



**PROMUNDO**

Healthy Masculinity. Gender Equality.

# PROMUNDO'S ANNUAL REPORT 2018

# LETTER FROM THE DIRECTOR



**GARY BARKER**  
President and CEO  
Promundo-US

Over the last year, the phrase “toxic masculinity” has become so ubiquitous that “toxic” was even chosen as Oxford’s word of the year in 2018. Some men, albeit not enough, are being called out on the most public stages, to re-examine their behavior and to be held accountable. The #MeToo movement sparked a cultural shift through which harassment and violence will no longer be relegated to silence. However, sexual harassment and assault remain pervasive, as do the factors that drive them. To create lasting change for our generation and the next, we need to commit to working together toward more healthy, respectful masculinities.

Women have always known that men “being men” or living out a version of “toxic masculinity” can have direct, harmful impacts on their health and well-being. Women have seen this first hand in the forms of: harassment in the workplace; violence from male partners in the home; mansplaining; lack of career advancement; sexual assault; the greater burden of unpaid care work at home; and many other consequences of gender inequity.

It’s not “male-bashing” to affirm the harm that lots of men have caused too many women, and the silence that often comes from other men around it. That’s reality. But it doesn’t have to be. There is a growing body of research confirming that, like it or not, manhood is mainly about what we make it up to be and how we teach it to younger generations. Dominance, violence, harassment: these are not in men’s genes. It is about how we raise our sons. And what we make of “boys will be boys.” It’s the unquestioned power that many men have over women. If masculinity is problematic, it’s because we make it so.

Research also tells us that there is hope for the future. From Promundo’s [The Man Box](#) research in three countries, we know that most young men don’t think harassment against women is acceptable. And our [Helping Dads Care](#) study affirms just how much men in the US want to be involved fathers and to take on more when it comes to raising their children, reflecting patterns we have found to be true globally. But not all of them are taking action.

Seeing this conversation play out on a major stage through the #MeToo movement has left many women and men wondering what’s next, and if anything will truly change. While in some cases men have

become introspective, defensiveness and fear have followed for others, and many men who have been called out have not been held accountable for their actions. We are still far off from full equality globally—about 200 years away in terms of workplace equality, with the current rate of change.

If we want to make progress, we not only need to hold those accountable who have caused harm, but we also need to proactively talk to our sons – openly and honestly – about rejecting harmful ideas of manhood. We need to talk to them about how they can understand and practice consent and build healthy, respectful relationships. We need to shift the power balance and narratives in media, in international policies, in workplaces and beyond to ensure that women and girls get nothing less than a full and equal place at the table; and we need to change a world in which boys still feel like they need to act tough and “be manly” at all costs.

In April of 2018, Promundo and partners came together in Washington, DC to celebrate the organization’s 20 years of evidence and action as a global leader in engaging men, together with women, to promote gender justice and prevent violence with partners in over 45 countries. Promundo also recognized its Future of Manhood honorees for their roles in driving the global gender equality agenda. Promundo seeks, with the Future of Manhood honorees, to envision and inspire a global shift in which men are aware of the power and privilege that they hold; accountable (and hold other men accountable) to the principles of women’s rights and respect for sexual diversity; and able to be caring, vulnerable, and brave enough to move beyond guilt, denial and apathy to a place of action.

We know that women have a lot to gain if we were to see this full transformation, and men do too. In a [comparative study](#) of men’s attitudes across nearly 40 countries involving nearly 70,000 interviews, we consistently find that men who believe in gender equality, and in nonviolent, supportive versions of masculinity are healthier and happier, and their partners are happier with them.

To achieve a feminist future of manhood, we need men – and everyone – to shift ideas of what it means to be a man, to address power head on, and to take action every day toward ending gender stereotypes and creating a more respectful, just world.

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# ACRONYMS

**CVE:** Countering violent extremism

**DRC:** Democratic Republic of the Congo

**ECD:** Early childhood development

**GBV:** Gender-based violence

**HRC:** Human Rights Council

**IPV:** Intimate partner violence

**LPI:** Living Peace Institute

**RCT:** Randomized control trial

**RMNCH:** Reproductive, maternal, newborn, and child health

**RTI:** Regional Training Initiative

**SRHR:** Sexual and reproductive health and rights

**US:** United States of America

# ABOUT PROMUNDO

Founded in Brazil in 1997, **Promundo works to advance gender equality and create a world free from violence by engaging men and boys in partnership with women, girls, and individuals of all gender identities.\*** Promundo is a global consortium with members in the United States (Promundo-US), Brazil (Instituto Promundo), Portugal (Promundo-Portugal), and Democratic Republic of the Congo (Living Peace Institute) that collaborate to achieve this mission by conducting cutting-edge research that builds the knowledge base on masculinities and gender equality; developing, evaluating, and scaling up high-impact gender-transformative interventions and programs; and carrying out national and international campaigns and advocacy initiatives to prevent violence and promote gender justice.

For more information, see [www.promundoglobal.org](http://www.promundoglobal.org)

**\* Mission updated after 2018**

This report is a Promundo-US Annual Report, produced on behalf of the Promundo Global Consortium.

# 2018 BY THE NUMBERS

2,600+

mentions of Promundo in the media with a potential readership of over **1.8 billion**, including in:

BBC

YAHOO!  
NEWS

THE  
NEW YORKER

SLATE

29

REFINERY29

npr

FASTCOMPANY

Bloomberg

Forbes

The Washington Post

CNN

ALJAZEERA

VOGUE

Harvard  
Business  
Review

QUARTZ

81 partners in  
49

countries working to promote men's involvement as equitable and nonviolent fathers and caregivers through **MenCare: A Global Fatherhood Campaign**

In 2018, **MenCare: A Global Fatherhood Campaign** was mentioned in the media nearly

**400 times**

including in:

npr

Newsweek

BBC  
NEWS

reaching a potential audience of over **260 million**

200,000+  
visits to Promundo's websites

By 2018, the **International Men and Gender Equality Survey (IMAGES)** or IMAGES-inspired studies have been conducted in **41 countries** worldwide, reaching more than

**66,000**  
men and women

2,600+ young men and

9,800+

community members reached in Kinshasa, Democratic Republic of the Congo (DRC) through **Young Men's Clubs Against Violence**, a gender-transformative group education project aiming to reduce street violence and gang participation

52

secondary schools in the Karongi district of Rwanda have hosted **Youth4Change** clubs, where girls and boys meet weekly to discuss issues related to gender

1,000+

young men of color reached through **Manhood 2.0**, a program to engage adolescent boys and young men in reflecting on the impacts of harmful gender norms in the United States

1,000+

tweets using **#FutureofManhood** sparked a conversation on social media around Promundo's 20th anniversary event, with a potential reach of **nearly 6 million people**

Promundo's President and CEO Gary Barker was recognized in the

top 20

of Apolitical's "100 Most Influential People Working in Gender Policy" list



# YOUTH & EQUALITY



**Promundo and our partners work with youth in more than 34 countries to question and transform harmful gender norms, support women's empowerment, and promote respect for sexual health and diversity.**

## **Working with Very Young Adolescents in Malawi**

Supported by UNICEF, Promundo-US developed the Very Young Adolescence 2.0 curriculum in partnership with Johns Hopkins University and the College of Medicine in Malawi to challenge harmful gender norms and promote sexual and reproductive health among very young adolescents ages 10 to 14 years old – informed by the first phase of the Global Early Adolescent Study (GEAS). This project generated tools for an intervention aimed at adolescents aged 12 to 13 years, and developed baseline measures for future research to establish the impact of the intervention on gender socialization, mental health, reproductive health, and adverse childhood experiences among poor, urban adolescents in Blantyre, Malawi. Available in both English and Chichewa (the local language), the [curriculum](#) focuses on challenging and redefining what it means to be a young girl or boy, and highlights social and emotional learning. This form of learning has been shown to enhance students' capacity to integrate skills, attitudes, and behaviors for dealing effectively and ethically with daily tasks and challenges. It includes

five core competencies: self-awareness, self-management, social awareness, relationship skills, and responsible decision-making. A search for funding for the implementation of the intervention, which will also include a component for the parents of young adolescents, in both Malawi and Tanzania, is ongoing.

