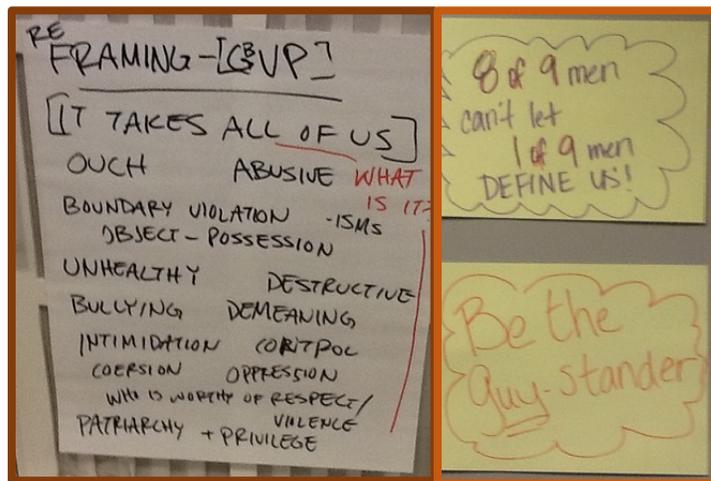
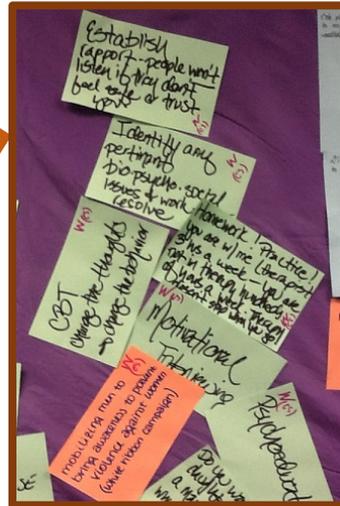
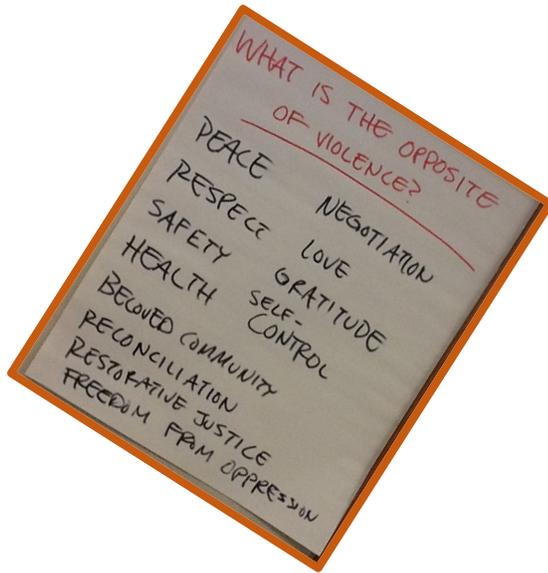


# Ohio Men's Action Network (OHMAN)

## Evaluation Report



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## **Background**

In 2006, the Ohio Domestic Violence Network (ODVN) organized its first meeting specifically designed to engage men in the work of ending domestic and sexual violence by inviting Tony Porter from A Call to Men to present on May 5. Since then, efforts to engage men in prevention has gained traction and support. In 2009 and 2010, the Ohio Department of Health (ODH) worked with one of ODVN's local DELTA Grantees to host Men Can Stop Rape of Washington, DC to provide training for men interested in becoming facilitators for Men of Strength Clubs (MoST). MoST Clubs are designed to reduce risk factors for perpetration of sexual and intimate partner violence in middle and high school young men. One MoST Club facilitator training participant, Alex Leslie, became a consultant with Men Can Stop Rape and began providing MoST Club facilitator training upon request to grantees of the Ohio's Rape Prevention Education Program (ODH), DELTA Program, and other local domestic violence and rape crisis programs. To this day, there are communities across Ohio that host MoST Clubs.

In 2012, a group of women determined that it was once again time to convene a broad-based group of men and women to discuss the work of engaging and mobilizing men to prevent domestic and sexual violence. In May 2012, a meeting took place in Columbus, Ohio and a result of that meeting was a commitment to bi-weekly meetings of what was to become known as the Steering Committee. Thus, the Ohio Men's Action Network, or OHMAN for short, was born. The ODH via a contract with ODVN along with the Verizon Foundation provided seed funding for OHMAN's activities. Among the first activities of OHMAN was to send 10 members and consultant Rus Funk to the first Healthy Masculinity Summit hosted by Men Can Stop Rape in Washington, DC. The ten members returned to Ohio and a small group began organizing an Ohio Healthy Masculinity Summit that took place in October 2013. Over 120 people attended this full day event focusing on healthy masculinity in five (5) key areas<sup>1</sup>.

In February 2013, ODVN received word that it would become one of ten state domestic violence coalitions to receive funding from the Center for Disease Control (CDC) for primary prevention of intimate partner violence. In April 2013, India Harris-Jones was hired as ODVN's Prevention Coordinator. Ms. Harris-Jones began working with the OHMAN Steering Committee to guide its growth and development as she learned prevention concepts and practices. In 2014, the emphasis of OHMAN was on shoring up infrastructure through development of bylaws and member engagement. Additionally, in

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<sup>1</sup> Healthy Masculinity and People Of Color; Healthy Masculinity and Sports & Educations; Healthy Masculinity and Appalachia; Healthy Masculinity and Family; and Healthy and LGBTQI Community

2014, Steering Committee member Eric Greene (ODH) suggested OHMAN consult with Act3, a marketing firm, to help identify core stories of OHMAN.

In September 2015, Ms. Harris-Jones and two members of the Steering Committee attended the Men Can Stop Rape Healthy Masculinity Training Institute in Washington, DC and came back ready to organize a training institute for Ohio. Today, the activities of OHMAN are supported by ODVN's CDC funding as well as continued funding from the Verizon Foundation.

The overall goal of the Ohio Men's Action Network is to increase the percent of men who promote healthy relationships and healthy masculinity within their spheres of influence. To that end, three activities were planned to achieve the overarching goal:

- 1) a statewide questionnaire was administered in October of 2014 to determine the attitudes, behaviors and social norms related to healthy relationships and healthy masculinity
- 2) a 5 year strategic plan was initiated to build the infrastructure, visibility and membership of OHMAN, and
- 3) a three-session training institute delivered to OHMAN members was planned to increase the participants' understanding and skills related to becoming allies in promoting healthy relationships and shifting social norms that reduce risk factors and promote protective factors related to violence.

This report presents the evaluation findings from each of the three OHMAN activities.

## **Section One: OHMAN Questionnaire**

### **Background, Questionnaire Development & Administration**

The Ohio Men's Action Network (OHMAN) emerged as a statewide organization hosted within Ohio Domestic Violence Network's (ODVN) DELTA FOCUS initiative. In April 2013, ODVN hired a Prevention Coordinator who became the coordinator of OHMAN. The new Prevention Coordinator worked with the Project Director from ODVN, the OHMAN Steering Committee and the DELTA FOCUS Empowerment Evaluation team to create a questionnaire that would collect information on the OHMAN members and their personal and professional networks' attitudes, beliefs and behaviors related to violence against women.

