

A photograph of a man with a beard and mustache, wearing a red shirt, sitting on a patterned rug and smiling broadly while playing with a young girl in a blue shirt. Another child in a striped shirt is visible in the background. The scene is set in a room with patterned curtains.

# Rapid Landscape Assessment: Caring Masculinities in Australia

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APRIL 2026

Dalberg  
equimundo

## Acknowledgement of Country

Dalberg and Equimundo acknowledge the Traditional Owners of the land across Australia on which we work and live. We pay respects to Elders past and present and recognise the continuing connection Aboriginal and Torres Strait Islander people have to land, culture, knowledge and language. We also acknowledge the enduring wisdom of First Nations communities -- particularly traditions of care, connection, and healthy, relational expressions of manhood -- which continue to offer important guidance for advancing gender equality across Australia.

## Acknowledgement of Contributions

This report was written by Layusa Isa-Odidi, Swetha Totapally, Shreya Roy, Suhani Jain, and Jason Sze of Dalberg Advisors; and Cody Ragonese, Gary Barker, Taveeshi Gupta, Giovanna Lauro, José Portaluppi, and Geoffrey Glick of Equimundo.

The authors of this report would like to thank the individuals and organisations which have shared their time, experiences and knowledge with us for this report. This report would not have been possible without the generous contributions of the [57 individuals](#) who took the time to speak with us and share insights around healthy masculinities, gender equality, and gender-based violence in Australia, including those who provided direct feedback on key pieces.

Context



## About Equipundo

Equipundo is a global organisation dedicated to advancing gender equality by engaging men and boys, and those around them. Our work spans research, advocacy, and programming, and is grounded in collaboration with local civil society organisations, communities, and institutions. We focus on transforming harmful gender norms that perpetuate inequality, violence, and poor health outcomes, while promoting models of masculinity rooted in care, accountability, and shared responsibility. Across diverse regional contexts, Equipundo works to ensure that efforts to prevent violence and improve wellbeing are inclusive, evidence-based, and locally led.

## Dalberg

### About Dalberg

Dalberg a professional services firm that puts impact at the heart of critical decision-making, serving those who serve the world. We are entrepreneurs and innovators, designers and creative problem solvers, thinkers, and doers. We are a global firm with deep local roots and engage across our 30+ presences – including in Melbourne, Australia – to serve partners in 140+ countries. Through our gender equity practice, we work with foundations, nonprofits, international organisations and the private sector to drive positive outcomes for women and girls (especially) as well as families and communities more broadly.

# Equimundo has partnered with the Minderoo Foundation to expand its work in Australia

Equimundo's work in Australia is shaped by longstanding collaboration with Australian partners who have been leading efforts to advance caring masculinities, gender equality, and the well-being of men, boys, and their families for decades. Equimundo is working to deepen and expand collective work already underway through research, convening, and innovation in digital and cultural spaces. Spanning nationally representative studies on fathers, men, and boys and global leadership initiatives such as the MenCare Changemaker Journey culminating in a major international summit in Australia, this joint work is designed to generate evidence, shift narratives, and catalyse systems change. Together, these efforts grow Australia's position as a key hub within a broader global movement, linking local and global rigorous research with practical solutions that influence policy, reshape online and offline environments, and promote more caring, equitable communities.

- Production of three Australia first national reports using proven international methodology in partnership with Australian researchers: *State of Australian Men* (September 2026), *State of Australian Boys* (March 2027), *State of Australian Fathers* (February 2028), building on the first report release in March 2026
- Working with Australian participants in the [Equimundo Changemakers Journey](#) – an initiative mobilising 100 leading influencers from around the world from business, the media, culture, civil society, and government to find solutions to critical challenges related to men, boys, and masculinities. Equimundo will be hosting the Global Changemaker Summit in Australia in October 2027.
- In 2028, Equimundo will coordinate a national model – the Australian MenCare Changemaker Journey – which will bring together 40 leading voices around Australia to design and iterate on solutions that address the most pressing issues related to men and boys and gender equality more broadly in the Australian context.

# This rapid ecosystem mapping is intended to inform and strengthen Equipundo's relevance in future activities in Australia, highlighting ways in which it can add to existing efforts

**This report captures a rapid assessment of the Australian landscape of actors working to engage men and boys through a care-centred lens – particularly those that already are or could be activated to do so to advance gender equality and prevent violence.**

We recognise that engaging men and boys for gender equality requires a cross-sectoral approach: violence prevention, men's health, caregiving, education, and economic participation are all shaped by the same gender norms and power dynamics. This mapping was framed around the [Equipundo MenCare Changemaker Journey Action Groups](#), which are grounded in the conviction that care functions as a powerful protective factor against violence. Care fosters empathy, emotional literacy, and accountability, and strengthens the quality of relationships that shape everyday behaviour. When men are supported to value and practice care—whether as partners, fathers, peers, or community members—it can both reduce the likelihood of violence and contribute to improved health and wellbeing for men, women, families, and communities.

In this sense, care is not a soft or secondary concept, but a proactive and transformative force that reshapes power, connection, and responsibility. Conversely, when care is feminised, marginalised, or treated as secondary, dominance and control are more likely to become the primary ways masculinity is expressed and reinforced. This absence of care—toward oneself, toward others, and within institutions—creates conditions in which violence can persist.

Our initial scan of available literature highlighted the work of Australian organisations specialising in gender-based violence across primary, early intervention, response and recovery over many decades, the depth of their experience and expertise in engaging men and boys for gender equality, and their instrumental role in drawing attention to the importance of doing so. Other efforts and opportunities were less well-documented. As such, we have leveraged recent detailed findings and recommendations published by others (e.g., Our Watch's "Strengthening national approaches to addressing masculinities and working with men and boys to prevent gender-based violence"; Safe and Equal's "Foundations for Action: Understanding the primary prevention workforce in Victoria")<sup>1,2</sup> to inform our mapping of the violence prevention space rather than recreate work. We have complemented these with consultations with a range of organisations across this ecosystem (see consultation list on [page 54](#)).

We share these findings in the spirit of contributing to the knowledge base of the ecosystem and sparking ideas for potential collaboration, but do so with the strong caveat that the purpose of this mapping was to inform high-level areas in which Equipundo's efforts could complement or amplify existing efforts in Australia. As such, this rapid mapping does not constitute a comprehensive analysis or formal literature review on the state of men and boys' outcomes in Australia, nor does it provide an exhaustive mapping of all government agencies, civil society organisations (CSOs), and other organisations engaging men and boys, or intend to make implicit or explicit assessments of their program effectiveness.

# The mapping focused most deeply on those areas where Equipundo could add most value relative to existing efforts in Australia

**Conducted over an eight-week period, this rapid mapping sought to provide a snapshot of activity – primarily from civil society and government – in line with Equipundo’s Mencare Changemaker Action Groups to inform areas in which Equipundo’s work could complement or amplify existing efforts in Australia.**

While we strove to consult a broad range of actors, this review does not capture all organisations or initiatives contributing to this space—particularly smaller, emerging, or community-led efforts that may have limited public documentation.

The methodology combined quantitative analysis of national datasets with qualitative institutional and civil society mapping. Across all components, desk research was triangulated with targeted stakeholder consultations to validate interpretations and identify gaps.

First, we analysed key indicators related to select MenCare Changemaker Action Groups, highlighting trends over time, and differences across demographic groups where data permitted, including gender, age, sexual identity, and socio-economic status. Where relevant, we also compared Australian outcomes with peer OECD countries to contextualise national progress. This component drew on nationally representative and widely cited sources. The objective was not to provide a comprehensive statistical review, but to capture high-level trends.

Second, we conducted a high-level institutional mapping across six core institutions that shape norms and opportunities related to caring masculinities: family services, schooling and education, health, workplaces, media and technology, and sports. For each institution, we synthesised relevant policies, programs, funding commitments, and public initiatives aimed at advancing gender equality and reshaping gender norms. This synthesis drew on government strategies, legislation, budget documents, white and grey literature, and public announcements. We also conducted conversations with CSOs, academics, practitioners, and government representatives to better understand implementation dynamics and reform trajectories.

Third, we mapped CSOs working across the Action Groups. The mapping covered research, advocacy, program delivery, narrative change, and convening activities. The initial civil society scan relied on publicly available sources, including CSO websites, annual reports, strategic plans, and charity databases. These findings were further complemented by the consultations with CSOs and other ecosystem actors to validate information, perspectives, and surface additional initiatives.

Several limitations should be noted. The eight-week timeframe constrained the depth of engagement and prioritised breadth over detailed organisational profiling or impact evaluation. Additionally, the mapping is shaped by the availability of public information; organisations with limited digital presence may be underrepresented.

# This rapid assessment anchored on the MenCare Changemaker Action Tracks; it highlighted major areas of work to address gender-based violence where these intersected with the tracks



## BOYS AND EDUCATION

Focuses on how education systems can better address boys' gendered experiences and support their holistic development while fostering empathy, expanded career pathways, and improved educational opportunities.



## CARING MANHOOD IN CITIES AND REGIONS

Explores how local governments can design public spaces, services, and policies that support caregiving, promote inclusion, and engage men as caregivers and violence prevention partners.



## DEMOCRACY, VIOLENT EXTREMISM & TECH-ENABLED VIOLENCE

Works to develop solutions for engaging young men in positive civic participation, rebuilding trust, reducing polarisation, and countering backlash movements and extremist tendencies.



## CARING ONLINE SPACES

Focuses on developing solutions to cultivate pro-social, inclusive digital communities, challenge harmful online messaging, and engage tech platforms in countering misogynistic and extremist content.



## MEN AND CARE POLICIES

Seeks to address policy gaps and social norms that limit men's participation in caregiving and to advance care policies that support equitable caregiving roles for all.



## MEN'S HEALTH AND HEALTH FOR ALL

Aims to centre men's physical and mental health within public health discussions while identifying ways health systems can support men and engage them as allies for the health of all.



## CARING MANHOOD IN WORKPLACES

Identifies strategies to engage employers, unions, and government bodies in promoting gender-equal workplaces and positive models of manhood, including forward-looking discussions about automation and AI.

**This mapping also provides snapshot of violence prevention and response work** across these contexts, informed by consultations with key actors working in these areas.

**However, these findings should not be interpreted as a comprehensive assessment of all work addressing gender-based violence in Australia.**

**We recognise the extensive and vital efforts happening across the country**, including significant work that falls outside the scope of this mapping.

# Executive Summary

# Executive Summary (1/4)

## CONTEXT AND OVERVIEW

**Australia's 13.6 million men and boys show mixed outcomes, faring better across education and civic engagement but facing significant gaps in health and uptake of care, as well as higher exposure to harmful content through digital engagement.**

- Men face persistently higher rates of suicide, social isolation, and chronic conditions, although self-harm prevalence and hospitalisations are higher for women (e.g., men account for 75% of suicides and seek help at half the rate of women).<sup>1,2</sup>
- Parental leave uptake has been rising but remains low, driven in part by less generous care policies than peer countries (e.g., men are only 20% of primary care leave-takers and <20% employers offer universal parental leave).<sup>3</sup>
- Young boys in Australia are also increasingly exposed to harmful content online (e.g., 68% of young men engage with masculinity influencers, and Australian boys are ~8pp more likely than US or UK peers to follow them).<sup>4</sup>
- Across most dimensions where data is available, First Nations and rural and remote men and boys fare worse in areas in which men and boys are doing well (e.g., 22-41% of First Nations students and 49-62% of very remote students need literacy or numeracy support) and face intersecting disadvantages across others (e.g., First Nations and remote men have suicide rates 2-3x higher, people in regional, remote, disadvantaged areas are 1.2x as likely to have a chronic condition).<sup>5,6,7</sup>

**There has been a significant uptick in momentum in the country to engage men and boys, with important wins in recent years. Civil society advocacy has been key in driving government action:**

- “Developing healthy masculinities” recognised as a key strategy in the National Action Plan to End Violence Against Women and Children.
- Key changes to Australia’s national parental leave policy to promote shared care.
- Consent education included as a core component of the national curriculum, coupled with funding to support implementation.
- Special Envoy for Men’s Health appointed and funding to mental health and wellbeing community programs increased.
- eSafety’s mandate to create safer online spaces strengthened alongside rollout of the under-16 social media delay.

**While organisations working on gender-based violence across early intervention, response and recovery have been strengthening engagement of men and boys for decades, the broader ecosystem focused on promoting “healthy masculinities” has been building momentum over the past ~6-7 years.**

- The violence prevention field has been (i) working with individual men and boys around attitude and behaviour change and (ii) working with men and boys to more broadly support and engage in efforts to address gender-based violence for many decades now.
- Some of the oldest CSOs mapped for this exercise – dating back to the 1970s – were First Nations organisations taking whole-of-family approaches now gaining traction with others; and other long-standing community organisations.
- There has also been an increased focus on men and boy’s health and wellbeing programs over the past two decades; though with significant opportunity to more intentionally link efforts to broader gender equality outcomes.
- However, this mapping shows opportunities for more efforts that target an even broader range of gender equality outcomes, while bringing a cross-sectoral lens.

# Executive Summary (2/4)

**Building on and scaling the long-standing work of the violence prevention field and the increasing momentum around men and boys' health to more broadly engage men and boys to advance gender equality will require investing in (i) codifying evidence, (ii) innovating on cross-sectoral interventions to tackle gender norms, and (iii) understanding how to tailor for different intersecting identities**

- Work across and even within sectors is fragmented and there is a need to identify entry points through which many different actors can engage; for example, there is an opportunity to more systematically leverage men's caregiving roles, particularly fatherhood, as more central pathways for change.
- The evidence base on what works in the Australian context is limited: only a few initiatives have been rigorously evaluated and many CSO leaders consulted highlighted practical evidence for what works in program delivery as a key gap.
- Experts highlight a need to more proactively define and capture what a diverse range of Australian healthy masculinities looks like and broaden the conversation beyond a more White, cis-gendered orientation that can miss out on various experiences across the population.

## **KEY FINDINGS ACROSS GOVERNMENT, CIVIL SOCIETY, AND PRIVATE SECTOR**

**Government has focused on building the policy and funding architecture, leveraging the ability to reach men at scale through universal systems. Investment is strongest in violence prevention, including both primary prevention and perpetrator response systems. There is significant activity in education (e.g., national RRE rollout) and workplace gender equality reforms, alongside substantial funding in men's health, though with an opportunity for stronger gender-transformative framing.**

- Governments are shaping the ecosystem through national strategies, legislation, and funding, including the National Plan to End Violence Against Women and Children, Respect@Work reforms, and investments such as AUD 77.6M in Respectful Relationships Education (2024).<sup>1</sup>
- They operate large-scale universal systems—education, health, early childhood, and family services—that reach men and boys across the life course, though often without explicit strategies for engagement.
- Governments also play a key role in public awareness campaigns and grant-based program funding, often partnering with CSOs for delivery.
- Increasing attention is being paid to online safety, led by the eSafety Commissioner in response to growing harms for both children and adults.
- Local councils play a critical role in care systems, tackling gender-based violence, and improving gender data.

**However, investment and implementation is uneven across states, highlighting an opportunity for more national-level guidance and leadership; there is also an opportunity to more proactively and explicitly engage men and boys, especially through core systems**

- State approaches range from well-established gender equality architectures to more ad hoc investments, driving the level of activity among CSOs and private sector.
- Engagement of men is often implicit (through services) or reactive (through perpetrator systems) rather than proactive and preventive.
- The national RRE investments are an impressive achievement in terms of reaching boys across the country; however, experts note that implementation has been uneven, highlighting opportunities for learning across states (e.g., embedding more recurring interventions vs. one-off).
- At the local council level, core systems that reach fathers—such as maternal and child health, early learning, and family services—can be more consistently designed to engage men as caregivers (e.g., leveraging the maternal and child health system in Victoria to engage fathers at scale and over multiple touchpoints).

# Executive Summary (3/4)

**CSOs are the engine of innovation and direct engagement with men and boys, leading the field in violence prevention, education and youth engagement, and men's wellbeing. Work on masculinities as a systemic lens and on digital/online harms is emerging.**

- CSOs are the primary drivers of direct engagement with men and boys, delivering programs in schools, communities, and service systems that explicitly address masculinities, respectful relationships, and wellbeing—for example, the rapid growth of school-based RRE and masculinity-focused programs such as Tomorrow Man and Top Blokes.
- They play a critical role in service delivery for high-need cohorts, including men's behaviour change programs, counselling, and mental health support, as well as widely accessed community-based models like Men's Sheds that engage men through social connection.
- CSOs are also central to field-building, producing research (e.g., ANROWS, Movember), developing national frameworks and toolkits (e.g., Our Watch), and providing training and advisory services to governments, schools, and workplaces.

