PREVENTING VIOLENCE AGAINST WOMEN AND GIRLS THROUGH MALE ENGAGEMENT

EXPLORING A NATIONAL EVALUATION FRAMEWORK

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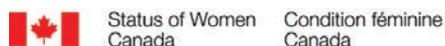
INTRODUCTION AND PURPOSE OF THE NATIONAL EVALUATION FRAMEWORK

In October 2013, White Ribbon began coordinating a National Community of Practice (NCoP) composed of organizations with projects funded by Status of Women Canada's "Working Together: Engaging Communities to End Violence Against Women and Girls. Together we are building a National Community of Practice focused on sharing lessons learned, challenges and enabling factors in engaging men and boys for gender-based violence prevention. The following organizations contributed to the development of the national evaluation framework: Alberta Council for Women's Shelters (ACWS), Broadway Neighbourhood Centre, Centre d'accueil et d'accompagnement francophone des immigrants du Sud-Est du Nouveau-Brunswick (CAFI), Changing Ways, Chrysalis House Association, Les EssentiElles, Nova Vita Domestic Violence Prevention Services, Pauktuutit Inuit Women of Canada, and Students Commission of Canada.

One of the three main activities relating to this project consists of developing a National Evaluation Framework (NEF). The nine partner organizations contributed their evaluation documentation, their program experience and exploration of the local context which was crucial in developing the framework. An initial evaluation needs assessment was conducted with partner organizations to inform the development of the framework. The NEF aims to identify shared results across the programs and provide an evaluation resource tool for others in the gender-based violence prevention sector.

OBJECTIVES OF THE NATIONAL EVALUATION FRAMEWORK (NEF)

Within our terms of reference as a community of practice we collectively agreed upon shared values and principles. These are represented below and have been integral in the development of the framework.

The main objectives of the National Evaluation Framework are the following:

> To collate program results across the nine partner organizations
> To populate the national evaluation framework with project partners' evaluation results
> To find shared results across the programs
> To use the findings to create an impact and promising practices report specific to engaging men and boys for gender-based violence prevention
> To use the findings to develop a "made-in-Canada" online toolkit for engaging men and boys

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GUIDING PRINCIPLES

Within our terms of reference as a community of practice we collectively agreed upon shared values and principles. These are represented below and have been integral in the development of the framework.

> **Fostering accountability:** Crucially important are the ways in which accountability is built and fostered between pro-feminist men's initiatives and women's networks. In developing the framework, we are cognizant of this component throughout as its a crucial component in program development, implementation and evaluation.

> **Girls and women's safety and security:** Evidence-based and demonstration of gender equitable attitudes and behaviours in boys and men is critical to ensure efficacy of our programs. Showing positive impacts amongst boys and men is also important in building accountability with women's organizations.

> **Work with men and boys should be seen as complementary to work with women and girls**, not as a replacement. While it's important to ensure adequate resources are earmarked to support that work, those resources should not be at the expense of programs for women and girls. Furthermore, male engagement initiatives should be done in collaboration with women's organizations and networks.

> **Acknowledge the accomplishments and continued work by leading women** activists and women's organizations in the gender-based violence sector.

> **Affirm a diversity and intersectionality approach** when exploring gender. We need to explore and celebrate all gender identities and understand the cross-cutting nature of race, class, ability, age, sexuality on our experience of gender.

USING THE NEF

The intended users of the National Evaluation Framework include:

> **The nine organizational members of the NCoP** – the framework builds on the evaluation work taking place at each of the sites, with the indicators and overall theory of change reflecting a synthesis of the nine programs. The NEF will enable each organization to see its individual program results rolled up in a report on the impact of this work at a national level. The evaluation results in the context of the framework will provide the NCoP partners another framework to communicate the results achieved from their programs. The evaluation framework will be another tool to capture changes across our nine project partners (in addition to their current evaluation).

> **White Ribbon** – the framework will provide White Ribbon and each of our CoP partners with a resource to share among our networks as well as the wider sector of organizations seeking to engage men and boys to prevent violence against women and girls. This will accomplish White Ribbon's objective of capacity building within this sector. White Ribbon will also share the NEF with Status of Women Canada as part of the funding deliverables.

