

A photograph of a man with a beard and sunglasses carrying a young child on his shoulders. The child is wearing a red jacket and has their mouth open as if shouting or crying. They are in a crowd at a protest, with a large classical building in the background. A sign in the background reads '\$\$\$ for schools NOT'.

# IMPACT REPORT 2020

**A CALL TO MEN**

[www.acalltomen.org](http://www.acalltomen.org)

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## A Message from Our CEO

Friends,

We are living in a monumental, historic moment. One that our children's children will learn about in school. A reckoning. A great awakening for many. And an opportunity for everyone to face systemic inequity and injustice with courage, resolve, and a commitment to change.

Our work at A Call to Men seeks to end gender-based violence and discrimination and address intersectional oppression at its root. We intentionally look to those "at the margins of the margins" to articulate their own lived experience and help define solutions that will be effective in their lives. When we center our attention and efforts on those folks, it is our belief that everyone will benefit. This philosophy holds true for any anti-oppression work—and is especially relevant as we look at both gender and race in America in 2020.

The greatest opportunity I see right now is to use our work promoting gender equity as a model for those who want to promote racial equity. You see, you can't be anti-sexist without also being anti-racist. For decades, A Call to Men has mobilized hundreds of thousands of male-identified aspiring allies to women and girls. We have called them into this work, while holding them accountable, and educated and empowered them to speak out against and take action to prevent gender-based violence and discrimination. And we can do the same for those who want to be aspiring allies to Black people and other people of color.

The events of 2020 have created a turbulent climate and forced us to re-envision how we create impact. The mandate for physical distancing has prevented us from providing in-person training for most of this year and will continue to shape how we gather for years to come. Yet, A Call to Men remains committed to serving our communities, providing training to prevent gender-based violence, and looking at this moment as an opportunity for transformation. Domestic violence is spiking globally. Men's mental health challenges are rapidly rising. And we know that our work is needed now more than ever. This report details how we've pivoted in 2020 to serve our community and how we are working to create a more just world.

Our community is rich with folks committed to defining this moment as one of hope, meaningful accountability, great love for humanity, and lasting change. We are proud to have you come alongside us. And we know we will all benefit in the end. As Rev. Dr. Martin Luther King Jr. famously said, "No one is free until we are all free."

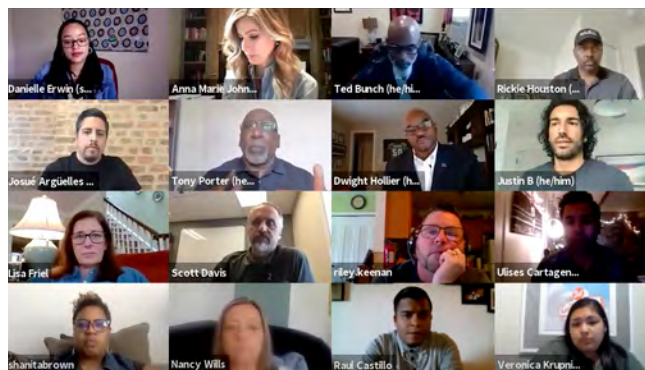
In partnership,



CEO  
A Call to Men

# HEALTHY MANHOOD COMMUNITY CALL SERIES

Free educational training calls created to foster connection and provide support during this difficult time, to talk about how the teachings of the Man Box affect us in times of crisis, and to engage men to prevent violence against all women and girls. The Healthy Manhood Community Call Series was offered free with generous support from Harry's. [RSVP for upcoming calls.](#)



THANK YOU  
**HARRY'S**

**15K** VIEWS  
**18K** ENGAGEMENTS

**13** CALLS



**1,300+** PARTICIPANTS  
**32,602** PEOPLE REACHED

- Healthy Manhood in Times of Crisis
- Pornography and Social Isolation featuring **Fight the New Drug**
- Male Socialization and Mental Health featuring **Justin Baldoni**
- COVID-19 and Communities of Color featuring **Michael Bennett**
- Using Pop Culture to Address Critical Social Issues featuring **Matt McGorry**
- Raising Black Children Amidst Racial Trauma
- Practical Strategies for Calling Men into #racialjustice and #genderjustice Work
- Centering the Voices of Women in the Margins
- Parenting Gender Nonconforming Children with Matt Walsh
- Creating Healthy, Inclusive Workplaces
- Back to School with #RacialJustice and #GenderEquity
- How Philanthropy Can Create a More Just World Post Pandemic
- Using Your Platform and Influence

“

Being able to hear men admit they need help and then share their experience and what helped them specifically was inspiring and really motivated me to learn more about A Call to Men. I have signed up for the rest of the Community Calls they have coming up and I am extremely excited to continue to be a part of the community we are all building together.

