

Men's Issues Awareness Campus Organizing

A Guidebook for Student Groups

**Prepared by Canadian Association for Equality
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INTRODUCTION

You've decided to start a group dedicated to men's issues but don't know where to begin. This manual should serve as a basic guide to getting your new group off the ground and growing your reach on campus. Thank you for engaging in this important work. You're about to make a big difference.

RECRUITMENT

Recruitment is an important first step in getting your group off the ground. A group cannot be a group without members, so attracting not only enough people but the right people is crucial to having a successful group. There are several things you will need to do this.

Volunteers: The more people you have recruiting with you the better. It's best if they are already students seeking to start this group with you, but even just having friends with free time is better than nothing. Having people there will help you feel more comfortable recruiting if you feel that you have people watching your back. It will also be less work for you if the responsibilities are shared. If you are doing this alone that's fine too! Do not be discouraged if you don't have volunteers right away. On your first day recruiting, see if anyone is willing to volunteer some time to help you recruit another day. Don't be shy to ask people to volunteer time!

Location and Time: You will need to pick a spot on campus with high traffic in order to maximize your audience. Choose times when most students will be on campus. If you have people helping you even better! Split up into teams and post yourselves in different spots to reach more people. Generally, most student groups recruit on the first week of classes so make sure you're among them, as that's the time that students are most shopping for groups to join.

Generally most students are on campus between 10am and 4pm but be prepared to be there all day, or have people work in shifts. If you're the leader you'll want to be there as much as possible, people will want to speak to the boss!

Make sure to see if your college/university offers any resources such as tables, for new student groups seeking to form. Often they will also have very specific documents for signing people up to the group that you will need to have when you're recruiting.

Advertise yourself. Do it online. Do it through posters. Have signs that will attract people to come talk to you. If you're a business and marketing major this is where you can test what you've learned!

Resources: Offer potential members information to help them understand the plight of men and boys in our society. This can take the form of statistics, graphs, and research papers. Keep it simple and to the point. Just like in class, make sure to have the sources for your information on hand from credible resources. Blogs don't count as a credible source! Peer-reviewed journals, scholarly articles, and Statistics Canada, are examples of good sources.

Offer all this information in a simple pamphlet or brochure that students can take with them. A good ice-breaker that will lead to presenting them this information is to offer a short quiz to test their knowledge of men's issues. If you offer candy or some other sort of incentive to doing the quiz it will not only make it more fun, but it will also attract other people to come talk to you.

Don't Forget: Recruitment is a crucial time. Make sure you're prepared to answer questions about your vision for the group as well as ask what people would like to see in the group. Ask new members how they see themselves contributing to the group. Everyone has different skills and they can be useful in different ways. A person with an arts background might help with making posters. Someone in finance can potentially be the group's treasurer. Everyone can be useful in some way.

Look out for students that seem really interested in your group and don't hesitate to sign up. These individuals are the ones you're going to want to get to become more involved, and potentially be executives. Chat with them and see what they're willing to offer. Many will jump at the opportunity to be more involved and be given responsibilities.

Recruitment through online media

1. Draft a list of interests potential university student volunteers would have.
eg. men's issues, gender issues, gender equality, free speech, men's health, etc
2. Then go to searchisback.com and enter in the information for school, interest and make sure it's set to all people.
3. Write a standard outreach pitch.
4. eg. "Hey there, my name is Jesse and I'm a volunteer for the Men's Issues Awareness Society at ABC University. We are an organisation that's devoted to addressing all gender disparities in Canadian society, and due to the number of great organisations focusing on the wide array of issues women face, our current avenue of investigation are the issues facing men. Issues such as suicide, that rip men from their families and communities. Issues like parental alienation that deny children the wonderful experience of having a loving father. Issues like domestic violence, sexual assault and biased courts. I'm reaching out to you because I think you might be interested in talking more about these issues, and perhaps aiding us in bringing speakers and events to your campus. If

you, or anyone you know is interested, please let me know! An equal future is possible. For women, men and families."

5. Then you message that to everyone you think might be interested and wait for responses.

There are a few typical questions you'll get. Time, social repercussions and concern over ideas. Each of these can be addressed by concern handling. First you acknowledge the concern. "Yeah, time is definitely a thing to be worried about as a college student." Then personalize and address. "Back when I was doing my degree in physics, I oftentimes had a lot of things to balance. But though time management I was able to get the grades I wanted and volunteer time to a worthy cause." Finally reframe the question. "So, given that we aren't going to demand tons of time, and we're understanding of scheduling and priorities, does getting involved sound like something you could do?"

BUILDING YOUR EXECUTIVE

Having a good executive team is crucial to success in any group. These are the leaders of your group and their roles cannot be taken lightly.