The questionnaire development team used a five step process starting with conducting a literature review in June of 2014 drawing upon thirteen existing surveys to create the OHMAN questionnaire. The original draft of the questionnaire included over 300 items that the development team reviewed to determine which items best measured attitudes, beliefs and behaviors related to the risk factors for violence against women. Items on bystander intervention were also included to determine how respondent confidence in intervening to violence against women. For the second step of developing the questionnaire the team was asked to independently choose their top 35 items keeping in mind the project outcome:

***By 2018, increase the percentage of OH-Man members and allies who promote the protective factors for healthy relationships/masculinity as well as IPV/SV prevention and who promote the reduction of risk factors for perpetration for IPV/SV within their spheres of influence by 25% from the baseline measure in March 2015.***

Once each team member's top 35 items were selected from the item bank, the Empowerment Evaluation team included all the items chosen by at least three of the five reviewers. The resulting draft questionnaire included fifty four items that aligned with attitudes, beliefs and behaviors about healthy relationships, healthy masculinity and bystander behavior. Since a major focus of OHMAN's strategies is on shifting social norms, the evaluation team borrowed five items from the Indiana DELTA FOCUS Coalition's social norms measures, which increased the number of items on the original draft of the questionnaire to 59 items. The next step of the process was creating the response categories and ensuring the language of the items was appropriate for Ohio's context.

The final step in generating the pilot questionnaire was vetting the draft with a group of male OHMAN members to test language, readability, and the validity of the questions as indicators of social norms regarding healthy masculinity, healthy relationships and bystander behaviors. The OHMAN members made several suggestions that were integrated into the final pilot questionnaire. The OHMAN Questionnaire was piloted in October 2014 to approximately 20 respondents that offered feedback and recommendations for improving the content of the questionnaire and increasing response rate. The final version of the questionnaire was launched in November of 2014 and administered through January 2015. This final questionnaire consists of 51 Likert scale items and demographic information on each of the respondents.

The questionnaire was administered through the online platform Survey Monkey. A link to the questionnaire was posted on the OHMAN website and Facebook page for easy access to those

associated with OHMAN<sup>2</sup>. Each of the members of OHMAN was asked to respond to the questionnaire and then send the questionnaire to at least five men within their personal and/or professional networks.

A Facebook advertisement was purchased to increase the response rate. Additionally, an opportunity to win a \$100 Amazon Gift Card and a free admission into the OHMAN Training Institute was added for those completing the questionnaire. The results from the questionnaire will be used to assist ODVN's Prevention Coordinator in educating OHMAN members, informing the strategic plan and developing strategies and activities based on the findings. In particular, the results of the questionnaire will be used to develop the learning objectives for the OHMAN Institute and other training mechanisms to shift social norms in Ohio regarding violence against women.

## **OHMAN Questionnaire Results**

This section of the OHMAN Evaluation Report, outlines the results from the OHMAN Questionnaire that was administered statewide in late 2014 and early 2015 to OHMAN members and their personal and professional networks. The results included were selected because they demonstrate the most variation in the results, thus offering results that can be used to assist in shifting social norms related to violence against women.

A total of one hundred male respondents completed the questionnaire between January and February 2015. An additional 78 women completed the questionnaire. The Empowerment Evaluation team compared the results of the male and female respondents and generated a Wordle to represent the differences in perspectives on healthy masculinity. The Wordle was used for informing the Training Institute content.

### **Respondent Demographics**

In regards to age, 48% of the respondents were between 18 and 30 years old. The remaining 52% were older than 30 years of age. Almost half of the respondents (47%) were from Central Ohio. Nineteen percent were from Southwest Ohio, 16% were from Northeast Ohio, 9% were from Northwest Ohio and the remaining 4% were from Southeast, Ohio. The majority of the respondents were White (86%), 9% were African American, 1% were Native American and 7% indicated they were 2 or more races. Forty percent of the respondents were married and 28% responded they were single and not in a relationship; 27% were single and in a relationship, 1% were separated and 1% were widowed.

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<sup>2</sup> Originally, the link to the pilot questionnaire was posted and that questionnaire yielded 49 male respondents. Upon discovery of the error, the link to the final version of the questionnaire was posted to the OHMAN Facebook & website which yielded 51 male respondents. The versions of the pilot & final questionnaires are slightly different and will be noted in the results section.

The following table presents the results from the 100 male respondents on select questionnaire items that will inform the activities of OHMAN’s social norms initiative.

Item	Strongly Disagree	Disagree	Not Sure	Agree	Strongly Agree
<b>Traditional Gender Norms</b>					
1-A woman should take her husband’s last name when they marry.	19%	31%	19%	23%	8%
2-I can respect a guy who backs down from a fight.	0	3%	N/A*	49%	47%
3-It is essential for a guy to get respect from others.	6%	47%	N/A*	34%	13%
4-I would be able to have a good male friend who was gay.	3%	3%	N/A*	37%	57%

A couple of noteworthy highlights regarding traditional gender norms can be gleaned from the four gender norm items. First, the majority of respondents are comfortable having friends that are gay. This would indicate that attitudes towards gay men among the respondents are pretty positive. Secondly, (based on item 2) the majority of the respondents demonstrate an attitude toward solving issues non-violently, which can be expected by the OHMAN members and their direct peers. Thirdly, the idea of getting respect from others is a value on which the respondents had mixed beliefs. The final item regarding traditional gender norms demonstrates an area of shifting perspectives among respondents. About half of the respondents disagreed that a woman should take her husband’s name at marriage (traditional norm in the U.S.) and the other half were either unsure or agreed with this cultural norm.

<b>Bystander Intervention Confidence &amp; Skills</b>					
<b>Item</b>	<b>Strongly Disagree</b>	<b>Disagree</b>	<b>Not Sure</b>	<b>Agree</b>	<b>Strongly Agree</b>
1-I believe violence against women comes from behaviors and habits that can be changed.	0	5%	6%	40%	49%
2-Other men would listen to me if I confronted them about their sexist behavior.	4%	20%	41%	27%	8%
3-The fear of being rejected would stop me from telling my peers it's disrespectful to catcall/holler at women.	37%	43%	13%	6%	1%
4-Speak up if a professor or person in power is providing misinformation about sexual assault.**	4%	14%	4%	35%	43%
5-Speak up to someone in authority or at my job who is acting in a sexist way toward a female employee.**	2%	18%	6%	35%	40%
6-Speak up in a situation when someone is providing misinformation about sexual assault.**	0	10%	2%	35%	53%

**\*Note:** The columns marked NA indicate the response category was not included for that item. \*\*These items were included on only one version of the questionnaire, so they do not represent the entire 100 respondents.

The bystander confidence and skills results are the most telling data for the male respondents. Eight out of ten of the respondents believe that violence against women is a learned behavior that can be changed (item 1). However, the respondents are not so sure what their role is in changing the issue and do not feel entirely confident in their skills in preventing violence against women. Only a little over a third of the respondents felt confident that other men would listen to them if they confronted them about their sexist attitudes, although a majority of the respondents said they would not let fear of rejection stop them from speaking up to their peers about being disrespectful. Likewise, most of the respondents indicated they would speak up if someone was providing misinformation about sexual assault. Another factor that comes into play in the bystander confidence items is the issue of authority.

