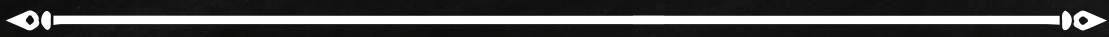




THE MAN BUN



The Man Bun shows men how to step up and stop violence.

 **White Ribbon**
Australia

WHAT IS THE MAN BUN?

When you think about stopping violence against women, you might have a picture in your mind about how that looks. Maybe you think about a man abusing a woman in public and you jumping in to tell him to stop. While sometimes stopping violence looks like that, sometimes it looks like calling out sexist comments or online harassment. Sometimes it looks like making sure we role model respect in our relationships. The truth is that you can do a lot of things to stop violence before violence occurs.

This is what the Man Bun is about. The Man Bun is your guide to understanding violence against women and arming you with the tools you need to make a difference. We'll walk you through topics like being a good bystander, or making your respect visible. From those small, offhand comments that make you cringe, to the stuff you encounter online or in real life, we'll teach you how to stand up and speak out.



WHAT DIFFERENCE CAN I MAKE?

There are literally hundreds of little comments, harassments, and other forms of abuse that lead up to what we think of as sexual violence.

Think about all relationships, from respectful to violent. That way you'll see how actions – yours and other guys' – can make those relationships better, or worse.

RANGE OF RELATIONSHIPS

RESPECT ↔ DISRESPECT ↔ VIOLENCE

Respectful relationships between all men and women	Mostly respectful behaviour towards women. Any disrespect is managed without violence	Men make derogatory or sexist comments about women to other men	Harassment and abuse directed against women in public	Constant abuse and domestic and sexual violence towards women
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NO
VIOLENCE

SETS THE SCENE
FOR VIOLENCE

INCREASING
VIOLENCE

Look at the steps from Respect to Violence. Violence doesn't just happen – it starts with disrespectful behaviours and if these aren't stopped, things can get worse.

But if you step up early, you can stop disrespect from turning into violence.

SOCIAL NORMS

Social norms are how people's attitudes and behaviours are influenced by what is seen as normal by society. Social norms have a significant influence in determining behaviour and particularly in perpetuating male power and privilege.

The social norms that lead to sexual violence are saying it's good for men to have power over others. Those norms say it's okay to treat women as objects you own, that violence and aggression are okay and that men are always the boss. Those norms also tell you to keep sexual violence a secret, including child porn and child abuse.

Most people follow social norms. For a lot of men if their mates are doing something, it feels like it's OK for them too. So, if a man makes sexist comments about women and other men laugh, that makes those comments seem "normal" and okay. These comments also pave the way for more increasingly disrespectful and violent behaviour.

BUT if you show you're not down with those comments, by shaking your head, frowning or saying something, this helps stop the disrespectful behaviour, you reset the social norm to where men talking respectfully about women.

SHOW OTHER MEN WHAT RESPECTFUL SOCIAL NORMS LOOK LIKE AND YOU'LL PREVENT VIOLENCE.

Most men don't like disrespectful behaviour, but they don't speak out as they think their mates are okay with sexist comments and behaviour towards women. But we get it wrong - **Most men are not comfortable with this disrespectful behaviour.** And men sometimes assume that other men use violence – when most men don't.

Even though most men support action to stop violence, many won't do anything. But if you speak out they'll probably back you up too.

When you back your mates to stand up with other men, you make respectful behaviour the normal way to behave. And White Ribbon is all about setting respectful social norms.

Also, if you influence others, it makes violence against women a community problem that we're all responsible for managing. That way we don't blame victims, or men who use violence.

HOW CAN I CHANGE THE MINDS OF OTHER GUYS?

Men listen to their mates, so that's where you start – with your mates. **Your actions will make a difference.** Follow LAD – the three key things you can do to have a positive influence on other men:

L **Live your respectful values.** Let your actions show that you respect women, especially when you're with your mates. They'll hear you and try to fit in with the social norm you've set.

A **Act to stop violence.** When you see violence against a woman, you can take action. It could be anywhere – in a bar, at the shops, or at a family gathering. If a man is abusing a woman, forcing her to do anything (like drink more, or give him a hug), deciding for her, or threatening her, you can stop it.

D **Disrupt disrespect.** Show you don't support a mate's disrespectful comments. Stay silent, or better still, say you don't agree. Your mate will see he is off base, and he'll change his tune to fit in with you.

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LAD - POSITIVE INFLUENCES ON OTHER MEN

Live by respectful values				
	Disrupt disrespect			
		Act to stop Violence		

SO, WHAT CAN I DO?

Live your respectful values. Let other men see that you treat women with respect.

That means treating women as your equal and taking them seriously. This gives you a respectful relationship and a way to manage any conflict without violence.

Being respectful also means changing what you do. Break out of the "Man Box" – do things like housework, cooking, and caring for others, especially your kids. When you value and share what women do, it's better for your health and relationships, and you'll be happier. It also brings men and women closer, which prevents violence.

Live your respectful values when you're with your mates – not just in private.

