise funds is a weak response from foundations we approach to support our issue. Our grantwriting has targeted foundations that fund health and wellness initiatives, domestic violence/sexual assault issues, and child abuse initiatives - and only a handful have been willing to fund 1in6 services for male survivors, despite the obvious and proven links to each of these other issues. While some key foundations in Los Angeles have seen the importance of this issue and have funded 1in6, we will need many new philanthropic partners – both locally and nationally – to take our work to scale. High profile media stories, like those at Penn State, have raised national awareness of this issue and so it seems like this is an ideal time in which to develop new foundation partners. 1in6 hopes to create and implement proactive strategies that reach out to key national foundations in 2013 and beyond, and convince them to support our efforts to bring resources and services to communities throughout the United States. We recently conducted two large scale surveys – one of sexual assault agency staff and one of college campus clinical directors, both nationwide – that clearly document the need for the services provided by 1in6 and we hope to use this valuable information in our outreach to the philanthropic community.

**Challenge:** Among the social leaders examined in this work so far, several (Michael Kimmel, Morris Dees, and Cleve Jones) mentioned that they encountered personal attacks on their character, masculinity or sexuality because their work challenged social conventions and norms. These experiences suggest that those working on behalf of 1in6 and this issue may encounter some personal attacks along the way and we need to be prepared for this. For men who are themselves survivors, and for others working on behalf of 1in6 or male survivors, these attacks may focus on one's masculinity or sexuality or they may involve the accusation that male survivors are or will become offenders.

**Strategy:** We know that in the majority of cases most of the men who are survivors will never perpetrate violence against anyone sexual or otherwise, but we need to be better prepared with whatever research is available to clear up this misperception or claim (for example, David Lisak provides some figures in the Symposium to suggest that about 30 percent of those who experienced male CSA will offend themselves physically or sexually). But we also understand that for some male survivors, the fear of being perceived as an offender themselves, or perceived as gay/bisexual, is a strong disincentive to disclosing their childhood abuse and seeking help. Furthermore, we have to be very careful (always) with the language we use to talk about offenders. As pointed out during the symposium, in many cases the offenders are family members and people who were trusted and loved by the victim so it doesn't necessarily help to demonize them (but make it more difficult to deal with).

**Challenge:** It has become clear to 1in6 that we must engage in a greater degree of collaboration on our issue with the faith-based sector, but there will clearly be some challenges and this was touched on heavily at the Symposium. Some of the challenges include: 1) Male CSA has largely been viewed as a Catholic Church problem, which is not true but that is where most of the media coverage has been. Other faiths often go along with this notion so they don't have to address it within their own churches/congregations, even in terms of abuse that is perpetrated by secular individuals. Also, 2) churches often view or portray themselves as the institutions that get things right and don't necessarily deal with difficult issues like this openly, in a way that can promote healing. Yet much of the success of the domestic violence movement resulted from collaboration with congregations and leaders within – showing progress can be made when the community



demands to talk about an issue and the faith sector steps up; church is a central community venue for many and so it is a logical place to discuss social issues.

**Strategies:**

- 1) Institutions like churches (and universities) are closed systems; in general their policies are closed off (lack transparency) and inadequate for dealing openly with sexual abuse (no opportunities to heal). 1in6 needs to develop strategies that influence and help institutions open up to tackling this issue and develop more effective ways to deal with it through policy and practice. They need to be better at identifying the signs of sexual abuse and not tolerate it.
- 2) One possible approach for 1in6 is to start this work with progressive churches and model after existing examples of how faith-based organizations have dealt with hard or taboo issues in the past (HIV/AIDs in Black churches, Alcoholics Anonymous now integrated within many churches, etc).
- 3) 1in6 should also consider outreaching to seminaries because they are training the new generation of faith leaders and in many places their trainings touch on abuse, domestic violence, and so on. We might even consider creating a model program that we could pilot in one or more church communities or on a seminary campuses.
- 4) 1in6 needs to communicate the message that silence does everyone a disservice and should provide faith-specific resources – for example, education on how Christian text or language has been used to empower this kind of abuse or reinforce the need to repress it.
- 5) Whatever strategies we pursue, 1in6 would do well to identify well-known and respected individuals within the faith community to serve as champions on this issue in order to avoid the suspicion some faith communities might have of outsiders coming in to push particular agendas.