## **Improving Education Service Delivery in Haiti**

In 2018, Promundo-US collaborated with the Education Global Practice team at the World Bank Group to conduct multiple operational and technical assistance activities to support the Government of Haiti in improving education service delivery. During this pilot year, Promundo-US developed a contextualized curriculum for girls', boys', and parents' clubs; trained local facilitators for a pilot implementation of the approach; and provided a complete set of implementation recommendations – based on the pilot – for potentially establishing these clubs across a large number of Haitian public schools. Promundo-US conducted a training with 20 teachers (ten women and ten men) in Haiti on gender and gender equality as well

as sensitized trainees on the curriculum, which was adapted from the Very Young Adolescence curriculum in Malawi. The intergenerational program is currently being piloted in Haiti with teachers in select secondary schools, and fundraising for an evaluation the scaled-up intervention is underway.

## **Manhood 2.0 and Sisterhood 2.0: Bringing Programs H and M to the US**

In 2018, Promundo-US and partners concluded programming and data collection for Manhood 2.0 (Program H adapted for a United States context) in Washington, DC and Pittsburgh, Pennsylvania. Between the two implementation sites, program partners reached over 1,000 teenage boys and young men of color in over 20 sites during three years. While results are still being analyzed, early findings show teenage boys and young men reporting higher rates of self-efficacy around communication in sexual relationships, increased knowledge in birth control methods, and greater feelings of social support. Unfortunately, despite these promising findings, the Washington, DC program for Manhood 2.0 was terminated prematurely due to the Trump Administration's funding cuts that specifically targeted evidence-based comprehensive sexual health education that were not "abstinence-only." Promundo-US has filed a lawsuit against the US government to reinstate these funds. In partnership with the Young Men's Clinic, Promundo-US also kicked off Manhood 2.0 in New York City, with trainings and implementation to begin in 2019. Teenage boys and young men recruited into Manhood 2.0 will come from two inner city high schools, each with a school-based health center: George Washington High School (GWHS) in Washington Heights, NY, and John F. Kennedy High School (JFKHS) in

the Bronx, NY.

The Sisterhood 2.0 program – implemented by the University of Pittsburgh with technical assistance from Promundo-US – features critical analysis of gender and social norms that condone sexual violence. The program promotes the development of more equitable gender attitudes and less risky sexual behaviors. Sisterhood 2.0 has been implemented and adapted in churches, universities, libraries, and other youth-centered organizations throughout Allegheny County, Pennsylvania, serving over 350 teenage girls and young women to date. Unfortunately, many of the teenage girls and young women who attend the program have experienced trauma that extends beyond the curriculum, facilitators, and program. For help in reporting and distress, Promundo-US has partnered with Pittsburgh Action Against Rape (PAAR) to have a trauma-informed specialist at the program sessions.

## **Adapting Program H|M in the EU**

In 2018, Promundo-Portugal launched EQUI-X, a European Union (EU)-funded adaptation of Program H|M taking place across five EU countries (Portugal, Spain, Belgium, Germany, and Croatia). The program takes a gender-synchronized approach – working with teenage boys and girls and young men and women – to challenge gender stereotypes, ultimately aiming to achieve gender equity and prevent violence. It builds on the work of previous violence prevention initiatives in the EU which promoted supportive regulations, legislation, monitoring, and awareness-raising campaigns. In November, the Portuguese Centre for Social Studies (CES-UC) and Promundo Portugal kicked off the implementation phase of EQUI-X. Participants include young people (aged

12-21) who are in compulsory school, or in juvenile detention centres, housing, or shelters as well as refugees and migrants. The project also targets teachers, social workers, psychologists, and other professionals to incorporate the project's methods into their own work. An impact evaluation will be conducted, and EQUI-X and the institutions engaged in the implementation of the project intend to produce recommendations and a proposal for a strategy to implement Program H|M across the EU.

### **Playing Sports, Winning in Life**

“Playing Sports, Winning in Life” is a [project](#) that uses sports to mobilize children, adolescents, and young people to help achieve gender equity, violence prevention, and to transform gender norms in Maré and Guararapes, two communities in Rio de Janeiro, Brazil. Girls and boys participate in weekly activities, including Portuguese and math classes, and educational workshops based on Program H|M activities. In these workshops, participants discuss topics ranging from gender equality, to drug abuse prevention, and sexual exploitation of children and adolescents, bearing in mind ethnic, racial, sexual and cultural differences. These discussions are incorporated into sports, fostering participation, community, and a collective challenging of the normalization of violence. More than 200 girls and boys between 8 and 21 years old participated in the project, which received financial support from KNH (Kindernothilfe), and from the NGO Alegria Ahoi.

**“The enormous challenge of holding discussions and reflections on such relevant social issues – while being active – allowed me, an educator, and the participants to have moments of growth and development, as well as a more collective, cooperative, peaceful mindset and strengthened bonds of trust and mutual affection.”**

*Leonardo, Brasil  
Sports education teacher*



**Promundo aims to help men, women, and children heal from traumatic experiences of conflict and urban violence and learn positive alternatives to violence by conducting formative research on attitudes and behaviors regarding gender roles, experiences with and responses to violence, and more.**

## **Linking Masculinities and Violent Extremism**

Supported by Vital Voices through the US Department of State-funded Voices Against Violence Initiative, Promundo-US is exploring the intersections among gender inequality, harmful masculinities, gender-based violence (GBV), and violent extremism. To date, much of the discussion on countering violent extremism (CVE) has focused on providing young men and young women with alternatives to extremist groups. However, not enough attention has been devoted to understanding the gendered factors which may drive them to join and support such groups in the first place (including young men's identity construction and trauma from their own experiences of violence) and the manipulation of gender identities that violent extremist groups use for recruitment. To address this gap, in 2018 Promundo-US mapped and interviewed key organizations and individuals around the world working in this field, with plans to bring these experts together in 2019 to discuss how to engage men and boys to prevent violent extremism. Informed by these consultations,

Promundo-US will develop a position paper and advocacy brief on the connections between masculinities, GBV, and violent extremism, with key recommendations at the program, policy, and research levels.

## **Preventing Violent Extremism in Cameroon**

In 2018, Promundo-US partnered with the Living Peace Institute (LPI) and UNICEF Cameroon to design, develop, and implement a pilot intervention aimed at engaging 150 adolescent boys and girls (aged 14 to 21) in two sites in the far north region of Cameroon. In collaboration with Action Locale pour un Développement Participatif et Autogéré (ALDEPA), a local non-governmental organization (NGO) working with young people in Cameroon, the intervention targeted boys and girls whose life experiences had been affected by Boko Haram. This includes young people who had been kidnapped or recruited by Boko Haram, those who had been internally displaced, and those living in host communities where internally displaced people now live. Inspired by Youth Living Peace, an intervention

developed by Promundo-US and LPI aimed at promoting gender equality and preventing GBV while providing psychosocial support to young people, this intervention represents the first adaptation of Promundo's gender-transformative methodologies to prevent violent extremism.

### **Young Men's Clubs Against Violence in Kinshasa**

Led by the Living Peace Institute (LPI) and Promundo-US, the Young Men's Clubs Against Violence project aims to reduce street violence by preventing 10- to 19-year-old boys from joining – and by helping them leave – Kulunas, or local violent gangs. As part of the Swedish-funded gender-transformative intervention aimed promoting positive masculinities, 2,692 young men have been reached through clubs and 9,858 people through community campaigns in Kinshasa, DRC. Over 30 police officers and 117 facilitators have been trained to contribute to the sustainability of the intervention.