**However, the ecosystem is also fragmented and it has been difficult to scale interventions, with competition for funds and space for more coordination, shared learning, and coalition-building.**

- Funding in this space largely comes from the government, and is concentrated among organisations focusing on men's health, men's behaviour change, and primary prevention of gender-based violence.
- Of the top 35 most well-funded organisations working with men and boys, just 10 received 70% of all funding and only 9 organisations with a substantial focus on men and boys received more than AUD 10 Mn annually.<sup>1</sup>
- This competition for funding drives unnecessary tension between those approaching the work from different entry points (e.g., violence prevention or men's health).
- Our Watch's recent consultations highlighted the need for a national coordination mechanism.

**Finally, the CSO ecosystem is at very early stages in terms of integrating an intersectional lens, representing both a gap in terms of potential outcomes for some groups and a missed opportunity for learning from the work that is happening in 'non-mainstream' communities.**

- Most organisations acknowledged that they have not yet taken a meaningful intersectional lens to their work, often citing resource constraints.
- Much of the work related to First Nations-led organisations and tailoring efforts to the LGBTQI+ community or multicultural communities appears siloed from the rest of the ecosystem and fragmented across many smaller organisations; as a result, we expect that this rapid, broader mapping cannot capture the depth and diversity of activity and practice.
- Organisations especially note that they have not yet meaningfully engaged with First Nations communities; while a few large organisations are making investments (e.g., key staff positions and advisory committees to guide and govern work), most work mapped on transforming overlapping systems of oppression is being undertaken by Aboriginal Community Controlled Organisations.
- First Nations experts consulted called for a stronger, explicit commitment to tackling intersecting systems of oppression, forging more equitable partnerships with First Nations organisations (e.g., sharing funding and platforms), and bringing lessons from First Nations-led work into scaled-up models rather than retrofitting models onto communities, recognising that the principles of working with First Nations organisations have the potential to benefit everyone.

# Executive Summary (4/4)

**The private sector has a critical role to play in shaping norms through workplaces, digital platforms, and influence of popular culture. Activity is strongest in workplace gender equality and harassment prevention, particularly among large employers. There is increasing but uneven engagement in digital safety and content moderation, as concerns grow about harmful online masculinities (e.g., 68% of young men follow masculinity influencers).<sup>1</sup>**

- The private sector engages primarily through workplace policies and compliance mechanisms, including gender equality reporting, parental leave provisions, and responses to Respect@Work legislation.
- Many organisations deliver training and culture programs, often in partnership with CSOs, focused on harassment prevention, diversity, and inclusion.
- Technology companies have a growing role in shaping online environments, responding to regulatory frameworks such as eSafety's Basic Online Safety Expectations.

**However, in many sectors, private sector activity is largely compliance-driven or reactive; thus, there is room for more proactive engagement, especially in shaping norms around gender equality and caregiving. While training has become more widespread, efforts** must continue to evolve from more one-off engagement to recurring, whole-of-organisation efforts. Finally, stronger progress is seen in large, office-based organisations, while male-dominated industries lag.

## **FATHERHOOD AS A POTENTIAL CROSS-SECTORAL ENTRY POINT**

**Fatherhood is a particularly powerful but underutilised levers for engaging men, with consistent touchpoints across systems—but current efforts are fragmented, often implicit, and not strategically coordinated across sectors.**

- Fathers represent one of the few universal, repeat touchpoints across systems, intersecting with health, education, workplaces, and community services.
- Evidence suggests caregiving roles are linked to better outcomes for men (health, wellbeing), children (development), and reduced violence risk.
- While systems regularly interact with fathers, they rarely do so intentionally or strategically, resulting in missed opportunities to shape norms and behaviours.

**There is an opportunity to align cross-sector efforts around transitions to fatherhood, early childhood and school systems, and workplace flexibility and leave uptake**

- Government has a unique opportunity to activate universal service systems as platforms for father engagement at scale, particularly perinatal and maternal health services, early childhood education, and school communities. Local governments, which already play a role in community infrastructure and early years services, could be systematically mobilised to deliver place-based father engagement initiatives
- CSOs could be supported to embed fatherhood into existing high-reach entry points, including schools, early childhood services, and men's health platforms, building on existing models such as dads' groups and father-inclusive parenting programs
- Government can also use policy levers such as parental leave reform and childcare access to more explicitly incentivise and normalise men's caregiving.
- Workplaces are a critical lever to normalise men's caregiving, not just through policy provision but through uptake and cultural acceptance. There is an opportunity to target male-dominated sectors, where norms around masculinity and care are most entrenched. Again, CSOs would play a critical role in scaling programming
- Digital platforms could play a more proactive role in promoting positive models of fatherhood and masculinity, countering harmful influencer narratives.
- Across all these interventions, CSOs and government could collaborate to generate the evidence needed to scale interventions across the system.

# We mapped 78 CSOs across the country; 71% were based in VIC and NSW, reflecting the challenge of reaching organisations doing fantastic work at a smaller scale in our timeframe

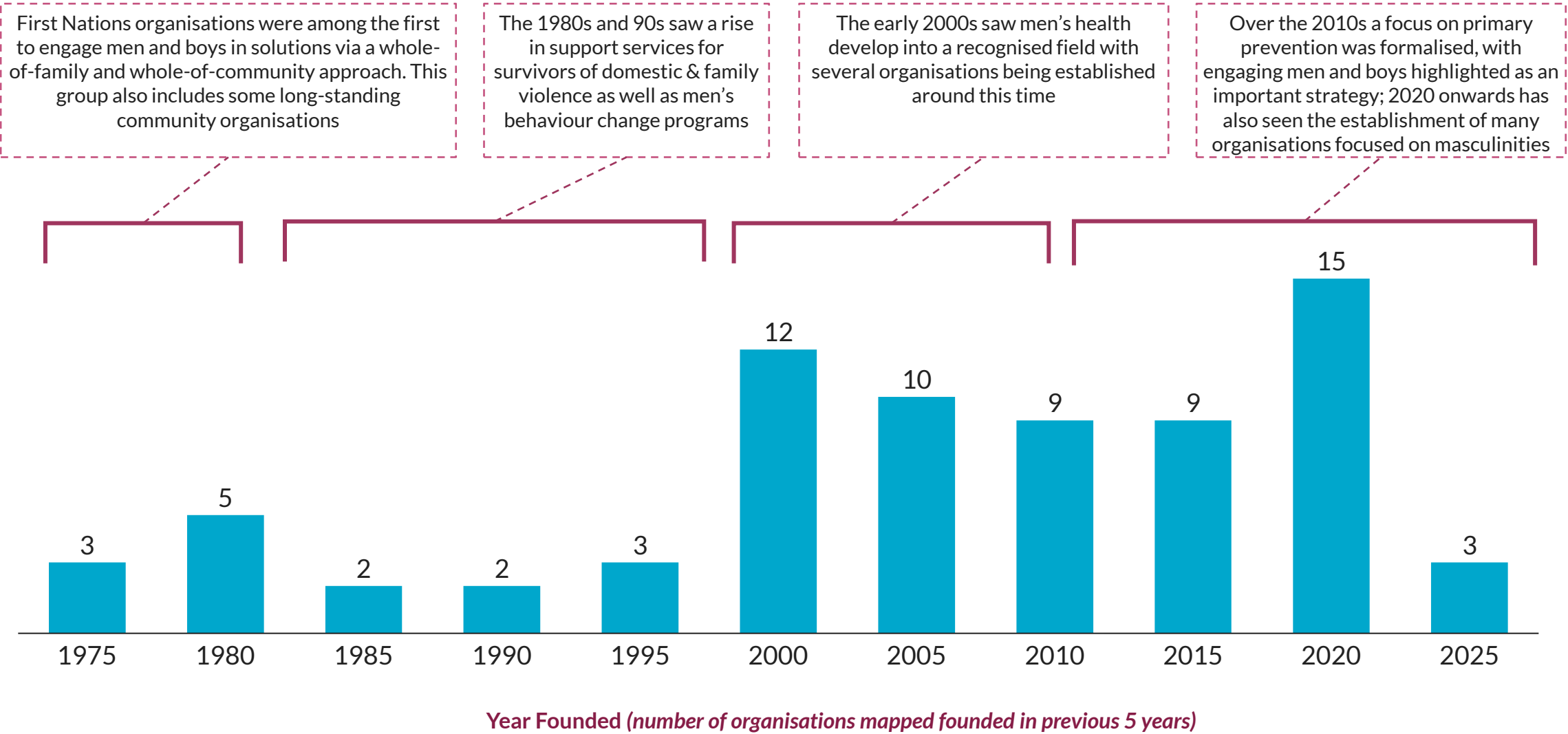


## Methodology recap:

We mapped civil society organisations (CSOs) working across the MenCare Changemaker Action Groups. The mapping covered research, advocacy, program delivery, narrative change, and convening activities. The initial scan relied on publicly available sources, including CSO websites, annual reports, strategic plans, and charity databases. These findings were complemented by conversations with CSOs and other ecosystem actors to validate information and surface additional initiatives.

The eight-week timeframe constrained the depth of engagement and prioritised breadth over detailed organisational profiling or impact evaluation. Additionally, the mapping is shaped by the availability of public information; organisations with limited digital presence may be underrepresented.

# Oldest CSOs mapped were First Nations and violence services orgs; the ecosystem scaled from 2000-2020 through primary prevention and men's health; shifting masculinities a newer focus



\*Note: Relationships Australia VIC was founded in 1948. These numbers reflect the number of organisations mapped for this work and not necessarily a comprehensive account of how many

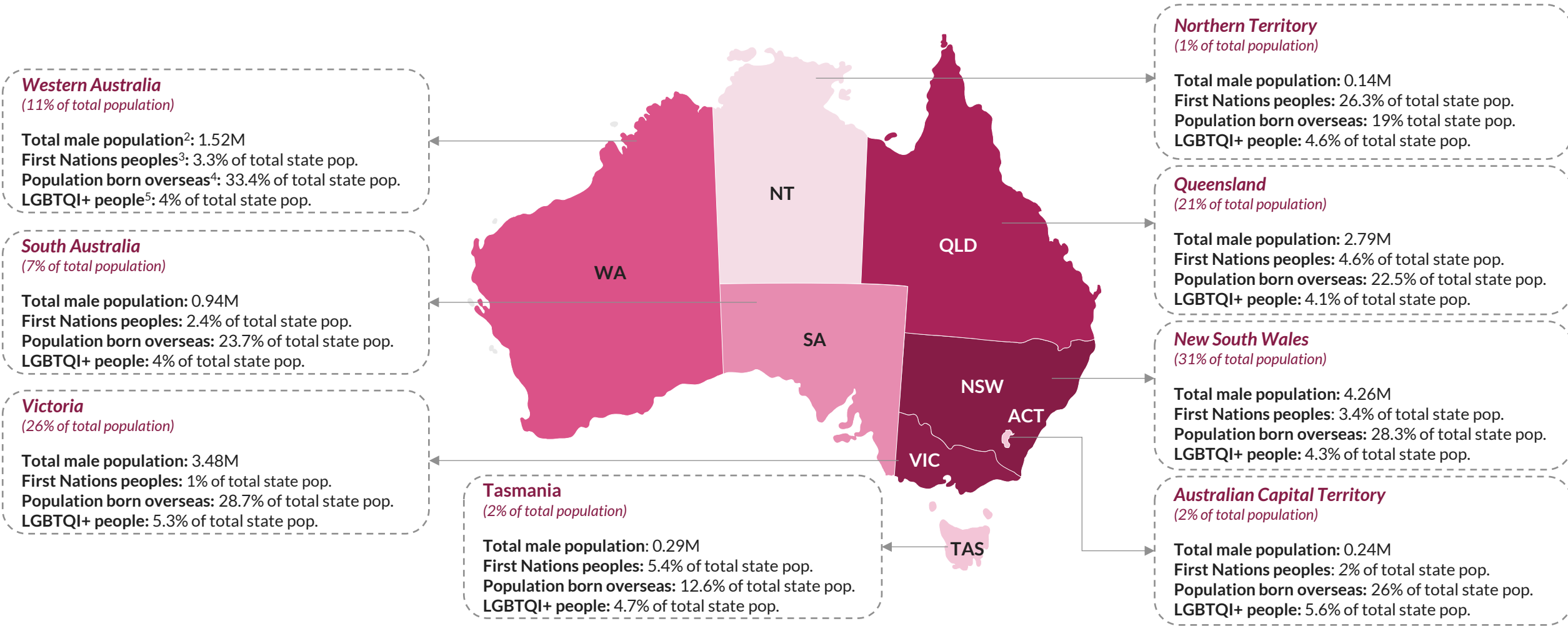
# Barring a few organisations, strong intersectional practice is limited; experts highlight the need for a fundamental expansion of focus, deeper and more equitable partnerships, and scaling learnings



Experts call for (i) a stronger, explicit commitment to tackling intersecting systems of oppression (rather than relegating this as “too hard” or “not relevant” in certain settings), (ii) forging deeper and more equitable partnerships with community and specialised organisations (e.g., sharing funding and platforms), (iii) bringing lessons from community-led work into larger scaled-up models rather than retrofitting models onto these communities, and (iv) a targeted mapping of the work that is currently underway.

Key Indicators Related to  
Select MenCare  
Changemaker Action Groups

# Australia has 13.6M men and boys across all states and territories<sup>1</sup>, spanning diverse cultural and demographic backgrounds



Additionally, 45% of Australian men are fathers<sup>6</sup>, and 21% of men and boys have disabilities<sup>7</sup>.

Source: (1) ABS, [Population](#); (2) ABS, [National state and territory population, March 2025](#), 2025 (for total male population); (3) Australian Institute of Family Studies, [Population, households and families](#), 2021 (First Nations men); (4) Australian Department of Immigration and Border Protection, [Migration to Australia's states and territories](#), 2013 (For population born overseas); (5) ABS, [Estimates and characteristics of LGBTI+ populations in Australia](#) (For LGBTI+ population), 2024; (6) ABS, [Media Release](#), 2016 (In 2016, 12M i.e. ~45% of men were fathers. Percentage extrapolated to 2025); (7) Australia Disability Network, [Disability statistics](#), 2024

# Men in Australia show lagging outcomes in care, health, online engagement, and in prevalence of violence, with First Nations men and boys consistently facing significantly poorer outcomes (1/2)

Less significant area of concern



More significant area of concern

↑ Improving ↔ Stagnant ↓ Worsening

Status	Trends over time	Intersectional differences	Comparison with other countries
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**Caring manhood in workplaces & men and care policies<sup>1</sup>:** Men's uptake of parental leave has meaningfully increased but care uptake remains relatively lower than women; gender segregation in most occupations has shown little improvement over time. Australia's leave policies lag peer countries. Smaller organisations and male-dominated sectors are worse off.

<ul style="list-style-type: none"> <li>● Workforce is gender-segregated; Less than 20% employers offer universal parental leave; men are only 20% of those who take primary carer's or universal leave and spend 63% as much time on house/care work as women</li> </ul>	<ul style="list-style-type: none"> <li>↑ Australia has made policy gains on parental leave and universal childcare; men's uptake of parental leave is rising (6.5% in 2020 to 20% in 2025);</li> <li>↔ Gender segregation in 70% of occupations has not improved in 20 years</li> </ul>	<ul style="list-style-type: none"> <li>● Men (and women) in small orgs and men-dominated sectors have less access to parental leave; ~40% of such employers do not offer paid parental leave (compared to 10% of large orgs and 26% of those in women-dominated sectors)</li> </ul>	<ul style="list-style-type: none"> <li>● Workforce gender segregation is comparable, but care policies are among the least generous; e.g., leave earmarked for fathers is 4 weeks in Australia (13 weeks OECD avg.), and families with 2 kids spend 16% of income on childcare (9% OECD avg.)</li> </ul>
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**Men's health and health for all<sup>2</sup>:** Men face persistently high suicide rates and low help-seeking; chronic conditions are rising but Australia outperforms peers. First Nations, rural/remote, and queer Australians fare far worse.