**Jonathan Wong**, Student





[facebook.com/groups/healthymanhood](https://facebook.com/groups/healthymanhood)

## HEALTHY MANHOOD FACEBOOK COMMUNITY GROUP

A group for people of all gender identities committed to promoting the practice of healthy manhood and the prevention of violence against all women and girls. We are fostering community discussion and connection around the topics of healthy manhood, engaging men to prevent gender-based violence, and promoting authenticity in men and male-identified folks.



**720+ MEMBERS  
AND COUNTING...**

Supporting Virtual Community Events  
**Reaching more than 200k people online**

Night of Solidarity

Chalk Back — Fighting Street Harassment

Nationswell

Preventing Domestic Violence in Faith Communities

NYC Department of Youth Development

Black Women's Alliance

Black Enterprise

SHE Summit

Raindance Film Festival

MARC Summit

Big Bang

Women Winning Series

Jagged Storytelling

Social Good Club

## TRAINING INSTITUTES FOR GENDER & RACIAL JUSTICE

The Training Institutes activate a grassroots movement promoting healthy manhood and addressing male domination and the intersections of oppression that contribute to gender-based violence, assist participants in laying the groundwork for the social change in their communities and culture, and provide participants with hands-on training on how to effectively engage in local community organizing efforts.

We can offer this training at a discounted rate with generous support from the NBA.

THANK YOU



**12** TRAINING INSTITUTES FOR RACIAL AND GENDER JUSTICE



**600+** PEOPLE



**35+** STATES  
**6+** COUNTRIES



**65%** NONPROFIT  
**20%** GOVERNMENT  
**10%** COMMUNITY LEADERS  
**5%** BUSINESS LEADERS



**80%** OF PARTICIPANTS ARE ACTIVELY WORKING WITH MEN/BOYS

**2021 DATES RELEASED**

**LEARN MORE**

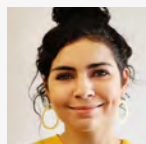
### Top Five Reasons Participants Attend:

1. Capacity development, enhance education and understanding of men's engagement work
2. Learn how to facilitate conversations and create spaces to discuss healthy manhood, male socialization, and violence prevention with men/boys
3. Sharpen skills and tools on how to engage men and boys
4. Engagement of youth and learning more about Live Respect Curriculum
5. Connection/networking



“

A Call to Men excels at fostering a warm and welcoming virtual environment for attendees, where attendees feel safe to share and express themselves. **The organization's trauma-informed approach to deconstructing gender norms as well as their overall knowledge of systemic issues is truly valued and especially needed in the current social and political climate.**



**Zoe Adele Coyle**

Senior Program Associate,  
Training Institute, Center for  
Court Innovation



## OP-ED SERIES



Porn Usage is Spiking in Social Isolation



Depression and Anxiety are Expected Parts of the COVID-19 Experience



Why Racism Makes Black People More Vulnerable to the Coronavirus



How to Talk about Misogyny and Objectification in Music, Movies, and Culture



Being a Black Father in the United States of America



Calling in Our Allies for Racial Justice



Five Questions for Men Who Want to Be Better Allies



Is Your Organization Unintentionally Reinforcing Gender Bias at Work?



Back to School Anxiety is at an All Time High



What Will It Take to Create a More Just World Post Pandemic?



What a Female President Means for Achieving Gender Equity

## VIDEO SERIES



We launched a series of videos discussing the intersections of the Man Box & the COVID-19 pandemic.



## VIEWED >25K TIMES



Talking to Boys



Listening to Women



COVID-19's Impact on Men



COVID-19 and Equity at Home

## TRANSFORMATIVE PARTNERSHIPS

A Call to Men has the great honor to partner with organizations for longer-term commitments intended to transform communities and provoke meaningful cultural and systemic change.

