

Checklist for organisations working with men

Environment	Not often	Sometimes	Regularly
How often does your centre...?			
▪ Display posters that depict a wide range of positive male images.			
▪ Have easy accessibility for car parking and public transport.			
▪ Have special events or groups that are held outdoors (ie parks, BBQ's)			
▪ Have male friendly reading material (sports/ car magazines, financial magazines, brochures promoting positive messages for men).			
▪ Have male staff or other male clients, who would be noticed by other men entering your centre for the 1 st time.			
▪ Display snapshots (photos) of centre activities (with men and children) visible in the centre?			
How often does your organisation...?			
▪ Provide services and have events/ groups outside of normal working hours (After 5.00pm & on weekends).			
▪ Actively support staff to work with male clients?			
▪ Review policies that specifically identify positive ways of working with and better target male clients.			
▪ Review clearly identified policies that identify when men are excluded from receiving from your organisation.			
▪ Employ male workers who have time to work directly with male clients.			

	Not often	Sometimes	Regularly
Language			
<i>How often does most staff use the following in their interaction with male clients?</i>			
• Provide up front and direct discussion of important issues.			
• Use clear and simple language rather than jargon.			
• Talk about issues honestly even when the client is emotional.			
• Link family issues with a child focused approach.			
• Challenge inappropriate language and reactions without immediately withdrawing your service.			
• Use <i>non-putdown terms</i> such as ‘mother of the child’ rather than ‘ex’ when describing the mother.			
• Avoid stereotypes and generalisations that all men are violent or perpetrators of domestic violence/ child abuse.			
• Affirm the role fathers play with their children and families.			
• Use open body language ...ie Shake hands (positive body contact, non-threatening and validating).			
• Use intermittent eye contact especially when the client has high degree of anxiety/ emotion.			
• Aware of male ‘personal space’ which may be different depending on the gender of the worker.			
• Use non-deficit language in fliers/ promotional material. Non-deficit language reinforces the ideas that men can commit, choose, capacity to relate with children, capacity to make day to day decisions, care, change, create, connect, communicate, and have the ability to form lasting and healthy attachments with the children/ partner.			

	Not often	Sometimes	Regularly
Initial Contact/ Marketing			
How often does your program....?			
<ul style="list-style-type: none"> ▪ Identify clear purposes for having barbeques, meetings, counselling sessions, gatherings and groups in your advertising. 			
<ul style="list-style-type: none"> ▪ Use 'doing' language and 'active' words in your promotion. 			
<ul style="list-style-type: none"> ▪ Have clients recommending your program to other men. 			
<ul style="list-style-type: none"> ▪ Use the local media to promote your program. 			
<ul style="list-style-type: none"> ▪ Give clients choices about services available with clear explanations of their options at point of intake. 			
<ul style="list-style-type: none"> ▪ Use appropriate informality at the beginning of meetings/ groups/ gatherings especially at initial contact. 			
Service provision			
How often does your program...?			
<ul style="list-style-type: none"> ▪ Have a clear context, guidelines, focus, and aim for your program. 			
<ul style="list-style-type: none"> ▪ Encourage interaction and connections between participants in group settings. 			
<ul style="list-style-type: none"> ▪ Separate behaviour and the person when you are dealing with male clients. 			
<ul style="list-style-type: none"> ▪ Allow clients to influence the group program content. 			
<ul style="list-style-type: none"> ▪ Have review points and clear ending points for clients involved in your service. 			
<ul style="list-style-type: none"> ▪ Present a variety of options/ choices when working with men. 			
<ul style="list-style-type: none"> ▪ Model non-competitiveness and celebrate small successes, fairness, equity, cooperation and equity. 			

	Not often	Sometimes	Regularly
▪ Have clear rules/ expectations that are relevant to client needs.			
▪ Talk through with clients challenging tasks they need to do and provide men with coaching about how it can be completed.			
▪ Recognise that male clients have something valuable to contribute.			
▪ Use appropriate techniques to reduce the suspicion/ concerns that male clients sometimes have when they attend a program.			
▪ Actively request feedback from male clients and members of the community as to how approachable your service is.			
Sub-total of Points			
	Multiply by 1	Multiply by 2	Multiply by 3
New Total for Column, then add the columns together.			

Final Total	i.e. Column 1+2+3 =	
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Scoring

Calculate your final score using the above method

Final Total	What your organisation can do to support its work with men
40-65	Significant work needs to be done to improve the organisational support and range of service provision that attracts and retains men within your service. The UnitingCare Burnside "Organisations working with Men" Kit could be useful in improving your service delivery to men.
66-80	Your organisation could spend more time in addressing key issues and policies that can allow for the further development and support of staff who work with men within your agency context. It might be useful to consult your existing staff about ways that your organisation can improve its services to men.
81-100	A good score that indicates your organisation has been working actively in being 'male friendly'. It might be useful to spend more time getting feedback from your current male clients and to further improve your service delivery to men.
101 - 120	An excellent score that demonstrates that your is continually learning and developing its service provision that targets men in families.

For a copy of the readings, please contact Andrew King: aking@burnside.org.au