<ul style="list-style-type: none"> <li>● Men account for 75% of suicides, 12% sought professional help for mental health in a year (21% women), 25% lack someone to confide in; chronic condition prevalence is high across men and women (47.4% of men, 52.3% of women)</li> </ul>	<ul style="list-style-type: none"> <li>↔ Although female instances and hospitalisations of self-harm are higher, since the 1970s, the male suicide rate has been 3-4x the female rate</li> <li>↓ Chronic conditions are increasing among all (42% in 2007-08 to 50% in 2022) Men who lack someone to confide in rose by 7pps in 2021-25</li> </ul>	<ul style="list-style-type: none"> <li>● Suicide rates among remote and First Nations men are 2.1-2.9x higher than others. Lifetime self-harm among LBGQTIA+ Australians is 6x higher; 80% of non-binary people seriously thought about suicide in their lifetime, compared to 15% of men; people in regional, remote, disadvantaged areas are 1.2x as likely to have a chronic condition</li> </ul>	<ul style="list-style-type: none"> <li>● In the OECD, Australia sits mid-pack on men's suicide rates and the male-female gap; similar shares of men feel lonely across peers countries;</li> <li>● Australia outperforms the OECD average on 7 of 10 key health indicators.</li> </ul>
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**Caring online spaces<sup>3</sup>:** Men and boys face high exposure to online risks and harmful content with high porn viewership, and stronger engagement with masculinity influencers compared to peer countries

<ul style="list-style-type: none"> <li>● 68% of young men follow masculinity influencers; 31% of adolescent boys watch porn at least once a month, 13% report having friends who would create sexually explicit deep fakes; 77% of women who experienced technology-facilitated abuse reported the perpetrator was a man</li> </ul>	<p>No data available for relevant metrics</p>	<p>No data available for relevant metrics</p>	<ul style="list-style-type: none"> <li>● 7-8pps more boys in Australia engage with masculinity influencers than in the UK or the US; these young men also reported risky health behaviours at higher levels than other countries</li> </ul>
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Sources and notes: (1) Jobs and Skills Australia, [New study reveals depth of gender inequality in Australia's workforce](#), 2025; Melbourne Institute of Applied Economic and Social Research, [The Household, Income and Labour Dynamics in Australia Survey: Selected Findings from Waves 1 to 22](#), 2024; WGEA, [Australia's gender equality scorecard](#), 2020; WGEA, [Australia's Gender Equality Scorecard](#), 2025; OECD, [Paid Leave for Fathers](#), 2025; Australian Competition & Consumer Commission, [Childcare inquiry](#), 2023; (2) Australian Institute of Health and Welfare, [Deaths by suicide over time](#), 2023; Australian Bureau of Statistics, [Gender indicators](#); Australian Institute of Health and Welfare, [How does health of males and females compare?](#), 2025; Australian Bureau of Statistics, [Health conditions prevalence](#), 2022; Australian Institute of Family Studies, [Ten to Men: The Australian Longitudinal Study on Male Health: Wave 5 Data Book](#), 2025; Australian Institute of Family Studies, [Ten to Men: The Australian Longitudinal Study on Male Health: Wave 3 Data Book](#), 2025; Australian Bureau of Statistics, [Prevalence of chronic conditions](#), 2025; ABC, [LGBTQ+ Australians more likely to have experienced mental illness, new Australian Bureau of Statistics report reveals](#), 2024; Australian Institute of Health and Welfare, [Suicide and intentional self-harm hospitalisations among First Nations people](#), 2023; Australian Institute of Health and Welfare, [International estimates of death by intentional self-harm](#); OECD, [Health at a Glance 2025: Australia](#), 2025; Gallop, [The Global State of Social Connections](#), 2023; (3) Movember Institute of Men's Health, [Young men's health in a digital world](#), 2025; Jesuit Social Services, [Adolescent Man Box](#), 2025

# Men in Australia show lagging outcomes in care, health, online engagement, and in prevalence of violence, with First Nations men and boys consistently facing significantly poorer outcomes (2/2)

Not a significant area of concern



Significant area of concern

↑ Improving ↔ Stagnant ↓ Worsening

Status	Trends over time	Intersectional differences	Comparison with other countries
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**Violence prevalence<sup>1</sup>:** Men's use of violence is a major challenge, with self-reported perpetration rising even as community attitudes improve slowly, with First Nations and LGBTQI+ communities facing much higher harm.

<ul style="list-style-type: none"> <li>● 35% of men reported using a form of intimate partner violence; Men endorsing rigid masculinity norms are 8X more likely to perpetrate sexual violence and 5X more likely to perpetrate physical violence against an intimate partner</li> </ul>	<ul style="list-style-type: none"> <li>↓ Self-reported use of intimate partner violence rose from 24% in 2013-14 to 35% in 2022</li> <li>↑ Community attitudes have shifted positively towards rejecting gender inequality and violence against women, but at a slow rate, survey scores rose from 63 to 68 between 2009 and 2021</li> </ul>	<ul style="list-style-type: none"> <li>● Compared to non-Indigenous Australians, family violence hospitalisation rates are 27 times higher for First Nations females and 23 times higher for First Nations males; 61% of LGBTQI+ individuals have experienced intimate partner violence; among GBTQI+ men, over 60% experienced abuse in a relationship; nearly 36% of non-binary individuals reported experiencing sexual intimate partner violence, 14 pp higher than cisgender men</li> </ul>	<ul style="list-style-type: none"> <li>● 23% of women in Australia have reported intimate partner violence in their lifetime, only 1 pp less than the OECD average</li> </ul>
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**Boys and education<sup>2</sup>:** While more students than before are completing year 12 or other qualifications for skilled work, gendered gaps in education have not improved in the past 20 years; boys are twice as likely as girls to score in the lowest performance bands of in the literacy domains. First Nations and remote students face disadvantages

<ul style="list-style-type: none"> <li>● 8-17% of Year 9 boys need literacy support and 10% need numeracy (girls: 5-10%, 11%); school attendance is 86% for both; 87% of men, 93% of women aged 20-24 completed Year 12 / AQF 3</li> </ul>	<ul style="list-style-type: none"> <li>↔ Share of boys/ girls meeting the min. literacy and numeracy standard has been constant in 20 yrs;</li> <li>↑ In 2024, more men and women than ever before had completed year 12, AQF 3 or higher</li> </ul>	<ul style="list-style-type: none"> <li>● 22-41% of First Nations students and 49-62% in very remote areas need literacy or numeracy support; ~22pps lower First Nations and remote 20-24 yr olds completed year 12, AQF 3 or higher</li> </ul>	<ul style="list-style-type: none"> <li>● Australian students scored higher than OECD averages in mathematics, reading and science on the PISA assessment; school completion rates are similar to those in the US, UK, and Canada</li> </ul>
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**Democracy, civic engagement, and masculinities<sup>3</sup>:** Unlike global trends a lurch to the right is not observed; despite some dips among younger Australians, trust in govt. and preference for democracy remain relatively high

<ul style="list-style-type: none"> <li>● 76% of men (72% of women) prefer democracy to any other govt., and 32% of Australians believe people in govt. can be trusted; 23% of men (26% of women) also volunteer through organisations</li> </ul>	<ul style="list-style-type: none"> <li>↑ Since 2012, more men and women than ever say they prefer democracy; trust in government has risen from its 2019 low; self-reported ideology shows men and women shifting left over time</li> </ul>	<ul style="list-style-type: none"> <li>● Younger Australians are 13pps less likely than older ones to prefer democracy and more likely to say they wouldn't vote if voluntary; this may be linked to life stage, not specific generations</li> </ul>	<ul style="list-style-type: none"> <li>● Unlike global trends a lurch to the right is not observed; 54% of Australians report high or moderately high trust in the national government, above the OECD average of 39%</li> </ul>
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Sources and notes: 1) Australian Institute of Family Studies, [The use of intimate partner violence among Australian men](#), 2025; Department of Prime Minister and Cabinet, [Unlocking the Prevention Potential](#), 2024; Australian Institute of Health and Welfare, [Family, domestic and sexual violence: Aboriginal and Torres Strait Islander people](#), 2026; OECD, [Social Institutions & Gender Index Dashboard](#); (2) Australian Curriculum Assessment and Reporting Authority, [National Report on Schooling in Australia](#); OECD, [PISA 2022 Results - Country Notes: Australia](#), 2023; Our World in Data, [Completion rate in upper secondary education](#), 2025; (3) Lowy Institute, [Lowy Institute Poll](#), 2025; Australian National University, Griffith University, [Results from the Australian Election Study](#), 2025; Intifarah Chowdhury, [Australia's young people are moving to the left - though young women are more progressive than men, reflecting a global trend](#), 2024; OECD, [OECD Survey on Drivers of Trust in Public Institutions - Country Notes: Australia](#), 2024

# The landscaping highlighted a range of data and perspectives being synthesised across the ecosystem

**Jesuit Social Services**  
Building a Just Society

**The Adolescent Man Box**  
A national survey with Australian adolescents aged 15-19 years

**The NSW Man Box 2025**  
Reassessing what it means to be a man in Australia

**the men's project**

Executive Summary

**DEAKIN UNIVERSITY** **QUT** Queensland University of Technology **eSafety Commissioner**

**Being a young man online**  
Tensions, complexities and possibilities

**Supporting young men online**  
Understanding young men's needs, the pull of harmful content and the way forward

**Young Men's Online Lives**  
Cultivating Critical Digital Dispositions for Gender Justice

Amanda Keddle  
Michael Flood

**OurWatch**

National consultation report: Men and masculinities in primary prevention project

**Strengthening national approaches to addressing masculinities and working with men and boys to prevent gender-based violence**

Prepared by Our Watch and Claire Varley

**Impact of pornography on young people survey report summary**

Summary

Context

Our Watch

**Parents At Work**

**National Working Families Report 2024**

The impact of work and care on Australian families

**the fathering project**

**State of the World's Fathers: Australia 2023**

**VOX FEMINA**

*Forthcoming:* research on shared care via Share the Care Project

**MOVEMBER**

**Young Men's Media Landscaping Report**  
TO EXPLORE RESEARCH ON EMERGING TRENDS, CHALLENGES, AND OPPORTUNITIES

**The Real Face of Men's Health**  
2024 AUSTRALIAN REPORT

*Forthcoming:* men & boys' health and relationships in the context of AI

**the man cave**

Who is **Andrew Tate** and why do young men relate to him?

RESEARCHER: **What's really going on with young men?**

EDITION 3 January 2023

**HEALTHY MALE**  
ANDROLOGY AUSTRALIA

**Plus Paternal: A focus on fathers Case for Change**

Paternal










**ANROWS**

**ATTITUDES MATTER!**

**NCAS**  
THE 2021 NATIONAL COMMUNITY ATTITUDES TOWARDS VIOLENCE AGAINST WOMEN SURVEY

and much more...

# While strong datasets exist for men's health and economic indicators, critical blind spots remain in understanding relationships, online behaviour, violence perpetration, and political engagement

	Metrics	What existing research provides well	Biggest research gaps highlighted by experts
Significant data, few gaps	 <b>Health outcomes</b>	<ul style="list-style-type: none"> <li>Longitudinal data on health outcomes/ behaviour, service use and more (<i>Ten to Men</i>)</li> <li>Data on suicides, and health outcomes of rural and First Nations men (<i>AIHW</i>)</li> <li>Fathers' mental health and how it adjusts to life stages (<i>MAPP</i>)</li> </ul>	N/A
	 <b>Education and employment outcomes</b>	<ul style="list-style-type: none"> <li>Learning outcomes by gender, First Nations, and remote students across literacy, numeracy and retention (<i>ACARA, ABS</i>)</li> <li>Labor force participation by gender (<i>AIFS</i>), gender pay gap, representation in leadership, difference in hours worked (<i>Jobs and Skills Australia and WGEA</i>)</li> </ul>	N/A
Moderate data, some gaps	 <b>Attitudes related to masculinity</b>	<ul style="list-style-type: none"> <li>Adults' and adolescents' attitudes towards masculinity (<i>the Man Box survey</i>)</li> <li>Attitudes towards violence against women and gender equality (<i>National Community Attitudes towards VAW Survey, and the Gender Compass</i>)</li> </ul>	<ul style="list-style-type: none"> <li>Qualitative view of what 'masculinity' means across diverse groups of men (immigrant men, LGBTQI+, Indigenous men, men with disabilities etc.)</li> <li>Rigorous evaluations of programs aiming to shift masculine norms</li> </ul>
	 <b>Domestic and care work</b>	<ul style="list-style-type: none"> <li>Longitudinal data on division of domestic and care work (<i>HILDA survey, Minderoo's ongoing Share the Care project</i>)</li> <li>Uptake of parental leave (<i>Workplace Gender Equality Agency</i>)</li> <li>Data on flexible work, caregiving load, support for carers, work-family balance (<i>National Working Families Survey</i>)</li> </ul>	<ul style="list-style-type: none"> <li>Enterprise-level data on the evolution of parental leave policies and workplace norms over time to accommodate caregiving needs</li> <li>Patterns of care uptake among young carers; men's involvement in other forms of care (elder care, medical caregiving); and caregiving across diverse family arrangements (co-parenting, single fathers).</li> </ul>
	 <b>Experience of violence</b>	<ul style="list-style-type: none"> <li>Data on experience of violence, including physical and sexual assault, domestic violence, stalking, and emotional abuse (<i>Personal Safety Survey</i>)</li> </ul>	<ul style="list-style-type: none"> <li>Men's detailed experience of violence (victimisation in different contexts, help-seeking behaviour), fear of other men / feeling unsafe around men</li> </ul>
Significant data gaps	 <b>Relationships</b>	<ul style="list-style-type: none"> <li>Data on men's satisfaction with relationships, stated loneliness, help-seeking to address relationship issues etc. (<i>Relationships Australia</i>)</li> </ul>	<ul style="list-style-type: none"> <li>Men and boys' sexual interactions (beyond porn viewership)</li> <li>Feelings towards and what men are seeking from relationships/ dating</li> <li>AI companionship</li> </ul>
	 <b>Digital engagement</b>	<ul style="list-style-type: none"> <li>Data on access to internet, reasons for going online, online safety, wellbeing, experience of tech-facilitated abuse (<i>AIHW and Australian Youth Digital Index</i>)</li> <li>Data on porn viewership (<i>OECD and the Man Box survey</i>)</li> </ul>	<ul style="list-style-type: none"> <li>Details of men and boys' online engagement (<i>what content, what messages they agree or disagree with, across which platforms</i>)</li> <li>Trends in men and boys' exposure to online risks over time and intersectional differences in engagement</li> </ul>
	 <b>Perpetration of violence</b>	<ul style="list-style-type: none"> <li>Data on perpetration of intimate partner violence (<i>study by Minderoo Foundation underway</i>)</li> <li>Longitudinal data on intimate partner violence over 10 years (<i>Ten to Men</i>)</li> </ul>	<ul style="list-style-type: none"> <li>TBD based on data collected by upcoming Minderoo-funded study on violence perpetration</li> </ul>
	 <b>Political views and civic engagement</b>	<ul style="list-style-type: none"> <li>Data on men's trust on national government (<i>OECD</i>)</li> <li>Self-declarations of political leaning (<i>AES</i>)</li> <li>Gender-disaggregated volunteering data (<i>AIHW</i>)</li> </ul>	<ul style="list-style-type: none"> <li>Men and boys' political views (including across diverse groups of men), trust in various public institutions</li> </ul>

# CSO Action Group Mapping

# Introduction to the MenCare Changemaker Journey

The [MenCare Changemaker Journey](#) is a global initiative led by Equimundo, in collaboration with Women of the World (WOW), that mobilises more than 100 influential leaders from business, media, culture, civil society, and government to advance health and wellbeing for men and boys, alongside women and girls. Together, Changemakers address urgent challenges shaping men, boys, and manhood today, while building more caring and equitable societies worldwide.

The Changemakers are currently engaged in a dynamic two-year journey that includes the two global summits on caring manhood, taking place in Rio de Janeiro in May 2026 and then in Melbourne in 2027, convene Changemakers, and international leaders. in a global movement to promote caring manhood and transform how care is valued and shared. Each Changemaker participates in one of seven themed action tracks, guided by a shared problem statement and a focus on practical solutions: caring online spaces; caring manhood in cities and regions; democracy, violent extremism, and tech-enabled violence; men's health and health for all; caring manhood in workplaces; men and care policies; and boys and education.

The Australia summit showcases the early impact of solutions being implemented across each action track, bringing Changemakers together with Australian and international leaders to share lessons, highlight what works, and accelerate the scaling of successful approaches. This milestone moment marks both a celebration of progress and a launchpad for the next phase of global action.

In 2028, Equimundo will coordinate a national model – the **Australian MenCare Changemaker Journey** – which will bring together 40 leading voices around Australia to design and iterate on solutions that address the most pressing issues related to men and boys and gender equality more broadly.

# RECAP: This rapid assessment anchored on the MenCare Changemaker Action Tracks; highlighting intersections with major areas of work to address gender-based violence



## BOYS AND EDUCATION

Focuses on how education systems can better address boys' gendered experiences and support their holistic development while fostering empathy, expanded career pathways, and improved educational opportunities.



## CARING MANHOOD IN CITIES AND REGIONS

Explores how local governments can design public spaces, services, and policies that support caregiving, promote inclusion, and engage men as caregivers and violence prevention partners.



## DEMOCRACY, VIOLENT EXTREMISM & TECH-ENABLED VIOLENCE

Works to develop solutions for engaging young men in positive civic participation, rebuilding trust, reducing polarisation, and countering backlash movements and extremist tendencies.



## CARING ONLINE SPACES

Focuses on developing solutions to cultivate pro-social, inclusive digital communities, challenge harmful online messaging, and engage tech platforms in countering misogynistic and extremist content.