For example, talk about your partner as an equal, and show that you decide things together. Say what you appreciate about her, or what you enjoy about being a dad, and mention the "unmanly" things you're up for – like cooking and cleaning. Show your mates you're happier because you're equal.

Drop the tough act and be your genuine self. That way, you'll be a better friend to your mates – and they can drop the tough act too. **What you do resets the social norm, and help your mates to be more openly respectful in their behaviour.**



DISRUPT DISRESPECT

When we hear other guy's sexist or insulting remarks about women, they're usually said as jokes, as they test out what's okay with the group. **A clear statement is usually all you need to disrupt disrespect.** It lets the other guy know that he's out of step with the norm.

Ask yourself - What are your mates saying? Is it something you agree with? Does it align with your values?

Step up – show you don't agree. Sigh, frown, shake your head – or walk away. Or, take stronger action – speak up.

Come on, mate,
you're better
than that.

Bro, not cool.

Why would you
say that?

I don't think we'd agree
with that, would we guys?

I know it's a joke, but
it's just not funny.

Bro, think about what you just said.



QUESTION THE COMMENT

Questioning someone's sexist or disrespectful comment not only makes them think about what they've said, but it also sends a clear message that you don't agree with it and won't let it slide. To get them thinking, ask questions like "how do you think that makes them feel?" or "I don't get it – what does that mean?"

You can also make the issue personal to them. Question whether they would say the same thing in front of a woman they care about, such as their mother, sister or partner. Would they want people saying the same thing about them?

Even if you're asking questions, it's still important to show you don't agree with the comment. It can be difficult to call out comments alone, but remember that most men don't support women being disrespected, even when they're staying silent. Take them with you by using 'we' statement like "Yeah, not sure we'd all agree with you there...", or ask "Is it just me or does everyone here think that's out of line?"

Most importantly, keep a cool head and keep it about the comment and not about the guy. Save your stronger comments for a less public space. Guys can get defensive – don't argue, just state your case and ask if they can see your point of view.



ACT TO STOP VIOLENCE

Think about that range of relationships – over at the disrespectful end there's abuse, harassment and violence. It takes action to stop it. Whether it's the harassment women get when guys whistle or yell unwanted comments in public, or whether it's something that could get violent, you have the power to stop it. Here are some ways you can help:

1	Using some of the disrupt disrespect lines or actions.
2	Act like his harassment is aimed at you. Glare and ask what he wants.
3	Throwing catcalls to the harasser, showing him how it feels. Shaming his behaviour – saying loudly that sexual harassment is wrong and he should stop.
4	Let yourself be seen – if the guy knows you're there, he's less likely to get violent.
5	Keep yourself safe and don't go charging in. It won't help.
6	Get backup from your mates. If he knows a bunch of guys are watching him, he'll probably stop.
7	Make eye contact with the person at risk. You'll get a better idea of what she needs.
8	Call security or tell staff what's happening.
9	Support the victim – try to get her away from the threat. Take your cue from her, and only act if you feel safe.
10	Stay calm and be direct. Keep your tone and attitude chilled.
11	Talk loud so others hear you. They'll get to know what's going on.
12	Be a distraction. Stroll through the scene or past the violent guy and throw him off.
13	Have a way out in case it all goes pear-shaped and be ready to get out before you go in.
14	Actual violence? Call the cops. Don't wait for someone to get hurt

BE READY TO ACT

Be yourself, not just one of the crowd

What's more important than fitting in? Believing in who you are and what you value. Let your values give you confidence. When your actions match your values you'll be way better off.

If you hang with guys who keep each other in the 'man box', then you'll need **courage** to stand out from that crowd. **But really, you deserve better mates.**

BE RESPONSIBLE.

Step up. Most guys actually want something to be done. They just need someone else to start taking action, and that's you.

Check out what's happening – would you want it to happen to someone you care about? If it's sleazy, that's when violence can start. Feel for the woman involved. Remember that violence, in any form, is wrong.

So, respond.

KNOW HOW.

You can change things by using the tools in this box. Go over what you could say, and be ready to act.

Feel confident – **you've got this.**

The more you do it, the easier it gets – and the more things will change for the better.





THE BARBER SHOP



A huge thank you to White Ribbon New Zealand, who allowed us to adapt this resource for the White Ribbon Australia Barber Shop.

White Ribbon New Zealand. (2020). Men Influencing Other Men. Retrieved from <https://whiteribbon.org.nz/wp-content/uploads/2018/11/Toolbox-Men-Influencing-Other-Men-White-Ribbon.pdf>

Page 10, US National Sexual Violence Resource Center, Engaging Bystanders in Sexual Violence Prevention

Page 2, US National Sexual Violence Resource Center, Engaging Bystanders to Prevent Sexual Violence bulletin

Baker, G. (2013). Effectively involving men in preventing violence against women. Auckland, New Zealand: New Zealand Family Violence Clearinghouse, University of Auckland.

Most of these statements and strategies are taken from www.theline.org.au – an Australian national campaign that helps young people reject violence and develop healthy, respectful and equal relationships.

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