> **Status of Women Canada** – this framework will provide Status of Women Canada with an example of the types of outcomes that can be achieved through engaging men and boys to end violence against women and girls. This will build an evidence base for the types of results that can be achieved through continued support for this work. The results from this framework will also provide Status of Women Canada evidence of change with regard to the following planned results:

- Project participants will have an **increased understanding** of issues relating to violence against women and girls;
- Project participants will have **gained/strengthened skills** to identify and respond to issues relating to violence against women and girls in their communities;
- Men and boys will actively engage and take on **leadership** roles, with women and girls, to address gender-based violence in their communities;
- Community members will have increased their **awareness** of gender-based violence and prevention strategies;
- (Long-term) Community stakeholders will have taken **specific and coordinated action** to prevent gender-based violence;
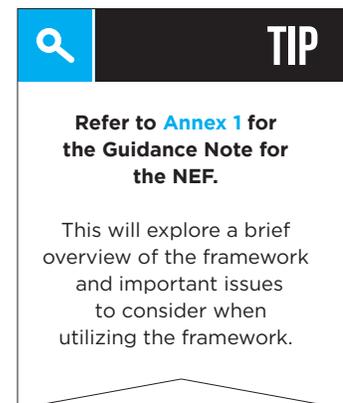
> **The gender-based violence prevention sector** – this framework will provide a resource for GBV and community-based practitioners to evaluate programming with men and boys. The diagram underlying this framework will provide a theoretical foundation for the engagement of men and boys for other organizations undertaking similar work. We hope that this framework will support future programming and evaluation efforts in this sector.

> **International development programmes** which seek to engage men and boys for gender-based violence prevention. With the recent Delhi Call to Action passed at the MenEngage Symposium (Nov. 2014) this framework can provide guidance in evaluation efforts.

PROCESS OF DEVELOPMENT

The process to develop the National Evaluation Framework consisted of the following six steps:

1. Literature review of significant evaluation reports and efforts undertaken within the sector. Indicators, outcomes, promising practices, recommendations for future evaluation work and theories of change provided part of the focus of this review.

2. Review of partners' evaluation documentation Outcomes were extracted, categorized, simplified and redundant outcomes were eliminated. Program activities were extracted to develop indicators and to cross-reference with outcomes to verify whether there were common activities not reflected in the outcomes based on the documentation review. Once a set of outcomes was consolidated, a diagram was created. Indicators were also developed across the four levels of capacity.

3. First round of revisions and feedback. The draft NEF and respective diagram were sent out for revision and feedback first to the White Ribbon staff, and then to the nine NCoP agencies.

4. Site visits were conducted with the nine partner organizations. Our partners were asked for their feedback on the NEF and to identify the outcome areas and outcomes that most resonated with their work. In addition they also provided feedback on terminology, missing outcome areas and their hopes for the NEF. A site visit summary report was created compiling the feedback and experiences arising from the nation-wide consultation.

5. A second round of feedback and revisions followed. Based on the feedback received from the partner organizations, agencies and White Ribbon, the National Evaluation Framework and the diagram were revised and finalized. Lastly this revised framework was reviewed by White Ribbon staff and then circulated to the community of practice for final feedback.

6. A third round of feedback and revisions followed in the Spring of 2015. Plain language writing was used to ensure the document is user-friendly and applicable to wide audiences.

CONTEXTUAL FACTORS

Although the National Evaluation Framework seeks to identify common outcomes and indicators, this exists in tension with the unique context features of each site. Furthermore, context plays a significant role in influencing program process and therefore outcomes – providing both enabling factors and challenges. In the reporting of results for the impact and promising practices report, the context will be strongly taken into consideration. The impact and promising practices report will provide lessons learned to inform future program development in engaging men and boys in GBV prevention.

Based on the nation-wide consultation with our partners, a number of significant contextual factors were explored. Firstly, our partners represent various types of organizations, including youth-focused (2), women focused (5), men focused (1) and broader community-based (1). Secondly, our partners cover a wide geographical spread and are based in Edmonton, Winnipeg, Moncton, London, Kentville, Whitehorse, Brantford, Ottawa and Toronto.

Other contextual factors that were mentioned were grouped into **challenges** and **enabling factors**.