Given positive results like these, Living Peace Institute and Promundo-US are working with local authorities and institutions to scale up the initiative.

### **Evaluating the Trauma-Focused Living Peace Approach**

Living Peace Institute (LPI) is leading an integrated effort to prevent gender-based violence, encourage reconciliation and healing from conflict, and promote sustainable, gender-equitable peace in Eastern DRC. Between 2016 and 2018, LPI implemented 337 psychosocial-support group sessions in 48 communities, reaching 5,055 men and women in North and South Kivu with direct services.

Completed in 2018, an external evaluation

**"I belonged to a gang group... We hurt, stole, and destroyed... When the other young people got involved in my relationship with a girl with whom I was going out, I threatened everybody... Since I joined the club, I started questioning myself. Sessions in the club allowed me to re-evaluate my relationships with people, and to manage my emotions. I completely changed and asked for forgiveness. Now I live in peace with everyone, I feel good."**

*Jérémie*

of the Living Peace program identified a range of positive outcomes for participants, their communities, and society, including: (1) At the individual level, improvement in the mental and physical health of male participants and their female partners and a reduction in the use of alcohol and associated behaviors; (2) at the family level, a reduction in intimate partner violence and violence against children; an increase in sexual consent being practiced; more positive attitudes toward female survivors of sexual violence; a decrease in economic violence, with household shifts toward shared financial decision-making; and more gender-equitable relationships, as husbands took on more in household tasks and childcare; and (3) at the community level, improved relationships between police and the wider community. Finally, at the societal level, LPI advanced toward institutionalizing its

methodology with commitments from police, military representatives, and civil society organizations to integrate the approach to addressing gender-based violence.

Currently, the first-ever randomized control trial (RCT) of the Living Peace intervention is underway in Eastern DRC in collaboration with and led by the University of Rwanda. Promundo-US is part of the technical advisory group that will inform the design of the RCT.



# FATHERHOOD & CAREGIVING

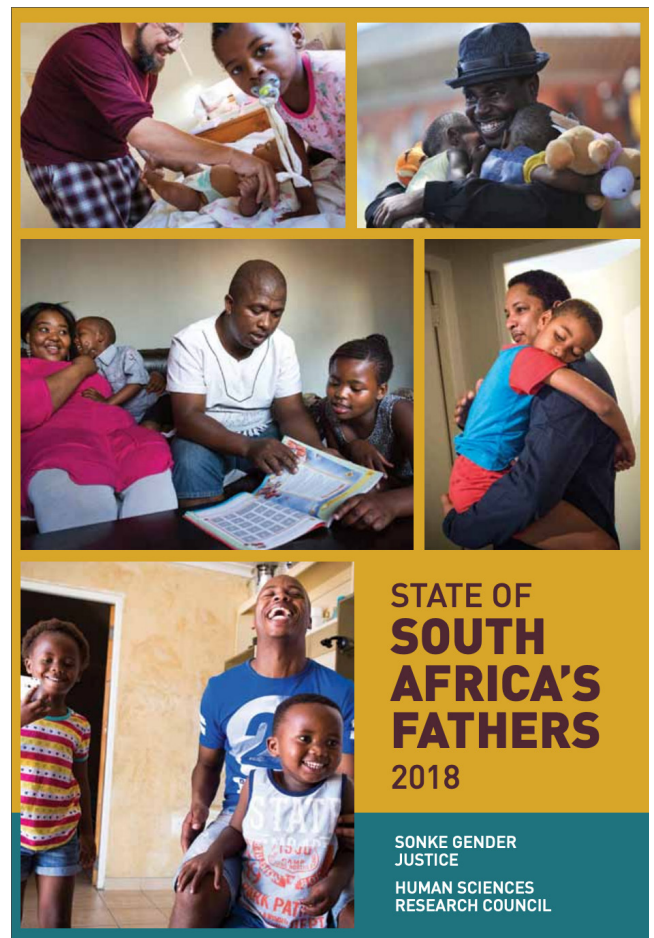


**Promundo promotes men's caregiving and active fatherhood to encourage equitable gender roles, prevent violence against women and children, and contribute to positive maternal and child health outcomes.**

## **MenCare: A Global Fatherhood Campaign**

The global MenCare Campaign, co-coordinated by Promundo-US, promotes men's involvement as equitable, nonviolent fathers and caregivers in order to achieve family well-being, gender equality, and better health for mothers, fathers, and children. True equality will only be reached when men are taking on their full share of the world's child care and domestic work, and part of advancing this mission involves shifting the public narrative around men's caregiving through digital and media advocacy. In 2018, MenCare was covered in the media 398 times, including in NPR, BBC News, and Newsweek, with a potential viewership of over 260 million. MenCare's website and landmark [\*State of the World's Fathers\*](#) reports were visited over 40,000 times in 2018. MenCare has grown to include organizations in over 45 countries. In 2018, MenCare added two new members to its steering committee, Oxfam (with a strong focus on poverty, inequality, and women's unpaid care work) and Plan International Sweden (focused on

children, especially girls' rights), bringing new voices and increased visibility to the campaign.



*State of South Africa's Fathers 2018*, produced by Sonke Gender Justice and Human Sciences Research Council

## Engaging Men to Strengthen Health Outcomes for Women and Children in Five Countries

Promundo-US is providing technical assistance on male engagement in reproductive, maternal, newborn, and child health (RMNCH) for Plan International's Supporting Health Outcomes for Women (SHOW) program. In 2018, Promundo-US conducted field visits to five countries implementing the Fathers Clubs curriculum on male engagement in RMNCH, in order to provide supportive supervision and training to field coordinators, other SHOW staff, and implementing partners, and to provide recommendations for monitoring and evaluation activities. Some main findings included: (a) anecdotal – and in some cases, data-driven – evidence that the Fathers Clubs were responsible for men's involvement in RMNCH and household chores; (2) many countries face challenges to male recruitment and retention due to competition with income-generating activities, harmful gender norms around masculinity, and other reasons; and (3) SHOW program design presented implementation and monitoring challenges that impacted the quality of the male engagement component of the intervention.

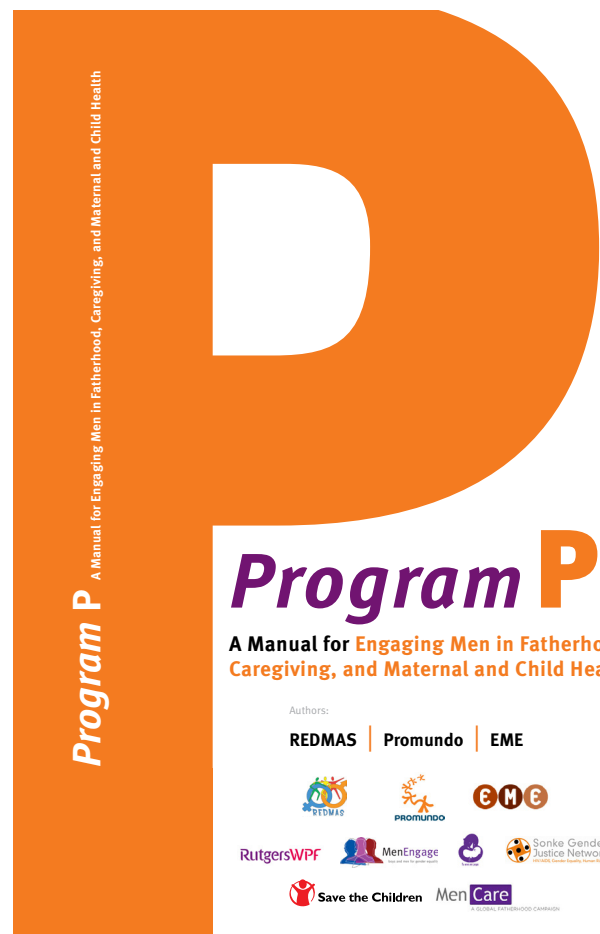
## Adapting Program P in Lebanon With a Focus on Early Childhood Development (ECD)

In 2018, funded by UN Women and the Dutch Ministry of Foreign Affairs, Promundo-US and Beirut-based partner organization ABAAD, implemented a pilot of Promundo-US's Program P-ECD among Lebanese and Syrian couples in Lebanon. Using a gender-transformative approach, the program seeks to challenge and transform the harmful, rigid notions of masculinity that underpin many aspects of gender inequality, including absent fatherhood, intimate partner violence (IPV),

corporal punishment, and women's unequal burden of unpaid care work. In addition to reducing IPV and violence against children, the Program P-ECD curriculum adapted for Lebanon has a strengthened focus on early childhood development, aiming to increase men's involvement in ECD for children aged zero to three.