### **New Jersey Coalition to End Domestic Violence (NJCEDV)**

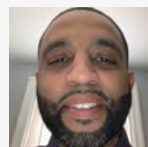
Through a five-year partnership, A Call to Men is implementing a Community Engagement Model with NJCEDV. The partnership was designed to meet the specific needs of community organizations and advocates in New Jersey and is engaging more than 500 community members doing outreach and education to men and boys with an intersectional lens centering those in the margins of the margins. The body of work includes core group development, community training, language justice, affinity group development, organizational readiness trainings, three annual Training Institutes for Gender and Racial Justice, a series of Critical Community Conversations on key issues, and ongoing technical assistance.

### **Emerge Center Against Domestic Abuse**

For the past four years, A Call to Men has been working to transform Emerge into an unapologetic anti-sexist, anti-racist organization. Starting with climate assessment training and reporting, A Call to Men has led Emerge through an exploration of the systemic barriers affecting BIPOC that mainstream human service organizations create and maintain, an evaluation of feminist perspectives, internalized racial response, superiority, and anti-Blackness, and strategies to become unapologetic anti-racist leaders at work and in the community. This year, A Call to Men developed and executed a 10-part training series to deepen the organization's knowledge and address relevant gaps, and started affinity groups which will be guided by A Call to Men trainers.

“

The work we have done together will forever change New Jersey communities. I am grateful for the intentional strategic plan to create a movement in our state to engage men and boys as allies — to reach and equip the 73 percent of the men who believe that they can help end gender-based violence. We have built bonds throughout our state, sought to be in community while centering the voices of those in the margins of the margins. We have pushed, challenged, and rewritten narratives that have long been untouched detrimental proponents to the stagnation of our work. We have created access points for all systems to come together. We have introduced new language and offered insight which helps break the invisible chains that still bind Black and Brown advocates. To summarize our efforts in one statement: we have gently forced change.



**Will DuBose**

Prevention Coordinator  
New Jersey Coalition to End Domestic Violence

THANK YOU





## TRANSFORMATIVE PARTNERSHIPS

### California Partnership to End Domestic Violence (CPEDV)

Following the tremendous response to CPEDV's Shifting the Lens Conference in 2019, A Call to Men created and delivered a series of Critical Conversations for Critical Action. Topics included The Man Box: the Collective Socialization of Manhood, Moving Beyond the Binary, and Dismantling Anti-Blackness. More than 80 advocates participated in the series to deepen their knowledge and create concrete action steps to further their organizations' anti-sexism and anti-racism platforms. A Call to Men also spoke at CPEDV's statewide conference, reaching more than 600 people with a message titled: Unapologetic Anti-Racist Movement Now. The keynote included three undeniable truths: that we cannot be anti-sexist without being anti-racist; that we must center and deepen anti-racism work to intentionally include the dismantling of anti-Blackness, acknowledge and respond to the erasure of Indigenous peoples, and expose white supremacy culture; and the difference between giving up power versus sharing power.

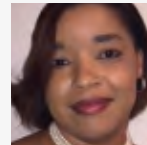
## HEALTHY MANHOOD MENTAL HEALTH TRAINING FOR MEN AND BOYS

Prior to COVID-19, in 2020 A Call to Men facilitated trainings for over 400 men and boys. This included Community Training Institutes, A Call to Coaches, collegiate athletic trainings, middle and high school trainings, and a statewide parenting conference. After the global pandemic mandated physical trainings be replaced with virtual ones, A Call to Men has reached 38,576 men and boys with healthy manhood mental health training, including all members of the 32 NFL teams.

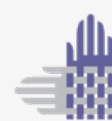


The California Partnership to End Domestic Violence, the statewide DV coalition in California, has had a very impactful partnership with A Call to Men. A Call to Men has challenged our members' critical thinking around gender and racial issues, informed their work, and inspired them into action. Many members have expressed that the training provided has taught them how to sit with discomfort when faced with gender and racial issues, and propelled them to push past complacency to make meaningful changes within their organizations and service delivery.