CHALLENGES TO PROGRAM EFFECTIVENESS

There were a number of challenges identified by partners. These fell under three main categories: programming challenges, community attitudes and community setting. It should be noted this is not an exhaustive list, and have been selected based on commonalities across contexts.

Programming challenges:

> Using common terminology (for example male identified, vs. men and boys gender-based violence vs. violence against women and girls, sexualized gender-based violence, pro-feminist);

> Meeting programmatic needs for engaging men and boys (e.g. gender of program facilitators, identifying concrete actions, based in gender equality creating unique content, adopting a strength-based approach rather than shame-based messaging, adapting spoken and written material in various languages and dialects);

> Sustainability issues in working specifically with youth as many move on to graduation, or in transition, etc.

> Staff turnover and leadership changes within some of our partner organizations;

> Limited resources and funding for broader participation, outside the scope of the project.

Community attitudes

> Resistance of local community partners to tackle issues associated with gender-based violence.

> With increasing media attention and exposure to gender-based violence issues, men's power groups and anti-feminist thinking is also gaining exposure. These groups seek to degrade and de-legitimize girls/women's rights and GBV prevention work with men and boys.

Community setting

> Distance between program locations within a particular site (for example in Northern locations – lack of infrastructure, expensive travel)

> Resource scarcity for women's organizations to carry out gender-based violence prevention programming

> Practicing accountability- there remains a gap between acknowledging the importance of accountabiity and what this looks like in practice

ENABLING FACTORS TO PROGRAM EFFECTIVENESS

There were a variety of factors identified as enabling factors in program development and implementation. These included successful programming approaches, and community attitudes.

Programming approaches

> Acknowledging men and boys experience power differently, and may be at different levels of readiness to explore gender, power, control and violence against women and girls

> Comprehensive assessment of community readiness to unpack gender-based violence prevention, and the role of men and boys.

> Systematic and thoughtful planning process together with women's organizations

> Adoption of youth-friendly approaches and creative methodology

> Effective use of social media – including sustaining engagement after program's end date

> Adopting intersectionality throughout the engagement process and program (partnership scoping, programming content etc., evaluation etc.).

> Importance of ethical strategies that respect and take into account organizational capacity, timing and appropriate protocols for engaging with project participants

> Fostering fun and safe spaces

> Integrating accountability (individual and organizational) with women's organizations throughout project cycle

> Male-friendly approaches including strength-based and positive messaging

> Highly engaged advisory committee/group to guide decision-making throughout the project

> Project officers are highly reflexive of their own power and privilege throughout the program, and value/celebrate diverse identities of participating males.

> Male engagement projects which are culturally relevant and rooted in the community
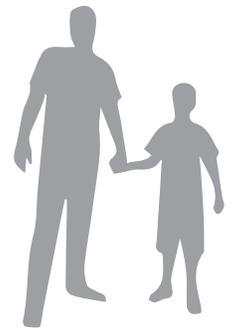
Community attitudes

> Strong volunteer presence and commitment from men and boys

PROCESS RELATED FACTORS

In addition to contextual factors, process related factors were mentioned. These factors are also likely to affect program outcomes. One such factor was that the majority of partners were at various stages of identifying and adapting an engagement strategy to utilize with their target group in the program. This may have implications for the results and outcomes of the projects as groups that were further along in developing their engagement strategy had more time to experiment, adjust and establish their programs.

Furthermore, four partner organizations began their projects with comprehensive community needs assessments whereas others built on work from current and existing partners. This may have implications for program, effectiveness.

In addition to these challenges and enabling factors, other themes regarding community readiness and sustainability emerged. Community readiness was a key factor mentioned in relation to the type of intervention that our partners were engaged in – often requiring awareness-raising efforts when community support was low. Sustainability was an issue that was raised amongst a large number of our partners, and impact community readiness and trust building in communities. Below we have listed a number of factors that we believe may affect the results of GBV prevention programming.