## MEN AND CARE POLICIES

Seeks to address policy gaps and social norms that limit men's participation in caregiving and to advance care policies that support equitable caregiving roles for all.



## MEN'S HEALTH AND HEALTH FOR ALL

Aims to centre men's physical and mental health within public health discussions while identifying ways health systems can support men and engage them as allies for the health of all.



## CARING MANHOOD IN WORKPLACES

Identifies strategies to engage employers, unions, and government bodies in promoting gender-equal workplaces and positive models of manhood, including forward-looking discussions about automation and AI.

**This mapping also provides snapshot of violence prevention and response work** across these contexts, informed by consultations with key actors working in these areas.

**However, these findings should not be interpreted as a comprehensive assessment of all work addressing gender-based violence in Australia.**

**We recognise the extensive and vital efforts happening across the country**, including significant work that falls outside the scope of this mapping.

# Given activity in Australia, we also reviewed programs for men and boys at risk of using violence and sports-based approaches to promote gender equality and address violence

## Additional areas for which a targeted mapping was undertaken based on inputs from key organisations



### **PROGRAMS FOR MEN AND BOYS WHO USE OR ARE AT RISK OF USING VIOLENCE**

Efforts focused on referring and changing the behaviour of men and boys who have used or at risk of using violence, coercion or control, especially with their partners, children or other family members to help them take responsibility for their behaviour and provide them with the skills and tools needed to change their behaviour and maintain respectful relationships.



### **SPORTS-BASED APPROACHES TO PROMOTING GENDER EQUALITY AND ADDRESSING VIOLENCE**

Efforts focused on engaging sports-persons, leveraging sport- and play-based approaches, or delivering programs in sports contexts (e.g., sporting clubs) to promote healthy and respectful relationships and prevent violence.



## Summary of key data<sup>1</sup>

More students than before are completing year 12 or other qualifications for skilled work, but gendered gaps in education have not improved in the past 20 years

- **Australian students score higher** than OECD averages in mathematics, reading and science.<sup>1</sup> However, **boys are twice as likely as girls to score in the lowest performance bands** for literacy, and this is worse for certain groups. Across boys and girls, **22-41% of First Nations students and 49-62% in very remote areas** need literacy or numeracy support.<sup>2</sup>
- **87% of men, 93% of women** aged 20–24 completed Year 12 or AQF 3 and this has been rising.<sup>2</sup>

## Summary of findings from ecosystem mapping<sup>3</sup>

**CSOs:** Systems-level research and direct programming to improve educational equity and gender norms; growing number of programs targeting boy's well-being and masculinities in school

- Research institutions generate evidence to inform gender-equitable education policy and practice (e.g., learning outcomes, classroom practices, disciplinary cultures, influence of gender norms on engagement/achievement), with focus on marginalised groups, (e.g., First Nations students, rural learners, and migrant communities).
- Programmatic organisations often focus on improving education access, retention, and transition for boys facing structural disadvantage (e.g., Clontarf Foundation academies, scholarships for First Nations boys).
- With the attention to Respectful Relationships Education (RRE), growing number of CSOs provide school-based programs (e.g., Teach Us Consent), with some focused on masculinities (e.g., Jesuit Social Services (JSS), Top Blokes Foundation, Tomorrow Man, Man Cave, and Carers Australia).

**Govt:** Strong push on Respectful Relationships Education at federal level forms a good platform; some bright spots but implementation varies

- In 2024, the federal government announced AUD 77.6 Mn in funding to all government and non-government school sectors to invest in tailored RRE (as part of the National Plan to End Violence Against Women and Children 2022-2032).<sup>4</sup>
- State-wise approaches differ. E.g., Victoria is the only state to mandate and adequately fund evidence-backed whole-of-school approaches. In other case, implementation is more ad hoc, focused on delivery via a few, short sessions.<sup>5</sup>

**Private sector:** Also taking up RRE programming in line with funding and capacity available to invest

- Experts say this momentum has translated to non-government school sectors as well, with such schools often having more capacity and funding to invest.
- However, in states without strong mandates and funding support for RRE, this often takes the shape of one-off sessions.

## Note on efforts to address violence against women and children

CSOs, government, and private sector efforts alike are highlighting the importance of the school as a key setting for addressing violence through school-based approaches

- Organisations like Teach Us Consent are demonstrating the potential reach of and flexibility to innovate around school-based approaches
- Organisations like Our Watch and Safe and Equal also provide broader sector guidance on gender-transformative and whole-of-school approaches to RRE<sup>6,7</sup>



## Australian Capital Territory: Progress in gender-transformative urban design, however, explicit focus on dads or masculinities is limited.<sup>2</sup>

- In 2023, released gender sensitive urban design guidelines and implementation toolkit; focus is on women, girls, gender diverse people.
- Provide free child and family, maternal and child health, preschool services open to all parents but an explicit focus on dads is limited.

## New South Wales: Council-led primary prevention is early but ramping up; councils do deliver care services, but this is scaling down.<sup>3</sup>

- A priority in NSW's *Domestic, Family and Sexual Violence Prevention Strategy (2024–28)* is improving councils' understanding of primary prevention. Supporting them to develop gender equality strategies is described as a future opportunity. It highlights masculinities but, in practice, men seem to be engaging primarily through bystander campaigns, without a major focus on shifting norms.
- Councils also play a smaller role in the provision of early childcare services e.g., a 2023 government review revealed that over recent decades many NSW councils have downsized or exited the direct provision of early childhood services. While a few community dad's groups exist in NSW, we did not find any that are council-supported.

## Northern Territory and Tasmania: No council efforts surfaced through rapid mapping

## Queensland: Councils play a much lighter role and 'masculinities' is not in focus.<sup>4</sup>

- Queensland released a primary prevention strategy in 2024 but overall efforts in the state are nascent. The role of local govt. in the policy is limited to raising awareness (e.g., raising awareness of domestic violence by placing red benches in public places).
- Councils' role in ECS is limited to approving applications and how buildings/land are being used. Even in Queensland's Carers Action Plan (2024-26), the role of local government is not mentioned.

## South Australia and Western Australia: Councils' roles are promoted across a few areas, and some councils are taking initiative.<sup>5</sup>

- There are a few signs of progress and spikes e.g., WA's resource for councils on partnering with voluntary community-led Early Years Networks, joint state and council Disability Access and Inclusion Plans in WA to better serve people with disabilities and their carers, South Australia's AUD 40 Mn preschool infrastructure program open to councils, the City of Salisbury's (SA) *No More Excuses* violence prevention project that supported RRE in schools, bystander workshops, a review of council policies, and local advocacy.

## Victoria: Local government activity on care and masculinities is the most advanced, reflecting state policies and investment.<sup>6</sup>

- All local councils in Victoria are required to have in place Gender Equality Action Plans to improve workplace gender equality within the council (including support for caregivers), and conduct gender impact assessments for new and under-review activities.
- Moreover, local govts. are positioned as key partners in the *Free from Violence* strategy (which prioritises building healthy masculinities) and have played an outsized role in the planning and delivery of key early year services compared to other states.
- Funding for local councils is also more available in Victoria (e.g., AUD 473 Mn for early childhood infrastructure, including via long-term *Building Blocks Grants* that offer more predictability to councils, a AUD 2 Mn program to expand Dads Groups across the state, the AUD 6 Mn *Free from Violence Local Government Program* to implement the Local Government Guide for Preventing Violence).

Sources and notes: (1) Early Childhood Services (ECS); (2) ACT, [Free three-year-old preschool](#); ACT Government, [Choose an early childhood education and care service](#); ACT Government, [Gender Sensitive Urban Design Framework](#); (3) NSW Department for Communities and Justice, [NSW Strategy for the Prevention of Domestic, Family and Sexual Violence 2024-2028](#); University of Technology Sydney Institute for Public Policy and Governance, [Early Childhood Services: NSW Local Government Project](#), 2023; (4) Queensland Government, [Queensland's Plan for the Primary Prevention of Violence Against Women, 2024-28](#); Queensland Department of Education [The Early Childhood Regulatory Authority, Local councils' role in establishing new ECCEC service](#); (5) Government of Western Australia Department of Local Government and Communities, [Local Government & Early Years Networks](#), 2021; Government of Western Australia, [Disability Access and Inclusion Plan](#), 2024; Premier of South Australia, [More than \\$40m in early education grants](#), 2025; Our Watch, [Fact sheet series: The role of local government in preventing violence against women](#), 2022; (6) Commissioner for Gender Equality in the Public Sector, [About us and the Gender Equality Act 2020](#); Victoria Government, [Free from violence: Victoria's strategy to prevent family violence](#), 2019; Victoria Government, [Building Blocks: The Victorian Government's Three-Year-Old Kindergarten Infrastructure Strategy](#), 2020; Victoria Department of Health, [Dads' Group Program](#); Victoria Government, [Free from Violence Local Government Program](#); Municipal Association of Victoria, [Senate enquiry into the delivery of quality and affordable early childhood education and care services](#), 2014

## Summary of findings from ecosystem mapping<sup>1</sup>

**Local Government Councils:** Critical role in care systems, tackling gender-based violence, and improving gender data; opportunities to leverage further for supporting father's involvement in care and engaging men and boys on violence prevention even more directly

- **Local councils play a foundational role through care systems (but with significant opportunity to engage fathers more).**
  - Councils are central to delivering or enabling early childhood services, family supports, and community care infrastructure. This positions them well to influence norms around caregiving and fatherhood.
  - In Victoria in particular, men could be engaged through the maternal and child health (MCH) system, which sees every baby born across key stages (e.g., Merri-Bek City Council and its MCH team have partnered with Dads Group; Baby Makes 3).
  - However, most initiatives are not yet explicitly designed to engage men as caregivers.
- The use of gender equality frameworks and data is an emerging strength. Where councils are most advanced, gender equality is embedded through formal mechanisms (e.g., mandatory Gender Equality Action Plans, gender impact assessments, Workforce and service-level data collection); however, funding to implement these is not always adequate.
- **There is significant variation across states, driven by varying levels of prior investment.** While there is cross-learning and mentorship happening between states, some are advocating for a local government model to be embedded in national frameworks to ensure appropriate resourcing across the country.

**CSOs:** Larger focus on promoting role of local government in gender equality to date, especially through training and resources

- CSOs have been key in partnering directly with councils on workforce development and program design (e.g., GenWest, Respect Victoria, Safe and Equal, Women's Health Grampians).
- They also develop and evaluate Local Government Toolkits and other resources aimed at violence prevention (e.g., Our Watch, ANROWS).
- Some CSOs mapped were driving other efforts that could be piloted and scaled more widely (e.g., Dads Group on engaging fathers; XYX Labs in Monash University developing gender-sensitive design practices).

**Private sector:** Some consultancies provide training and program design

## Note on efforts to address violence against women and children

**Local councils engage in gender-based violence prevention**

- **Councils are active in primary prevention of gender-based violence**, typically through community awareness, partnerships, and local initiatives (e.g., White Ribbon).
- **Some promising local initiatives exist** (e.g., bystander programs, school partnerships, community campaigns), which engage men and boys even more directly (e.g., Respect Ballarat).
- **There's an opportunity to move from awareness-raising to more direct work with men and boys on norms, behaviours, and masculinities.**



# Caring Manhood in Workplaces

## Summary of key data

### Workplaces are both positively shifting and reinforcing gender norms in Australia

- **Less than 20%** of employers offer universal paid parental leave, a slight increase from the previous year (18.6% vs 18.3%).<sup>1</sup>
- **40%** of small employers, and employers in male-dominated industries do not offer any parental leave (compared to 10% of large employers and 26% of those in women-dominated sectors).<sup>1</sup>
- **70%** of occupations have not seen an improvement in gender segregation in over 20 years.<sup>2</sup>

## Summary of findings from ecosystem mapping<sup>3</sup>

### CSOs: Male-allyship and shared care are in focus; efforts to make entire workplaces more caring is limited

- Numerous CSOs engage men to promote workplace gender equality, largely via workshop-style programs for male allies (e.g., Future Women, Women Rising). Some form networks and provide technical assistance (e.g., Champions of Change).
- Providing organisation-level accreditation, advisory, and audit services is also a common strategy (e.g., Our Watch, White Ribbon, Equality Institute, Challenge DV).
- A few are focusing on addressing masculinity and care in workplace culture (e.g., Champions of Change, JSS).
- Some focus on masculine norms also appears in the work of those focused on promoting shared care and mental health in trade sectors (e.g., Parents at Work, The Parenthood, Black Dog Institute, Mates in Construction).

### Govt: Recent grants and reforms support work -place norm change, including in male-dominated sectors

- Recent reforms introduce a positive duty for employers. Large employers must now select and show progress on gender equality targets, which includes indicators related to shared care.<sup>4</sup> Victoria has had similar mandates for public entities since 2020.<sup>4</sup>
- The federal government and a few states are also funding pilots to create more equitable workplace cultures and increase women's representation in male-dominated industries. This includes AUD 60.6 Mn *Building Women's Careers Program* with projects explicitly focused on engaging workplace leaders in creating more equitable cultures.<sup>5</sup> Victoria and Queensland have similar grant programs of nearly AUD 3 Mn each.<sup>6,7</sup>

### Private sector: Corporate leadership is strong in light of advocacy and legislation; norm change is limited

- Experts say they have seen strong results from employers against gender equality targets, as a response to legislation and CSO advocacy.
- However, this is more so the case in office-based sectors and among large employers. Even here, some CSOs report facing challenges like lack of sustained investment from company leadership and greater interest from employers in one-off workshop style interventions
- At the same time, some experts maintain that 'masculinities' and 'norms' are an ineffective entry point with most employers, stating a need to focus on more "measurable" issues like pay parity, workplace harassment, and parental leave

## Note on efforts to address violence against women and children

### Workplace sexual harassment and employer responses to family and domestic violence are key areas of focus, with significant progress seen even in recent years

- Several CSOs aim to advance these objectives through workplace accreditation (e.g., White Ribbon), advisory and training services (e.g., Our Watch, Challenge DV, FullStop Australia, Safe and Equal, Champions of Change, No to Violence), and employer resources, tools, and implementation guides (e.g., Our Watch, Diversity Council Australia, Champions of Change, Respect Victoria).
- The government recently implemented all Respect@Work recommendations, including a positive duty requiring employers to prevent sexual harassment. The Fair Work Act 2009 was also amended to introduce 10-day paid family violence leave and protected attributes for those experiencing family and domestic violence (among others).

Source: 1) Workplace Gender Equality Agency, [Gender Equality Scorecard 2024-25](#), 2025; 2) Jobs and Skills Australia, [New Perspectives on Old Problems: Gendered Jobs, Work and Pay](#), 2025; 3) Organisation websites and expert interviews; 4) Victorian Equal Opportunity & Human Rights Commission, [Gender Equality Action Plan](#); 5) Department of Employment and Workplace Relations, [Building Women's Careers Program Stream One Partnership Projects announced](#), 2025; 6) Government of Victoria, [Promoting gender balance in male-dominated sectors](#), 2023; 7) Government of Queensland, [Women in Industry grant program](#)



## Summary of key data

### Large shares of men and boys in Australia are being exposed to and perpetrating harm online

- **68%** of young men follow masculinity influencers online (7-8 pps more than in the UK or the US).<sup>1</sup>
- **31%** of adolescent boys watch porn at least once a month.<sup>2</sup>
- **13%** of adolescent boys report having friends who would create a sexually explicit deep fake of people.<sup>2</sup>

## Summary of findings from ecosystem mapping<sup>3</sup>

### CSOs: Masculinity-focused activity is emerging; most are focused on online safety sessions

- CSO activity centres on protecting young people from online harms and improving digital safety, largely via sessions for students and carers. Gender and masculinity angles remain limited but are emerging.
- Some school-based programs address the Manosphere directly (e.g., Tomorrow Man, Man Cave).
- Work on preventing violent extremism has focused more on research to date. Our mapping surfaced few CSOs with a programmatic focus (e.g., All Together Now).
- Research and advocacy on men and boys' digital experiences or masculinity beliefs is gaining momentum, some engaged include: ANROWS, Alannah and Madeline Foundation, It's Time We Talked, JSS, Movember, Respect Victoria, Teach Us Consent, White Ribbon.

### Govt: Interest is growing from several parts of gov

- Recent actions to prevent harms including eSafety's under-16 social media delay, Basic Online Safety Expectations and age-restricted material codes, Dept of Social Services' AUD 46 Mn "Stop it at the Start" campaign.<sup>5,6,7</sup>
- Dept of Infrastructure, Transport, Regional Development, Communications, Sport and the Arts is exploring regulation for more positive duties of care for tech companies as recommended by the 2021 review of the Online Safety Act.<sup>8</sup>
- Increasing focus within eSafety on the digital lives of men and boys, including positive online influences and more masculinity focus in the Trusted eSafety Provider Program.<sup>9</sup>
- Increasing interest from other agencies, e.g., Office for Women exploring podcasts for fathers, national security agencies looking into misogyny-motivated extremism.