#### Michell Franklin



Capacity Building Program Manager  
CPEDV



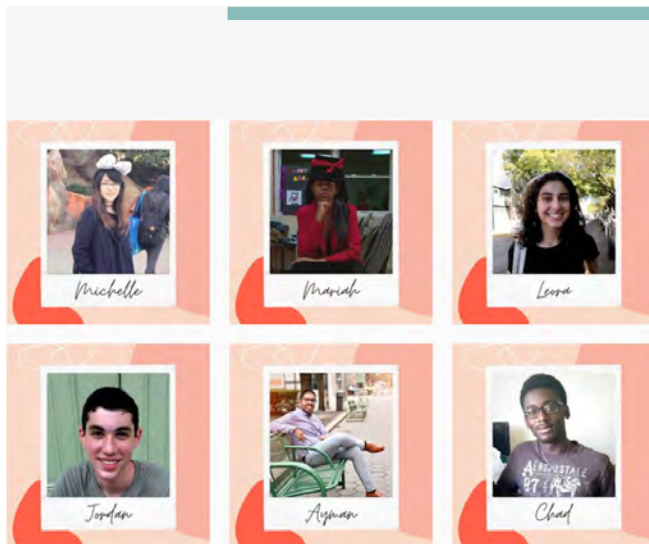
**THANK YOU**

CALIFORNIA  
**PARTNERSHIP TO END  
DOMESTIC VIOLENCE**

Together, We're Stronger.



## YOUTHACT! OUTREACH AND COMMUNITY CALL SERIES



A Call to Men's YouthACT! centers the voices of young people in New York City to promote healthy masculinity, healthy relationships, and prevent gender-based violence. Through creative outreach, education, and community events, they take an active role to create a better world for ALL women, girls, men, boys, LGBTQ, Trans, and nonbinary people.

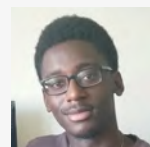
YouthACT! adapted to the virtual environment in March 2020 and launched a monthly series of community virtual spaces hosted by and for youth to talk openly about the impact of racial unrest, the new virtual education environment, the global pandemic, and healthy relationships. This year YouthACT! hosted six monthly calls that reached over 200 young leaders across the country. YouthACT! also partnered with Center for Anti-Violence Education youth leaders and NYC Teens Connection.

YouthACT! members led the first Young Leaders Institute for Gender and Racial Justice and provided leadership development, anti-sexism, and anti-racism training to more than 30 participants. In addition, the nine YouthACT! leaders led dynamic training on youth engagement and racial and gender equity for community partners in California and North Carolina.

YouthACT! is playing a key role in an exciting new contest sponsored by A Call to Men and V-Day. The goal of the contest — called Dismantle the Patriarchy — is to identify and implement ideas that encourage healthy and empowered expressions of gender identity, empower youth with exposure to new gender justice language/culture, bolster existing curriculum by including access to information on gender, sexual health, and socialization such as consent, and center voices of marginalized folk and communities in ongoing youth programming and education initiatives. Dismantle the Patriarchy will have two categories of competition — high school and college — and winners from each category will receive \$5,000 for the grand prize, \$3,000 for second place, and \$2,000 for third place. YouthACT! members will serve as judges for the competition.

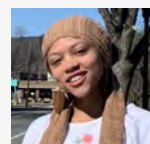
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I joined YouthACT! because I want to do the hard work it takes to dismantle patriarchy one norm at a time. It's going to take hard work but I look forward to the day where we humans can be free to be ourselves and nothing but!



**Chad Henry**

I joined YouthACT! because I want to be the change that I want to see in the world, and I believe that the best way to lead is by example.



**Jordan Muhammad**



# THE BOOK OF DARES

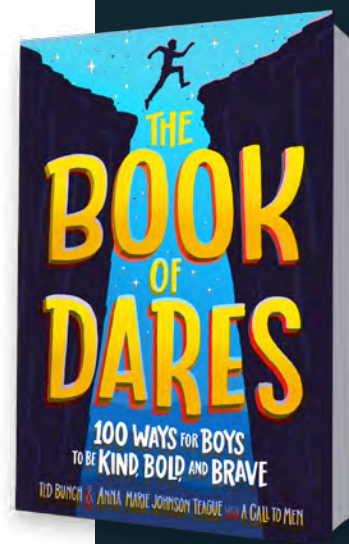
A Call to Men spent much of 2020 working behind the scenes on a new book for boys ages 8-12, which we were able to share in October!

The Book of Dares will be published by Penguin Random House on January 5, 2021 and is currently available for pre-order.