READINESS FACTORS

> An organization that has some experience addressing GBV and willing to take a lead on engaging boys and men

> Number of collaborators that are invested in addressing GBV in the community

> Male community leaders that are willing to challenge gender norms and promote healthy, egalitarian relationships and gender equality

> Availability of information about the prevalence of GBV at the community level or stories of incidents of GBV that have affected the community

> Support of local institutions and decision-makers to make GBV prevention a priority

> Interest from various media outlets to report on GBV prevention efforts

> High levels of knowledge and utilization of support services for victims of GBV

> A group of men or boys that want to support GBV prevention efforts

> Extent to which the community recognizes the importance to prevent violence against women and girls and positive roles men and boys can play

> Relationship-building between pro-feminist men's organizing and women's networks

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TOWARDS SUSTAINABILITY: EXPLORING KEY FACTORS

> Inclusion of primary prevention with men and boys as a complement to secondary and tertiary prevention with women and girls

> Organizational capacity to support and sustain ongoing GBV prevention work

> Organizational long-term and public commitment to address GBV

> Pro-feminist men's networks commit to accountable practice and authentic collaboration and resource sharing with women's organizations

> Diversity of partners involved in GBV prevention work

> Establishment of high trust level among various partners engaging in GBV prevention work

> Community leadership related to GBV prevention efforts

> Public awareness of GBV and related issues

> Strong collaboration between community organizations and government in addressing and preventing GBV

> Support for scaled-up efforts to engage men and boys in GBV prevention

> Creation of additional resources for male engagement programming and ensure there is not a diversion of funds from women's organizations

LIMITATIONS

Although the development of this framework has attempted to be collaborative, and the feedback was integrated as much as possible, there are limitations. One limitation is the tension between the uniqueness of each of the nine local contexts and the attempt to identify common outcomes. This means that the results, once rolled up, may miss the nuance that nine individual evaluations might achieve.

Furthermore, although there was an attempt from the start to incorporate the evaluation efforts and unique program features of each NCoP agency, there was limited documentation to work with as a result of different stages of program development. The site visits mitigated some of this missing information. In some cases, this challenge also proved to have a beneficial aspect, as the NEF was able to benefit from the "on-the-ground", programming experience of each project partner and the evaluation planning already underway.

The NEF development process gave opportunity to reflect on the change process involved in each GBV prevention project aimed at engaging men and boys. We were also intentional about incorporating as much feedback as possible from the experience of practitioners.

[**The NEF aims to strike a balance between being: practical, aspirational and comprehensive.**]

Having stated that we also recognize that the NEF is not: universal, prescriptive or exhaustive. The NEF process benefited from the knowledge and evaluation approaches developed by each partner agency and we hope that this is evident in the framework.

ILLUSTRATING CHANGE: NEF DIAGRAM

This diagram seeks to visually depict the process of change involved in engaging men and boys in GBV prevention. It was developed iteratively with the National Evaluation Framework, based on the literature review, NCoP document review, meetings with CoP partners and discussions with White Ribbon.

The diagram consists of three main elements: the context, the outcomes as they relate to the dimensions of change and the longer-term objective of sustainability. These three elements culminate in the goal of reducing the incidence of gender-based violence. The theory of change aims to communicate a sense of the dynamic nature of this work. There is a constant movement in the interplay between the outcome areas and the four levels of change, all within a specific local context.

The **context** represents the canvas against which this work takes place – the program outcomes will be affected by the readiness of the community to engage in the change process, the presence of enabling factors and the attempts to overcome challenges confronting the programs. The wheel shows the **four levels** at which the NEF measures change: at the community, organizational, social and individual level.

The work of our CoP project partners reflect many of the anticipated changes **(expected outcome areas)** at each of the four levels. It is hoped that this work will effect changes in: awareness-raising, knowledge and understanding, attitudinal change, skill development, behavioural change, gender equitable peer interaction and support, partnerships and coalition building, and advocacy for gender-based violence prevention. It was clear from the consultation that change happened at various levels sometimes simultaneously. CoP partners felt strongly that change was not solely a linear process. For example, change sometimes happened first at the organizational level and with other programs change was witnessed initially at the individual level.

In order to create sustainable change, **capacity needs to be built at four levels:** with individual men and boys, within male networks and relationships, the organizations that are committed to doing this work and the community's capacity to respond to and support GBV prevention initiatives. It is hoped that with increased capacity and the change effected in the outcome areas at each level that this will effect systemic change, a key factor in ensuring the sustainability of this work. The project partners expressed the importance of assessing change over the long-term and this should be a critical consideration for the NEF. Ultimately, this national effort seeks to contribute to the reduction of gender-based violence. The importance of this vision is reflected in the placement of the statement of impact in the foreground of the diagram.