There were some challenges and strategies identified that may be particularly relevant to the efforts of 1in6 to reach out to young men and male survivors in general to educate them on the issue and increase support service utilization. As 1in6 increases its outreach to young men through its college campus outreach program, it will likely need to address some of the following issues identified through the Fellowship work:

**Challenge #1:** Michael Kimmel used the term “guys’ code” to refer to the very close bond between male friends that can override their relationship with family, romantic partners, sports, etc. This concept could have implications for the work of 1in6 – the issue is already taboo and difficult for young men to talk about. Perhaps the fear of losing their male friends makes them even less likely to open up.

**Strategy:** We at 1in6 need to understand what this “guys’ code” means for our issue and how we outreach and get through to young men. How do we make it acceptable for them to talk about with each other and build that into the guys’ code? And because we already know that much of our work with male survivors will begin by working with their wives, partners, friends, parents or bosses, etc., how does the existence of a guys’ code mean affect our ability to work through their male friends?

**Challenge #2:** Men will often lack the words to share their story of childhood sexual abuse or their story might suggest that they experienced something bad but in a very clouded way. This was exemplified by William P. Young in his book “The Shack.” “The Shack” is Young’s own story but it’s written in a way that you are not really certain if it’s about him and he never comes right out and says “when I was young these abusive things happened to me.” In addition, discussed at

the Symposium was the fact that often it won't be the men themselves coming forward but their wives, partners, etc who realize the men in their lives are dealing with something and need help.

**Strategy:** We at 1in6 have got to know how to listen and what to look for in the stories individuals share with us, and we have to expect that these stories will vary considerably from man to man. Likewise, and this was touched on in Linda Sanford's book "Strong at the Broken Places: Overcoming the Trauma of Childhood Abuse," because their stories are different and they are unique individuals, recovery won't mean the same thing and the goals will be different for each man we work with. Our approach must remain fluid enough and our resources diverse so that we can provide a broad range of men the support they need. We must also realize that in times of high profile media coverage of CSA stories (like the Penn State case) 1) more men will seek help because they are being forced (internally) to deal with their own abuse and that 2) the number of male survivors (and their loved ones) who come forward to seek help, are likely just the tip of the iceberg - over time (if 1in6 is successful) an increasing share of men are likely to come forward. That is supported by the fact that over half a year after the Penn State story, 1in6 website and hotline use remains much higher than prior to the story and continues to grow.

**Challenge #3:** We know that male survivors are using the Internet to anonymously find information and support resources but some are also using the Internet to do things with some potentially negative consequences - pornography, hooking up online, and at the extreme end of this, some guys become predators.

**Strategy:** Can 1in6 expand our efforts to use our web-based resources to not only support male survivors but to outreach and circumvent some of the negative consequences? Furthermore, since technology plays such a large part in the culture of young men, particularly in terms of social networking, how can we leverage our current web-programming to maximize our efforts to assist young men?

## ***B. Recurring Themes***

The work completed over both years of the Fellowship revealed a number of recurring themes or common words of advice:

*Taking Ownership of the Issue* -To a person, the social entrepreneurs and movement leaders examined in this work all said that there was an absolute moment in time when they took on ownership of their issue.

- Judy Herman said there was a moment in time when realized that this "movement" was about her and her community, that it would become her life's work. That so many others felt the same way about the issue - coming together, volunteering their particular skills or expertise and creating change (resources, organizations, etc.) – confirmed her choosing to remain in this work.
- Morris Dees was also able to identify the beginning of his commitment to his issue and work – "Years later Beverly would look back on this day and say, 'That was the beginning. You knew your life was going to change and you had to go on with it.'"
- Michael Kimmel clearly recalls his experience of driving domestic violence victims to the hospital (to assist his partner who worked at a battered women's shelter) and deciding he needed to do something about the issue. He wanted to help at the shelter but they didn't accept male volunteers. He recalls his partner saying to him, "Michael, you have a natural constituency of half the human race - go talk to them and make them stop.' And I thought, she's right." He began to focus on helping men to stop their sexism and violence against women, children and other men, first as an activist, then as a teacher (creating college classes on masculinity) and then a scholar (because the literature on masculinity was so scant).

*1in6 Observation:* 1in6 has traditionally taken an organizational or corporate approach to the issue – it has not been positioned as the Executive Director’s personal mission. However, this pattern among those interviewed makes clear that this issue, should he choose it, will be his life’s work going forward.

*From Individual Action to a Creating a Movement* - Generally the individuals interviewed or read about in year one of the Fellowship didn’t set out with the expectation of creating a larger organization or social movement. They started off on a local problem or an issue that was important to them and then the work took on a life of its own.

