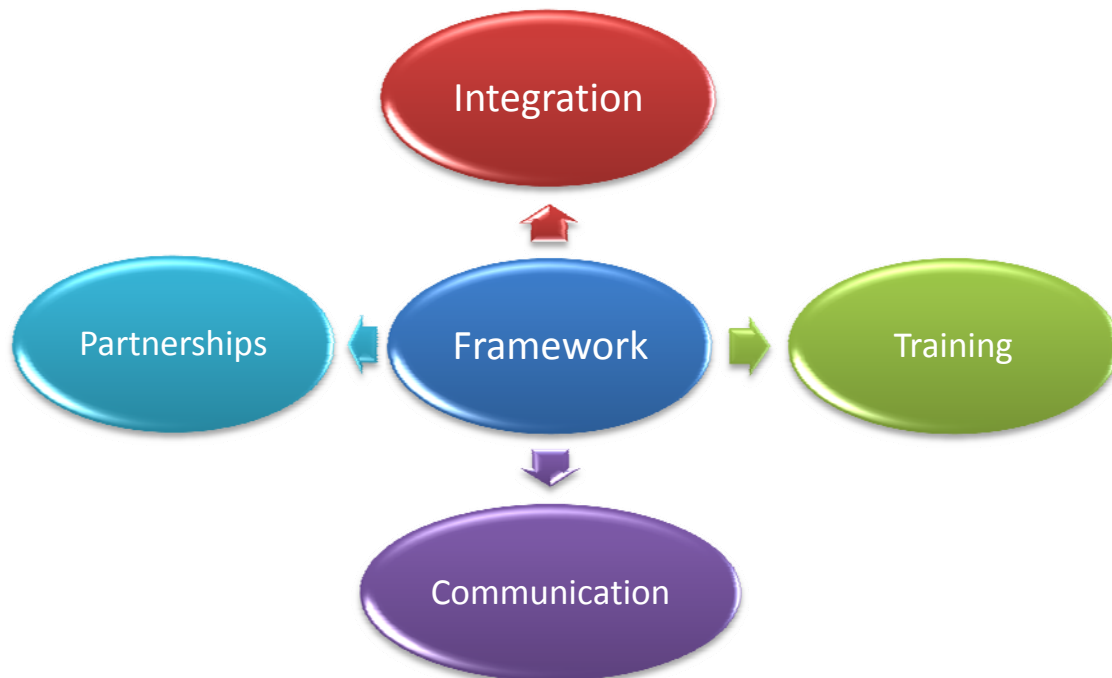


Organizational Capacity for Engaging Men and Boys

Key Readiness Issues

There are many organizational capacity issues that organizations should consider:

1. **Framework.** Articulate and incorporate ethics and framework(s) for engaging boys and men into your organizational practices and policies. Understand that this may mean a cultural shift that may include both losses and gains.
2. **Integration.** Assess staff comfort and capacity to intentionally and thoughtfully include work that engages boys and men that considers impact on and interaction with existing services.
3. **Training.** Provide ongoing training and dialogue regarding research/evaluation of engaging boys and men framework (s) and specific outcomes on coalition work around engaging boys and men.
4. **Communication.** Develop communication/marketing plan (internal and external) that includes engaging boys in men as part of coalition work. This plan should be grounded in the coalition mission and show the integration of engaging boys and men with all organizational elements. (see, hear and feel)
5. **Partnerships.** Cultivate partnerships with key informants and allied organizations that can support and grow work to engage boys and men.



Are you Ready?

Below are questions for Coalitions to consider in order to build their readiness to support and sustain programs that are focused on engaging boys and men.

Framework	Comments
1. Where do philosophical elements of your organization's work typically originate? (ED, Staff, board) Are these key people/structures engaged in dialogue regarding work with men and boys?	
2. Does the mission of the organization explicitly include engaging boys and men? (as survivors, significant others, allies)	
3. Do the core values of the organization support engaging boys and men? If so, how?	
4. Has the organization developed, supported or promoted programs that engage boys and men in the past?	
5. If so, is the organization holder of multiple frames? Do you have fluency in any of the frames? What works/worked? What didn't? What is the institutional memory of this work? What is the community memory?	
6. Can the organization (including board, staff, leadership) articulate a specific framework(s) for engaging men and boys and how it connects/integrates with organization mission?	
7. Do you see the organization as male positive?	

Integration	Comments
8. How does your framework help the organization be responsive to communities in your region? How is it relevant?	
9. Does the organization have the resources (financial, time, people) to develop and maintain staff training and competencies related to engaging boys and men?	
10. What is needed from the Board, staff and volunteers to make this work sustainable?	
11. What percentage of staff is or will be involved in engaging men and boys programming?	
12. How do the organization's programmatic policies support work to engage boys and men?	
13. What funds are needed to support programming efforts? Can the organization commit these funds?	
14. Does your structure support men working in a variety of roles within the organization? Does your structure support women and transgendered individuals working to support male engagement?	

Training	Comments
15. Does the organization have a mechanism to provide ongoing training regarding emerging issues related to engaging boys and men and your framework (s) specifically?	
16. Does the organization have staff capacity to provide this type of training?	
17. Does the organization have the capacity to provide training regarding the prevalence of sexual victimization against boys and men?	

Communication	Comments
18. Can the organization (including board, staff, leadership) articulate a specific framework(s) for engaging men and boys and how it connects/integrates with its' mission?	
19. Can partners and allied organizations clearly articulate how your framework integrates with your mission?	
20. How will work to engage boys and men be incorporating in to existing marketing strategies? What if anything, will need change?	

Partnerships	Comments
21. What do you need from the Coalition for support?	
22. How can the organization engage/collaborate with other programs in this work?	
23. Does the organization have relationships with allied organizations that can inform work with men and boys?	
24. What does the organization need from external collaborators in order to be successful?	
25. What do allied organizations need from the your organization?	