### Private sector: Tech. company progress is compliance driven and there has even been some backsliding

- Multiple platforms have backslid—rolling back misinformation commitments, removing bans on harmful influencers, and enabling the spread of deepfakes.
- Despite early progress on the social media delay, there are compliance concerns and gaps, with eSafety investigating Facebook, Instagram, Snapchat, TikTok, and Youtube, for potential non-compliance.
- Snapchat has initiated proactive measures, by expanding its youth Council for Digital Well-Being in Australia and Digital Well-Being Index tracking teen welfare across six countries.<sup>10,11</sup>
- Some streaming and TV content sporadically tackles positive masculinity or 'Manosphere' harms (e.g., Ludo Studio and ABC's Bluey, Netflix's Adolescence).

## Note on efforts to address violence against women and children

### Reflective of the novelty of the problem, efforts to address technology-facilitated gender-based violence are emerging

- While the mapping surfaced fewer programs in this area relative to others, existing efforts demonstrate the strong need and potential. E.g., Safe and Equal, No to Violence, and WESNET's training and guidance for practitioners to understand tech-facilitated gender-based violence, Champions of Change's work with its coalition members, research by ANROWS and WESNET on working with survivors of domestic violence, JSS' online early intervention for young people with problematic sexual behaviours, the emergence of the Australian Research Council Centre of Excellence for the Elimination of Violence Against Women, and the eSafety Commissioners AUD 10 Mn "Preventing Tech-based Abuse of Women Grants" program.<sup>12</sup>

Source: 1) Movember Institute of Men's Health, [Young men's health in a digital world](#), 2025; 2) Jesuit Social Services, [Adolescent Man Box](#), 2025; 3) Organisation websites and expert interviews; 4) eSafety, [Social media age restrictions](#), 2025; 5) eSafety, [Basic Online Safety Expectations](#), 2026; 6) eSafety, [Online safety codes introduce real-world protections for children online](#), 2026; 7) Department of Social Services, [Stop it at the Start: The hidden trends of disrespect](#), 2024; 8) Department of Infrastructure, Transport, Regional Development, Communications, Sport and the Arts, [Strengthening online safety for Australians](#), 2026; 9) eSafety, [Trusted eSafety Provider program](#); 10) Snap, [Snap's Australian Council for Digital Well-Being](#); 11) Snap, [Digital Well-Being Index - Year Four](#), 2026; 12) eSafety, [Preventing Tech-based Abuse of Women Grants Program](#), 2025



# Democracy, Violent Extremism & Tech-enabled Violence

## Summary of key data

**Misogyny is strongly linked to violent extremism, while technology-facilitated abuse is widespread throughout Australia and disproportionately perpetrated by men**

- People who believe perpetrating violence against women is permissible or have hostile sexist attitudes are **~2-6x** more likely to support different forms of violent extremism<sup>1</sup>
- **50%** of adults have at least one experience of technology-facilitated abuse<sup>2</sup>
- **77%** of women who experienced technology-facilitated abuse reported the perpetrator was a man<sup>2</sup>

## Summary of findings from ecosystem mapping<sup>3</sup>

**CSOs:** Research and evidence-building is growing, while programmatic interventions are still emerging

- Efforts are concentrated on harmful masculine norms and misogyny as drivers of radicalisation, extremist movements, and rise of technology-facilitated violence (e.g., Addressing Violent Extremism and Radicalisation to Terrorism (AVERT) research network, Centre of Excellence for the Elimination of Violence Against Women (CEVAW)).
- Interventions to prevent radicalisation are still early and do not typically have a direct masculinity focus. All Together Now was one organisation mapped that delivered programs to youths to challenge norms of racism, misogyny, homophobia, and transphobia.

**Govt:** Attention to the issue is approached through a counter-extremism and an online safety lens

- National Counter-Terrorism and Violent Extremism Strategy includes an investment of AUD 106 Mn, with focus on understanding gendered drivers of extremism and youth engagement with extremist content.<sup>4</sup>
- National security agencies are exploring the role of harmful masculinity influences and misogyny as the gateway into more extremist views and violence perpetration (e.g., Australian Federal Police, Office of National Intelligence, Australia Security Intelligence Organisation, Australia Secret Intelligence Service).
- Government agencies are working towards creating greater awareness and information on identifying radical extremist views (e.g., Step Together program) and harmful online influences (e.g., eSafety).

**Private sector:** Opportunities remain for more proactive moderation of extremist content

- Technology companies and social media platforms are required to report on alignment with eSafety's Basic Online Safety Expectations. Latest reports highlight key issues such as companies reducing trust and safety staff levels (e.g., Google, Meta), inconsistent proactive detection of violent content (Telegram, Whatsapp), and slow responses to user reports of violence content (e.g., Whatsapp, Reddit, Threads).<sup>5</sup>

## Note on efforts to address violence against women and children

**Efforts are concentrated on research and evidence linking harmful masculinities and gender-based violence**

- Research from CEVAW, ANROWS, and eSafety are looking at links between harmful masculinity content and gender-based violence. Grants and programming are available on technology-facilitated gender-based violence and national roundtables for online dating safety, but are not directly linked to extremist movements.<sup>6,7</sup>



# Men and Care Policies

## Summary of key data

### Australia lags peer countries on care policy, and the uptake of care remains unequally distributed among men and women

- **Only 20%** of those who take up primary carers' or universal leave are men, though this has increased from 6.5% in 2020.<sup>1</sup>
- **Only 4 weeks** are earmarked for fathers even under the new federal parental leave policy, compared to 13 weeks on average across OECD countries.<sup>2</sup>
- **16%** of family income (among families with two children) is spent on childcare, compared to 9% on average across the OECD.<sup>3</sup>

## Summary of findings from ecosystem mapping<sup>4</sup>

### CSOs: Childcare and parental leave are in focus, but opportunity to strengthen these areas further

- **Advocacy here is strongest on parental leave** (federal and employer). Several CSOs form employer networks (e.g., Champions of Change, Parents at Work, The Parenthood).
- **Universal childcare advocacy is substantial but a focus on men's roles is emerging**, e.g., Dad's Alliance Action Group (led by the Fathering Project) addressing father involvement in Early Childhood Care and Education (ECCE), perinatal support, and men's participation in the ECCE workforce.
- **Many offer programs or guidance for fathers** on strengths-based parenting and modelling healthy masculinities (e.g., JSS, White Ribbon).
- **Opportunity for more advocacy for men's roles in family health, diverse forms of care work.** Some actors mapped in this space include Movember and Healthy Male.

### Govt: Findings here very closely mirror those for civil society organisations

- **Federal parental leave has improved—longer leaves, using more gender-neutral definitions, and adding a 'use-it-or-lose-it' component** to boost father uptake. However, experts noted the need for a post-2026 roadmap and less generous provisions than OECD averages.
- **Universal childcare by 2026 is a federal priority, but experts flagged need for stronger investment in safeguards and regulation** (e.g., staffing, safety). Opportunity for stronger policy focus on fathers' role in ECCE, health, and school systems.
- **Jobs and Skills Australia is increasingly framing men's participation in care sectors as a solution to workforce shortages**, but opportunity for more policies or programs targeting care-related norms.

### Private sector: Corporate leadership has been strong, though less so among trade sectors and small orgs

- **Experts say they have seen strong leadership from employers in strengthening parental leave policies**, as a response to legislation and CSO advocacy.
- **However, this is more so the case in office-based sectors and among large employers.**

## Note on efforts to address violence against women and children

### In the response to violence, there has long been a substantial focus on strengthening trauma-informed and person-centred care for victim survivors. CSOs and policies in the emerging primary prevention space also prioritise building evidence and practice expertise in leveraging care settings as sites for primary prevention.

- The mapping surfaced fewer examples of focus on men's participation in care as an antidote to violence, though these assumptions may be embedded in theories of change of key actors in the space.



# Men's Health and Health for All

## Summary of key data

### Men and boys face significant and persistent health concerns

- **Men account for three quarters of all suicide deaths.** They have represented ~65-75% of suicide deaths since the 1970s.<sup>1</sup>
- **1 in 4 men lack someone to confide in.** This percentage increased by 7pp from 2021 to 2025.<sup>2</sup>
- **1 in 2 have a chronic condition.** This percentage increased by 8pp from 2008 to 2022.<sup>3</sup>

## Summary of findings from ecosystem mapping<sup>5</sup>

### **CSOs:** Focus is on mental and physical health for men; engagement on masculinities and gender equality as an outcome is earlier

- **Services and programs exist across the health spectrum**, including mental health counselling (e.g., MensLine, Beyond Blue), building social connections (e.g., Men's Sheds, Men's Table), culturally-informed care (e.g., Aboriginal Community Controlled Health Organisations), and services for LGBTQI+ people (e.g., Minus18).
- **Research tracks are well established**, including for clinical trials (e.g., Prostate Cancer Foundation, Orygen), Aboriginal health outcomes (e.g., Lowitja Institute), and the LGBTQI+ community (e.g., Rainbow Health, Thorne Harbour).
- **Some have strong advocacy roles**, including on awareness, stigma reduction, and policy advocacy (e.g., Movember, Australian Men's Health Forum, Healthy Male).
- **Masculinities is still an emerging lens**, through recognising and addressing impacts of restrictive norms on health and help-seeking (e.g., Healthy Male, No to Violence).
- **Focus on men as allies in health for all** is most visible in father-inclusive maternal and newborn health information (e.g., Healthy Male, Perinatal Anxiety & Depression Australia (PANDA)). There are calls for gender-disaggregated medical research data.

### **Govt:** Large financial and non-financial investments; strategies overlap with promoting healthy masculinities but less of an explicit focus

- **Substantial national funding commitment to men's health, although the National Men's Health Strategy.** In 2025, AUD 32 Mn over four years was allocated to men's health (half of what the sector advocated for), including healthcare training to father-inclusivity in health, representing a diversification relative to historical funding.<sup>5</sup>
- **National and state-level (in WA, NSW) men's health policies overlap with promoting healthy masculinities** e.g., "reducing stigma" or focusing on "socially isolated males". In 2025, the Special Envoy for Men's Health was appointed, although some advocate for a portfolio-level ministerial position.
- **Ten to Men is a comprehensive Australian longitudinal study on male health**, with recent research into how first-time fathers face barriers interacting with maternal or health services.<sup>6</sup>

### **Private sector:** Men's health providers have service/quality gaps; positive masculinities rarely centred

- **Private sector activity is service delivery oriented and centred on health conditions or issues.**
- **Providers cater to mental health** (e.g., Mindful Men, Connected Minds Psychology, Blokes Psychology) and digital clinics for men's health (e.g., Pilot), but experts note lack of prevention efforts and limited training on gender-responsive care.

## Note on efforts to address violence against women and children

### Although still early across the broader sector, some men's health organisations are more directly engaging with violence prevention

- No to Violence and Our Watch have both highlighted the opportunities for the gendered violence prevention continuum and men's health and wellbeing sector to align along common principles to create more coordinated approaches to working with men and boys to prevent gender-based violence and improve overall health and wellbeing.<sup>7,8</sup>
- In 2024, The Movember Institute of Men's Health and Department of Social Services partnered together to promote healthy masculinity and break cycles of violence. Efforts are focused on supporting more expansive and healthy forms of masculinity and understanding links between masculinity and gender-based violence.<sup>9</sup>



# PROGRAMS FOR MEN AND BOYS WHO USE OR ARE AT RISK OF USING VIOLENCE

## Summary of key data

### Intimate partner violence and broader violence against women, the LGBTQI+ community, and children remains a serious problem in Australia

- **Men are more commonly the perpetrators of physical violence, sexual harassment and sexual violence.**<sup>1</sup>
- **Research shows that around one in 4 men in Australia aged 18 to 45 say they have used physical and/or sexual violence against an intimate partner.** Men aged 18-30 who identify with rigid stereotypes of masculinity (e.g., that men should be tough, aggressive and in control) are 17 times more likely to say they have hit a partner.<sup>1</sup>

## Summary of findings from ecosystem mapping<sup>2</sup>

### **CSOs:** Well-established, engaging broadly across service-provision, advocacy, and standard-setting

- **Sector has played a key advocacy role in putting the “engaging men and boys” agenda at the forefront across multiple areas in recent years, including** recognition of “Developing healthy masculinities” as a key strategy in the National Action Plan to End Violence Against Women and Children; changes to Australia’s parental leave policy to promote shared care; and getting consent education included as a core component of the national curriculum, coupled with funding to support implementation.
- **Act as critical service providers to individuals, organisations, and institutions, including:** case management, telephone counselling, group behaviour change programs, residential programs, and workforce development for those working with men (e.g., No to Violence, Safe and Equal, White Ribbon / Communicare, JSS, Respect Victoria, Relationships Australia, Tangentyere Council, Dardi Munwurro, Djirra, Kornar Winmil Yunti (KWY) Aboriginal Corporation, and many more).
- **Generate a significant amount of knowledge for the sector and push for better codification of evidence-based approaches:** especially peak bodies like Safe and Equal, No to Violence, Our Watch, and ANROWS (e.g., on in-school and fathering interventions, Theory of Change for men and masculinities). And those focused on elevating experiences and needs of underrepresented groups (e.g., Multicultural Centre For Women's Health, Australian Muslim Women's Centre for Human Rights).

### **Govt:** Focused on (i) expanding such programs, (ii) improving quality, (iii) trialling innovative approaches

- **On expansion,** between 2016-23, Victoria allocated ~AUD 145 Mn to perpetrator interventions.<sup>4</sup>
- **In a renewed push for quality,** the Department of Social Services is investing AUD 2.6 Mn over three years to develop national standards for men’s behaviour change interventions.<sup>5</sup>
- **On innovation,** state/ territory and the federal governments have signed a National Partnership Agreement to invest AUD 27 Mn in innovative approaches to address perpetrator behaviour.
- **The National Plan to End Violence Against Women and Children and the Family Relationships Services Program (FRSP)** emphasises engaging men who use violence. While the FRSP does not directly fund men’s behaviour change programs – these are funded by the Department of Social Services – it is a key source of referral into support for men. Masculinities will also be an important focus of the Second Action Plan.

### **Private sector:** Companies fund internal training; some boutique firms provide services to the private sector

- **Some private consultancies support the sector** by developing program materials, training practitioners, or advising organisations that run perpetrator programs; typically supporting service providers rather than delivering programs directly.
- **Private companies fund or partner on programs** that engage men around workplace culture, harassment prevention, and gender equality (see “Caring Manhood in Workplaces” mapping).



# SPORTS-BASED APPROACHES TO PROMOTING GENDER EQUALITY AND ADDRESSING VIOLENCE

## Summary of key data

**Gender-based violence and gender inequality in sports remains high, creating a culture that has insufficiently addressed domestic and family violence.**

- **Female participation rate in sport in Victoria is at an all-time high of 10% but remains 8 percentage points lower than males.<sup>1</sup>**
- **34% of surveyed athletes** had experienced sexual harassment or violence in 2026 women's sport survey.<sup>2</sup>
- **Reports of violence increase 40%** on AFL and NRL grand final weekends and other major sporting events.<sup>3</sup>

## Summary of findings from ecosystem mapping<sup>4</sup>

**CSOs:** A range of CSOs driving much of the activity around sports-based approaches in different settings

- **CSOs are employing different approaches across settings**
  - Providing technical guidance and support to individuals across hierarchies to change club culture (e.g., Champions of Change, Relationships Australia).
  - Developing and consolidating evidence-backed resources for sporting organisations to create respectful cultures (e.g., Our Watch, Safe and Equal, ANROWS).
  - Delivering workshops or creating communities around topics like healthy masculinity and respectful relationships in sporting clubs, associations and leagues (e.g., Sports and Life Training, Tomorrow Man, White Ribbon), working with coaches of youth sports clubs to build capacity in promoting safe spaces and behaviour (e.g., JSS).

**Govt:** National policy around gender equity in sport governance; some state-funded programs / guidance on healthy masculinities

- **National Gender Equity in Sport Governance Policy** requires national sporting organisations to reach 50% women on boards by 1 July 2027.
- **Victorian Government released a guide to support gender equity and prevention of GBV through sport**, including audit and action plan templates.
- **State governments have funded some programs, with most mapped currently at the pilot stage** e.g., AUD 1 Mn in funding from federal government for a sports-based pilot under the Healthy MaTE trial, Victoria's AUD 3 Mn 'Preventing Violence through Sports' Grants Program' (till 2025), NSW's AUD 3 Mn 'Game on for Change – Preventing Domestic, Family and Sexual Violence through Sport'.<sup>5,6,7</sup>

**Private sector:** Some sports leagues have made investments, but sector faces some criticism of being reactive

- **Many of the larger leagues engage in training.** For example, the AFL/AFLW have partnered with Our Watch to deliver face-to-face education across clubs for safer and more inclusive culture.
- **While roles exist to oversee the inclusion of women** (e.g., participation and inclusion leads in the AFL, female pathway managers in NRL clubs such as the Sydney Roosters, West Tigers, and Melbourne Storm), there has been criticism of the level of commitment to these in the long-term.
- **Overall, experts highlight the opportunity to do more around positive norms change**, particularly with respect to young men. Efforts like the NRL's Voice against Violence program – which engages community clubs, schools, and young people on gender equality and respectful relationships – are an example.