- Cleve Jones was personally affected by the loss of a loved one to HIV/AIDS and he already had some skill in activism so these experiences combined to create a movement. (“Somehow my dream, my child, was no longer mine. It was everyone’s.”)
- Morris Dees recalled several incidents in early life that made him question the racism in his community and he became involved in a small ways at first (giving financially) until it became clear that through the legal system he could achieve the bigger change he wanted to see.
- Eva Patterson’s entry into her work with justice and equality was a legal case she took on right out of law school involving a group of domestic violence victims who were mistreated by the Oakland Police Department. It wasn’t until 20 years later that she realized the reason she accepted the suit was because she, her mother and siblings were also victims of domestic violence and that suit was her way of addressing an issue that she couldn’t when she was a child. But it was the success of that and later lawsuits, how they changed both individual lives and wider policy, that kept her engaged and devoted to the work of the Equal Justice Society.

*1in6 Observation:* The work of the Fellowship was initially focused on the primary challenge of how to open dialogue on the issue, raise awareness and link those in need to the appropriate support services. But the experience of these other social entrepreneurs begs the question of if the success of 1in6’s work will actually require more of a movement rather than simple community education and outreach programming or strategic marketing campaigns. Our current sense is that efforts to raise awareness of and motivate action on the issue of male childhood sexual abuse will become a specifically identified part of the larger sexual assault movement, rather than a separate movement. The Penn State and Syracuse University events made clear that when awareness of the issue increases, and men are motivated to seek help, they turn to mainstream sexual assault support services – such as the RAINN hotline – and so clearly agencies working within the general sexual assault field must increase their capacity to serve the needs of sexually abuse men as well as women. Patti Giggans mentioned that her agency changed its name from Los Angeles Coalition on Assault Against Women to Peace Over Violence to let survivors of all genders were welcome.

*Approaches to Movement Building* -There were a number of perspectives suggested by the Fellowship readings and interviews on which overall approach to one’s advocacy work or social movement might yield the best outcomes:

- Eva Patterson offered an excellent metaphor – approaching advocacy and social work as a musician would approach a jazz composition. One begins with a basic theme or goal, but because you don’t know exactly how things will unfold or where things are headed, improvisation is a critical component in creating a fluid movement. It is also important that you allow other folks to contribute to your composition, but without allowing them to change the original goal or theme. Another metaphor she used was “building the plane as we fly it.” While freedom in this work is important, so too is having faith in what you are doing. You may not be sure of all the steps, and so you improvise, but you must have confidence in your abilities and that you are doing the right thing.”

- In Cleve Jones' book "Stitching a Revolution: The Making of an Activist," he writes about the process of reaching the right approach for his work. His initial desire was to grab public attention in a bold way but in the end he opted for a warm, personal, non-threatening and unifying way to convey the stories and victims behind HIV/AIDS – the NAMES Quilt. ("...I wanted to startle Middle America and shake them up", but shocking people, hollering, 'Look out, America, we're coming!' just didn't work.")
- There were a number of parallels between the work of Pat McGann of Men Can Stop Rape Now and 1in6. Discussed in the interview with McGann was that their effort to prevent the sexual violence against women was unique in that it was designed to work through men by challenging issues of masculinity and their connection to sexual violence. The focus was on young men (13 to 24 years of age) and the initial effort was pilot tested in Washington, DC but then spread nationwide. He advocated an approach, something he realized early on, of using messaging that was framed in a positive way - positively redefining masculinity, positively reaching out and saying this is part of the solution.

*1in6 Observation:* As a young agency, 1in6 must also think carefully about its approach to its issue. The agency will have to balance the need to develop strategic plans that guide its work with the need to maintain freedom and fluidity in how the organization or movement evolves. In addition, 1in6 does work hard to develop positive outreach messages by anticipating the negative responses that may occur and using positive framing of the issue to avoid those negative responses where possible. Michael Kimmel advised that in raising awareness of the issue of male childhood sexual abuse, 1in6 has to take care of those who are exposed by drawing back the curtain (the survivors) but you also anticipate the discomfort, fear, etc. of those who aren't survivors but who have strong notions of masculinity that male sexual abuse completely goes against. 1in6 has to find a positive approach that gets through to both those directly affected by the abuse as well as those who are not, but in a way that brings them to the issue rather than turns them away. Currently feedback 1in6 receives from the website, trainings and on our outreach materials suggests that people are responding well to the positive messaging we are using.

*Unexpected Partnerships* - Partnerships were invaluable in the work of these earlier movement leaders, which is intuitive, but many found partnerships where they least expected it or where at first there was resistance:

- Cleve Jones initially found a great deal of reluctance on the part of government officials but then formed some strong political alliances such as the support received from Diane Feinstein, Nancy Pelosi and Carole Migden. He also received tremendous understanding and support from the group of ninety mostly African-American women who made up the quilt chapters.
- Eva Patterson recalled that some who were among the most skeptical when she was first starting Equal Justice Society (EJS) became some of the closest partners and supporters. Another unusual partner was jazz composer Marcus Shelby who would produce musical ballets based on civil rights stories. He became a supporter of EJS but also provided introductions to a lot of people in the musical world who took an interest in and supported her work.