About a quarter of the respondents did not feel confident speaking up to and correcting an authority figure who is giving misinformation.

In order to change or shift norms related to social behaviors, we need to understand the normative landscape. Social norms are commonly held beliefs, shared understandings, and accepted behaviors for a people within a particular setting (such as males in a fraternity or workgroup setting). They are culture and context specific, meaning that social norms are learned and reinforced over time and within a specific place. The social norms approach to prevention rests upon an assumption that individuals hold misperceptions about certain social norms. For example, when males (or females) in a workplace believe the majority of others in their workplace think it is okay with them making inappropriate comments about others based on gender (or some other characteristic) when, in fact most of their colleagues (peers) are not okay with the inappropriate comments. These misperceptions are called collective misrepresentation. When collective misrepresentation exists, strategies to correct the misperceptions and reveal the true social norms have been shown to both discourage the problem behavior and encourage the healthier, more respectful behavior.

The OHMAN Questionnaire included 4 groups of questions on social norms related to gender. The groups of questions asked the respondent, what they do, what they think their friends/peers do, how much they approve of certain behaviors and how much they think their friends/peers approve of certain behaviors.

The category **Collective Misrepresentation** means that there is a mismatch between what the majority of respondents (50% or more) report YES for self and the minority of respondents (49% or less) report YES for others (or vice versa). The **Normative** category means the majority of respondents report YES for self and the majority of respondents report YES for most others in their peer group. The **Not Normative** category means the minority of respondents report YES for self and the minority of respondents report YES for most others in their peer group.

<b>Social Norms on Gender</b>			
<b>Item</b>	<b>Collective Misrepresentation</b>	<b>Normative</b>	<b>Not Normative</b>
<b>Sexual Objectification</b>	<b>X</b>		
<b>Consent</b>	<b>X</b>		
<b>Girls&lt;Boys</b>	<b>X</b>		
<b>Hyper-masculinity</b>		<b>X</b>	

Similarly to the results suggesting pro-gay norms in the other items of the questionnaire, the norms on hyper-masculinity concur that the respondents are not okay with using terminology that would be considered offensive to gays. The results of the other items demonstrate that the respondents believe that their actions regarding sexual objectification, consent and using language that relates girls are less than boys does not match the behaviors of the majority of their peers. In fact, the results indicate that the respondents believe their behavior is more supportive of positive social norms than the majority of their peers.

## **Discussion**

The results from this questionnaire represent the male respondents' attitudes, beliefs and confidence in their skills concerning gender norms and bystander intervention. The findings are interesting for informing OHMAN's work on shifting social norms regarding violence against women. Specifically, the majority, 9 out of 10 of the respondents, believe violence against women is learned and can be changed. Secondly, the responses demonstrate men don't necessarily feel confident that other men will listen to them if they confronted them about their sexist behavior. However, they don't feel worried about being rejected from their peers if they tell them it's disrespectful to catcall/holler at women. This result demonstrates mixed feelings and further information should be gathered and discussed among the members to best determine how this result can inform OHMAN's work. When it comes to speaking up in situations when someone is providing misinformation about sexual assault, participants are slightly more willing to speak up to "someone" rather than a person who is in an authority role such as a "professor" or a workplace supervisor. Finally, the majority of male respondents said they would feel comfortable intervening in a variety of situations, but then reported mixed feelings about how their peers would react to their intervention.

The information on the respondents' perceptions of social norms regarding sexual objectification, consent, traditional gender roles and hyper-masculinity also reveal information that can inform OHMAN's work regarding the current social norms landscape in Ohio. Firstly, the responses demonstrate a shift in social norms regarding homosexuality that concur with the other section of the questionnaire. Secondly, the respondents believe that their behavior is more pro-social than the majority of their peers demonstrating a collective misrepresentation result. This finding may not be surprising, especially since the respondents are connected to OHMAN, which is an organization founded on the belief in gender equality and the members have received training on oppression and healthy masculinity. This finding can be useful in developing ally skills with the OHMAN members and helping them understand their power in shifting the attitudes and behaviors of their personal and professional circles to one that is supportive of healthy relationships through reducing risk factors and increasing protective factors related to violence.

## **Recommendations**

Overall, these results provide strong insights concerning men's attitudes on gender norms and bystander intervention. The results can be used to determine how to best leverage the respondents beliefs and behaviors to increase their ally skills in the prevention of violence against women. As such, the following recommendations are offered to help use the results.

- 1) Share the results with the OHMAN Steering Committee Members so they can reflect and offer their understanding into how to best use the information to inform their work.
- 2) It is apparent that the respondents have already built some key beliefs and behaviors that will benefit the prevention of violence against women. The respondents' strengths can be used as the foundation in building strong allies to prevent violence. It would be beneficial to get input from men on how they believe attitudes and behaviors regarding violence against women can be changed since they believe that the behaviors and attitudes are modifiable. Likewise, since the respondents demonstrate some ally skills, more work should be done to help them further understand how they can use their privilege to further the work of OHMAN within their circles of influence.
- 3) The results suggest that men do not feel as confident confronting an authority figure as they do confronting someone else who is acting inappropriately. More training or role plays could be done to increase participants' confidence level when confronting authority figures.
- 4) The results also suggest that even though the men are willing to intervene, they are unsure how seriously their intervening will be taken by others, so they seem to doubt their effectiveness as a bystander in preventing gender-based violence. It seems like messaging around the effectiveness of

interventions may be one course of action to consider in training and other messages to males to build their confidence in effectively and safely intervening in preventing violence against women.

## **Part Two: Strategic Planning to Build OHMAN Infrastructure**

After the assembly of the OHMAN Steering Committee and the hiring of the ODVN Prevention Coordinator, several strategic planning sessions were held to develop the mission, vision and objectives for OHMAN. The strategic planning sessions were also a platform for networking among the Steering Committee members and the staff so they could build capacity and a sense of teamwork. In addition to the strategic planning sessions, the Steering Committee held bi-monthly OHMAN conference calls during 2013 and began meeting monthly in mid-2014 to share progress as well as to discuss moving work forward. The strategic planning sessions can be classified as two distinct types of groups based on their facilitation.

The first group is an internally facilitated session that the ODVN staff and/or the Empowerment Evaluator facilitated using the Technology of Participation facilitation techniques to reach consensus on mission, vision and objectives. These sessions helped the members and staff reflect on and think through the goals and objectives they wanted to achieve with OHMAN. The sessions also provided a space for the members to share their respective knowledge regarding gender-based violence prevention and build each other's capacity based on their expertise and background.

The second group is an externally facilitated session conducted by Act 3 consultants<sup>3</sup>. Act 3 facilitated a strategic planning session with the OHMAN Steering Committee and ODVN staff and partners. Additionally, Act 3 facilitated focused conversations with selected populations to receive feedback on OHMAN messaging to help develop the OHMAN story that would resonate with their intended audiences.