Capacity building at these four levels also requires that women's organizations also have the capacity to fully participate and that funding for these initiatives does not divert funds from women's organizations. Ultimately, sustainable change requires shifts in behavior and system change.

NEF DIAGRAM
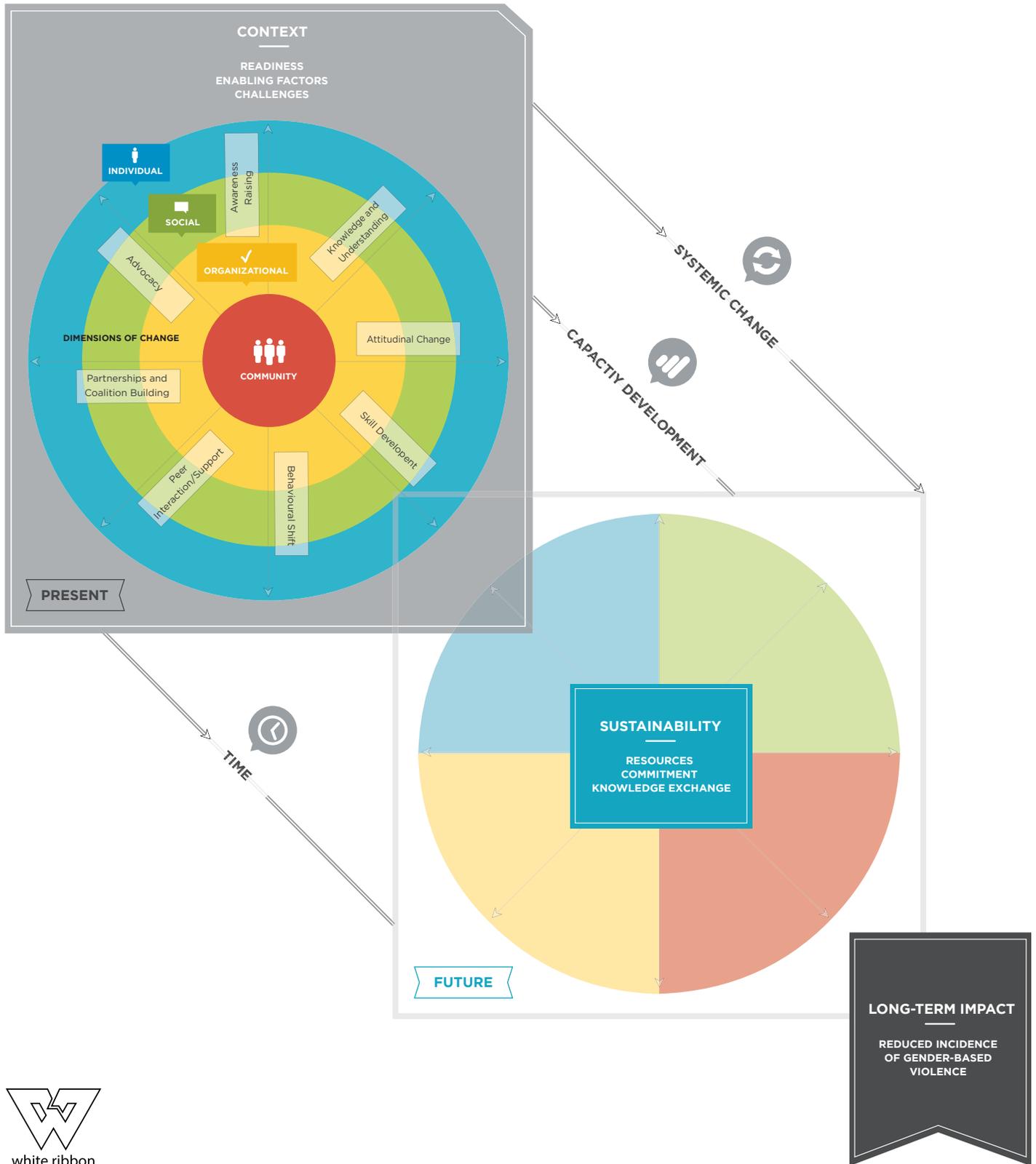
CONTEXT

READINESS
ENABLING FACTORS
CHALLENGES

INDIVIDUAL

SOCIAL

Awareness Raising

Knowledge and Understanding

✓ ORGANIZATIONAL

Advocacy

DIMENSIONS OF CHANGE

COMMUNITY

Attitudinal Change

Partnerships and Coalition Building

Skill Development

Peer Interaction/Support

Behavioural Shift

PRESENT

SYSTEMIC CHANGE

CAPACITY DEVELOPMENT

TIME

SUSTAINABILITY

RESOURCES
COMMITMENT
KNOWLEDGE EXCHANGE

FUTURE

LONG-TERM IMPACT

REDUCED INCIDENCE
OF GENDER-BASED
VIOLENCE

white ribbon

THE NATIONAL EVALUATION FRAMEWORK

**Expected Outcome
Areas and Outcomes**

Outcome Indicators Across Four Levels of Change

	Community Capacity [1]	Organizational Capacity [2]	Social Capacity [3]	Individual Capacity [4]
Outcome Area #1: Awareness - raising				
Men and boys have an increased awareness of gender-based violence (GBV) issues	Level of local media coverage of GBV issues and its root causes	Presence of communication about the role of men and boys to prevent gender-based violence in organizations	# of male social groups discussing GBV issues	# of individual men and boys aware of GBV issues
Men and boys have an increased awareness of positive roles they can play to prevent violence against women and girls	Perceptions of positive roles men and boys can play to prevent violence against women and girls in their community	Extent to which senior leadership recognize that men and boys have a positive role to play in preventing violence against women and girls	Perceptions of positive roles men and boys can play to prevent GBV within their family, social groups, or relationships	Men and boys self-report they can play positive roles in preventing violence against women and girls
Outcome Area #2: Knowledge and Understanding				
Men and boys have increased knowledge regarding GBV and its root causes (for example unhealthy masculinity, gender stereotypes, gender inequality, impacts of colonialism etc.)	# of new local resources which target men and boys to prevent gender-based violence	% of staff reporting increased knowledge and understanding about the role men and boys can play in preventing GBV	Men and boys adoption and promotion of gender equality within their families, social groups or relationships	% of male program participants reporting increased knowledge regarding GBV and its root causes