The program was implemented through 13 cycles in 11 sites with a total of 316 male and female participants, all of whom were married and had at least one child between the ages of zero and five.

The pilot shows promising results in decreasing intimate partner violence and violence against children; increasing equitable household decision-making, shared caregiving, and couple communication; and improving attitudes around gender norms and roles.





## Engaging Bhutanese, Burmese, and Nepalese Fathers in the United States

In December 2017, Promundo-US and MenEngage Alliance conducted a training of facilitators from South Hills Interfaith Movement (SHIM) in Pittsburgh, Pennsylvania on engaging Bhutanese, Burmese, and Nepalese refugee and immigrant fathers in the US through a new program called Fatherhood 2.0. In 2018, the trained local partner, SHIM, implemented the program to address harmful norms and expectations of violence associated with masculinity within the targeted groups. Two cohorts were completed in 2018 with a total of 14 graduates. According to SHIM, participants reported learning about how to be a more involved and caring father. Recognizing the importance of maintaining networks, SHIM provided the support needed for sustaining group meetings, which included field trips to a Hindu temple and a local farm.

## Husbands' and Future Husbands' Schools in West Africa

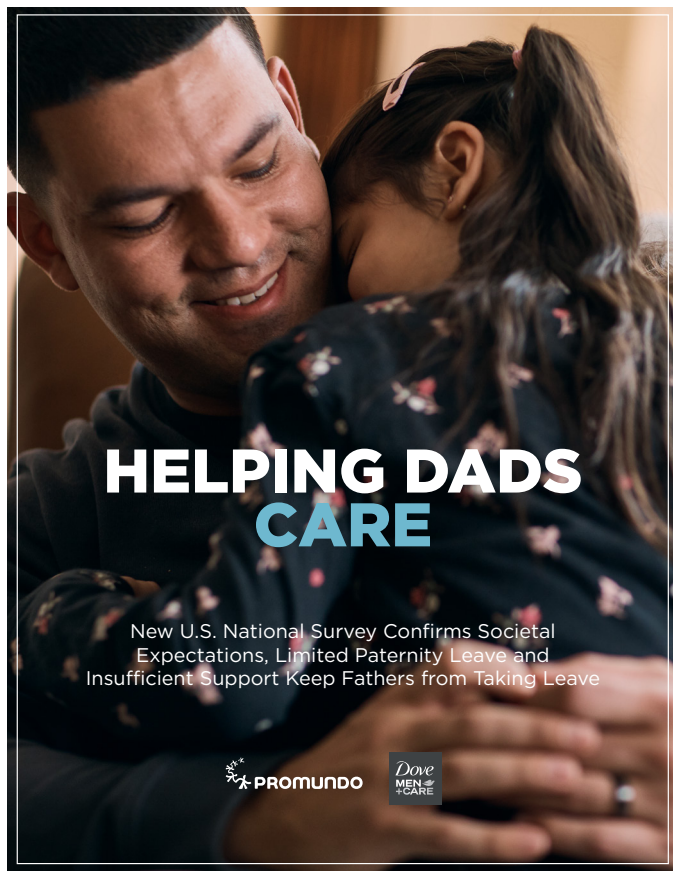
As part of the World Bank-funded Sahel Women's Empowerment and Demographic Dividend (SWEDD) program, Promundo-US provided technical assistance to six United Nations Population Fund (UNFPA) country offices in West Africa – Chad, Mali, Niger, Mauritania, Ivory Coast, and Burkina Faso – by developing two new methodologies to engage married men and adolescent boys in child marriage prevention. Promundo-US also trained selected civil society organizations as well as UNFPA and government stakeholders in the methodologies. The work built on UNFPA's existing Husbands' Schools – adding a gender-transformative perspective while also developing a new approach to target future husbands.

## Scaling up Program P (Bandeberaho) in Rwanda

The major findings of a randomized controlled trial (RCT) of Program P (called “Bandeberaho” locally) in Rwanda were published in the *PLOS ONE* journal in April 2018. Importantly, the RCT found that the gender-transformative couples' group education contributed to lower rates of both physical and sexual intimate partner violence and of physical violence against children for those who participated in the program as compared to those who did not. In addition, the program led to greater modern contraceptive use, less dominance of men in household decision-making, and increased accompaniment of men to antenatal care. Furthermore, it is the first RCT of a male engagement intervention to demonstrate an impact on increasing women's antenatal care attendance. The findings of the RCT were disseminated at the national and district level in Rwanda and led to the creation of a technical working group, which developed a strategy for scaling-up Program P in Rwanda. New funding has been obtained to support the piloting of an institutionalized Program P model for the health sector in 2019-2020.

## New Research and Advocacy to Encourage Fathers to Care in the US

Promundo-US hosted a congressional briefing with Unilever, Dove Men+Care and the National Partnership for Women & Families on June 12 in advance of Father's Day to launch the [Helping Dads Care](#) study and to advocate for comprehensive paid family leave. The study focuses on men's caregiving in the United States, surveying men and women on what keeps fathers from taking parental leave and being the fully involved caregivers they want to be. While nearly two-thirds of dads state they have quit or would



## HELPING DADS CARE

New U.S. National Survey Confirms Societal Expectations, Limited Paternity Leave and Insufficient Support Keep Fathers from Taking Leave

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Dove  
MEN+  
CARE

consider changing jobs to be more involved in the early weeks and months of caring for a newborn or adopted child, only 15 percent of US men have access to paid paternity leave benefits, and of those new dads, most do not take their full time off.

Building on the US research and collaboration with Dove Men+Care, Promundo-US carried out the study in six additional countries to analyze perceptions and uptake of paid parental leave and shared caregiving in Japan, Brazil, Argentina, Canada, the Netherlands, and the United Kingdom. The research will be included in the *State of the World's Fathers* 2019 report.

### Getting Men to Care: ALIGN Convening and Paper

In November 2018, Promundo-US convened a group of global and regional experts for a two-day meeting to discuss the role of

social norm change in achieving equality in care work. The convening was funded by Advancing Learning and Innovation on Gender Norms (ALIGN), an initiative led by the Overseas Development Institute (ODI). Under the heading “Getting Men to Care,” the event included presentations of case studies of social norms change initiatives and large order changes related to men’s caregiving, as well as conversations on key messages to be included in the forthcoming *State of the World’s Fathers* 2019 report, a product of the global MenCare campaign. The convening produced a briefing paper that summarized some of the key messages and takeaways.

### Gender-Transformative Partner Trainings in Latvia and Bulgaria

In 2018, Promundo-US conducted a series of trainings for partner organizations in Latvia and Bulgaria through the organization’s partnership with the Oak Foundation. Partners learned about gender-transformative programming: approaches that strive to examine, question, and change rigid gender norms and power inequalities. Participants gained knowledge and skills in program planning, design, monitoring, evaluation, communications, and advocacy to enhance their work engaging men and boys in gender equality. Participants also learned to facilitate activities from [Program P](#), which provides concrete strategies to engage men in active fatherhood from pregnancy through their children’s early years, and from [Program H](#), which encourages critical reflection about rigid masculine norms among young men and boys.