Assigning Roles: When recruiting, make sure to let every new member know of the vacant positions on the executive team, and keep a list of all those who express interest in joining. You'll want to assign roles based on people's abilities and commitment to the group. Find out what their skills are and area of study. Just as important, if not more, find out how much time they are willing to commit to the group. They should be available to be present at most board meetings as well as group events. Unlike already established groups where executive roles are filled through an election, in new groups the executive roles are generally filled by the group Leader/President.

Positions: What types of positions are needed on the executive team is really up to you to decide. Some essential positions that every executive team needs are a President/Leader, a Vice President, a Treasurer, and a Secretary. Other positions, such as a Public Relations Manager, a Social Media Executive, Events Coordinator, as well as many others, can also be considered according to your group's needs. These other responsibilities don't need their own positions, and could simply be delegated to a member of the board or a/some dedicated group member(s).

Having a President is crucial to the executive team. This is the person that will be in charge of keeping the group on track, conduct executive meetings, and ensure things are running smoothly. This individual will be the face of the group. We are living in a time when men's issues groups are still seen as controversial to many people. How the leader conducts themselves is important for the image of the group, and will not only determine how people perceive your group, but how they perceive men's issues groups in general.

The Vice President is also very important for the group. This is the person that will take over should the President no longer be available to perform his or her duties. This could either be in the short-term, such as a single meeting that the President can't attend, or on a permanent basis should the President step-down or be removed from office.

The Treasurer will be in charge of keeping track of the group's finances. This person will be in charge of keeping a record of all incoming revenue and outgoing expenses. Other duties may include coming up with strategies for increasing group revenue such as fundraisers, or applying for grants. In reality, thinking of ways to increase group revenue should be the of everyone in the group, but doing so could be managed by the Treasurer.

A Secretary for the executive team is also important to the board. This is the person responsible for keeping notes/minutes during executive meetings, and archiving them. While it's important to note what is generally being discussed, It's most important that all decision taken by the executive team be recorded and who proposed them.

Executive Meetings: Executive meetings are important for keeping the executive team engaged and the group moving smoothly. It is a time to check up on ongoing projects, review completed ones, and plan for the future.

Before each meeting an agenda should be made that will serve as a guideline for all the items that need to be discussed. Each board member should be engaged in a project or planning one and be ready to discuss it. Whoever is responsible for chairing (i.e. moderating) the board meetings should reach out to board members prior to the meeting to see what they would like to discuss and add it to the agenda.

It's important that these meetings happen on an ongoing regular basis, preferably on a fixed day every month where everyone in the board can attend. For example, having set meetings on the first Monday of the month.

A record of each board meeting should be kept. Archived records serve many purposes. They allow your executive to stay focused and on track. They provide transparency for your group members, and lets them know what you as executives are doing. Finally, they provide documentation of decisions made in the past, should they need to be referenced.

How decisions are made at these meetings is up to you to decide. Some decisions could be delegated specifically to certain members of the board, such as the president, or they can be voted upon. There are various sources online that can help you choose the best set-up for your group, as different ones work better for different group sizes and goals.

ENGAGING MEMBERS

An engaged membership is the lifeline of the group. You want your members to be showing up at every general meeting and event, so keeping them regularly up-to-date about upcoming events is important. Generally, having a fun, social event to start the new term helps build relationships among the group and incentivises them to keep showing up.

More than just showing up, give your members specific responsibilities within the group. This can be in the form of volunteering at events, or putting up posters. It could be in the creation of a pamphlet or newsletter. There are many responsibilities in a group that can be delegated. Ask your members how they would like to contribute to the group and ensure that they keep their promises by staying in touch with them individually. Members are most engaged when they feel they have responsibilities, so give it to them!

Engaging Online

An online presence is important but not required. Keeping an online presence allows the general public to see your group's message, so that you can reach a greater audience. It's the 21st century and most people are engaged in social media. Find popular platforms such as Facebook, Twitter, and even YouTube, and broadcast your message there. Be careful, however! You don't want people to get the wrong idea about your group, so ensure that your posts stay consistent with your group's values. While humour is an entertaining way of showing your group as light-hearted, it can also be taken the wrong way and jeopardize your image.

ORGANIZING EVENTS

The first step is to generate a list of potential speakers. This could take place through a brainstorming exercise engaging all the members of your group. Good sources of speakers include

- your university's list of professors along with their areas of expertise (eg. the University of Toronto Blue Book <https://media.utoronto.ca/bluebook/>)
- journalists or columnists who write frequently on men's issues subjects
- professionals who work with male clients (eg. social workers, nurses, psychotherapists, psychiatrists, family law lawyers)
- authors of books on men's issues subjects
- Bloggers or popular youtube hosts
- trusted speakers from external organizations

It is important to carefully vet any potential speaker for alignment with your organization's core values and to ensure that they hold a male-friendly attitude.