Men and boys have an enhanced understanding of healthy and egalitarian relationships	Total # male community members or groups attending programs or initiatives on healthy and egalitarian relationships	% staff reporting increased confidence in leading initiatives that engage men and boys on healthy and egalitarian relationships	Level of understanding among male social groups about healthy and egalitarian relationships	# of male program participants able to define healthy and egalitarian relationships and able to question gender norms (including unhealthy masculinity)

1. *Community capacity* refers to changes that occur at a broader level or that have the potential for more widespread change – such as media attention, community coalitions or collaborating with key decision-makers.

2. *Organizational capacity* refers to changes that occur within different types of institutions (community, public, private, academic) which are engaging men and boys in GBV prevention.

3. *Social capacity* refers to changes that occur within groups of individuals. For example, families, peer groups, relationships, extracurricular groups, including sports teams and others.

4. *Individual capacity* refers to changes that occur at a personal level with men and boys, women and girls.

THE NATIONAL EVALUATION FRAMEWORK

Expected Outcome Areas and Outcomes	Outcome Indicators Across Four Levels of Change			
	Community Capacity [1]	Organizational Capacity [2]	Social Capacity [3]	Individual Capacity [4]

Outcome Area #3: Attitudinal Change

Men and boys experience a positive change in attitudes focused on gender equality and healthy relationships	Male decision-makers report a change in attitudes towards gender equality and urgency of addressing violence against women and girls at the community level	Presence of organizational commitment to implement initiatives that engage men and boys in promoting gender equality and healthy relationships	Perceptions among male social groups of gender equitable attitudes (healthy masculinity, gender equality)	Individual men and boys report positive changes in attitudes towards gender equality and respect for women and girls
Men and boys experience a positive change in attitudes, beliefs and opinions regarding violence against women and girls	Male decision-makers report a change in attitudes, beliefs, and opinions towards violence against women and girls	Level of organizational programming, initiatives, campaigns or events which promote healthy masculinity, gender equality and the positive roles men and boys can play to end GBV	Perceptions in a male social group of an increased personal investment towards ending violence against women and girls	% of male program participants reporting a change in attitude, belief or opinion towards violence against women and girls