Promundo-US led a four-day training in Riga, Latvia for staff from three partner organizations that work on engaging fathers in equitable caregiving and transforming gender norms among young men and boys.



Promundo-US also led a five-day training in Sofia, Bulgaria for staff from ten partner organizations, including members of the MenCare Bulgaria campaign. Promundo-US plans to continue to provide technical assistance to partners in Latvia and Bulgaria with support from the Oak Foundation.

### **Launching PARENT (Promotion, Awareness Raising and Engagement of men in Nurture Transformations) in Four EU Countries**

PARENT (Promotion, Awareness Raising and Engagement of men in Nurture Transformations), a program led by Promundo-Portugal, is expected to kick off in March 2019. It will build on Promundo's Program P to tackle the challenges of prevention and eradication of violence against women and children in Portugal,

Austria, Lithuania, and Italy. By incorporating an early childhood development (ECD) component, engaging men in co-responsible parenting and caregiving and promoting equal uptake of unpaid care work, PARENT intends to contribute to the prevention of domestic and intra-family gender-based violence and violence against children.

### **Promoting Human Rights Within the Construction Industry**

In 2018, Instituto Promundo conducted research with Rio de Janeiro's Civil Construction Industry Social Service (SECONCI-Rio), the Rede Não Bata, Eduque! - RNBE (Don't Spank, Educate! Network), and the Bernard van Leer Foundation on attitudes related to the promotion of the rights of children and adolescents in the context of corporate social responsibility, especially within the topics of gender



*Oak Foundation partnership training participants in Bulgaria. Photo by Nina Ford*

equity, fatherhood and caregiving, masculinities, and business strategies to prevent violence against girls and boys. The research initiative focuses on investigating companies' understanding of the structural and business factors that promote the rights of children and adolescents. In general, the survey results indicate that: there is limited knowledge about existing programs and legal frameworks that promote the rights of children and adolescents; there are gender-equitable attitudes among respondents; and that project objectives should focus primarily on employees in leadership positions within companies to encourage a rights-promoting business environment.

# ECONOMIC JUSTICE



**Promundo works to involve men and boys as allies when women are economically empowered by development programs, in order to ensure that men understand the positive effects of shifting gender roles around earning power.**

## **Understanding Men and Masculinities in Social Protection**

With a grant from the Expert Group for Aid Studies (EBA), which advises Swedish aid, Promundo-US conducted research on how social safety net programming can better integrate a gender-relational lens – including an analysis of masculinities and power dynamics – with the aim of making programming more effective and sustainable. To this end, the study explores the ways in which men and boys can be included as partners and allies of women's economic empowerment interventions, and it investigates the different ways social safety net programs have often overlooked the gendered power dynamics and the related risks, vulnerabilities, and obstacles to escaping poverty that women and men face. This paper, to be launched in 2019, will fill a significant gap in the field of social safety nets and will inform Sweden's foreign aid strategy.

## **Gender and Disability-Inclusive Economic Development**

Promundo-US has continued to provide technical assistance to the design and

implementation of the iLIVE project on gender and disability-inclusive economic development, implemented by World Vision Sri Lanka, supported by World Vision Australia, and funded by Department of Foreign Affairs and Trade (DFAT). After adapting Promundo-US's [Journeys of Transformation](#) curriculum as a complementary program for couples participating in World Vision's Savings for Transformation groups, Promundo-US conducted a training of facilitators in May 2018 in Batticaloa, Sri Lanka. Promundo-US staff trained facilitators on implementing gender-transformative methodology, understanding concepts of power and violence and their impact on women's economic empowerment, and promoting shared decision-making within the household. After pilots in two districts in Sri Lanka, Promundo-US conducted follow-up focus groups with facilitators and participants to adjust and finalize the curriculum for full implementation in February 2019.

## **Engaging Men in Agri-Sensitive Nutrition in Bangladesh**

Promundo-US's partnership with World



Vision Australia continued with a project to improve the nutritional status of male and female smallholder farmers and their households in Jamalpur, Bangladesh. Formative research – conducted to inform the development of the curriculum adaptation – found key differences in gender norms that dictate agricultural tasks, income-generating activities, access to nutrition, and roles in the home. In order to question and challenge these gender norms, Promundo-US developed the Changemaker Families curriculum and trained 25 local staff to implement the groups with men and women in conjunction with financial literacy and infant and young child feeding groups.



*World Vision participants in Jamalpur, Bangladesh. Photo by Abby Fried*

# PREVENTING VIOLENCE



**Promundo aims to prevent gender-based violence and violence against children by working to change the harmful norms that perpetuate these practices.**

## **Engaging Men and Boys in Preventing Gender-Based Violence**

Funded by the Dutch Ministry of Foreign Affairs, Prevention+ is a five-year, multi-country program that envisions a world where healthy, respectful, and equal relationships are the norm. In the third year of the project, the partners conducted a mid-term review (MTR) of progress in order to assess strengths and areas for growth. The MTR showed promising results for the different initiatives and support from external institutions. With this process completed, the Prevention+ partners were able to develop strong plans to complete the final two years of the program.

Through the Prevention+ project, Promundo-US and the Rwanda Men's Resource Center (RWAMREC) further expanded two gender-transformative approaches to violence prevention in the Karongi district of Rwanda in 2018: the Youth4Change clubs and the Parents Evening Dialogues (adapted from Promundo's Programs H, M, and P). The Youth4Change clubs are now active in 52 secondary schools, reaching nearly 20,000 male and female students in 2018

alone. More than 3,000 members of the government's Parents Evening Dialogue committees – representing every village in the Karongi district – were trained to deliver couples' sessions, which have reached more than 10,000 men and women to date. Together with Health Development Initiative (HDI), Prevention+ established a male champions network consisting of university students, politicians, and civil society representatives to engage men in advocating for violence prevention and sexual and reproductive health policies, resulting in a number of key advocacy actions. A national dialogue on men's role in addressing teenage pregnancy was also conducted with key government institutions, sparking greater discussion on how men can and should be engaged as part of the solution.

See more about Promundo-US's Prevention+ work in the section on Program P in Lebanon in the Fatherhood and Caregiving section.

## **Rio Tinto Partnership Addresses Domestic Violence**

Following the company's participation in the White Ribbon Workplace Accreditation





*Young Men's Clubs Against Violence members in Rwanda. Photo by Joseph Degaul*

Program in Australia, Rio Tinto introduced ten days of paid leave and other benefits for women experiencing domestic violence – one of the first companies in North America to do so. In collaboration with Promundo-US Senior Fellow Michael Kaufman, Promundo-US supported the rollout of Rio Tinto's new policy and developed a workplace-based training program for the company's managers and Human Resources (HR) staff focused on best practices on recognizing and responding to intimate partner violence. In December, Promundo-US conducted a training of trainers with over 20 staff "champions" from across Rio Tinto's North American sites. These champions will be the company policy experts in their sites and coordinate their own trainings with additional staff.

## **Promoting Rights and Diversity in Brazilian Corporations**

The project, "Promoting Rights and Diversity in Companies," focuses on boosting corporate social responsibility by promoting respect for all gender identities and sexual orientations, as well as racial/ethnicity diversity. The goal is to create a dialogue and share resources, best practices, and actions that encourage respect for diversity, in public policy and the private sector, related to rights and employment access for LGBTQIA+, black, and indigenous populations. The training program is for managers and professionals in the areas of corporate social responsibility, and especially those who work on the Gender, Race/Ethnicity and Diversity Committees of the Eletrobras group companies. In 2018, the project involved the creation of a new publication inspired by the existing toolkit, "[Promoting Respect and Diversity in Companies: Toolkit](#)," which broadened the discussion of race and ethnicity and highlighted the connection between the



various forms of prejudice (gender identity, sexual orientation, race/ethnicity, and class).