While in person speakers are ideal, occasionally you might want to invite a distant speaker to join remotely through skype or another means. This is an affordable way to add international contributions to your speaker series.

Another useful tip is to pick a common day each month for your events, such as the fourth Thursday evening of the month. This helps with long-term planning because you can slot a speaker into a month that has a vacancy well in advance. Advanced programming is critical to ensuring that sufficient time is available for marketing your events. A recurring schedule also helps build an audience, because guests will learn to keep available the same evening each month.

Once you have established a schedule and a list of speakers, send your potential speakers an email using the template below. If you receive no response after one week, it is fine to send a follow up email. After another few days have passed follow up with a phone call.

Subject Line: Speaking Invitation from the [GROUP NAME]

Hello [speaker name],

We have been very impressed with your work about [topic], and we think you would make a great speaker as part of our guest lecture series that we are sponsoring at the [ABC University].

I am the [YOUR TITLE] with the [GROUP NAME]. We host events every month on topics relating to men's issues and men's health. Our goal is to raise awareness on campus of critical issues that can support the well-being of our students and inform inclusive public policies.

If you would like to participate we would be very glad to hear from you.

Thank you for your time. We hope to hear from you soon.

Sincerely

[YOUR NAME]

[YOUR GROUP NAME]

[YOUR CONTACT INFORMATION]

Promoting Events

The key to promotions is to start early and promote often. Here are some potential promotional avenues:

- Free online event listings, such as Craigslist, Kijiji, and additional city-specific online event listings. Some local newspapers may also provide free event listings (eg. Snapd).
- Social media: Facebook events, Facebook ads, Twitter posts or ads, Reddit posts.
- University event listing: Your university may provide forums for advertising your events, especially if you are a ratified campus group.

Another useful way to promote events is by requesting that other groups, both on and off campus, forward a short event notice to their members or contacts. For each event consider which organizations may have an overlap between the event subject and the mandate of that group.

Poster advertisements are another great way to promote your event. If you have a graphic designer on your team this would be their chance to shine. But even a basic poster can be effective provided a few rules of thumb are followed:

- The title is critical. It should be big, short and prominent on the poster
- Imagery is important. You can use a speaker headshot or an image that relates to the subject matter in some way
- Keep the text as short as possible, but use enough content to convey the message clearly and thoughtfully. You want to avoid people misunderstanding the intent of the event.
- The contact information can be kept small in order to reserve space for more important text. Anyone attracted to the poster will take a moment to look for the contact information.

Finally don't forget the power of word of mouth advertising. Each of your organization's members should be tasked with bringing at least 2 other people to the event.

At the Event

You will want to ensure you and your volunteers arrive at least one hour prior to the event to begin setup. Plan to have one or two tables available outside the venue upon which you will place a sign-up sheet, any merchandise for sale or give away, and your organization's promotional material.

When you open the event, welcome and thank the audience and provide a short blurb to inform guests about your organization. Here is a sample:

Thank you for joining us tonight. I'm glad to see such great interest in this important subject. Since I see some new faces, let me tell you a little about the Canadian Association for Equality, your host for tonight's event. CAFE is an educational charity with a unique mandate. Our goal is to integrate boys and men into efforts at gender equality. We do this through educational events like this, and also through participation in public policy initiatives, through community outreach and advocacy, and by operating men's health and social service agencies at multiple locations in Canada. These agencies, which we call the Canadian Centre for Men and Families, run free counselling, abuse support, father involvement and legal clinics, among other programs. If you would like to learn more about us please come say hi to me or any of our volunteers here tonight, or grab a brochure outside. And don't forget to sign up to receive occasional email updates so you can get notices of our upcoming events which take place regularly. Thank you and enjoy the event.

If you have a set schedule of events, or another event coming up, you can insert that into your remarks. You might also add any important developments with your group.

Question Period

We recommend a robust question and answer period. It is important to give guests a chance to interact directly with speaker. In order to manage this process, it is recommended that rules be provided to the audience before the questions are taken. These rules should set out the amount of time an individual has to frame their question, that the point is to ask questions and not make other comments and should specify how long the question period will run. You might decide to place a mic along the aisle and to have questioners line up so that a volunteer can stand by the mic and assist in managing the process.