Our new book is a collection of 100 "dares" inviting boys to be kind, bold, and brave — and to practice and create the next generation of masculinity. Parents of boys are confronted with terms like “toxic masculinity” and “male privilege” and the headlines are dominated with stories about men behaving badly. But being a boy is a wonderful thing. To make every boy’s lived experience the best it can be, we have to be intentional about encouraging their authenticity, helping them develop empathy, educating them on healthy relationships, promoting emotional literacy, and supporting social-emotional learning. After 20 years of working with and educating men and boys, we know that healthy manhood is the solution. It’s the antidote for some of the most destructive problems in our society. We’ve turned pillars of healthy manhood into 100 dares that support boys’ authenticity and advance gender equity. Sample dares in the book include:

- Dare to prove a stereotype wrong
- Dare to watch a movie about someone who's different from you
- Dare to ask a friend to teach you something they're good at
- Dare to be a leader

The book is based on our decades of work with young people and our Live Respect curriculum for middle and high schools. And if that’s not enough, it was featured in Times Square from November 23-30, getting more than one million impressions daily.



## MEDIA COVERAGE

# 101

 Editorial  
Mentions

with a potential reach of **1 billion** and  
an advertising value equivalent of

## \$10 MILLION



**Will the Pandemic Spur  
Progress at Home and at  
Work?**

Forbes



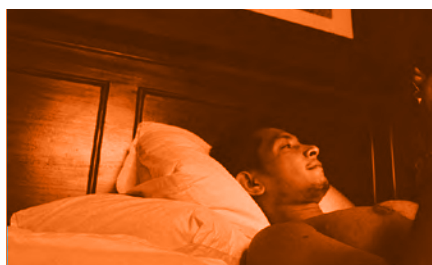
**Traditional Ideals of  
Masculinity Trap a Lot of Men.  
It's Time to Escape**

Fatherly



**5 Ways Parents Can Dare  
Boys to Be Kind, Bold,  
and Brave**

Brightly



**Why Men are Turning to Porn  
as a Mental Health Coping  
Strategy**

Men's Health



**Variety Selects 50  
Philanthropic Organizations  
with Showbiz Chops**

Variety



**14 Ways To Support Sexual  
Assault Survivors Right Now**

Bustle



## MEET OUR NEWEST BOARD MEMBERS

A Call to Men welcomed six new board members this year, each bringing unique expertise in nonprofit management, development, and branding/communications.



**LEE ROPER-BATKER**

Lee retired from a two-decade tenure as President and Chief Executive Officer of the Women's Foundation of Minnesota (WFMN) in January 2020, leaving WFMN with a legacy of leadership, innovation, and impact to drive gender and racial equity in Minnesota. Under her leadership, grantmaking increased by 840% and the endowment increased by 213%. She is a globally recognized thought leader on growing the women's funding movement.

Lee is on the board of A Call to Men, the national board of directors of AAUW, the former board chair of the Women's Funding Network, a past trustee of CaringBridge, was appointed co-chair of Governor Dayton's Young Women's Initiative Council, and has served on numerous other boards. Lee has received dozens of distinguished awards over the years.



**DR. ERIC JOLLY**

Eric is the President and CEO of the Saint Paul & Minnesota Foundation — an organization working to create an equitable, just, and vibrant Minnesota where all communities and people thrive. As a lifelong educator and scientist, Jolly's signature leadership style has been to listen deeply to those in the community. As a result, Jolly has focused the Foundation on three distinct strategies: inspiring generosity, advancing equity, and investing in community-led solutions.

Currently he serves on a number of local and national boards, including the Bush Foundation, Cornell Laboratory of Ornithology, and Greater MSP. Jolly is a member of honor societies, including Sigma Xi, Phi Eta Sigma, Mortarboard, and Golden Key. Widely recognized for his work with communities and policy makers, Jolly has published articles and books and has lectured around the world. He is also a frequent contributor to articles, opinion editorials, and global conversations and convenings about equity, inclusion, and community-building.

**J.R. MARTINEZ**

J.R. Martinez is an actor, best-selling author, motivational speaker, advocate, and wounded U.S. Army veteran. After high school, J.R. joined the army. In September of 2002, he was assigned to the 2nd Battalion, 502nd Infantry Regiment of the 101st Airborne Division.