## Note on efforts to address violence against women and children

**Efforts to address violence against women and children through sports are still early, but show positive progress**

- Victoria's 'Preventing Violence through Sports' Grants Program' reached 167 sports clubs and over 13,500 people. In a post-workshop survey in Victoria, 91% of participants reported feeling more aware of sexist comments and gender biases and 86% felt their knowledge on gender equality increased.<sup>8</sup>

Please visit [equimundo.org](https://equimundo.org) for more resources on engaging men and boys and reach out to [c.ragonese@equimundo.org](mailto:c.ragonese@equimundo.org) for more information on Equimundo's activities in Australia






If you have any questions about this report, please reach out to [layusa.isa-odidi@dalberg.com](mailto:layusa.isa-odidi@dalberg.com).

# Annex 1: Actors mapped across Action Groups (non- exhaustive)






This annex captures the long-list of organisations we came across in our mapping. We recognise that this is not a fully comprehensive view of those working in the sector. We also acknowledge that we were not able to map all the organisations on this list at the same level of detail.

If we have missed your organisation, please reach out. We would love to hear from you and learn more about your work!








# CSOs, government agencies, private companies, and unions and industry associations with masculinity-focused activities (non-exhaustive) (1/14)

Organisation/ Individual	Headquarters	Focus	Relevant work and networks
<b>Civil Society Organisations</b>			
	<b>South Melbourne, VIC</b>	<i>Protecting children from violence</i>	<ul style="list-style-type: none"> <li>Leading Australian CSO on children's safety and protection from physical and digital harms. Provides counselling and trauma support to children vulnerable to violence, advocates for greater children's safety, and runs digital safety program</li> <li>Growing eSmart program providing informational resources, tools, and school workshops on online safety; ran <i>Crushed But Okay</i> online campaign with funding from eSafety to help young men to understand rejection</li> </ul>
<b>ANROWS</b>	<b>Alexandria, NSW</b>	<i>Research on reducing violence against women and children</i>	<ul style="list-style-type: none"> <li>Clearinghouse for research and evidence for policies and programs to reduce violence against women and children, including emerging research into technology-facilitated abuse together with eSafety and supporting respectful masculinities to reduce violence</li> <li>Credible and leading voice for women's safety in Australia, with collaborative power with both academic researchers and government institutions</li> </ul>
<b>Australian Centre for Gender Equality and Inclusion @ Work</b>	<b>Sydney, NSW</b>	<i>Workplace gender-inclusion research</i>	<ul style="list-style-type: none"> <li>University of Sydney research centre focused on workplace gender equality, care inclusion, and evidence-based policy and organisational practice</li> <li>Produces the Gender Equality @ Work Index, undertakes research on shared care, gender gaps in leadership and pay, and workplace systems that shape men's and women's participation, and develops tools and guidance for employers and policymakers</li> <li>Part of University of Sydney Business School with partnerships across government, major employers, unions, and international researchers</li> </ul>
	<b>Turner, ACT</b>	<i>Support for unpaid carers</i>	<ul style="list-style-type: none"> <li>The national federation of state and territory Carers Associations, coordinating policy, advocacy and support to improve recognition, rights and wellbeing of Australia's 2.65 Mn unpaid carers</li> <li>Provides national representation on the National Carer Advisory Board shaping policy on carer inclusion; leads the Carer-Inclusive Workplace Initiative including employer self-assessment tools, e-learning and policy templates; drives national advocacy on carer recognition, respite etc.</li> <li>Coordinates Australia's largest carer advocacy system, with a network of eight state/territory Carers Associations</li> </ul>
	<b>Clayton, VIC</b>	<i>Eliminating violence against women</i>	<ul style="list-style-type: none"> <li>Centre of Excellence for the Elimination of Violence Against Women – A Research organisation on the drivers of violence and evidence-based approaches to address violence across Australia and the Indo-Pacific</li> <li>Has a Harnessing of Technology for Violence Against Women Prevention workstream, including prevention of TFGBV and using technology positively for support or seeking justice; held roundtable with UNFPA on engaging men and boys to prevent gender-based violence across the Indo-Pacific</li> <li>Respected international-first research institute on PVAW, with extensive academic network in Australia and globally</li> </ul>
	<b>Perth, WA</b>	<i>Executive-level gender equity advocacy</i>	<ul style="list-style-type: none"> <li>CEO-led coalition in Western Australia focused on accelerating workplace gender equity through leadership commitment, culture change and practical employer action</li> <li>Conducts CEO roundtables and learning forums, develops practical gender-equity resources and action toolkits; leads advocacy on flexible work etc.</li> <li>Member network of CEOs from 70+ WA corporations, public sector agencies and community organisations like Deloitte, HCLTech, PwC and akin</li> </ul>
	<b>Sydney, NSW</b>	<i>CEO/board-led gender equality</i>	<ul style="list-style-type: none"> <li>Global network of 200+ senior leaders aimed at advancing gender equality at work across business, finance, energy, sports, health and other sectors</li> <li>Publishes research and resources on inclusive workplace themes such as pay equality, GBV at the workplace, standards on parental leave, flexibility, leadership inclusion etc. (e.g., they publish the Gender Equality Action Framework)</li> <li>Includes 220 CEO and board-level leaders representing over 800,000 Australian employees; has 14 cross-industry groups covering all major sectors</li> </ul>








# CSOs, government agencies, private companies, and unions and industry associations with masculinity-focused activities (non-exhaustive) (2/14)

Organisation/ Individual	Headquarters	Focus	Relevant work and networks
<b>Civil Society Organisations</b>			
	Los Angeles, USA	Cities working towards gender equality	<ul style="list-style-type: none"> <li>A global network of cities working on care policies, gender data collection to inform policy, and designing gender equal cities</li> <li>In Melbourne, has conducted research into experiences of older or hidden carers, including opportunities to better support their needs and challenges; potentially piloting Care Blocks to concentrate essential care services for carers and reduce time poverty of carers</li> <li>Network of 16 member cities across 6 continents, sharing best-practices, research, and results from trials and pilots</li> </ul>
Dad's Alliance Action Group	Perth, WA	Father-engagement & early years parenting	<ul style="list-style-type: none"> <li>An alliance of 17 organisations, funded by the Minderoo Foundation, focused on advancing father engagement, early participation, and shared care</li> <li>Leads national advocacy through the Dads' Action Plan for the Early Years, outlining key policy changes to empower fathers, including paid parental leave, better parenting and perinatal resources, incentives for men to become early childhood educators and more</li> <li>Signed by organisations including Dads Group, KMPG, The Parenthood, University of South Australia, The Fathering Project among others</li> </ul>
	Canterbury, VIC	Positive parenting for fathers and father figures	<ul style="list-style-type: none"> <li>Community organisation of Dads Groups to give fathers a space to share fatherhood experiences, connect with other dads, and learn from each other</li> <li>VIC State Government investment AUD 2 Mn to 18 community organisations and local councils to expand Dads Groups; has partnered with local councils and health leads to deliver fatherhood training or advice to new dads; publishing Dads Group podcasts to provide advice to new dads</li> <li>Growing and credible organisation with a wide network of fathers to develop healthy fatherhood values and support new fathers</li> </ul>
	Melbourne, VIC	Gender equality and violence prevention	<ul style="list-style-type: none"> <li>Global feminist agency advancing gender equality and preventing violence against women and girls through research, government advocacy, strategic communication campaigns, and workplace equality training.</li> <li>Has global and domestic presence including founding the global WEAVE collective to spotlight women's movements in preventing violence against women and girls, and working with state public service on co-designing learning on preventing sexual harassment.</li> </ul>
	Footscray, VIC	Family violence support	<ul style="list-style-type: none"> <li>Operates in Melbourne's western suburbs and developed the "Preventing Violence Together Partnership", bringing together government departments, CSOs, and city councils (Melbourne, Melton, Moonee Valley, Maribyrnong, Hobsons Bay, and Brimbank), to develop an effective and integrated approach to violence prevention</li> <li>Able to convene across city councils, government services (education, health, justice), and key CSOs working on health and violence prevention</li> </ul>
	Melbourne, VIC	Men's health literacy & wellbeing	<ul style="list-style-type: none"> <li>National health promotion organisation improving the health and wellbeing of men and boys through evidence-based information, workforce education and system-level advocacy</li> <li>Leads the PLUS+ Parental Initiative supporting men's transition to fatherhood and early caregiving; develops evidence-based resources on men's health, fertility and parenting; provides workforce training on engaging men as carers across health and community services</li> <li>Collaborates with the Plus Paternal Network of 30+ organisations supporting father-inclusive health and caregiving initiatives</li> </ul>








# CSOs, government agencies, private companies, and unions and industry associations with masculinity-focused activities (non-exhaustive) (3/14)

Organisation/ Individual	Headquarters	Focus	Relevant work and networks
<b>Civil Society Organisations</b>			
 Jesuit Social Services Building a Just Society	Richmond, VIC	Social justice & wellbeing programs	<ul style="list-style-type: none"> <li>• Social justice organisation working on men's wellbeing, violence prevention, and mental health, with strong engagement in male-dominated industries</li> <li>• Conducts research centred on men and teenagers' views on masculinity and behaviours, runs preventative programs in schools to challenge gender stereotypes, conducts programs for at-risk boys and men in the justice system, and operates prevention services for child sex abuse</li> <li>• Runs Toolbox Talks—short onsite sessions on mental health, help-seeking, gender equality and violence prevention in partnership with construction companies; provides onsite wellbeing support and peer-support pathways with Incolink for workers in high-risk, male-dominated sectors</li> </ul>
 the manoeuvre	Brunswick, VIC	Preventative mental health for boys and young men	<ul style="list-style-type: none"> <li>• Organisation working towards improving mental health for boys and young men and promoting positive role models and norms</li> <li>• Workshops designed for schools to shift negative masculine norms and promote healthy behaviour; emerging research into effects of harmful online messages, influential online voices (streamers, YouTubers) and why Andrew Tate and 'manosphere' messages resonate; workshops for educators and parents on meaningfully engaging boys on areas of emotional wellbeing; runs <i>Is This Ok??</i> Podcast on consent, sex, and relationships</li> <li>• Well-respected and credible organisation working with schools, and well-networked with government and influencers; able to utilise register of participants for surveys or develop understanding of thoughts and perspectives from young men and boys</li> </ul>
 MATES IN CONSTRUCTION	Wayville, SA	Mental health in male-dominated industries	<ul style="list-style-type: none"> <li>• Industry-led suicide-prevention and mental-health organisation working across construction, mining, &amp; energy among predominantly male workforces</li> <li>• Delivers MATES training programs building worker capability to recognise distress and support peers, provides onsite case management and critical incident response, and operates a 24/7 helpline embedded directly into worksites</li> <li>• Reaches tens of thousands of works annual across 120+ major construction, mining and energy companies; networks with unions and industry bodies</li> </ul>
 MOVEMBER®	Melbourne, VIC	Mental health, suicide prevention, prostate and testicular cancer	<ul style="list-style-type: none"> <li>• Global men's health charity working across advocacy and research across mental health, suicide prevention, and early cancer detection, with strong public awareness campaigns and engagement with government policy platforms</li> <li>• Highly credible working organisation, with strong links across government, and engagement with men and masculinities across multiple dimensions (e.g., Indigenous men and communities, men's specific training for healthcare professionals)</li> </ul>
 No to Violence Leading the charge to end male family violence in Australia	Melbourne, VIC	Ending men's use of family violence	<ul style="list-style-type: none"> <li>• One of Australia's largest peak body working with men to end family violence, and operates the Men's Referral Service providing national counselling and referrals to behaviour-change programs and broader support</li> <li>• Strong system influence through advocacy, training, and practice resources for government and wider sector</li> </ul>
 Our Watch Preventing violence against women	Melbourne, VIC	Preventing violence against women	<ul style="list-style-type: none"> <li>• National leader in primary prevention of violence against women, developing frameworks, toolkits, and research for a variety of stakeholders, and with established interest in engaging men and masculinities</li> <li>• Developed local government toolkit containing a suite of factsheets, tips, and tools; includes templates for gender equality action plan and a community readiness assessment to determine level of existing community engagement and understanding</li> <li>• Highly respected and credible thought leader in transformative violence prevention work; has wide network across academia, CSOs, and government</li> </ul>
 Parents At Work	Sydney, NSW	Family-friendly workplace standards	<ul style="list-style-type: none"> <li>• CSO focused on improving family-inclusive workplace policy and supporting carers and employers on leave, flexibility, and work-care balance</li> <li>• Leads the Advancing Parental Leave Equality Network (APLEN) employer learning network on leave and care; runs the Family Friendly Workplaces national accreditation program; publishes the National Working Families Survey as its flagship evidence base in partnership with UNICEF Australia</li> <li>• Partners with corporate, community and policy including Deloitte, KPMG, IKEA, Novartis, Transport for NSW, UNICEF Australia and others</li> </ul>








# CSOs, government agencies, private companies, and unions and industry associations with masculinity-focused activities (non-exhaustive) (4/14)

Organisation/ Individual	Headquarters	Focus	Relevant work and networks
<b>Civil Society Organisations</b>			
	Sydney, NSW	Digital risks and online harms	<ul style="list-style-type: none"> <li>Global organisation producing briefs and research on online privacy, cybersecurity, digital safety, emerging technologies, and threats to democracy.</li> <li>Produced research on algorithms and masculinities - 'Algorithms as a weapon against women: How YouTube lures boys and young men into the 'Manosphere' report; also <i>Digital Platform Regulation Green Paper</i> on an online harm prevention regulatory framework</li> <li>Has a global presence in North America, Europe, and Australia; previous significant partnership in Australia including the Internet Society Foundation, The Ethics Centre, Minderoo Foundation, Australian Communities Foundation, and the Susan McKinnon Foundation</li> </ul>
	Melbourne, VIC	Prevention of family violence	<ul style="list-style-type: none"> <li>Seen as one of Australia's leading primary prevention organisations, with men and masculinity norms a growing area of programming</li> <li>Respect Ballarat is an innovative community saturation model in its first of four years of implementation. Involves shifting harmful norms and promoting active bystanders through prominent community voices and leaders to embed violence prevention culture within the community</li> <li>Well-respected and credible organisation in the prevention ecosystem, and seen by many to be doing innovative and transformative work</li> </ul>
	Byron Bay, NSW	Rites of passage programs, adolescent development	<ul style="list-style-type: none"> <li>Organisation focused on healthy rites of passage for boys and young men through camps, school programs, training, and keynotes</li> <li>Founder, Dr. Arne Rubinstein, is a respected figure in this area with collaboration across Australian schools and Indigenous communities to help young men transition into adulthood</li> </ul>
	Melbourne, VIC	Family and gender-based violence prevention and services	<ul style="list-style-type: none"> <li>Victorian peak body for specialist family violence services across primary prevention, early intervention to response and recovery</li> <li>Sector through training and professional development, policy and advocacy, including tailored support for intersectional groups such as Aboriginal Australians and LGBTQI+ communities, and service and support referrals</li> </ul>
	Sydney, NSW	Consent and sexual health education	<ul style="list-style-type: none"> <li>Youth-led organisation delivering education and information on consent and sexual health to youths, advocating for wider dissemination of consent and sex education, with the goal of reducing sexual violence</li> <li>Advocacy movement led to consent education being mandatory in the national curriculum from first year to Year 10, covering seeking, giving, and denying consent</li> <li>Partnered with large brands such as Tinder, Canva, music festivals, and Lifestyles (sexual wellness company) to disseminate consent messages</li> </ul>
	Melbourne, VIC	Inclusive digital spaces and access to technology for youths	<ul style="list-style-type: none"> <li>Philanthropic arm of Australia's largest telecommunications company, focused on youth online experiences, increasing digital skills and access</li> <li>Developed the Australian Youth Digital Index exploring youths' relationships with digital technology, including issues and opportunities for healthy digital lives; publishes insights and resources on online safety, safe and respectful behaviour in online games, and healthy usage of technology</li> <li>The Australian Youth Digital Index is used by CSO's to guide their programmatic work for youths, tailoring to their experiences online and offline; also partnered and collaborated with large CSOs like The Smith Family on bridging digital divide for disadvantaged youths</li> </ul>
	North Sydney, NSW	Father involvement & positive parenting	<ul style="list-style-type: none"> <li>An Australian evidence-based organisation and the first intervention program to be implemented in Australia which focuses on positive fathering behaviours and fathers' engagement with infants, preschool, primary school and adolescent-aged children</li> <li>Runs school-based Dads Groups and corporate programs designed for father engagement, offers evidence-based resources through The Fathering Channel, and delivers The Australian Fathering Awards to promote positive fatherhood and partner recognition</li> <li>Over 650,000 fathers and 1,000+ partner organisations nationwide, with more than 5 million people reached through programs and resources; partners include major employers, schools, and parent-networks across Australia</li> </ul>