In cases where an event is particularly provocative, it is best to announce during the introduction that to be fair to everyone, questions will only be taken after the event and not by way of interrupting the speaker during the talk. If a questioner goes over their allotted time, your volunteer by the mic will be responsible for withdrawing the microphone upon your signal. It is important to enforce the rules on all questioners, regardless of whether their questions are neutral, supportive or oppositional.

In order to increase the reach of your events, you might consider hosting a google hangout and offering live online viewing and participation. You will want to assign this to a technically savvy volunteer and undertake a dry run well in advance to work out any kinks.

THE OPPORTUNITIES AND PITFALLS OF AFFILIATIONS AND PARTNERSHIPS

Thoughtful and judicious choices in which groups you collaborate with and how you choose to build your coalitions can be a huge asset. Working with well established and connected groups on and off campus can translate into several advantages: recruiting more members into the group, promoting events in new markets, building critical alliances around policy or advocacy projects and gaining support when needed to confront potential opposition.

The opportunity is especially important at the formative stage of new group development when you will be working hard to grow your reach and credibility. We have found it has been a very effective strategy for groups in the developmental stage to introduce themselves to prominent student groups and university departments, even before submitting the application for new group ratification. This action may produce useful feedback and increase the possibility of such groups becoming allies in the future.

Examples of campus organizations to contact during your initial community reach out would be:

- University administrative offices that deal with student life, campus clubs, or equality, equity, inclusion and diversity
- Campus groups that host events relating to gender, diversity, human rights, freedom of thought, etc
- Academic faculties/departments of sociology, psychology, social sciences, family studies, early childhood education, nursing, medicine, law, community services, social work, education, criminology, victim studies, women's and gender studies, etc
- The campus Women's Centre or Centre for LGBTQ individuals

General off campus community outreach can also be effective. Examples of organizations to contact would be family service agencies, homeless shelters, mental health clinics, fathers groups and community resource centres. You might also consider relationship building around public policy issues by reaching out to the Canadian Association for Equality, the Justice Centre for Constitutional Freedoms, the Canadian Civil Liberties Association, and other national organizations that promote human rights and fundamental freedoms.

A word of caution is in order when building any alliances. The same power that can come from choosing wise relationships can result in catastrophe if you make a poor decision. Prior to determining whether to collaborate with a given organization, it is best to study a group's vision, mission and mandate statements, and then to attend their meetings and events to meet the people involved.

It is better to form associations on an issue by issue, or project by project basis, rather than by making more broad-based affiliation arrangements. This is because each group is unique, and while you may have certain overlapping areas of interest, you do not want to take responsibility for everything a group has ever said or done, or will in the future say or do.

SUCCESSION PLANNING

It's never too soon to be thinking about succession. The best way to do this is to ensure you have multiple members of your executive team who are planning to stay on the executive the following year. These individuals should be groomed and given increasing amounts of responsibility as the year progresses. Ideally one of these people will emerge as a successor for the role of President. This individual may be asked to step in to chair meetings or assume other leadership responsibilities during the second half of the year.

NAVIGATING REPORTERS AND THE MEDIA

If groups like the Men's Issues Awareness group at Ryerson or Simon Fraser University Advocacy for Men and Boys have shown us anything, is that the creation of a student group will attract media attention. Be prepared for them to ask you questions about your group and the potential controversy surrounding it. Advocating for men's issues is slowly becoming mainstream but it's still a hot-button topic for many people. For those of you that have worked customer service before this is a great time to allow that to shine through. While it's important to be passionate about your beliefs, it's also equally important to not allow your emotions run too rampant and distract you from your message.

Before any interview or appearance it's important to figure out what your message is and certain talking points you'd like to get across in the shortest way possible. Sometimes your message will only be shown in one quote or a 5-second clip, so as the saying goes, "keep it simple, stupid!" You might also like to brainstorm a list of questions your interviewer may ask you and practise answering them with someone or in the mirror. The best public speakers practise so make sure you do too!

DISRUPTION MANAGEMENT

The potential for men's issues events to result in protests or disruptions is decreasing. However the safety and security of your guests, your volunteers and the campus community must be our priority. Therefore you will want to develop a robust plan for handling potential protest or disruption.

Protest versus Disruption

We should first distinguish between a protest and a disruption. A protest is any organized activity that seeks to demonstrate to the public a group's opposition to some event on campus. A protest which does not impede an event from taking place should be respected, just as we expect our right to organize events to be respected.

At every event there should be a designated individual in charge of handling disruptions or protests. All volunteers should know who this individual is and have his or her contact information.

It is important to alert campus or city police regarding an event where you have reason to believe a protest or an attempt at disruption will take place. The police should provide you with a briefer on what you should and should not do in such a situation. You will want to get an emergency campus security or police contact that you can connect with in the event that an incident arises that requires an immediate police response.