### **Results**

The internally facilitated strategic planning sessions assisted the Steering Committee with developing the organization's original structure, vision and objectives. The initial structure of OHMAN consisted of four workgroups, including membership, marketing, resources and fundraising. During the monthly meetings, the OHMAN Steering Committee reported out progress from the various workgroups, discussed infrastructure building and heard updates from the four (4) local affiliates. The Steering Committee developed bylaws, vision statement and a new member welcome packet. The OHMAN staff

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<sup>3</sup> The Act 3 facilitation for story telling was supported by funding from the Verizon Foundation.

and consultants worked to develop a logo, website and marketing materials for the organization. The 90 minute monthly meeting structure was formalized and facilitated by the Steering Committee Chairperson. Workgroups met between meetings to work on their tasks.

The externally facilitated strategic planning sessions and other technical assistance conducted by Act 3 was used to help re-organize the organization to build a concrete story of OHMAN that will resonate with the multiple audiences OHMAN intends to reach. Act 3 summarized their work in a document entitled *The Opposite of Violence* and delivered it to OHMAN in July 2015. The report offers recommendations on reframing the OHMAN story, OHMAN structure and roles, and ways and venues to use to tell the OHMAN story. The recommendations on structure emphasize the need to have a staff driven, volunteer supported organization, which is the opposite of the original structure. This recommendation codifies the involvement of ODVN staff and offers the opportunity to re-emphasize the volunteer nature of the members. A second recommendation reorganized the workgroups/committees to include fundraising, community outreach, education, messaging and local groups. Another important recommendation focused on what constitutes “membership” and if the term “member” is appropriate for broader audiences and people interested in being involved in OHMAN’s vision. Act 3 recommended changing from members to allies and being clear that the responsibilities of allies include disseminating the OHMAN message within their personal networks and attending OHMAN events, trainings, workshops and programs. Act 3 recommended continuing to use the term member for the local affiliates.

### **Evaluator Recommendations**

- 1) Continue to use both internally and externally facilitated strategic planning sessions and technical assistance as needed to support the development and sustainability of OHMAN organizational structure and functions.
- 2) Continue to refer to strategic planning documents to inform the work. Ensure new Steering Committee members are familiar with the strategic planning results so they can easily understand structure and functions of OHMAN and offer insights into improvements and sustainability of the work.
- 3) Celebrate the successes OHMAN has achieved over the past two years in developing an infrastructure with identified objectives and allies who are willing to offer their time and talents to move this work forward in Ohio.
- 4) Look to new partnerships and allies to help broaden the reach of OHMANs work so Ohio can move toward preventing violence against women.

# Part Three: OHMAN Training Institute Findings

## Training Institute Evaluation Results - Session 1

### Background

In January 2015, two members of OHMAN and the ODVN Prevention Coordinator attended the Men Can Stop Rape Training Institute in Washington, DC. The training impressed the participants and they wanted to create a similar training experience for Ohio. The OHMAN Steering Committee fully supported the idea to engage more men from around Ohio in the work and a planning workgroup was charged with using the curricula from the Men Can Stop Rape Training and adapt it for all gender-based



violence while aligning the content with information learned from the OHMAN Questionnaire results. The planning workgroup met over the next six months to develop the marketing and content for the three day Institute.

The OHMAN Training Institute was created to develop male allies in primary prevention of violence by building the necessary skills - facilitation skills, bystander intervention skills, leadership,

and community organizing skills - to impact their social and professional networks to shift norms related to violence prevention. The Training Institute included three eight (8) hour sessions focused on developing skills needed by the participants to build strong allies for preventing violence. The facilitators used multiple adult learning techniques including role playing, lecture & information sharing, hands on exercises, and group think, brain storming and reflection group work to engage the participants in the materials. The Institute Planning Workgroup decided to use a sports theme to engage men in the Institute resulting in the title ***The New Playbook: Standing Strong to Promote Non-Violence***. The outcome for the first training institute was *to increase the participant's knowledge, behaviors, attitudes, beliefs, and skills for the promotion of healthy relationships and healthy masculinity in support of IPV prevention by 50% as measured by a retrospective pre/post-test.*

The practical goal of the training sessions, based on the results of the OHMAN Questionnaire is to give participants the opportunity to increase their ability to positively construct masculinity and learn how to effectively challenge attitudes and behavior that support violence.

## **Method**

At the end of each OHMAN Institute the participants were asked to complete a 7-10 item retrospective pre/post- test based on the learning objectives for each of the sessions. Two additional open-ended items were included that asked the participants to name two things they learned as a participant of the institute and how they would use the information in their social and professional networks. A final item asked the participants what they would like the facilitators to include or do differently during the next session. The results from the first session of the three session OHMAN Training Institute, which took place on November 24, 2015 are included in this section of the OHMAN Evaluation Report. The purpose of the retrospective pre/post-test is to determine whether participants of the OHMAN Training Institute achieved the learning objectives for the session and whether or not the outcome stated in the previous section was achieved.

## **Results**

A total of twelve OHMAN Training Institute participants started the session evaluation and ten participants completed it. The following table presents the results from the OHMAN Training Institute retrospective pre/post-test and the Empowerment Evaluator’s reflections and recommendations on the results.

<b>Before this Workshop</b>				<b>What I Know or Learned</b>	<b>After this Workshop</b>			
<b>SA</b>	<b>A</b>	<b>D</b>	<b>SD</b>		<b>SA</b>	<b>A</b>	<b>D</b>	<b>SD</b>
0	50%	50%	0	#1 I have a clear understanding of what OHMAN is and how OHMAN is connected to the prevention of gender based violence.	36.4%	63.6%	0	0
25%	50%	25%	0	#2 I have a clear understanding of how to be an ally to end gender based violence.	54.6%	45.4%	0	0
25%	66.7%	8.3%	0	#3 I took (take) time to reflect on how violence impacts my work, life, and community.	63.6%	36.4%	0	0

25%	41.7%	25%	8.3%	#4 I could (can) identify how my efforts/work fit into the Social Ecological Model.	45.5%	54.5%	0	0
8.3%	41.7%	41.7%	8.3%	#5 I understand how the different types of violence perpetration are linked through the risk and protective factors.	36.4%	63.6%	0	0
0	66.7%	16.7%	16.7%	#6 I could (can) use the risk and protective factors to have conversations with community partners so we can work toward preventing violence.	27.3%	72.7%	0	0
0	45.5%	45.5%	9.1%*	#7 I felt (feel) confident using Connecting the Dots to work collectively in places where I work, live, pray, & play to prevent violence prevention.	60%	40%	0	0

\*Note: 1 person did not respond to the last item on the pretest or the entire post-test, an additional person did not respond to the final item in the post-test section.

## Discussion

The results of the pre/post demonstrate the learning objectives for the session were achieved by the majority of the participants. By the end of the session the participants had a clearer understanding of OHMAN and how to connect OHMAN to the prevention of gender-based violence. The other item that demonstrated noteworthy change is participants reflecting on how violence impacts their lives. The participants also had a stronger understanding of how the risk and protective factors are connected and how to use the risk and protective factors to have conversations with community partners so they can work together on preventing violence.

The retrospective pre-posttest also included three open-ended questions. For the question, ***name two things you learned from this training***, the most frequent responses were: how to be an ally, how important it is for community groups to collaborate, and how all types of violence are connected. For the question, ***how will you use what you learned today to further your work as an ally to end violence***, the most frequent responses included: collaborate with organizations and community partners, and integrate the information into current trainings. For the question, ***what would you like us to include in the next workshop that you thought you would learn today, but didn't***, the most common responses included: real world case studies, leadership skills and presentation skills.

