Men, Masculinity and #MeToo

Nordic experiences of the movement that shattered the culture of silence
About Men, Masculinity and #MeToo

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#MeToo

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The Nordic MenEngage network brings together Nordic actors in the field of engaging men for gender equality. It is part of the MenEngage Alliance, a global network of close to 700 organizations worldwide, committed to ending men’s violence against women by working on issues of men and masculinity. An important task of the members of the Nordic MenEngage network is to challenge patriarchal power structures and what it means to be a man. Another central element is the discussion on how to encourage men and boys to get involved in these issues.

The link between masculinity and men’s violence

In May 2018, 30 representatives from organizations working to challenge masculinity norms in the Nordic countries met to build a foundation for mutual learning and cooperation. The content of this report is an account of discussions and experiences highlighted at the meeting, and partly based on interviews with some of the participants. These Nordic organizations share the understanding that destructive masculinity norms are intimately linked to the perpetration of sexual violence, and to combat sexual abuse, we need to challenge and transform masculinity norms. To do that, there is a need to understand how they are created and upheld, and how they affect society, relationships and individuals. Changing destructive ideas of what it is to be a man has the potential to contribute to gender equality, improved public health and freedom from violence for all.

The following pages will depict how the #MeToo movement was received in the different Nordic countries, how men reacted to it, and what conclusions can be drawn in terms of connecting masculinity and men’s responsibility and accountability to the issue of men’s violence against women.
Men’s violence against women, particularly intimate partner violence and sexual violence, is a major global problem and a violation of women’s human rights. Global estimates published by the World Health Organization (WHO) indicate that about one in three women (35%) worldwide will experience physical and/or sexual violence in their lifetime.

Who is the perpetrator?

The stereotypical image of perpetrators as monsters hiding in bushes, and attacking women while on their evening run in the park, is pretty far from the truth. The most common perpetrator of sexual violence is someone the victim already knows, be it acquaintances, relatives, colleagues, bosses or current or former intimate partners. This also became evident in the many stories shared under #MeToo. Also, while not every man is a perpetrator – virtually all perpetrators are men. Men are highly over-represented as perpetrators of all forms of violence – be it by other men, children or women. In the case of Sweden, national statistics from 2014 showed that 98 percent of the 2,400 sexual assault suspects that year, were men.

#MeToo also bluntly exposed the prevalence of male violence and sense of entitlement in all spheres of society, regardless of class, ethnicity, level of education, or professional sector. In other words; perpetrators of sexual harassment and violence can be found everywhere.

Numerous studies have shown that stereotypical notions of masculinity and femininity increases the likelihood of perpetrating violence against women. It also makes it more likely to consider violence against women in its different forms as less problematic. Actors within the field of engaging men for gender equality share the conviction that no man is born violent, and that violence can be prevented. This is not an article of faith, but a statement based on evidence.

Violence can be prevented. This is not an article of faith, but a statement based on evidence. Violence is a major global problem and a threat to women and girls' health. The evidence, which includes a range of research and data, clearly shows that violence against women is preventable. Men's violence against women is a men's issue.

Throughout history, women have been at the forefront of the struggle to end men's violence. Women have also struggled to hold men accountable to the violence they commit or condone. However, men have been largely absent in the debate, activism and practical work against violence, and they have often met women's efforts with indifference, or even hostility.

Within the field of engaging men there are ongoing initiatives to challenge destructive masculinity norms and promote gender equality. Work is carried out to encourage men to take responsibility for their own actions, and to take a stand against violence committed by other men. The silence of men in relation to other men's sexualization of women, harassment and violence, creates a sense of acceptance and normalization of violent behaviour. In this sense, the responsibility to end men's violence against women lies truly on all men. •
In 2006, the American civil rights activist Tarana Burke started a social media campaign on MySpace, primarily for young women of colour in poor regions. A young girl told Burke of her experiences of sexual violence. She shared similar experiences, and was thinking "me too." Burke initiated the #MeToo movement, using the hashtag to raise awareness of the pervasiveness of sexual violence. In 2017, the campaign went viral internationally when actress Alyssa Milano invited all women who were survivors of sexual violence to reply to a tweet she made with those, nowadays, very well-known words.

The culture of silence

In the Nordic region, petitions from women in all professional spheres, signatures from hundreds of thousands of women, and stories shared on social media, constituted an unprecedented movement that challenged the culture of silence surrounding men's violence against women. The personal testimonies of men's sexualized violence and harassment of women were so many, and so strong, that they were impossible to ignore. #MeToo unveiled the magnitude of the problem, to the surprise of most men.

A platform for safe sharing

The fact that sexual violence has been an omnipresent threat to women's sexual well-being, physical and mental health all over the world for centuries, is old news to most women. In addition to the impact of the sexual violence itself, many survivors are faced with negative social responses when they share their experiences with others. This amounts to a form of secondary victimization, and differs from responses toward victims of other forms of violent crime.