It is also critical to establish a good relationship with the university administration and to ensure that you follow any campus policies around disruptions and campus safety. If the administration hesitates to back you up you should remind them that your group shares with the administration a central concern for the safety of students on campus. However it will actually make the campus less safe in the long-run if bad and oftentimes dangerous behaviour from opponents are allowed to be rewarded by having events cancelled, which merely gives disruptors exactly what they want and fuels the same or even worse behaviour next time.

We encourage you to document any interaction of note and that you report any incident, no matter how minor, to the campus administration and police.

Protests

Based on our experience, we strongly recommend against any interaction between your volunteers and protesters. It has been our experience that any interaction, no matter how well meaning, runs the very real risk of being manipulated in a way that portrays your organization in a negative light.

There will be occasions where you will need to make a judgement as to whether an individual is simply a critic with a different point of view rather than a protester with no real interest in dialogue. As a rule of thumb, an individual who interrupts or shows that they are not listening to or responding to what you are saying but simply repeating or returning to their own agenda is someone you ought not to engage with. If in doubt do not engage. You should immediately end any conversation when the other party uses expletives or engages in personal attacks against you or someone else. You do not deserve to subject yourself to such abuse.

A better approach than engaging directly with protesters is to operate a table at some distance away from the protest and display a sign such as “Ask Me Anything” or “Here’s Why We’re Hosting This Event.”

At all times remember that the burden of good behaviour does not fall equally on you as it does on your critics. It is routine for angry and abusive behaviour by opponents of men’s issues to be given a free pass or brushed aside, whereas any hint of anger or frustration from you or your team members may become exaggerated and used against your group.

Disruptions

Disruptions are entirely different from protests. Disruptions have as their goal to have your event cancelled or ended before it’s regularly scheduled end-time. This is wholly unacceptable.

You should plan ahead of time in case where you have reason to believe a disruption may be planned. Your plan should include an agreement with the university administration for an alternative location, as close as possible to your advertised venue, in case a disruption requires you to vacate the original space. There should also be volunteers assigned to monitor all fire alarms in the building, as a common tactic is for opponents to pull the fire alarms, requiring the building to be evacuated.

You should clearly display at the event entrance that the university's policy on the disruption of events will be followed.

The following is taken from the University of Toronto Reference Guide to the Policy on the Disruption of Meetings, and you may wish to develop something similar:

Step 1 Identify disruptive person(s); request that he, she or they desist.

Step 2 Inform obstructers of existence of Policy and the University's intent to protect free speech.

Step 3 If disruption continues, those responsible should be asked to leave.

Step 4 If disruption still continues, recess the event; consider options to reconvene in alternate space.

Step 5 Take measures to ensure event can be reconvened without obstruction (e.g., injunction).

Step 6 If interim measures are not sufficient, consider assistance of external authorities.

There are techniques that you may consider utilizing which could reduce the likelihood of a disruption taking place. In many cases those planning a disruption will not want their identification to be known. Therefore you might ask each guest to present a piece of photo ID prior to entering the venue. Opponents will also refuse to financially support your organization. Therefore you might consider imposing a small ticket fee or requiring all guests to pay a "good behaviour deposit", which will be returned to all guests except those who break the rules.

CONFLICT MANAGEMENT

When facing conflict, it is critical that we choose to take the high road and lead by example every time. When confronted by hate, mockery or an unfair double standard, you might feel tempted to “fight fire with fire.” This attitude is wrong on principle and detrimental in practice.

A common tactic by our opponents is to engage in sarcasm and ridicule. The hope is that we will respond in kind. Do not give in to this temptation. The natural tendency is to outdo a sarcastic opponent with a clever comeback. But ask yourself who is watching the exchange and what you are conveying to this audience with an antagonistic tone. The short term satisfaction of having gotten the upper hand in an angry war of words is not worth the long-term negative consequences when the cause you are representing is tarnished.

It is best to avoid sarcasm at all time. Your attitude should be pleasant and matter-of-fact. Where possible try to shift a conversation to an area of common ground or seek to build agreement from common basic principle. Do not be afraid to agree with an opponent, while encouraging your critic to simultaneously consider another perspective or simply a more inclusive approach to an issue.

Know the audience with whom you are engaging. With certain individuals their tone clearly betrays their lack of genuine interest in dialogue. It is best to exit such encounters quickly, albeit politely. In other cases you may be able to learn what is motivating someone’s harsh reaction and actually provide limited agreement with certain parts of their argument, once you know in more detail where they are coming from.