## **Recommendations**

Training results demonstrate marked change from knowledge before the training to after the training. Overall results show that all of the participant increased their knowledge after the training, which demonstrates the learning objectives were achieved. Several recommendations can be gleaned from the results of the workshop evaluation.

- 1) Based on the results of item one regarding strengthening the participants understanding of OHMAN linkage to gender based violence prevention, a next step could be to create an initial orientation for new members, which clearly outlines OHMAN's goals and a call to action that each member can fulfill based on their skills and opportunities.
  - 2) While findings show a shift in knowledge after the training, more training on risk and protective factors and different types of violence perpetration is needed. For future trainings, consider focusing on ally actions that can be based in the risk/protective factors and demonstrate through role plays or exercises how to realize the actions.
  - 3) The need for more training on how to use risk and protective factors in conversations with community members is also indicated. Offering the participants concrete examples of how to use the risk and protective factors with different partner groups would be beneficial in boosting their skills to do so.
  - 4) The results demonstrate the need for more training on how to use Connecting the Dots. This document could be used and integrated in all workshops, trainings, and orientations for new members in order to solidify the members' understanding of the information in the document and how to use it to build partnerships to prevent violence. For future trainings, it is recommended that real world examples be used to help increase participants skills set.
- Many training participants enjoyed the "Coaches Corner" activity, which helped participants learn how they could customize the training for their specific community. This is an activity that can be used in the second and third training institute sessions.

## Training Institute Retrospective Pre/Post Results - Session 2

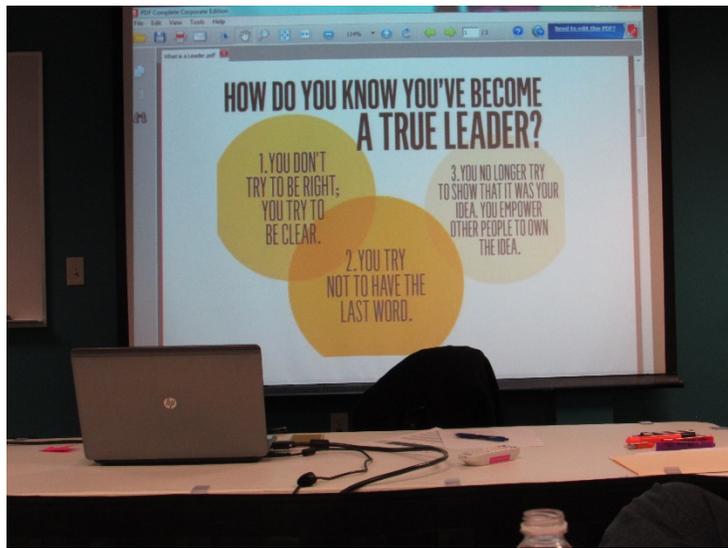
### Background

The OHMAN Training Institute was created to provide men the necessary skills - facilitation skills, bystander intervention skills, leadership, and community organizing skills - to impact their spheres of influence to prevent violence. The objective of the Institute stated that: ***By the end of the training institute, participants will be able to identify attitudes and beliefs which promote violence.***

Additionally, the training goal is to give participants the opportunity to demonstrate at least 50% increase in their ability to positively construct masculinity and learn how to effectively challenge attitudes and behaviors that support violence.

### Method

This section of the OHMAN Evaluation Report, presents the retrospective pre-post test results from the second session of the three session OHMAN Training Institute, which took place on November 4, 2015. The purpose of the retrospective pre-posttest is to determine participants understanding of the attitudes that promote gender based violence, determine whether the participants feel confident facilitating conversations on gender based violence, and can use bystander intervention skills.



The retrospective pre/posttest was administered at the end of the OHMAN workshop and entered into the online platform Survey Monkey for analysis. The results will inform the Institute Planning Workgroup's content for the final session of the OHMAN Training Institute to be held in January 2016.

### Results

This retrospective pre/posttest consists of eleven total items, including eight Likert scale items, and three open-ended questions. A total of fifteen OHMAN Training Institute participants started the evaluation and thirteen participants completed all of the items in the evaluation. The following table

presents the OHMAN Training Institute retrospective pre-posttest results and the Empowerment Evaluator’s reflections and recommendations on the results.

### Training Institute Retrospective Pre/Post Results - Session 2

Before the Institute				What I Know or Learned	After the Institute			
SA	A	D	SD		SA	A	D	SD
28.6%	64.3%	7.1%	0	#1 I can recognize at least two attitudes and two beliefs that promote gender based violence.	60.0%	40.0%	0	0
7.7%	61.5%	30.8%	0	#2 I have a clear understanding of how to use the information on the continuum of harm in my work to promote healthy relationships.*	64.3%	35.7%	0	0
7.1%	57.1%	35.7%	0	#3 I feel confident facilitating conversations around attitudes and beliefs that promote gender based violence.	33.3%	66.7%	0	0
0	71.4%	28.6%	0	#4 I could (can) identify at least two ways to move strategies from intervention focused to prevention focused to reduce the likelihood of violence perpetration.	40.0%	60.0%	0	0
35.7%	50.0%	14.3%	0	#5 I understood (understand) how the different representations of men in media influence our beliefs about healthy masculinity.	73.3%	26.7%	0	0
14.3%	50.0%	35.7%	0	#6 I knew (know) how I can promote a counter story to the way masculinity is represented in the media.	66.7%	33.3%	0	0
42.9%	21.4%	35.7%	0	#7 I know of at least 3 bystander intervention tactics that I can safely use to prevent violence.	66.7%	33.3%	0	0
35.7%	42.9%	21.4%	0	#8 I feel confident training others how to safely use bystander intervention techniques to help reduce risk factors for perpetration of violence.	73.3%	26.7%	0	0

\*Note: Item 2-13 participants completed the pre and 14 completed the post. All other items the number of respondents =15.

## **Discussion**

Evaluation results for the OHMAN retrospective pre-post demonstrate an overall increase in the participants' knowledge, attitudes and skills at the end of the training. While the outcomes are positive, the results indicate there is still a need for additional strengthening of the participants' facilitation skills. In addition, the results show participants could still increase their understanding of how to move strategies from intervention-focused to prevention-focused strategies that support primary prevention of violence.

The retrospective pre-post also included three open-ended questions. For the questions, ***name two things you learned today***, the most frequent responses were: dominant and counter stories and bystander intervention skills. For the question, ***how will you use what you learned today to further your work as an ally to end violence***, the most common responses were: share the information with others and use the activities in trainings and workshops. For the question, ***what two bystander behaviors do you feel most comfortable using***, the most frequent response was: to use the direct behavior, although many of the respondents stated they would use more than one type of bystander behavior depending on the situation (Direct (8), Distract (6), Delegate (3), and Delay (6))

## **Recommendations**

Overall, the results demonstrate that 100% of participant increased their knowledge after participating in the training. Two areas of improvement are indicated by the Institute evaluation results and are the basis of the following recommendations, which should be shared with the Training Institute Planning Workgroup.