# CSOs, government agencies, private companies, and unions and industry associations with masculinity-focused activities (non-exhaustive) (5/14)

Organisation/ Individual	Headquarters	Focus	Relevant work and networks
<b>Civil Society Organisations</b>			
	Fortitude Valley, QLD	Parent advocacy & early-childhood reform	<ul style="list-style-type: none"> <li>National parent-led campaigning organisation advocating for stronger early-childhood, parental-leave and family-support systems, with a focus on policies that enable parents to participate in care and work</li> <li>Leads The Parenthood Alliance mobilising parents, carers and allies, drives advocacy for affordable universal ECCE, expanded paid parental leave (including better access for fathers), flexible work, and policies that enable shared caregiving</li> <li>Community of 80,000+ parents and carers, partnering with major employers such as BHP, ING, Salesforce and Stella Insurance, alongside CSOs and early-years organisations through the Parenthood Alliance</li> </ul>
	Hawthorn, VIC	Promoting healthy and positive masculinities	<ul style="list-style-type: none"> <li>CSO challenging harm stereotypes of masculinities and gender roles through workshops for schools, sporting clubs, and communities to build emotional healthy range and challenge harmful gender stereotypes</li> <li>Workshop content includes rising harmful online influences and the 'manosphere'; provides guidance to educators and parents on speaking to young men on harmful gender stereotypes; podcast with activists and influencers on healthy masculinities</li> <li>Credible voice and promoter of healthy masculinities and male role models; growing network of influencers and activists to collaborate with</li> </ul>
	Sydney, NSW	Healthy masculinities and mentorship	<ul style="list-style-type: none"> <li>School-focused organisation helping boys and young men build safe and healthy lives through long-term mentoring programs and school workshops</li> <li>Presence and reach across schools in NSW and QLD, with topics covering mental health, respectful relationships, and online safety etc.</li> </ul>
	Perth, WA	Engaging men and boys to prevent men's violence against women	<ul style="list-style-type: none"> <li>Australian arm of global organisation taking a primary prevention approach by engaging men and boys as part of the solution, and encouraging positive concepts of masculinities</li> <li>Has influence across workplaces, schools, and communities through workplace accreditation and training, community partnerships and public awareness campaigns</li> </ul>
	Mount Pleasant, VIC	Women's health / prevention of violence against women	<ul style="list-style-type: none"> <li>Women's health service funded by state Department of Health operating in the Grampians region of Victoria, focused on sexual and reproductive health, violence prevention, and gender equality</li> <li>Established the Communities of Respect and Equality (CoRE) alliance comprised of 153 members across local government councils, government services departments, business, and community organisations. Sets a common framework for gender equality within member organisations and promotes broader gender equality; also provides training, consultations, and best practices for member organisations to adhere to CoRE principles</li> <li>Credible organisation bringing together diverse network of regional actors and stakeholders together and share common gender equality approach</li> </ul>
	Sydney, NSW	Work and family policy	<ul style="list-style-type: none"> <li>Research network of 36 academics from 20 universities and research institutions specialising on work, care and family policy</li> <li>Published Federal Election Benchmarks 2025 report on how well policies meet workers with care responsibilities (including work flexibility, gender pay equality, and care infrastructure, and offer evidence-informed recommendations for future policy action to support gender equality in work and care</li> </ul>
	Melbourne, VIC	Gender-sensitive design and urban planning	<ul style="list-style-type: none"> <li>Interdisciplinary team of design researchers exploring gender-sensitive design practices and theory and sharing with practitioners and public sector</li> <li>Led Safe Spaces project helping local councils and community organisations surface perspectives on women's experiences with unsafe public spaces; researched negative experiences of Sydney women in public spaces during nighttime; piloted online training module for VIC public sector on gender-sensitive placemaking</li> <li>Connected with international urban and design researchers; outputs are multidisciplinary and useful to planners, policy makers, local governments</li> </ul>








# CSOs, government agencies, private companies, and unions and industry associations with masculinity-focused activities (non-exhaustive) (6/14)

Organisation/ Individual	Headquarters	Focus	Relevant work and networks
<b>Government</b>			
	Canberra, ACT	National security, violent extremism, and counter-terrorism	<ul style="list-style-type: none"> <li>A range of intelligence, security, and cybersecurity agencies are increasingly interested (in collaboration with eSafety) in how 'manosphere' messages or misogynistic online influencers lead into far-right extremist beliefs and perpetration of violent attacks</li> <li>All operate at the national-level, with ability to convene and influence at the federal level of security-related issues</li> </ul>
	Canberra, ACT	Early childhood education and universal access to ECCE	<ul style="list-style-type: none"> <li>Federal department responsible for early childhood education and care, school education, tertiary education and skills policy, including national frameworks, funding agreements and sector reform</li> <li>Leads delivery of universal early childhood education and care, overseeing the National Quality Framework, preschool reform agreements, affordability and access measures, and initiatives to strengthen workforce, quality and inclusion across the ECCE system</li> </ul>
	Canberra, ACT	Workplace standards and employment policy	<ul style="list-style-type: none"> <li>Federal department responsible for national workforce development, jobs and skills policy, workplace standards, and supporting safe, fair and productive workplaces</li> <li>Leads Paid Parental Leave transfer and workplace mandates, oversees the Building Women's Careers Program to increase women's workforce participation, and implements Fair Work reforms on leave, flexibility and workplace equity provisions and workplace conditions that shape men's ability to take parental leave and participate in care</li> </ul>
	Canberra, ACT	National carer, health & care-system policy	<ul style="list-style-type: none"> <li>Federal department responsible for national health, aged-care and disability policy, including support systems for carers, service delivery frameworks, population health, and community-based care</li> <li>Leads the National Carer Strategy (2024–2034), setting the national agenda for recognising, supporting and sustaining unpaid carers, including male carers, young carers and carers in diverse family structures, through improved services, respite, financial security and workforce-inclusive policy</li> </ul>
	Greenway, ACT	Family and care policy	<ul style="list-style-type: none"> <li>Central federal department responsible for social policy, income support, families and carers, disability, housing, and community services; oversees national frameworks, payments and major social programs</li> <li>Administers and sets policy for the Paid Parental Leave Scheme; leads the Carer Support Framework including carer payments, services and inclusion supports</li> </ul>
	Canberra, ACT	National peak body for local councils	<ul style="list-style-type: none"> <li>Independent peak body for all local government councils in Australia, developing approaches or thought pieces around policy areas such as domestic violence prevention (in collaboration with Our Watch), local government provided child and aged care facilities, and health services</li> <li>Small organisation, but has networks with State-level peak bodies for local councils</li> </ul>
	Ballarat, VIC	City of Ballarat council	<ul style="list-style-type: none"> <li>Commenced Respect Ballarat community saturation model to change social norms through community leaders and reduce gender-based violence; has a gender equality strategy to embed gender equality in hiring processes and workplace policies</li> <li>Community saturation model is a first-of-its-kind approach to reducing violence</li> </ul>





# CSOs, government agencies, private companies, and unions and industry associations with masculinity-focused activities (non-exhaustive) (7/14)

Organisation/ Individual	Headquarters	Focus	Relevant work and networks
<b>Government</b>			
	Casey, VIC	City of Casey Council	<ul style="list-style-type: none"> <li>Developed the <i>A Safe and Equal Casey: A Gender Equality and Prevention of Violence Against Women Strategic Plan 2022-2032</i> outlining gender equality principles and local government as leader and service provider; runs the Gender Equality Taskforce since 2021 comprised of women from different parts of community; developed Casey Aboriginal Gathering Place providing culturally safe space for First Nations people; collaborating with Monash University YXX Lab to incorporate women and girls voices in urban design; supporting community-led Dad's Groups and local Men's Shed</li> <li>Collaborations with CSOs and research organisations; noted by council peak body as a council with mature gender and violence prevention mandate</li> </ul>
	Melbourne, VIC	City of Melbourne council	<ul style="list-style-type: none"> <li>Internal and workplace gender equality initiatives such as a Gender Equality Action Plan outlining commitment to fair pay, parental leave, work flexibility, and violence prevention training for new hires; implementation and training of Working Together with Men Model and identifying senior male allies for gender equality; ran JSS Men's Project Modelling Respect and Equality Program</li> <li>Funding and support for activism and campaigns such as International Women's Day; participation in MAV gender equality network</li> <li>Collaborates closely with CSOs for gender initiatives and information sharing and scope to collaborate internationally through CHANGE network</li> </ul>
	Moonee Valley, VIC	City of Moonee Valley Council	<ul style="list-style-type: none"> <li>One of best workplaces for women, with two-thirds workforce are women and hold half of people manager positions; drafted a Prevention of Family Violence Policy to help council staff strengthen family violence prevention; multiple community and advocacy events for violence prevention; organises New Parents Groups and partnering with Dad's Groups for new fathers</li> <li>Working together with CSOs like GenWest and seen by council peak bodies as a leading local council working on gender and violence prevention</li> </ul>
	Parramatta, NSW	City of Parramatta Council	<ul style="list-style-type: none"> <li>Council's primary prevention framework developed using Our Watch's framework and trains community workers on violence prevention and grants to violence prevention organisations; trains Love Bites respectful relationships education facilitators to be delivered in council schools; research and resources looking into dowry abuse and domestic and family violence in South Asian populations</li> </ul>
	Melbourne, VIC	Gender equality in Victorian public sector	<ul style="list-style-type: none"> <li>Commissioner established under VIC Gender Equality Act 2020 to oversee the implementation act and promote gender equality in public sector; engaging fathers in caregiving is a key priority for 2026</li> <li>Able to influence over 300 organisations across the public sector</li> </ul>
	Canberra, ACT	Regulation for safe and competitive digital space	<ul style="list-style-type: none"> <li>A platform for four digital, information, and media regulators (including eSafety) to share and collaborate on initiatives for the digital economy</li> <li>Published working papers and literature reviews on harms and risks of algorithms, implications and opportunities for AI, and consumer protections</li> <li>Agencies are the leading Australian regulators and voices in online and digital services regulation (including online safety, responsible usage of emerging technologies, and competitive economy for digital spaces)</li> </ul>
	Canberra, ACT	Policies and regulations for online safety	<ul style="list-style-type: none"> <li>Independent regulator for online safety issues such as cyberbullying, harmful and illegal content, online abuse, and social media usage</li> <li>Existing research on understanding and supporting young men's engagement online, including how to create positive spaces that promote healthy masculinities; exploring links between online 'manosphere' and violent extremism; supports CSOs through grants and accreditation for evidence-backed online safety school-focused organisations through the Trusted eSafety Provider program</li> <li>Domestically is a leading and well-respected voice on policies and regulations for online spaces, with connections across government and private technology companies. Also part of a Global Online Safety Regulators Network, with connections across Europe, Asia, and North America</li> </ul>



# CSOs, government agencies, private companies, and unions and industry associations with masculinity-focused activities (non-exhaustive) (8/14)

Organisation/ Individual	Headquarters	Focus	Relevant work and networks
<b>Government</b>			
 Jobs and Skills Australia	Canberra, ACT	Workforce and skills insights	<ul style="list-style-type: none"> <li>National research and analysis agency providing independent labour-market intelligence, skills forecasting and evidence to inform government, industry and education system planning</li> <li>Conducts Gendered Workforce Shortages analysis across ECCE and feminised sectors, produces the National Skills Priority List including shortages by gender, and develops industry workforce projections for care, human services and other critical sectors</li> </ul>
 LGAQ	Newstead, QLD	QLD peak body for local councils	<ul style="list-style-type: none"> <li>Collective advocacy for solutions, information sharing, and community education, including urging Federal Government to prioritise regional rural, and remote councils in funding for local childcare facilities; received State Government funding for a position focused on domestic and family violence</li> <li>Convening power with the 77 QLD local councils through annual multi-day conference</li> </ul>
 LGANT	Sydney, NSW	NSW peak body for local councils	<ul style="list-style-type: none"> <li>Advocates across key issues such as funding for councils to implement the Domestic and Family Violence Prevention Toolkit, new funding opportunities for council-run early childhood education and care facilities, push to implement a Gender Equality Act requiring council workplace gender equity reporting, and establishing a Primary Prevention of DFSV Network of local government actors to collaborate and share information</li> <li>Ability to convene NSW's 128 councils and share knowledge; currently working in tandem with State Government of NSW to implement NSW Government's Pathways to Prevention Strategy</li> </ul>
 LOCAL GOVERNMENT NSW	Parap, NT	NT peak body for local councils	<ul style="list-style-type: none"> <li>Advocates on behalf of NT's 18 local councils across strategic areas including First Nations outcomes</li> <li>There is focus on improving outcomes of First Nations peoples, though limited engagement on gender and masculinities</li> </ul>
 lga. South Australia	Adelaide, SA	SA peak body for local councils	<ul style="list-style-type: none"> <li>In 2025 funded 'Workforce and gender equality in SA local government' report, delivering research and data on systemic barriers to gender equality in local government sector; previously in 2018 funded 'Chiefs of Gender Equity' project providing information, assistance, and support to local councils pursuing gender equity strategies</li> <li>Convenes the 68 SA councils, including a Women's Network Conference focused on improving personal and professional development for women in local government</li> </ul>
 LGAT	Hobart, TAS	TAS peak body for local councils	<ul style="list-style-type: none"> <li>Policy areas include community health and well-being, safeguarding of children and young people through implementing Child Safe Standards; ran the 'Lift the tone' campaign, to create respectful democracies by reducing abuse and intimidation faced by council staff</li> <li>Convenes the 29 councils of Tasmania</li> </ul>
 WESTERN AUSTRALIAN LOCAL GOVERNMENT ASSOCIATION	West Leederville, WA	WA peak body for local councils	<ul style="list-style-type: none"> <li>Policy area for communities includes focus on development and well-being of children (including child safety and delivery of services like childcare) and First Nations affairs; has also developed discussion paper on role of local councils in family and domestic violence and power to influence State government</li> <li>Convenes the 139 local councils of WA, including developing clear advocacy for local council sector's responsibility in prevention</li> </ul>










# CSOs, government agencies, private companies, and unions and industry associations with masculinity-focused activities (non-exhaustive) (9/14)

Organisation/ Individual	Headquarters	Focus	Relevant work and networks
<b>Government</b>			
	Melbourne, VIC	VIC peak body for local councils	<ul style="list-style-type: none"> <li>• Convenes a <i>Gender Equality and Preventing Family Violence and all forms of Violence Against Women Network</i> comprising group of local government representatives and key community partners, with the goal of sharing community best practices and initiatives to promote gender equality and prevent violence</li> <li>• Able to convene all 79 councils, including representatives and portfolio leads across gender equality, family and community services managers, maternal and child health</li> </ul>
	Parramatta, NSW	Justice and legal systems and community services	<ul style="list-style-type: none"> <li>• The NSW Department for Communities and Justice manages the legal system of NSW and community services (housing, homelessness support, domestic violence support etc.)</li> <li>• Manages the Step Together Program a helpline and digital support service to spread awareness among communities on the signs of violent extremism, connects at-risk individuals to intervention and support programs, and resources for keeping safe online and recognising risks of violent extremism. Includes podcast episode and informational resources on negative masculinity norms and its effect on youths</li> <li>• Programs funded by the Federal Dept. of Home Affairs and has national reach; collaborates with other agencies like eSafety, CSOs, and academics</li> </ul>
Office for Women	Canberra, ACT	Cross-cutting gender strategy and policies	<ul style="list-style-type: none"> <li>• Central government unit leading national gender equality policy, advising the Prime Minister and Cabinet on women's economic security, safety, leadership, and the structural drivers of gender inequality, including care, work and family policy settings</li> <li>• Provides gender advice on government policies and collaborates with community organisations towards gender equity, with early interest on involving men and masculinities (such as podcasts for fathers and link of 'manosphere' and violent extremism)</li> <li>• Leads the Working for Women: Australia's Gender Equality Strategy, which includes reforms on paid parental leave, flexible work, workplace culture, shared caregiving, economic equality, and shifting gender norms influencing men's and women's roles in care</li> </ul>
	VIC	VIC regional cities peak body	<ul style="list-style-type: none"> <li>• Peak body representing strategic advice, coordination, and advocacy to state and federal governments for ten largest cities in regional Victoria</li> <li>• Has convened strategic forum with participants from infrastructure industry organisations on sustainable rural growth and development</li> </ul>
	Sydney, NSW	Gender equality in workplaces	<ul style="list-style-type: none"> <li>• Australian Government statutory agency responsible for driving workplace gender equality through data, regulation, transparency, and employer support across the private and public sectors</li> <li>• Manages mandatory Gender Equality Reporting for employers, leads Positive Duty implementation and compliance, operates the national Gender Pay Gap Registry with public employer-level disclosures, and develops benchmarks, tools and guidance to support employer action on gender equality</li> </ul>