Outcome Area #4: Skill Development

Men and boys have strengthened skills to react to gender-based violence. For example, being able to identify and respond effectively, applying consent in their lives, bystander interventions, speaking out against violence they witness or experience, etc.	Total # men and boys involved in GBV prevention efforts in the community	Presence of ongoing programming which encourages men and boys to take action towards preventing violence against women and girls	Enhanced ability for male social groups to react (identify and respond) in positive ways towards gender-based violence issues	% of male program participants that report knowing how to respond to GBV
Men and boys have strengthened skills to be proactive towards GBV issues. For example, being able to facilitate change processes in collaboration with women and girls, redress root causes of GBV through workshops or community projects etc.	# community GBV prevention initiatives led by men and boys	Level and quality of engagement of men and boys in organizational change addressing violence against women and girls	Examples of male social groups being proactive towards gender-based violence issues	Men and boys self-report they can play positive roles in preventing violence against women and girls

THE NATIONAL EVALUATION FRAMEWORK

Expected Outcome Areas and Outcomes	Outcome Indicators Across Four Levels of Change			
	Community Capacity [1]	**Organizational Capacity** [2]	**Social Capacity** [3]	**Individual Capacity** [4]
Outcome Area #5: Behavioural Change				
Men and boys have increased leadership skills to promote gender equality and prevent violence against women and girls	Perception among local community for men to be change agents in preventing violence against women and girls	Examples of staff support provided to men and boys taking community leadership to prevent violence against women and girls	Examples of leadership taken by groups of men and boys to prevent gender-based violence	Examples of leadership taken by individual men and boys to prevent violence against women and girls
Increased numbers of men and boys acting as role-models to other men and boys towards the prevention of gender-based violence	Examples of men and boys in the community visibly serving as a role-models in GBV prevention (for example, media coverage)	# organizations running male mentoring programs that include a GBV prevention component	Examples of male social groups reporting that they have influenced the views/actions of other men and boys to prevent GBV (including the promotion of healthy masculinities)	% of men and boys with knowledge of GBV who play an informal or formal mentorship role to other men and/or boys
Outcome Area #6: Gender Equitable Peer Interaction and Support				
Men and boys provide increased support to other men and boys in applying gender equitable behavior	# men's programs in the community that include training on applying gender equitable behaviour in their lives	Examples of staff and/or volunteers providing support to men and boys in promoting gender equality in their lives	Increase in gender equitable behavior within groups of men and boys	% male participants reporting conversations with other males about gender equitable behaviour
Increased support for new male leaders to prevent gender-based violence	# community partners reporting increased support for GBV prevention initiatives among men and boys	% staff reporting increased support for GBV prevention initiatives directly engaging men and boys	Men's groups report increased support for GBV prevention initiatives increased support for women's organizations and GBV prevention initiatives	% male participants reporting increased support for addressing GBV

THE NATIONAL EVALUATION FRAMEWORK

Expected Outcome Areas and Outcomes	Outcome Indicators Across Four Levels of Change			
	Community Capacity [1]	**Organizational Capacity** [2]	**Social Capacity** [3]	**Individual Capacity** [4]

Outcome Area #7: Partnerships and Coalition Building

Increased collective action among men and men's groups with women's organizations towards the prevention of violence against women and girls	# collective efforts addressing GBV in collaboration with women's organizations	Change in practice amongst men's groups to increase collaboration with women's organizations	Level of trust and respect between male social groups and women's organizations working to prevent GBV	Level and/or frequency of collaboration between individual staff representatives from women's organizations and other organizations working towards engaging men and boys
Increased support from a diversity of partners (for example the private sector, non-profit, academic institutions etc.) to engage men and boys in GBV prevention efforts	% of partners agreeing that engaging men and boys in GBV prevention efforts is important	Staff members report a change in buy-in with regards to engaging men and boys in GBV prevention	Examples of men's and boy's groups collaborating in GBV prevention efforts with a diversity of partners	Individual staff report increased support from partners to engage men and boys for GBV prevention