- 1) Use some of the time in the Institute to build the participants facilitation skills in initiating conversations regarding attitudes and beliefs that promote gender based violence to build their confidence in such actions.
- 2) Provide some time for additional examples of how to move the work upstream from intervention to prevention. The Connecting the Dots publication can be used to help incorporate some specific examples of how the participants can focus efforts on reducing risk factors and increasing protective factors at the various levels of the Social Ecology. By offering concrete examples of using the risk and protective factors for supporting primary prevention strategies, the participants will gain knowledge and skills that will prepare them for shifting social norms with their personal and professional networks.

### Training Institute Retrospective Pre/Post Results - Session 3

<i>BEFORE this workshop</i>				<i>AFTER this workshop</i>				
SA	A	D	SD	<i>What I Know or Learned</i>	SA	A	D	SD
27.3	45.4	9.1	18.2	1. I have a clear understanding of what OHMAN is and how OHMAN is connected to the prevention of gender based violence	90.9	9.1	0	0
9.1	72.7	18.2	0	2. I have a clear understanding of how to be an ally to end gender based violence	54.6	45.5	0	0
0	54.6	45.5	0	3. I understand the necessary qualities for anti-violence leadership within my social networks	54.6	45.5	0	0
9.1	63.6	27.3	0	4. I am equipped with tools to influence my social & professional networks to prevent violence	81.8	18.2	0	0
27.3	54.6	18.2	0	5. I am motivated to actively participate in OHMAN sponsored activities	72.7	27.3	0	0
0	36.4	63.6	0	6. I have a game plan that I intend to use to work as an ally to end gender based violence in my community	36.4	63.6	0	0
0	72.7	27.3	0	7. I feel confident in my facilitation skills to work as an ally to end gender-based violence	63.6	36.4	0	0
18.2	54.6	27.3	0	8. I am confident in my bystander behavior skills that best fit my personality	72.7	27.3	0	0

The results of the retrospective pre/post tests indicate positive movement in all of the eight of the items. The most movement in the retrospective pre/post is in Item 6 on *having a game plan that I intend to use to work as an ally to end gender based violence in my community*. The second most improved item was Item 1: *I have a clear understanding of what OHMAN is and how OHMAN is connected to the prevention of gender based violence*. Thirdly, item 3: *I am equipped with tools to influence my social & professional networks to prevent violence* showed a lot of positive movement from pre to post test. Overall, the results of the pre/post-tests demonstrate the participants learned the objectives of the training institute.

## Summary

This report indicates the goals and objectives of OHMAN are coming to fruition after two years of diligence and deliberate effort from a core group of members and staff. Although the foundations are forming that show promise, there is still much work ahead to strengthen OHMAN as an organization, shift social norms regarding violence against women and bolster the roles men play in this movement. However, seeing the advancement of an idea into a movement such as OHMAN demonstrates hope that men can be partners in preventing violence against women in Ohio. The results of the three current activities can inform the work ahead. In particular the results indicate the need to:



- 1) Continue to build male allies knowledge of their privilege and skills regarding ways they can use their privilege to shift social norms regarding violence against women and build healthy relationships by reducing the risk factors and increasing the protective factors that support violence.
- 2) Continue to build the infrastructure and visibility of OHMAN as the entity that builds male allies for preventing violence against women. Moreover, as Act 3 recommended maintain the focus on a staff-driven, volunteer supported program that will increase sustainability through ally development. Use the next two years to build further momentum, identify leadership and strengthen the OHMAN Network's visibility so sustainability is achieved.
- 3) Continue to offer opportunities throughout the state to build the skill set of male allies working alongside women in primary prevention work. These opportunities will strengthen both males' and females' skills in supporting each other's efforts in building healthy, equitable relationships and communities so violence can be prevented at all levels of the social ecology.



## **2. Summary of OHMAN Evaluation Report Reviewed by Clark Echols**

### **OHMAN Questionnaire**

Only a little over a third of the respondents felt confident that other men would listen to them if they confronted them about their sexist attitudes, although a majority of the respondents said they would not let fear of rejection stop them from speaking up to their peers about being disrespectful. Likewise, most of the respondents indicated they would speak up if someone was providing misinformation about sexual assault. Another factor that comes into play in the bystander confidence items is the issue of authority. About a quarter of the respondents did not feel confident speaking up to and correcting an authority figure who is giving misinformation. ....

Specifically, the majority, 9 out of 10 of the respondents, believe violence against women is learned and can be changed. Secondly, the responses demonstrate that men don't necessarily feel confident that other men will listen to them if they confronted them about their sexist behavior. However, they don't feel worried about being rejected from their peers if they tell them it's disrespectful to catcall/holler at women. This result demonstrates mixed feelings and further information should be gathered and discussed among the members to best determine how this result can inform OHMAN's work. ....

### **Recommendation from Reviewer**

It would be beneficial to get input from men on how they believe attitudes and behaviors regarding violence against women can be changed since they believe that the behaviors and attitudes are modifiable. Likewise, since the respondents demonstrate some ally skills, more work should be done to help them further understand how they can use their privilege to further the work of OHMAN within their circles of influence. ....

### **Strategic Planning Session Summary**

The recommendations on structure emphasize the need to have a staff driven, volunteer supported organization, which is the opposite of the original structure. This recommendation codifies the involvement of ODVN staff and offers the opportunity to re-emphasize the volunteer nature of the members. A second recommendation reorganized the workgroups/committees to include fundraising, community outreach, education, messaging and local groups. Another important recommendation focused on what constitutes "membership" and if the term "member" is appropriate for broader audiences and people interested in being involved in OHMAN's vision. Act 3 recommended changing from members to allies and being clear that the responsibilities of allies include disseminating the OHMAN message within their personal networks and attending OHMAN events, trainings, workshops and programs. Act 3 recommended continuing to use the term member for the local affiliates. ....

### **Training Institute Session 1 Summary:**

Training results demonstrate marked change from knowledge before the training to after the training. Overall results show that all of the participants increased their knowledge after the training, which demonstrates the learning objectives were achieved. ....

### **Training Institute Session 2 Summary:**

Evaluation results for the OHMAN retrospective pre-post demonstrate an overall increase in the participants' knowledge, attitudes and skills at the end of the training. While the outcomes are positive, the results indicate there is still a need for additional strengthening of the participants' facilitation skills. In addition, the results show participants could still increase their understanding of how to move strategies from intervention-focused to prevention-focused strategies that support primary prevention of violence.

This report indicates the goals and objectives of OHMAN are coming to fruition after two years of diligence and deliberate effort from a core group of members and staff. Although the foundations are forming that show promise, there is still much work ahead to strengthen OHMAN as an organization, shift social norms regarding violence against women and bolster the roles men play in this movement. However, seeing the advancement of an idea into a movement such as OHMAN demonstrates hope that men can be partners in preventing violence against women in Ohio. The results of the three current activities can inform the work ahead. In particular the results indicate the need to:

- 1) Continue to build male allies knowledge of their privilege and skills regarding ways they can use their privilege to shift social norms regarding violence against women and build healthy relationships by reducing the risk factors and increasing the protective factors that support violence.
- 2) Continue to build the infrastructure and visibility of OHMAN as the entity that builds male allies for preventing violence against women. As OHMAN transitions from a program of ODVN's DELTA FOCUS project to a free standing entity, the current momentum of the members will be needed to sustain the effort. Use the next two years to build further momentum, identify leadership and strengthen the organization's visibility so the transition will be smooth.
- 3) Continue to offer opportunities throughout the state to build the skill set of male allies working alongside women in primary prevention work. These opportunities will strengthen both males' and females' skills in supporting each other's efforts in building healthy, equitable relationships and communities so violence can be prevented at all levels of the social ecology.