ANSWERS TO FREQUENTLY ASKED QUESTIONS

These FAQ responses were developed by the Canadian Association for Equality (CAFE), but they may be of use to other groups whose philosophy and values are in alignment with those of CAFE.

A great place to start is reviewing the CAFE Statement of Values and other operational policies, available here: <http://equalitycanada.com/policies/>

CAFE on Feminism

CAFE is neither an anti-feminist organization nor pro-feminist organization, just as it is neither an anti-MRA nor a pro-MRA organization. We embrace individuals of all ideological persuasion, although we are united by our support for the CAFE Statement of Values. As an organization we shy away from ideology and focus instead on improving the lives of people and finding solutions to the problems of boys, men, fathers and their families.

As spokespeople and representatives of CAFE, be on guard against making generalizations about all feminists. As much as possible avoid commenting on feminism as such and certainly avoid using language such as “feminists are [x]” or “feminists say [y].” If you must mention feminism use qualifiers such as “while there are clearly different schools of thought within feminism, there are some on the ideological side of the spectrum whose arguments concern us because...”

How CAFE is Non-Ideological

CAFE is “non-ideological” which means that while individuals, including individuals involved with the organization, may have personal ideologies, we strive to be non-ideology driven as an organization. For a good review of ideology as it relates to the gender discourse, review Katherine Young and Paul Nathanson’s *Spreading Misandry* chapter 9. They describe ideology in terms of dualism, essentialism, collectivism and selective cynicism.

First on dualism. Our ideological feminist opponents believe that MRA’s are the inherently evil “other.” Many MRAs reciprocate in similar fashion towards feminism. CAFE does not. There are members of CAFE who carry the MRA label, but there are also members of CAFE who are feminists. The label is just not a concern for us the way it is for many feminist and MRA groups.

Many MRAs and feminists turn everything into a competition over who has it worse, men or women. If someone is concerned about an issue involving one gender ideologues whose loyalties

lie with the opposite gender may try to dismiss the issue, arguing it is trivial compared to the more serious issues of their preferred gender. Instead we need to start by acknowledging both men's issues and women's issues are real and each needs to be evaluated on its own merits.

In terms of collectivism, we very much focus on rights and services for individuals as opposed to playing identity politics by competing over which group has it worse, men or women. We do spend most of our time on men's issues but that is for practical reasons because there are so many gaps in those areas and so we can make a tangible difference there. It is not based on a belief that men's concerns are more important than women's (some ideological MRA's believe this) or out of a desire to redress a perceived history of oppression which justifies an exclusive focus on one gender (some ideological feminists believe this). We believe every individual who is suffering should be supported. We specialize in helping boys and men, but we work collaboratively with women's groups. That way when women contact us we can refer those women to women's groups, and we hope such groups will reciprocate with referrals of men. The idea is not to segregate or isolate ourselves from women's groups, let alone individual women, but to work collaboratively with others so we can each do what we specialize in for the benefit of as many people as possible.

Selective cynicism involves imputing the worst possible motives to one's opponents while giving a free pass to your own community. We work hard at CAFE not to fall into paranoia by seeing all those who are critical of our work as malevolent. We engage with our critics. We routinely reach out to the staunchest of our opponents in an attempt at dialogue. We do this because we believe that while some of these groups may be truly hateful towards us, most are simply ignorant or misinformed. This distinguishes us from both ideological feminists and ideological MRAs.

And relatedly we do not believe "the end justifies the means." It is ironic that so often our critics engage in projection, falsely accusing us of using the very same unacceptable tactics which they themselves are guilty of using. These include intimidating and threatening opponents, creating unsafe spaces and spreading hate. We believe those tactics are wrong, no matter who engages in them and no matter what righteous motives they use as justification.

MEN'S ISSUES INFORMATION

For a good primer on key men's issues, visit <http://equalitycanada.com/research-briefs/>

APPENDIX A. SAMPLE CAMPUS GROUP CONSTITUTION

The following sample constitution is provided by the Simon Fraser University Advocacy for Men and Boys.

OFFICIAL CONSTITUTION OF [GROUP NAME]

I. Statement of Agreement

1. By electing to adopt the Standard SFSS Club Constitution, or by not providing an alternate constitution at the time of registration, the club has agreed to abide by the rules set out in this document.

II. Club Name

1. The official name of the club shall be “[GROUP NAME]”. No other name shall be used in the advertising or representation of the club.
2. The club may also use any logical abbreviation and/or acronym, including “[ABBREVIATION/ACRONYM]”.

III. Affiliate Organization

1. [GROUP NAME] is affiliated with the Canadian nonprofit organization, the "Canadian Association for Equality."