As a firm believer in giving back, his dedication to the nonprofit world is something about which he is very passionate. J.R. serves on the board of A Call to Men and as an ambassador for Phoenix Society for Burn Survivors, Glasswing International, No Barriers, and Debra of America.

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**MIKE MASON**

Michael A. Mason joined Verizon in January 2008 as the company's Chief Security Officer. He oversees and coordinates global security efforts throughout Verizon and all its business units, including enterprise wide security strategy and programs, physical security, elements of cyber security, legal compliance, investigations, and law enforcement matters. In 2014, Mason was recognized by Security 500 Magazine as one of 2014's Most Influential Security Executives and in 2017 Black Enterprise Magazine named him one of the Top 300 Black executives.

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**JANNA  
MEYROWITZ  
TURNER**

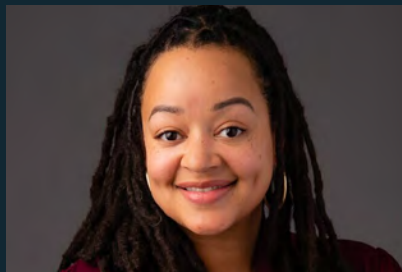
Janna Meyrowitz Turner is a business strategist, marketing and communications expert, and an angel investor and advisor to women and BIPOC-led companies addressing motherhood, wellness, social justice, cannabis, and more. In 2006 at 23 years old, Janna founded Style House, now an award-winning strategic communications and business development consultancy specializing in female-forward brands on a mission. Through her Personal Brand Alignment program, Janna also helps entrepreneurs and executives build their personal and professional narratives to maximize happiness, impact, and overall growth.

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**KERRY  
WATTERSON**

Kerry Watterson founded Fundraising Well, a consulting firm that connects philanthropists and high-performing nonprofits to maximize their impact for good. He also holds the distinction of being a Certified Fund Raising Executive (CFRE), teaches Fundraising Models and Resource Development with University of California-Irvine, and serves on the Board of Directors and as the Chair of Government Relations & Ethics for the Association of Fundraising Professionals (AFP) NYC, and on the Board of Directors for the AFP USA Political Action Committee, leading lobbying and advocacy efforts for the fundraising profession and field of philanthropy in New York and throughout the United States.

## TRUSTED, COMMITTED LEADERSHIP



**DANIELLE ERWIN**  
CHIEF OPERATIONS OFFICER



**JOSUÉ ARGÜELLES**  
DIRECTOR / YOUTH INITIATIVES



**RICKIE HOUSTON**  
DIRECTOR / TRAINING



**LINA JUARBE BOTELLA**  
DIRECTOR / COMMUNITY ENGAGEMENT



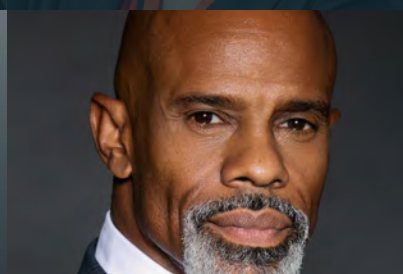
**JARET WALTON**  
TRAINING & EDUCATION COORDINATOR



**CARISA MORRIS**  
OPERATIONS MANAGER



**ANNA MARIE JOHNSON TEAGUE**  
CHIEF COMMUNICATIONS OFFICER



**TED BUNCH**  
CHIEF DEVELOPMENT OFFICER



**TONY PORTER**  
CHIEF EXECUTIVE OFFICER

## BOARD OF DIRECTORS

PETER BUFFETT  
ANTHONY CAMPANELLI  
RALPH CARTER  
ALAN GARDNER  
CHELSEY GOODAN  
DANIELLE HERZLICH  
MARK HERZLICH  
ERIC J. JOLLY, PH.D.

J.R. MARTINEZ  
MIKE MASON  
PETAL MODESTE  
MAURICIO MOTA  
JANNA MEYROWITZ TURNER  
LEE ROPER-BATKER  
MICHAEL TILIAKOS  
KERRY WATTERSON

## HONORARY BOARD

SUZANNE LERNER  
DANNY PINO  
DR. BETH RITCHIE  
GLORIA MARIE STEINEM  
V (FORMERLY EVE ENSLER)  
GWEN WRIGHT

**A CALL TO MEN**

# **IMPACT REPORT 2020**