### 3. OHMAN Questionnaire

## OHMAN Questionnaire Final

### Introduction & Consent to Participate

\* 1. This survey seeks your input to understand attitudes and standards of behavior related to violence against women. The questionnaire takes about 15 minutes to complete.

Your participation is voluntary. You may choose to skip questions or stop responding at any point. If you agree to participate, you can be assured your responses are anonymous and will be reported in terms of groups rather than as individual cases.

If you complete the questionnaire you can be entered into a drawing for the opportunity to win a \$100 Amazon Gift Card AND a free admission to our October 2015 OHMAN event. Just complete the survey and provide your contact information at the end of the survey.

When you are finished with the survey please pass it on to 5 men in your social/professional networks in Ohio.

We recognize that some of the questions might create emotional discomfort as one risk of participating in the survey. If at any time during the survey you feel discomfort, simply log out of the survey and get some support. The benefits to completing the survey include helping us understand the attitudes and behaviors related to violence against women in Ohio.

If you need support at any time during the survey you may contact the Ohio Domestic Violence Network at 800-934-9840.

1. I am fully informed of the risks and benefits associated with participation and I know that I can stop completing the questionnaire at any time. I voluntarily give my consent to participate in this study.

Yes

No

2. Indicate your level of agreement with the following statements.

	Strongly Disagree	Disagree	Agree	Strongly Agree
Discrimination against women is no longer a problem in the United States.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Men need sex more than women do.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A couple should decide together if they want to have children.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A man and a woman should decide together what type of contraceptive to use.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
It is important to have a male friend with whom you can talk about your problems.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Copy of page:

3. Indicate your level of agreement with the following statements.

	Strongly Disagree	Disagree	Agree	Strongly Agree
I would be able to have a good male friend who was gay.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I think it is ridiculous for a boy to play with dolls.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
If someone insults me, I will defend my reputation, with force if I have to.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I can respect a guy who backs down from a fight.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
It's ok for a guy to say no to sex.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
It is essential for a guy to get respect from others.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
It disgusts me when I see a man acting effeminate.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## OHMAN Questionnaire Final

4. Please indicate your level of agreement with each of the following statements, ranging from (1) strongly disagree to (5) strongly agree.

	(1) Strongly Disagree	2	3	4	(5) Strongly Agree
Men have an important role to play in ending violence against women.	<input type="radio"/>				
Violence against women is a private matter between those directly affected.	<input type="radio"/>				
Other men would listen to me if I confronted them about their sexist behavior.	<input type="radio"/>				
The fear of being rejected would stop me from telling my peers it's disrespectful to catcall/holler at women.	<input type="radio"/>				
I don't think I could stop a group of men/guys who are harassing a woman.	<input type="radio"/>				
A woman should take her husband's last name when they marry.	<input type="radio"/>				
I would be comfortable telling my friend to stop calling his girlfriend/spouse derogatory names.	<input type="radio"/>				

## OHMAN Questionnaire Final

Copy of page:

5. Please indicate your level of agreement with each of the following statements, ranging from (1) strongly disagree to (5) strongly agree.

	(1) Strongly Disagree	2	3	4	(5) Strongly Agree
I believe my peers will listen to me if I speak out against sexual violence.	<input type="radio"/>				
I have the confidence to say something to a guy/man who is acting inappropriately.	<input type="radio"/>				
I believe violence against women comes from behaviors and habits that can be changed.	<input type="radio"/>				
I think there is more work to be done to ensure women are treated respectfully in the workplace.	<input type="radio"/>				

# OHMAN Questionnaire Final

6. Read each of the following behaviors. Indicate in the column how confident you are that you could do them.

	Not confident at all	Somewhat confident	Confident	Very confident	I'm really not sure what I would do
Speak up to someone who is making excuses for using physical force in a relationship.	<input type="radio"/>				
Speak up to someone who is calling their partner names or swearing at them.	<input type="radio"/>				
Express my discomfort if someone makes a joke about a woman's body.	<input type="radio"/>				
Express my discomfort if someone implies that rape victims are to blame for being raped.	<input type="radio"/>				
Able to ask a stranger who looks upset at a party if they are OK or need help.	<input type="radio"/>				
Ask a friend if they need to be walked home from a party to be safe.	<input type="radio"/>				

## OHMAN Questionnaire Final

7. Read each of the following behaviors. Indicate in the column how confident you are that you could do them.

	Not confident at all	Somewhat confident	Confident	Very confident	I'm really not sure what I would do
Speak up in a situation when someone is providing misinformation about sexual assault.	<input type="radio"/>				
Speak up to someone who is making excuses for forcing someone to have sex with them.	<input type="radio"/>				
Speak up to someone who is making excuses for having sex with someone who is unable to give full consent.	<input type="radio"/>				
Speak up to someone in authority or at my job who is acting in a sexist way toward female employees.	<input type="radio"/>				
Speak up if I notice a policy or practice is unfair to women.	<input type="radio"/>				

8. In the last month, how often have you made a joke or comment that sexually objectifies\* a woman's body?

\*Sexual objectification involves disregarding the personal and intellectual abilities of a woman, reducing her worth to the sexual pleasure that she can produce in the mind of another.

Never  Once or twice  Several times  Often  All the time

9. In the last month, how often do you think the average person in your peer group has made a joke or comment that objectifies a woman's body?

Never  Once or twice  Several times  Often  All the time

10. How much do you agree with the statement: "I think jokes or comments that objectify a woman's body are harmless"

Strongly disagree  Disagree  Somewhat agree  Agree  Strongly agree

11. How much do you agree with the statement: "I think it's okay for my peers to make jokes or comments objectifying a woman's body"

Strongly disagree  Disagree  Somewhat agree  Agree  Strongly agree

12. How much do you think the average person in your peer group would agree with the statement: "I think it's okay for my peers to make jokes or comments objectifying a woman's body."

Strongly disagree  Disagree  Somewhat agree  Agree  Strongly agree

13. How comfortable would you be using this statement in a relevant situation: "He throws like a girl"

Very uncomfortable  Uncomfortable  Somewhat uncomfortable  Comfortable  Very comfortable

14. How comfortable do you think the average person in your peer group would be using this statement in a relevant situation: "He throws like a girl"

Very uncomfortable  Uncomfortable  Somewhat uncomfortable  Comfortable  Very comfortable

15. How much do you agree with the statement: "I think phrases like 'He throws like a girl' are harmless"

Strongly disagree  Disagree  Somewhat agree  Agree  Strongly agree

16. How much do you think the average person in your peer group would agree with the statement: "I think phrases like 'He throws like a girl' are harmless"

Strongly disagree  Disagree  Somewhat agree  Agree  Strongly agree

17. How comfortable would you be using this statement in a relevant situation: "Don't be a sissy"

Very uncomfortable  Uncomfortable  Somewhat uncomfortable  Comfortable  Very comfortable

18. How comfortable do you think the average person in your peer group would be using this statement in a relevant situation: "Don't be a sissy"

Very uncomfortable  Uncomfortable  Somewhat uncomfortable  Comfortable  Very comfortable

19. How much do you agree with the statement: "I think phrases like 'Don't be a sissy' are harmless"

Strongly disagree  Disagree  Somewhat agree  Agree  Strongly agree

20. How much do you think the average person in your peer group would agree with the statement: "I think phrases like 'Don't be a sissy' are harmless"

Strongly disagree  Disagree  Somewhat agree  Agree  Strongly agree

21. In the last year, how frequently have you had sex with someone who was drunk or high?

- Never  Once or twice  Several times  Often  Every time

22. In the last year, how frequently do you think the average person in your peer group\* has had sex with someone who was drunk or high?