*1in6 Observation:* Those working for 1in6 need to think outside the box in this regard and perhaps even reach out to those that we don't expect to be strong supporters of our efforts (faith-based community, domestic violence coalitions, etc.) and suggest positive ways we can work together. One example of how this has already played out for 1in6 is our unexpected but growing partnership with the Joyful Heart Foundation, a sexual assault and child abuse prevention program founded by actress Mariska Hargitay. Our two agencies are now engaging in joint public awareness/community outreach and professional training efforts nationwide. Hargitay has used her celebrity to involve 1in6 in two episodes of Law and Order (2011 and 2012) and she is supporting our new One Blue String

awareness campaign that asks musicians (at all levels) to support our issue and mission by replacing one of their six guitar strings with a blue one, provided cost-free by 1in6.

*Sense of Timing* - All of these social pioneers had a keen sense of timing; they knew when to start their work, when to slow down, when to pick up the pace. They were very aware of the windows of opportunity and events that could help create a public forum. Patti Giggans talked specifically about simultaneous windows of opportunity in the media and policy during the OJ Simpson story; “the domestic violence movement was ready to take on the story just as the State of California was finally ready to provide significant funding (\$20 million) for domestic violence shelters.”

*1in6 Observation:* We at 1in6 also have to be aware of events which can facilitate or hinder our efforts. The recent national policy effort in Canada to address the needs of male survivors can be seen as opening a policy window and the November 2010 Oprah shows stirred up considerable public dialogue about the issue. 1in6 needs to be positioned to move its work forward when these windows are open but at the same time, we need to be mindful of our pacing as an agency. We need to balance the desire to strike while the iron is hot with thoughtful planning, staying within the overall mission of the agency. In 2011, 1in6 had an opportunity to respond to breaking news from Penn State and Syracuse University about male CSA. Over the course of the year 1in6 was able to further develop its web-based programming and outreach materials and were well-prepared to jump in and immediately offer the information and resources needed by students and other members of those communities. It was a powerful lesson in how you must be ready to respond when these windows of opportunity open up.

*Building Effective Collaborations* -Those interviewed in year one of the Fellowship had a great deal of advice to offer based on their experiences with individual and organizational collaboration:

- One of Eva Patterson’s greatest accomplishments was winning a case in which several groups were being discriminated against by the San Francisco Fire Department – Black men, women, Asians and Latinos – and they achieved this by bringing these groups together to testify in partnership. It wasn’t easy, “Getting the groups together, the various plaintiffs, was difficult. Some of the Latinos challenged us; they didn’t like what we were doing. Sometimes the Black men would feel like the women were getting favoritism. So we’d have pizza parties and people would knock heads but we worked it through. People became colleagues and friends.”
- Eva Patterson also talked about the need for both intra-organizational team-building and inter-organizational partnership. “It is always easier to accomplish things if you can avoid fighting and work together peacefully, and often you address this within your own organization. But taking this outside and applying it to your relationships with other organizations is important as well.” She referred to this as “silo busting” and it has been the basis of EJS’ efforts to develop the “Grand Alliance” which brings together local organizations representing the race community, disability rights community, choice community, women, LGBT etc. Each organization has its own mission as its primary focus but they look for overlapping interests that they can take on together.
- Michael Kimmel stressed the importance of coalition building among individuals and organizations with very different perspectives. “You do not enter into coalitions with people with whom you completely agree. You enter into coalitions with people whom you disagree and you say, ‘On this point we agree, so we will not ignore our differences, we will not pretend that they don’t exist, we will not sweep them under the rug. But since we agree on this point let’s work together on this it.’”

*1in6 Observation:* While we have begun to form useful service partnerships and are laying the foundation for interagency collaboration, 1in6 needs to prioritize coalition building in 2012 and beyond. Clearly we must find a way to bring sexual assault and domestic violence organizations to the table, and the faith-based community, but we also need to make sure

our network or alliance is diverse in terms of race/ ethnicity, gender, sexual orientation and age. We have to look for the commonalities among those of us working in this and related fields and emphasize how there is mutual benefit in working together. EJS' Grand Alliance may serve as a model for the type of network or coalition that 1in6 wants to develop. This collaborative work will also leverage one of the most valuable skills of 1in6's Executive Director - team-building.