## **Partnering with Uber Brazil to Reach Drivers**

Based on participatory research with 60 men, Promundo is developing a campaign to raise awareness among Uber's male drivers about gender-based violence, in order to better serve female users and increase security around service delivery. The campaign will address preventing sexual harassment and symbolic violence, as well as promoting respect for diversity from an intersectional perspective.

Promundo and Uber are also developing a research and action plan to promote gender and race/ethnicity equity in the workplace, with a specific focus on masculinities, taken up across the company, from leadership teams to operational teams. The project is being carried out with Women of Uber (WoU), a group of women, gender non-binary employees, and allies at Uber that seek to challenge, mitigate, and prevent gender inequalities within the company.



**“I enjoyed new knowledge and clarification on the topics covered that will further improve my professionalism and interpersonal relationship in everyday life as well.”**

*Male Uber driver  
and research participant*

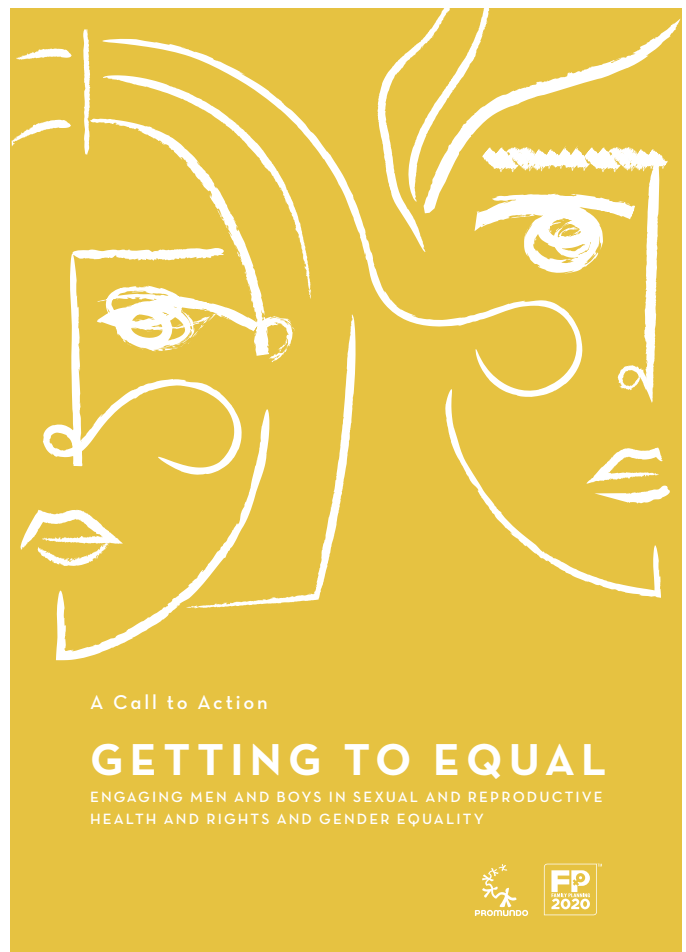
# HEALTH & EQUITY



**Promundo works to improve health outcomes for women, children, and men themselves by promoting healthy, nonviolent and equitable masculinities through high-impact research, evidence-based programming, and advocacy to the public health sector globally.**

## **Getting to Equal: Engaging Men and Boys in Sexual and Reproductive Health and Rights (SRHR) and Gender Equality**

Promundo-US, along with partners in the SRHR field, is working to develop a new framework for understanding masculinities, gender, and SRHR, in order to create greater and faster progress towards the goals of SRHR for all. In February 2018, Promundo-US developed a Call to Action brief outlining guiding principles, gaps, areas for action, and recommendations on how to advance the engagement of men and boys in sexual and reproductive health and rights (SRHR) and gender equality. In May, supported by the Bill & Melinda Gates Foundation, Promundo-US and Family Planning 2020 (FP2020) convened a technical consultation with 50+ key stakeholders representing over 30 organizations to discuss and provide input on this document. The resulting Call to Action brief, [Getting to Equal: Engaging Men and Boys in Sexual and Reproductive Health and Rights and Gender Equality](#), was launched in November, 2018 at the International Conference on Family Planning



in Kigali, Rwanda. In addition, Promundo-US was recognized as one of three new commitment-makers to Family Planning 2020 for 2018. Funded by the Gates

Foundation, Promundo-US is also working on a landmark research report, bringing together existing and original research around gender, masculinities, and SRHR, to strengthen the evidence and encourage action – forthcoming in 2019.

### **Masculine Norms and Men's Health: Making the Connections**

In November 2018, Promundo-US launched the [Masculine Norms and Men's Health: Making the Connections](#) report in Geneva at the World Health Organization (WHO). The report aims to provide an overview of the current state of men's health globally and to illustrate the direct connections between rigid masculine norms and health risk behaviors. The report emphasizes that salient norms related to masculinities and the gendered nature of work and men's lives are a driving force in men's ill-health. The report contains recommendations for public health practitioners, academics, national governments, and the private sector.



# RESEARCH FOR ACTION



Promundo conducts comprehensive qualitative and quantitative studies around the world, including in Latin America, sub-Saharan Africa, Asia, the Balkans, and the Middle East and North Africa, and coordinates stand-alone research initiatives to inform local, national, and international policies and programs designed to engage men for gender equality.

## International Men and Gender Equality Survey (IMAGES)

The International Men and Gender Equality Survey (IMAGES) is one of the largest and most comprehensive research projects generating global evidence around men's and women's attitudes and practices on a variety of topics related to gender equality. In 2018, new IMAGES reports, or IMAGES-inspired studies from Nicaragua, El Salvador, Pakistan, Tanzania, Serbia, and Russia were published; reports from Afghanistan, Kuwait, Niger, and Uganda will be published in 2019. IMAGES data collection has also begun in Bolivia and Kuwait, and more IMAGES studies are slated to start in 2019 in Europe, the Middle East, and North Africa. The IMAGES Tanzania launch events in Dar es Salaam and Dodoma were attended by nearly 120 decisionmakers, policymakers, and stakeholders, making a splash around the pioneering study on gender relations in Tanzania. By the end of 2018, IMAGES or IMAGES-inspired studies have been conducted in 41 countries worldwide, reaching more than 66,000 men and women.

## International Men and Gender Equality Survey in Afghanistan

IMAGES Afghanistan includes quantitative and qualitative research with a nationally representative sample of 2,000 men and women aged 18 to 59 from 14 provinces in Afghanistan, and it is the first study of its kind and its scope in the country. IMAGES Afghanistan takes a gender-relational approach to investigate women's realities alongside the lives of men – as sons, husbands, fathers, and individuals – at home and at work, in public and private life.

**“Things are changing. Some boys can do all tasks. They can even take care of their young ones nowadays.”**

*Young woman aged 20-24,  
rural Tanzania  
focus group participant*

## IMAGES Optimization and Tools

With a grant from the Bill & Melinda Gates Foundation, IMAGES is entering a new era of reach, impact, and usability. In 2018, Promundo-US and data management firm Datassist began the process of systematizing IMAGES datasets from more than 25 countries, including generating an open access searchable tool with all IMAGES questions ever asked. Tools are also being developed for guiding future IMAGES data collection, analysis, and research-to-action initiatives. With these new-and-improved tools, Promundo will be better equipped to provide technical assistance to new IMAGES projects, amplify the impact of already existing data, and produce global comparative reports on a variety of gender-related topics. Data “optimization” is expected to conclude in 2019, with a variety of guidance briefs and comparative reports projected for publication in 2019 and 2020.