IV. Purpose & Aims

1. [GROUP NAME] aims to promote a movement centered on Men’s Issues through:
 - a. public engagement and public education,
 - b. activism that pushes for changes to public policy where it violates men’s human rights, and
 - c. providing a platform where men’s issues enthusiasts can connect, network and exchange ideas in order to form a strong and supportive community of individuals that share the common goal of social change for men and boys.
2. In our efforts to inform the public of the true nature of men’s issues that they are not isolated, but rather interconnected and institutionalized in ways that harm all boys and men we will engage in critiques of contemporary society as necessary while maintaining a focus on positive activism for a healthier society.
3. We shall always endeavour to maintain, through a mutually beneficial working relationship, the highest level of cooperative dialogue with other campus and community organizations

engaged in activities of similar aims and goals. These issues may include, but not be limited to: men's health, fathers and family issues, boys issues, suicide, violence, safety, workplace issues, misandry, crime and punishment.

V. Membership

1. Member status:

a. Any individual who registers their intention of joining by providing their name and contact information will be granted member status. No restriction will be placed on membership according to race, gender, religion, ability, sexual orientation, or similar discriminatory practices.

b. Membership is open to anyone, but only members of the Simon Fraser University community (students, staff, faculty and alumni) can run for election, nominate executives, and vote on constitutional amendments. All members are granted voting privileges, but these do not extend to the Annual General Meeting.

c. Membership confers each individual with inclusion in an electronic mailing list, to be maintained by the Secretary. This list shall not be publicized by any means or divulged to anyone outside the group.

2. An individual may withdraw their membership through written notice at any time.

3. In the event a member wishes to terminate the membership of an individual, the President or Vice President shall investigate the situation and draw up a list of charges against the member in question. This list will be presented to him/her/them no later than 14 days prior to an Executive meeting. Failure to settle the situation will result in a vote for dismissal at the next Executive meeting, requiring a 2/3 majority to pass. An appeal may be made to the general membership, requiring 2/3 support of the general members to overturn the Executive decision.

VI. Meetings

1. Executive Meetings

a. There will be no fewer than four Executive meetings each year. Notice of the meeting will be given at least seven days in advance. Emergency meetings will be allowed, provided 24 hour notice is given to all Executives.

b. Executive meetings will be called by the President or a Vice President, or by a petition signed by 3 members of the Executive.

c. Executive meetings will be open to all members, unless explicitly decided by the Executive to go in camera. Quorum will be established by the presence of a majority of Executive members.

- d. Decisions will be made with support of a majority of present Executives.
- e. The Executive may choose to bring an issue to a referendum of the membership either at a general meeting or over the electronic listserv. Once brought to referenda, the decision is binding.

2. General Meetings

- a. There shall be no fewer than 1 general meeting each quarter. Notice of the meeting will be given at least 7 days in advance. General meetings may be called by the President, a Vice President, or through a petition signed by a majority of the Executive or 10 general members.
- b. General meetings are open to all members. Quorum will be established by the presence of 6 members.
- c. Any member may contact the Chair to inform him/her/them that they wish to raise an issue at the next meeting. The Chair will communicate the agenda over the electronic group at least 1 day prior to the meeting. The Chair will be responsible for leading the meeting in an efficient and reasonable manner.
- d. Decisions are made by a majority vote, unless otherwise specified.
- e. Absent members may proxy votes to members in attendance by filling out a proxy form.
- f. The Secretary will keep minutes at all meetings. Minutes of each meeting will be made available within 3 days of the meeting. The Secretary shall also be responsible for logistics concerning meetings and events, including room bookings.

3. Annual General Meeting (AGM)

- a. The AGM will take place during March or April. The AGM will be open to everyone. Quorum will be established by the presence of at least 8 registered members.
- b. Members must register their intent to attend the AGM between two weeks and three days before the meeting to be eligible to vote and run for Executive positions.
- c. Proxies will not be allowed at the AGM.
- d. Decisions shall be made by a majority of registered members and such decisions will be immediately binding.
- e. The Chair shall be responsible for leading the meeting in an efficient, reasonable manner.
- f. Activities must include a yearinreview presented by the President, a report by the Auditor, a year end financial report presented by the Treasurer and adopted through the support of a majority of registered members, and Executive elections.
- g. The membership will appoint the Auditor to audit the financial records and prepare a

report for the following year's AGM.

h. Activities may include constitutional amendments, which are binding immediately if passed by a majority of registered members.