- Never  Once or twice  Several times  Often  Every time

23. How much do you agree with the statement: "I think it's okay to have sex with someone who is drunk or high if they don't refuse."

- Strongly disagree  Disagree  Somewhat agree  Agree  Strongly agree

24. How much do you agree with the statement: "I think it's okay for my peers to have sex with someone who is drunk or high if they don't refuse"

- Strongly disagree  Disagree  Somewhat agree  Agree  Strongly agree

25. How much do you think the average person in your peer group would agree with the statement: "I think it's okay for my peers to have sex with someone who is drunk or high if they don't refuse."

- Strongly disagree  Disagree  Somewhat agree  Agree  Strongly agree

**Demographic Information**

**We will not report any group data for groups of fewer than five individuals that may be small enough to reveal identity. Instead, the researchers will combine the groups to eliminate any potential for identifiable demographic information.**

26. Are you a member of Ohio Men's Action Network?

- Yes
- No

27. If yes, what is your involvement with OHMAN? (check all that apply)

- Signed the pledge
- Steering Committee Member
- Committee Member
- Local Affiliate Member

28. What is your current gender identity?

- Female
- Male
- Transgender Female
- Transgender Male
- Genderqueer/Gender-nonconforming
- Other (please specify)

Other (please specify)

29. What is your age?

- under 18
- 18-21
- 22-26
- 27-30
- 31-35
- 36-45
- 46-55
- 55+

30. In what region of the state do you reside? (See map of regions below)

- Northeast Ohio
- Northwest Ohio
- Central Ohio
- Southeast Ohio
- Southwest Ohio

Other (please specify)

Regions of Ohio



31. What is your ethnicity (as you define it)?

- Hispanic/Latino
- Not Hispanic/Latino

32. What is your race (as you define it)? (mark all that apply)

- American Indian or Alaska Native
- Asian
- Black or African American
- Native Hawaiian or Other Pacific Islander
- White
- Two or More Races

Other (please specify)

33. Which term best describes your sexual orientation?

- Bisexual
- Gay
- Heterosexual/Straight
- Lesbian
- Questioning

Other (please specify)

34. What is your relationship status?

- Single; not in a relationship
- Single; in a relationship
- Married
- Separated
- Divorced
- Widowed

Other (please specify)

35. When you think about what healthy masculinity means to you, what two to three words come to mind?  
Please write the 2-3 words in the box below.

## OHMAN Questionnaire Final

36. We would like to follow up with you in two years with your permission. If you are willing to do a follow up, please include your contact information in the space below.

**Name:**

**Email Address:**

37. If you would like to be entered into a drawing to win a free admission to our October 2015 OHMAN event, please provide us with your name and contact information in the box below.

**Name:**

**Email Address:**

38. If you would like to be entered into a drawing to win a \$100 Amazon Gift Card, please provide us with your name and contact information in the box below.

**Name:**

**ZIP:**

**Email Address:**

39. Thank you for completing this survey. If you'd like to get involved in sexual and intimate partner violence prevention, please visit the Ohio Men's Action Network website at [www.mensactionnetwork.com](http://www.mensactionnetwork.com).

Please pass this survey on to 5 men in your social/professional networks in Ohio.

If you have a comment or feedback on the survey, please include it below.

**4. OHMAN Training Institute Evaluation Tools**

**Session 3: The New Playbook: Standing Strong to Promote Non-Violence Evaluation**

**Directions:** Please provide your level of agreement with the items below based on your knowledge prior to participating in this workshop and as a result of participating in this workshop. Place an X in the box that best reflects your agreement BOTH before and after the regional workshop. **SA=Strongly Agree; A=Agree; D=Disagree; SD=Strongly Disagree**

<i>BEFORE this workshop</i>				<i>AFTER this workshop</i>				
<b>SA</b>	<b>A</b>	<b>D</b>	<b>SD</b>	<i>What I Know or Learned</i>	<b>SA</b>	<b>A</b>	<b>D</b>	<b>SD</b>
				1) I have a clear understanding of what OHMAN is and how OHMAN is connected to the prevention of gender based violence				
				2) I have a clear understanding of how to be an ally to end gender based violence				
				3) I understand the necessary qualities for anti-violence leadership within my social networks				
				4) I am equipped with tools to influence my social & professional networks to prevent violence				
				5) I am motivated to actively participate in OHMAN sponsored activities				
				6) I have a game plan that I intend to use to work as an ally to end gender based violence in my community				
				7) I feel confident in my facilitation skills to work as an ally to end gender-based violence				
				8) I am confident in my bystander behavior skills that best fit my personality				
<b>9. Name 2 things you learned today</b>								
<b>10. How will you use what you learned today to further your work as an ally to end violence?</b>								
<b>11. What do you think we should have included in today's workshop but didn't that would help you build your ally skills to do prevention work?</b>								

**Outcome:** Increase Training Institute participant's knowledge, behaviors, attitudes, beliefs, and skills for the promotion of healthy relationships and healthy masculinity in support of IPV prevention by 50% as measured by a retrospective pre/post-test.

## 5. OHMAN Flyer



Ohio Men's Action Network presents.....

### ***The New Playbook: Standing Strong to Promote Non-Violence***

**“The New Playbook” will provide participants the opportunity to strengthen skills to learn how to effectively challenge attitudes and behaviors that support all types of violence.**

**Who should attend?**

**Men!**

- ♦ Men who want to be part of changing the culture of violence.
- ♦ Men who are fathers, educators, advocates, faith leaders and clergymen, youth leaders, community leaders, business and professional men, college and university men, and senior men.

*\*\*\*\*A limited number of seats are reserved for women who would like to register and attend.\*\*\*\**

***This is a 3-day event you don't want to miss!!!***

**When:**

- ♦ Thursday, September 24, 2015
- ♦ Wednesday, November 4, 2015
- ♦ Wednesday, January 27, 2016

**Where:**

Quest Conference Center  
8405 Pulsar Place,  
Columbus, OH 43240

**General Registration Fee Deadline: 10/29/2015**  
~~\$150~~ \$75

8:00 Registration, Networking & Conversations (each day)  
9:00 Institute Begins (each day)  
4:30 Institute Concludes (each day)  
CEU's Available

**Register Today—Space is limited**

[https://www.surveymonkey.com/r/The New Playbook](https://www.surveymonkey.com/r/The_New_Playbook)