## Research on Men as Abortion Advocates in India

Supported by the John D. and Catherine T. MacArthur Foundation, Promundo-US and the International Center for Research on Women (ICRW) launched a new report, [Exploring Male Engagement in Premarital Abortion: Young Women and Men’s Perceptions and Lived Experiences in New Delhi, India](#), in November 2018. It sheds new light on how stigma, social norms, and masculine stereotypes influence men’s involvement in premarital abortion and the post-abortion journey. In India, unsafe abortion is the third leading cause of maternal death. Even though unmarried women in India have the legal right to abortion, they face challenges because of the secrecy, shame, and stigma associated with premarital sex and abortion; they also

experience difficulties accessing services and information. Promundo-US, Ipas India, and ICRW held a webinar to disseminate the research findings. Some of the main findings include: (1) Access to non-judgmental medical advice and psychosocial help or counseling around abortion is not available for most young people; (2) men often leverage their social privilege to support their partners in premarital abortion seeking; and (3) a key factor that shapes men’s involvement in abortion-seeking is the shame and stigma associated with premarital sex.

## Research on Male Advocates for Safe Abortion in Rwanda

In Rwanda, Promundo-US and Health Development Initiative (HDI) conducted research aimed at understanding the motivations and experiences of male activists engaged in advocating for increased access to safe abortion. The study found that most of the male activists were motivated by personal experiences with or stories from women. Many of the activists described meeting women (often through their health or legal aid work) who suffered negative consequences from being forced to carry an unplanned or unwanted pregnancy, particularly as a result of rape (very often noted in the context of the Genocide). Others noted how the law unfairly punishes young women (with imprisonment) for seeking or obtaining an abortion. Traditional gender norms were described as hindering female activists from playing a more visible role in pro-abortion activism – by discouraging them from speaking up or discussing sexuality – while the reverse was true for men. Both male and female activists saw an important role for men in abortion activism, but agreed that women should lead.

## Exploring Social Norms and Sexual Exploitation of Children and Adolescents in Brazil

With support from the Oak Foundation, and in collaboration with Instituto Promundo and the London School of Hygiene and Tropical Medicine (LSHTM), Promundo-US has conducted quantitative and qualitative research in Brazil to explore the role that social norms play in influencing the sexual exploitation of children and adolescents, with a view to improving program and policy work in Brazil and globally. After a round of qualitative research in three favelas in Rio de Janeiro and quantitative research in two favelas, the team is now in the process of developing the first-ever psychometric scale to measure social norms around the sexual exploitation of children and adolescents, with input from Nancy Perrin from the Johns Hopkins University and Ben Cislaghi from LSHTM.

## Masculine Norms and Violence: Making the Connections

With support from the Oak Foundation, Promundo-US developed a study to answer the question: How are norms of manhood linked to the use and experience of violence, and what do these linkages imply for programmatic efforts for preventing violence? The [Masculine Norms and Violence: Making the Connections](#) report aims to synthesize the major findings and connections that exist in the body of research on violence and to offer initial ideas on how some harmful, patriarchal norms (along with many other contextual and individual factors) drive violence. It outlines the connections between harmful masculine norms and eight forms of violent behavior: intimate partner violence; physical violence against children; child sexual abuse and exploitation; bullying; homicide and other violent crime;

non-partner sexual violence; suicide; and conflict and war.

## Research on Bullying Crisis in the US

Conducted by Promundo-US and Unilever's Axe brand, this study explores how young men use, experience, witness, and intervene to stop multiple forms of physical, social, and online bullying, using a nationally representative sample in the United States. Contributing to the knowledge base, the report also explores young men's attitudes about masculinity in relation to their bullying behaviors; tests associations between empathy and bullying; and documents patterns of men's cyberbullying. The report finds that many young men hold restrictive ideas about how to "be a real man," and that these ideas show strong links to bullying behaviors. Having higher levels of empathy is also significantly linked with a higher likelihood of intervening to stop bullying. This report demonstrates that bullying is a predominant feature of young men's online and offline lives and that various bullying experiences have significant links with negative health and well-being outcomes.

## Researching Sexual Exploitation of Children and Adolescents in Brazil

Supported by the Oak Foundation, Instituto Promundo conducted research that aimed to investigate the social norms that prevent or promote the sexual exploitation of children and adolescents (SECA) in order to generate recommendations to bolster primary prevention efforts. This project, funded by the Oak Foundation and influenced by the Learning Initiative on Norms, Exploitation and Abuse ([LINEA](#)), will contribute to the prevention of SECA, by constructing an evidence base for the transformation of



community social norms that contribute to this type of violence. Promundo also presented during a webinar with the Care and Protection of Children (CPC) Learning Network and produced three articles (not yet published) focused on the qualitative phase, the scale construction, and the overall project.

### **DeCode/M: A Study on Media and Masculinities in Portugal**

In 2018, Promundo Portugal and the Centre for Social Studies prepared to launch DeCode/M, the first-ever comprehensive study on media and masculinities in Portugal. The study seeks to identify and critically analyze representations of masculinities that are (re)produced by both mass media and online social media in Portugal, exploring why these gendered representations are used; examining the ways they are appropriated, co-opted and contested by audiences; and whether they promote gender-equitable or gender-inequitable masculinities among audiences and content (re)producers. DeCode/M will also create research-based intervention tools and develop media and community campaigns designed to promote gender equality. The findings will be published in 2019.



## **Engaging Men and Boys in Gender Equality in Bolivia**

Funded by the Swedish International Development Cooperation Agency (Sida), Promundo-US began its three-year project in Bolivia. In April 2018, Promundo-US and research partner Universidad Privada Boliviana (UPB) convened a technical advisory group to adapt and finalize the IMAGES questionnaire in Bolivia. The contextualized questionnaire has been piloted and finalized, with full data collection to occur in 2019. Beginning in July, Promundo-US and partners conducted several trainings with the health sector and education sector in El Alto, Bolivia to institutionalize Program P. Facilitators in these sectors began implementation of Program P sessions in their institutions in October 2018 with results from these sessions being analyzed and assessed for future guidance and dissemination. Program P will continue in 2019 in new sites, including with local businesses in El Alto and with police and military brigades located in the municipality. Lastly, Promundo-US conducted the recruitment process for its National Training

Initiative (NTI) on Applied Masculinities and selected 20 candidates from a diverse set of civil society organizations in Bolivia to participate in the training in 2019.

## **Regional Training Initiative on Applied Masculinities in Central America**

Promundo-US and partners, End Child Prostitution and Trafficking International (ECPAT) and Puntos de Encuentro, completed the first ever Regional Training Initiative (RTI) in Central America. The RTI experienced several delays due to ongoing political turmoil in Nicaragua and was forced to move the location of its second course from Managua, Nicaragua to Guatemala City, Guatemala. In August, RTI participants were asked to present the results of their Commitments to Action to their colleagues, and to develop strategies for sustaining their programs. Participants were supported by facilitators from Promundo-US and Puntos de Encuentro to understand how to institutionalize and evaluate their programs in order to understand and strengthen their impact. At the end of the course, the RTI participants strategized on continuing momentum to ensure the long-term integrations of the lessons learned from the training.



# SPOTLIGHT ON NEW INITIATIVES, COMMUNICATIONS, AND ADVOCACY



## Promundo Launches Workplace Advisors

[Promundo Workplace Advisors](#) provides experienced, thorough, research-based solutions for workplace innovation, growth, inclusivity, and employee satisfaction by engaging men as part of the solution to advance gender equality. Promundo can support companies to be more competitive and relevant in today's climate on topics of gender equality and masculinities; better align with companies' customers, stakeholders, and investor needs around gender equality and men's roles in achieving it; and recruit and retain high-quality, motivated employees. Services include high-quality research, hands-on training, and connections to talented, trusted partners in order to design effective campaigns and comprehensive HR policies, and to shift workplace culture.