# CSOs, government agencies, private companies, and unions and industry associations with masculinity-focused activities (non-exhaustive) (10/14)

Organisation/ Individual	Headquarters	Focus	Relevant work and networks
<b>Private Sector</b>			
	<p>Sydney, NSW; Melbourne, VIC; International</p>	<p>Social media, video streaming, and gaming platforms</p>	<ul style="list-style-type: none"> <li>Major private companies who are confirmed or will potentially be included in platforms requiring age-verification to adhere to the upcoming under-16 social media ban</li> <li>Tech companies have significant influence on young men and boys, with numerous CSOs and government actors highlighting interest in social media algorithms and the dissemination of harmful online content and potential this leads to more extremist views</li> <li>Companies are already required to adhere to existing eSafety regulations, industry standards, and reporting requirements. However, the level of engagement varies between companies and there is overall low momentum in embedding online safety and harm reduction into development process of new platforms or products. Some companies are also reversing on digital safety, such as Meta and X, who have rolled back fact-checking processes that limited and combatted misinformation</li> </ul>
	<p>Sydney, NSW; Fortitude Valley, QLD</p>	<p>Media production companies</p>	<ul style="list-style-type: none"> <li>Media companies are producing positive media that can positively influence young men and boys, or highlight growing issues</li> <li>Netflix has produced <i>Sex Education</i>, praised for its mature treatment of sexual intimacy, and <i>Heartbreak High</i>, navigating racism tensions and teenage challenges, and <i>Adolescence</i>, that highlighted the harmful influences of the 'manosphere' and online influences. ABC has also produced with funding from Movember the 'Man Up' documentary, exploring traditional Australian forms of masculinities and redefining healthier masculinity norms. Also commissioned by ABC and produced by Ludo Studios is <i>Bluey</i>, a cartoon praised for healthy representations of fatherhood and family life.</li> <li>These studios have the credibility and existing acclaim to further develop media that have healthy and safe depictions and messages of masculinities, sex, and relationships</li> </ul>







# CSOs, government agencies, private companies, and unions and industry associations with masculinity-focused activities (non-exhaustive) (11/14)

Organisation/ Individual	Headquarters	Focus	Relevant work and networks
<b>Private Sector</b>			
  	Multiple locations	Gaming companies	<ul style="list-style-type: none"> <li>Major global gaming companies with significant youth engagement, likely to be affected by upcoming age-verification requirements as gaming, chat, and integrated social features increasingly fall under under-16 online safety regulations</li> <li>Gaming platforms shape how young men and boys interact online, with concerns raised by CSOs and government actors about in-game chat, matchmaking systems, and recommendation algorithms that can expose boys to harmful content, harassment, or pathways to extremist communities</li> <li>These companies are subject to eSafety regulations and industry standards, but engagement and investment in harm-reduction varies; momentum remains low in embedding safety-by-design in game development</li> </ul>
	Perth, WA	Workplace equity and inclusion	<ul style="list-style-type: none"> <li>Australian multinational mining and metals corporation operating globally, with a strong focus on safety, workforce culture and community impact</li> <li>Founding member of The Parenthood Alliance, leads workplace programs on gender equity, flexibility, and preventing harassment and violence in mining</li> </ul>
	Sydney, NSW (Australia HQ)	Workplace equity and inclusion	<ul style="list-style-type: none"> <li>Australia's largest banking and financial services provider, offering retail, business and institutional banking with a strong focus on digital services, workforce capability and community investment</li> <li>Member of the Champions of Change coalition advancing gender-equal leadership, founding partner of the Family Friendly Workplaces accreditation initiative, and runs major programs supporting women's economic security</li> </ul>
	Sydney, NSW (Australia HQ)	Workplace equity and inclusion	<ul style="list-style-type: none"> <li>Major professional services firm offering audit, tax, consulting and financial advisory services, with growing emphasis on workforce transformation, diversity and organisational performance</li> <li>Founding member of the Family Friendly Workplaces national accreditation initiative; founding member of the Champions of Change coalition advancing gender equality and inclusive leadership</li> </ul>
	Sydney, NSW (Australia HQ)	Workplace equity and inclusion	<ul style="list-style-type: none"> <li>Major global retail and digital banking company focused on personal banking, mortgages, savings and financial wellbeing</li> <li>Founding partner of The Parenthood Alliance advocating for family-friendly policy and the Champions of Change coalition advancing gender-equal leadership, recognised through Family Friendly Workplaces accreditation, and active participant in sector initiatives for inclusive workplace culture</li> </ul>
	Sydney, NSW (Australia HQ)	Workplace equity and inclusion	<ul style="list-style-type: none"> <li>Global professional services firm working across consulting, audit and advisory with a strong focus on workplace equity and inclusion</li> <li>Founding member of the Champions of Change coalition advancing gender equality in leadership; member of the Dad's Alliance Action Group supporting father-inclusive early-years and parental-leave reform</li> </ul>
	Richmond, VIC	Health services and aged care facilities	<ul style="list-style-type: none"> <li>Operates health services including hospitals, mental health services, aged care facilities, mother baby units, and early parenting centres</li> <li>Introduced range of changes to recruitment campaign targeting men and including images of men in care roles and partnered with schools and universities to expose students to care work, leading to additional 50 male carers over two years across the organisation</li> </ul>



# CSOs, government agencies, private companies, and unions and industry associations with masculinity-focused activities (non-exhaustive) (12/14)

Organisation/ Individual	Headquarters	Focus	Relevant work and networks
<b>Private Sector</b>			
 <b>QBE</b>	<b>Sydney, NSW</b>	<i>Workplace equity and inclusion</i>	<ul style="list-style-type: none"> <li>• Global insurance company headquartered in Australia, providing commercial, personal and specialty insurance</li> <li>• Founding partner of the Family Friendly Workplaces accreditation initiative, member of the Champions of Change coalition, and implements policies on flexible work, parental leave and gender equality</li> </ul>
 <b>Snap Inc.</b>	<b>Sydney, NSW</b>	<i>Social Media Company</i>	<ul style="list-style-type: none"> <li>• Recently expanded Council for Digital Well-Being to Australia, made of eight youths across Australia, with the goal of convening on online safety and creating safer digital experiences; also produced Digital Well-Being Index on well-being of teens across Australia, France, Germany, India, the UK, and the U.S</li> <li>• Has established similar council in the US, and growing also in Europe and the UK; has presented research at global conferences with support from international CSOs such as ConnectSafely</li> </ul>
 <b>WAGIC</b> <small>WA Game Industry Council</small>	<b>Perth, WA</b>	<i>Inclusive gaming environments</i>	<ul style="list-style-type: none"> <li>• The peak industry body for video-game developers in Western Australia, supporting the local games sector through advocacy, event organisation (meetups, playtesting, industry talks), community-building, mentorship, and cross-sector partnerships</li> <li>• As a convenor for studios and developers, WAGIC sits at a key intersection of youth digital engagement, online safety, and gaming culture, shaping the environments where many boys and young men spend time, and influencing norms around behaviour, interaction, and identity</li> <li>• Collaborates with major partners including Screenwest, the Department of Local Government, Sport and Cultural Industries (DLGSC), local studios, universities etc.; convenes developers, educators, funders, and community organisations across WA's digital and creative industries</li> </ul>

# CSOs, government agencies, private companies, and unions and industry associations with masculinity-focused activities (non-exhaustive) (13/14)

Organisation/ Individual	Headquarters	Focus	Relevant work and networks
<b>Unions and Industry Associations</b>			
	Brisbane, QLD	Manufacturing workforce conditions and equity	<ul style="list-style-type: none"> <li>National union representing workers across food manufacturing, engineering, printing, automotive and related industries, with a strong focus on secure jobs, skills, safety and improving conditions in male-dominated sectors</li> <li>Partner in the government's Building Women's Careers Program, supporting initiatives to increase women's participation and retention in manufacturing; leads campaigns on apprenticeships, skills pathways and creating safer, more inclusive workplaces for women</li> <li>Represents thousands of workers across manufacturing and industrial workplaces, with strong employer, TAFE and government partnerships</li> </ul>
	Sydney, NSW	Safety and equity in electrical trades	<ul style="list-style-type: none"> <li>A union of 60,000+ electricians, apprentices and electrical workers around Australia focused on improving safety, skills, secure jobs and equity</li> <li>Partner in the government's Building Women's Careers Program supporting pathways for women into electrical trades, runs initiatives to improve apprenticeship access, tackle workplace culture barriers and promote safe, inclusive worksites</li> <li>Represents thousands of electricians and apprentices nationally with strong influence across major infrastructure, energy and construction projects</li> </ul>
	Carlton, VIC	Rights and wellbeing of health and community services workers	<ul style="list-style-type: none"> <li>Growing union of 13,000 members working across mental health, disability, and drug and alcohol services across Victoria</li> <li>Conducting various campaigns including <i>Breaking the Silence</i> confronting gender-based violence and sexual harassment in disability and mental health sectors, and the <i>Reproductive Health Leave</i> campaign calling for paid leave for reproductive health issues</li> <li>Collaborating on campaigns with research partners like the Global Institute for Women's leadership at ANU</li> </ul>
	Carlton, VIC	Worker wellbeing and safety in construction	<ul style="list-style-type: none"> <li>Industry fund for the building and construction sector providing income protection, wellbeing services, mental-health support and training programs for workers across a predominantly male workforce</li> <li>Partners with Jesuit Social Services to deliver onsite mental-health support and peer-referral pathways, participates in the government's Building Women's Careers Program to improve women's entry, safety and retention in construction, and delivers wellbeing programs, counselling and training</li> <li>Serves tens of thousands of construction workers and employers across Victoria and Tasmania through strong partnerships with unions, contractors and industry bodies</li> </ul>
	Yarralumla, ACT	Construction workforce development and safety	<ul style="list-style-type: none"> <li>Australia's peak building and construction industry association, and the only industry association representing all 3 sectors of the industry – residential, commercial and engineering/civil construction</li> <li>Partner in the government's Building Women's Careers Program, supporting initiatives to attract and retain women in construction, and advocates for policies that strengthen training, site safety, industry capability and inclusive workplaces</li> <li>Represents 8 state and territory Master Builders Associations and 32,000 businesses across Australia, including the top 100 construction companies</li> </ul>
	Neutral Bay, NSW	Women's participation in construction, and industry gender equity	<ul style="list-style-type: none"> <li>An Australian not-for-profit organisation dedicated to advancing the interests of women in the construction sector, focused on representation, leadership, industry culture change and gender equity</li> <li>Partner in the government's Building Women's Careers Program supporting pathways, retention and career progression for women in construction; delivers mentoring, leadership development, recognition programs and advocacy on workplace culture and equality</li> <li>Chapters across all states and territories, and strong partnerships with construction firms, industry bodies and training providers</li> </ul>

# CSOs, government agencies, private companies, and unions and industry associations with masculinity-focused activities (non-exhaustive) (14/14)

Organisation/ Individual	Headquarters	Focus	Relevant work and networks
<b>Unions and Industry Associations</b>			
	<b>West Melbourne, VIC</b>	<i>Equity and careers in STEM and technical professions</i>	<ul style="list-style-type: none"> <li>Professional association representing engineers, scientists, IT professionals and technical workers, focused on fair pay, safe workplaces, professional standards and improving diversity across STEM and technical fields</li> <li>Partner in the government's Building Women's Careers Program supporting pathways, retention and leadership for women in STEM, and delivers mentoring, leadership development and career support for women</li> <li>Affiliated with the Australian Council of Trade Unions, with membership coverage across 15+ archetypes including STEM professionals, university students, government engineers, managers and other professionals</li> </ul>
	<b>Glebe, NSW</b>	<i>Equity in feminised essential workforces</i>	<ul style="list-style-type: none"> <li>One of Australia's largest unions representing workers across early childhood education and care, aged care, disability services, cleaning, hospitality and other essential sectors, with a strong focus on fair pay, job security and gender equity in feminised workforces</li> <li>Member of The Parenthood Alliance advocating for universal, high-quality early childhood education and care; leads major campaigns on educator wages, workforce conditions and gendered undervaluation; drives policy advocacy on secure jobs and fair work standards across care sectors</li> <li>Represents over 150,000 workers nationally across highly gendered, low-paid and essential industries</li> </ul>

# Annex 2: Stakeholders consulted

# To support this effort, we spoke with 57 individuals representing 38 organisations (1/3)

Organisation	Name	Location
ANROWS	Youna Kim	Melbourne, VIC
Attorney-General's Office	Dana Esperana	Canberra, ACT
Australian National University	Michelle Ryan	Canberra, ACT
CEOs for Gender Equity	Ashley McGrath	Perth, WA
Champions of Change	Lisa Pusey	Sydney, NSW
Champions of Change	Cassie Lindsey	Ballarat, VIC
CHANGE	Holly Milburn-Smith	Los Angeles, USA
City of Melbourne	Nancy Pieroraio	Melbourne, VIC
Deakin University	Shannon immerman	Geelong, VIC
Deakin University	Josh Roose	Geelong, VIC
Deakin University	Amanda Keddie	Geelong, VIC
Equality Institute	Loksee Leung	Melbourne, VIC
eSafety	Ani Lamont	Sydney, NSW
eSafety	Maria Nguyen	Sydney, NSW
Fathering Project	Káti Gapaillard	Sydney, NSW
GenWest	Nisha Gull-e-Nishat	Melbourne, VIC
Healthy Male	Simon von Saldem	Melbourne, VIC
Independent Consultant	Michael Brandenburg	Gold Coast, QLD
Independent Consultant	Yeva Avakyan	Canberra, ACT
Independent Consultant	Ingrid FitGerald	Sydney, NSW
Jesuit Social Services	Jane Lloyd	Sydney, NSW
Jesuit Social Services	Samuel Ware	Melbourne, VIC
Man Cave	Ben Vasiliou	Melbourne, VIC

# To support this effort, we spoke with 57 individuals representing 38 organisations (2/3)

Organisation	Name	Location
Man Cave	Angela Gaylard	Melbourne, VIC
Man Cave	Alick Weber	Melbourne, VIC
Monash University	Steven Roberts	Melbourne, VIC
Monash University	Stephanie Wescott	Melbourne, VIC
Movember	Michael Wilson	Melbourne, VIC
Movember	Jeremy Phillips-Yelland	Melbourne, VIC
Movember	Gautam Raju	Melbourne, VIC
Municipal Association of Victoria	Ika Trijsburg	Melbourne, VIC
Municipal Association of Victoria	Kellie Nagle	Melbourne, VIC
No to Violence	Caitlin Davies	Melbourne, VIC
Our Watch	Shane Tas	Melbourne, VIC
Our Watch	Regan Mitchell	Melbourne, VIC
Our Watch	Karla McGrady	Melbourne, VIC
Parents at Work	Emma Walsh	Sydney, NSW
Queensland University of Technology	Michael Flood	Brisbane, QLD
Respect Victoria	Helen Bolton	Melbourne, VIC
Respect Victoria	Jacquie O'Brien	Melbourne, VIC
Rites of Passage Institute	Jason Seeman	Melbourne, VIC
RMIT University	Shelley Hewson-Munro	Melbourne, VIC
Safe and Equal	Tania Farha	Melbourne, VIC
Safe and Equal	Marina Carman	Melbourne, VIC
Teach Us Consent	Chanel Contos	Sydney, NSW
The Fathering Project	Kati Gapaillard	Sydney, NSW

## To support this effort, we spoke with 57 individuals representing 38 organisations (3/3)

Organisation	Name	Location
The Parenthood	Georgie Dent	Sydney, NSW
Tomorrow Man	Tori Stirling	Melbourne, VIC
Tomorrow Man	Tom Harkin	Melbourne, VIC
Top Blokes Foundation	Melissa Abu-Gaaleh	Sydney, NSW
Troy Roderick & Partners	Troy Roderick	Canberra, ACT
University of Queensland	Garth Stahl	Brisbane, QLD
University of Tasmania	Bob Pease	Melbourne, VIC
VOX FEMINA	Chantelle Stratford	Canberra, ACT
White Ribbon	Clair Hurst	Perth, WA
White Ribbon	Ciara Lowe	Perth, WA
Workplace Gender Equality Agency	Mary Woolridge	Sydney, NSW

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