Outcome Area #8: Advocacy for Gender-Based Violence Prevention

Strengthened relationships with key decision makers to promote male engagement for gender equality and violence prevention.	# collective efforts to address GBV in collaboration with key decision-makers	# of organizations reporting strengthened relationships with decision-makers to prevent GBV	Examples of men's and boy's groups collaborating with decision-makers in relation to GBV prevention	Level and quality of individual engagement with key decision-makers to prevent GBV
Increased media coverage of GBV prevention initiatives which engage men and boys	# collective efforts to address GBV covered in traditional media and social media	Level of publicity arising from organizations involved in engaging men and boys in GBV prevention	# men's and boy's groups mentioned in traditional media and social media in relation to GBV prevention	# of male participants sharing stories related to GBV prevention publicly

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ANNEX 1 - GUIDANCE NOTE FOR THE NATIONAL EVALUATION FRAMEWORK

The national evaluation framework was developed through a consultative process with nine dynamic women's and community based organizations. These organizations were at various stages of programming which engaged men and boys in gender-based violence prevention. The NEF drew upon both the partner organization evaluation and a comprehensive literature review "Men's Engagement in Gender-Based Violence Prevention: A Critical Review of Evaluation Approaches". The NEF is not an exhaustive list of indicators and potential outcomes, but seeks to build on the commonalities of the existing approaches from our partners.

This tool will be useful for wide-ranging practitioners who are engaging men and boys to prevent violence against women and girls (i.e. project managers, youth workers/youth engagement specialists, policy analysts, evaluators, senior management, researchers, community development practitioners, gender specialists, etc.). The need for clear and holistic evaluation approaches is essential for the field of primary GBV prevention. As the field of engaging men and boys is relatively new and the evidence-base is scarce, it is essential that male-focused programming and initiatives document outcomes and demonstrate impact. The national evaluation framework addresses this need.

It should be noted this is not a prescriptive framework, and is meant to be adaptable, flexible, and responsive to various contexts. Contextual factors can include (but are not limited to) community readiness, terminology and narratives being utilized, proximity between program locations, impact of colonization and multiple layers of trauma experiences by Inuit and Indigenous communities.

Furthermore, the NEF is not intended to be used in it's entirety. For example, an anti-violence community-based initiative will assess more community-based indicators than an individual approach to programming. The NEF is meant to be adaptable and flexible depending on the focus of the organization and program. This means that practitioners may use this tool to assist in customizing a framework that is appropriate for their program model/intervention.

The NEF explores eight outcome areas, each with two desired outcomes and across four levels of change. The NEF assesses each outcome area at different levels of change- community, organizational, social and individual. Inserting changes at the community level prior to the other levels was intentional, as the majority of our partners indicated that their programs are working towards change at this level first and underscored its importance in the change process prior to any other change level.

Using a balance of qualitative and quantitative indicators. Both qualitative and quantitative indicators have been identified across the four levels of change and eight outcome areas. Note that many of the qualitative indicators are "examples". Using examples is a user-friendly way to capture real-life changes in men and boys. These examples can be direct stories from male program participants. The balanced approach between qualitative and quantitative indicators in the framework helps to create a more complete picture of the evaluation.

Importance of gender disaggregated data. Data should be disaggregated by gender if programming is targeting both male and female-identified participants. Disaggregating data by gender will allow us to track changes in men and boys against changes in women and girls. To make significant progress towards primary prevention, it's essential that men and boys attitudinal and behavioural shifts are captured.

We use the terms gender-based violence (GBV) and violence against women interchangeably. We want to avoid a "watered down" approach to GBV and ensure the safety, security and well-being of diverse women and girls lie at the core of the framework.

The NEF is not a stand-alone tool, and we encourage its use in conjunction with methodologies tailored to the unique features of each program. For example, youth-friendly evaluation approaches should be implemented if working with younger groups.

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TOP 10
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EVALUATION
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📝 NOTES

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