VII. Executives

1. The Executive shall include at least two currently enrolled students acting in a leadership capacity within the club.

2. Description of Positions:

a. President: The President shall be responsible for the overall direction of the organization. He/She/They shall ensure the Executive perform their duties and work together effectively, including active conflict resolution and guidance. The President shall be a signing officer of the organization for all purposes including the bank account. The President is the official representative of the organization at all occasions and pertaining to all issues, unless another member is elected by the Executive to perform this role ad hoc.

b. Vice President: The VP will take over all Presidential responsibilities at any meeting where the President is unable to attend.

c. Treasurer: The Treasurer is the second signing officer in financial matters and holds the bank account with the President. The Treasurer shall be responsible for providing financial updates and reports following major events and as requested by the Executive. The treasurer shall perform a year-end annual report at the AGM. The Treasurer is answerable to the Executive and must ensure distribution of funds complies with project and general budgets.

d. Secretary: The role of the Secretary is to retain the minutes of all meetings, establish and maintain the electronic mailing list and the separate discussion group, and keep copies of all communications publicly available online. The Secretary shall be responsible for all room bookings and logistics in arranging meetings. The Secretary will keep a membership list and will update the membership list and invite new members to the discussion group. The Secretary is responsible for responding to requests for membership information.

e. Promotions & Publicity Officer: This individual shall oversee promotions and publicity of all events and initiatives.

f. Media Relations Officer: This individual shall be the media contact. He/she/they shall have knowledge of relevant philosophy, policies and the views of the membership. He/she/they shall be responsible for creating and maintaining liaison with all levels of media. He/she/they shall be responsible for ensuring press releases are issued on relevant

issues and shall bring any requests to the immediate attention of the Executive.

g. Outreach Officer: This individual shall be responsible for public relations, communication with external groups, and for actively seeking and coordinating intergroup initiatives. He/she/they shall ensure the Association is fulfilling its mandate with respect to events and projects that actively outreach with civil society, social and other institutions, communities and society at large.

h. Chair: The Executive shall appoint a Chair for Executive and General meetings, as needed

3. Election Procedure:

a. The Executive will be elected at the Annual General Meeting for a one year period by those members registered for the AGM. All candidates must be registered for the AGM.

b. Candidates may be nominated by themselves or others.

c. Short speeches may be given by each candidate, followed by a short question and answer period. Elections shall be conducted by secret ballot, to be overseen by an impartial observer to be agreed upon by all candidates.

d. In the event of a candidate desiring reelection for an undisputed position, a vote of continued confidence will be conducted, overseen by an impartial observer agreed upon by all candidates, to determine if the individual shall remain in position.

e. The Executive will fill or appoint vacant positions as needed. The President will assume any remaining positions.

f. Transfer of power will take place immediately following the AGM.

g. Vacant positions between AGM's can be appointed by majority vote of Executives.

4. Removal from Office

a. Any Executive member absent for two consecutive meetings will be deemed to have resigned, unless a satisfactory reason is communicated to the Executive at least 24 hours prior to each meeting.

b. An Executive shall be subject to dismissal if following a warning from the Executive, there is continued use of slander, profanity, or derogatory or discriminatory language in relation to other members.

c. An Executive shall be subject to dismissal for continued incompetence or willful negligence of duty.

d. The President or a Vice President shall investigate cases of a), b) or c) above and draw up a list of charges against the Executive member in question. This list will be presented to him/her/them no later than 14 days prior to an Executive meeting. Failure to settle the

situation will result in a vote for dismissal at the next Executive meeting, requiring a 2/3 majority to pass. An appeal may be made to the general membership, requiring 2/3 support of the general members to overturn the Executive decision.

VIII. Finances

1. The President and Treasurer will be signing officers for the fiscal affairs and hold the bank account.
2. The Treasurer will maintain a chronicle of all transactions.
3. An Auditor will be appointed at the AGM to review the chronicles and prepare a report for the following year's AGM.
4. The treasurer will prepare a financial report, both written and oral, for the Annual General Meeting.
5. The preliminary budget for the year shall be laid out by the May General Meeting, but shall be under review throughout the year.

IX. Signing Officer Authority

1. The President and Secretary shall have signing authority on nonfinancial matters. The President and Treasurer shall have signing authority on the bank account and other financial matters.

X. Amendments

1. Amendments to the bylaws may be proposed at Executive or general meetings or through discussion on the electronic forum.
2. A written copy of an amendment must be presented by any Executive.
3. Two thirds of member respondents must approve the changes for ratification within one week of notification.
4. The constitution may also be amended at the Annual General Meeting through support of a majority of registered members.

XI. Dissolution

1. This club will be dissolved if a 2/3 majority of quorum votes to do so, or if club attendance falls below SFSS standards.

2. In the event of the club's dissolution, all club assets become property of the SFSS.

XII. Agency

1. The Club is not an agent of the SFSS and the club's views and actions do not necessarily represent the voice of the SFSS.