## Momentum Continues With International Advocacy at the Commission on the Status of Women and UN Human Rights Council

At the 62nd session of the Commission on the Status of Women (CSW) beginning March 12, 2018 at the United Nations (UN) Headquarters, Promundo-US co-hosted a series of events, presenting successful approaches to engaging men and boys for gender equality to hundreds of participants and partnering with Nordic Council of Ministers, the Government of Canada, UN Women, and the Swedish International Development Cooperation Agency (Sida), among others. Promundo-US, with MenEngage Alliance and Prevention+ partners also convened at the 38th session of UN Human Rights Council (HRC38) in Geneva, Switzerland from June 18 to June 22, 2018. Twenty-four participants from 16 countries represented MenEngage Alliance and the Prevention+ project to strengthen understanding, capacities, and advocacy efforts on feminist-informed approaches to engaging men and boys in gender equality and women's rights. Participation included advocacy with respective countries' permanent missions to the HRC and regional bodies such as stakeholders from the African Union as well as hosting a side event aimed at keeping resolution 35/10 on engaging men and boys in eliminating violence against women high on the UN agenda.

## **Celebrating 20 Years and Envisioning the Future of Manhood**

During its 20th Anniversary event, Promundo recognized Prime Minister of Canada Justin Trudeau, Co-Founder of Malala Fund Ziauddin Yousafzai, Executive Director of UN Women Phumzile Mlambo-Ngcuka, and filmmaker Jennifer Siebel Newsom among eight honorees from six countries called to envision the future of manhood. Future of Manhood honorees gathered with over 150 colleagues, board members, donors, partners, and thought-leaders in Washington, DC on April 24, 2018 in recognition of and in solidarity with Promundo's 20 years of impact. The #FutureofManhood hashtag was used over 1,000 times on social media, with a potential reach of nearly six million. The award and honorees were also mentioned in media across languages and continents, including in Refinery29, El Tiempo Latino, Visir, The Express Tribune, Brazil Monitor, and more. Promundo also launched a Future of Manhood website page and film to share research, tools, and guidance for starting conversations about healthy masculinity.

## **President and CEO Gary Barker Recognized as One of Top 20 Most Influential People in Gender Policy**

Apolitical announced its inaugural "100 Most Influential People Working in Gender Policy" list on May 23, 2018, naming Promundo's Gary Barker to the top 20. Apolitical, a global platform that curates and publishes content on what is working in policy across the world, also counts Phumzile Mlambo-Ngcuka, Malala Yousafzai, Justin Trudeau, Amina Mohammed, Melinda Gates, Michelle Bachelet, and Sadiq Khan among its honorees. The list celebrates individuals making the world more equitable, whether through policymaking, research, advocacy, or other approaches.

## **From Davos to DC: Releasing an Analysis on Sexual Harassment**

In January 2018, Promundo-US's President and CEO Gary Barker shared new analysis on the drivers of harassment in the research brief, [Unmasking Sexual Harassment: How Toxic Masculinities Drive Men's Abuse in the US, UK, and Mexico and What We Can Do to End It](#), at the World Economic Forum Annual Meeting 2018 in Davos, Switzerland, also featured on BBC News. The brief presented additional analysis from Promundo-US's [The Man Box](#) and found that young men who hold the strongest belief in harmful norms of manhood are nearly ten times as likely to have harassed as young men who least believed in these norms. Based on these findings, Promundo-US also coordinated an event on February 9, 2018 with Vital Voices and New America, entitled "Men and the #MeToo Movement: How Can We Move from Silence to Solidarity?" The event was streamed on C-SPAN and Facebook Live to an audience of about 3,000.

# FINANCIALS

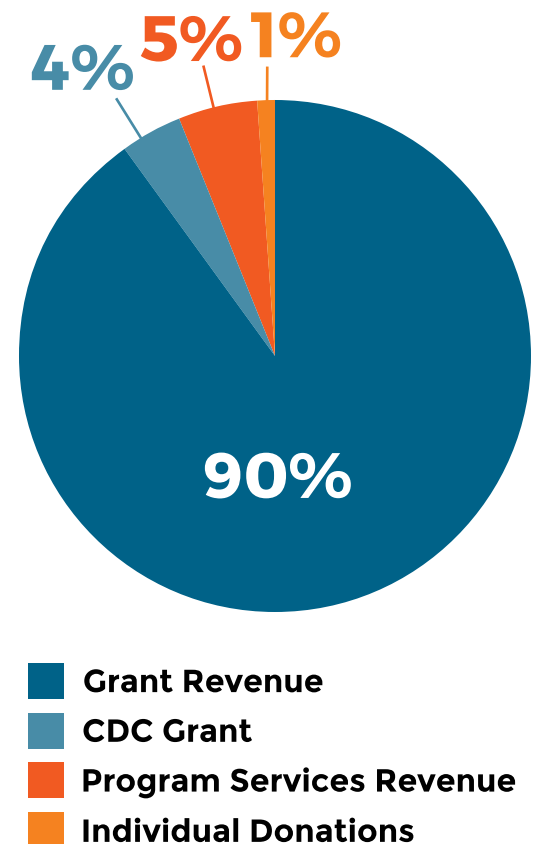
## Promundo-US 2018 Revenue (in US Dollars)

### GRANT REVENUE

UNFPA - West Africa	134,276.00
The World Bank	44,900.00
Dove Men+Care	125,710.00
Kering Foundation	224,959.00
Overseas Development Institute (ODI)	38,301.60
UNFPA Algeria	73,869.84
Oak Foundation	2,350,000.00
UN Women - Lebanon	5,014.00
Anonymous	250,000.00
Dove Men+Care	427,966.00
ACF	279,519.26
ALIGN	-12,788.40
Lovell Foundation	17,503.00
IDB Jamaica	77,666.00
SIDA - Bolivia	371,376.00
SIDA - Bolivia	110,858.30
UN Women - Ukraine	220,068.14
Van Leer Foundation	182,265.15
Women's Refugee Commission, Inc.	7,293.00
Women's Law Center	4,395.00
Sonke Gender Justice - UNHCR	39,259.00
SIDA - Core Support	4,000,000.00
Nordic Council of Ministers	259,627.40
DFID - WOW	638,535.00

**Total Grant Revenue** 9,870,573.29

**US Government Grant (CDC)** 474,231.31



## PROGRAM SERVICES REVENUE

USIP	900.00
UNFPA	1,246.00
Vital Voices	50,209.65
World Vision Australia	99,747.04
Plan International Australia	3,640.00
World Health Organization	1,280.00
South Hills Interfaith Movement	8,088.50
Plan International Canada	125,715.50
L'Oréal USA	1,769.94
JHPEIGO	66,888.00
The Chicago Council on Global Affairs	529.40
Rio Tinto	126,500.46
Promundo Portugal Ctr for Social Justice	1,620.51
Kering Foundation	212.30
UNICEF - Malawi	36,714.00
The Chicago Council on Global Affairs	246.66
Diputación de Bizkaia	1,185.63
UN Women	10,200.56
Rutgers NL	6,059.06
The World Bank	1,790.34
University of Pittsburgh	25,235.08
Oxfam UK	457.01
Sonke Gender Justice	687.34
SUNY - Ctr Study of Men & Masculinities	5,000.00
Virginia Dept of Criminal Justice Services	401.00
The Representation Project	2,030.80
CARE Norway	526.10

<b>Total Program Services Revenue</b>	<b>578,880.88</b>
<b>Individual Donations</b>	<b>15,710.22</b>
<b>Miscellaneous Present Value adjustments and FE Gain/Loss</b>	<b>(387,898.86)</b>
<b>TOTAL REVENUE</b>	<b>10,551,496.84</b>

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