#MeToo was a virtual revolution in the way that it gave women with experiences of sexual harassment and violence an opportunity to tell their stories without the risk of being judged or shamed. All actors involved in taking care of the effects of men's violence against women were well aware of the magnitude of the problem that #MeToo highlighted. However, it is an undeniable fact that #MeToo has contributed heavily to a shift in the public awareness and debate on sexualized violence in many parts of the world, including the Nordic countries.

#MeToo movement

By the end of 2020, the global number of women who were sharing their stories online was more than 4.2 million. #MeToo had spread to nearly every country and language in the world. It was a global movement that had started with a hashtag on MySpace, primarily for young women of colour in poor regions. A young girl told Burke of her experiences of sexual violence, and was thinking "me too." Burke initiated the #MeToo movement, using the hashtag to raise awareness of the pervasiveness of sexual violence.

Well-known words

She made with those, nowadays, very well-known words. #MeToo
When you’re accustomed to being privileged, equality feels like oppression.
The Nordic context

The Nordics – a relatively good place to live as a woman

All of the Nordic countries; Denmark, Finland, Iceland, Norway, and Sweden, are in the top ten Western European countries for gender equality, according to the World Economic Forum's annual Global Gender Gap Report. When it comes to education level, pay gap, child and maternal mortality rates, economic independence, and access to power, the Nordic countries are a relatively good place to live as a woman.

The broad women's movement has played a crucial role in this progress. Yet, gender inequality and violence against women persist.

Men’s relationship with gender equality

Nordic gender equality reforms have historically been aimed at making the unfair distribution of power and resources between men and women even, and most initiatives have targeted women. However, the work of women's movements, and the growing field of critical masculinity studies, also paved way for an increased focus on men and their relation to gender equality. To varying degree in the different Nordic countries, the ambition has been to make gender equality an issue of stronger concern to men than it has been in the past.

Many believe the Nordic countries to be gender equality heaven. This is also how the region commonly perceives itself. While only partly true, the Nordic countries do have an impressive record when it comes to progress in the field of gender equality. Issues regarding men and masculinity are also increasingly being brought into the gender equality agenda. The policy area of men and gender equality is given high priority in the Nordic countries, and a number of measures are implemented accordingly, focusing on among other things, prevention of men’s violence, equal parenthood and transformation of gender roles.

Alain Ali, president, MÄN

Women have had to deal with men’s violent behaviour for centuries, not only as victims, but also in the struggle to end it. Therefore, it’s not only necessary, but rather fundamental, that all men take responsibility for men’s violence.

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Given the history of gender equality work in the Nordic countries: how did #MeToo impact Denmark, Iceland, Finland, Sweden, and Denmark? How did men react to women’s testimonies? Were there constructive responses? What did the resistance look like? What differences and similarities can we detect?

"Men need to enter the fire and take the heat that women historically have been exposed to from engaging in the feminist movement."

– Hanna Nordberg, Unizon

The Nordic stories of #MeToo

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The Nordic stories of #MeToo

Engaging men

Men’s Health Society

Nielsen, Head of Secretariat at Men’s Health Society. Mie Møller, who has been engaged in the work field as well, says Mie Møller often engages men as they are also a gender. If we want to have a more equal society, we need to engage men.

Engaging men is that equality applies to all genders. We have to work on the premise that men are also a gender. If sexually harassing people, Henriette states. But these famed men, taking pride in sexually harassing women is, fortunately, not the only kind of response. Threesay that the issue was debated in the media, and it was a clear message that this is not something that is politically prioritized, says Henriette.

The organization is specifically targeting men, regardless of professions and theoretical knowledge.

DareGender is a member organization that challenges attitudes towards gender; DareGender. They organized six “Man Talk” sessions where they invited politicians to participate. Unfortunately, only three politicians participated, due to the political views. Gender organized six “Man Talk” sessions that specifically highlighted how to make it easier for women to get over it, most reactions were positive.

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Let's talk about consent, baby.
Concerning gender equality, he says. How they themselves, or men in general, are more generally concerned about sexual violence is a problem but the movement for various reasons.

In general, Finns acknowledges that destructive forms of masculinity often portrayed as either perpetrators or bystanders, but there are many other dimensions to consider. I think it is crucial to recognize men and masculinities as social agents in all work contexts, says Kimmo and Kalle. There are men who do not recognize the link between gendered violence, sexual harassment and perpetration of violence, some felt ashamed and responsible; others might have had a sense of relief.

The most harmful resistance could be described as “the silent resistance”. There were some fields of work that reacted quite well. The general perception was that #MeToo is not acknowledged by leading political parties who might have had a sense of relief.

Men and their responses

– Shortly after #MeToo happened, the Swedish-speaking community in Finland started a campaign and safety guide on how to prevent sexual harassment in schools.

– The general discussion in media was a little bit off topic, from politics, as well as other institutions, towards women is a persistent problem. The Nordic stories of #MeToo

– Poikien Talo (Boy’s House), an institution for young men that have faced sexual violence.

– #MeToo revolution by Finnish men.

– Right now I think that many men are currently governing Finland. They frequently talk with boys about feelings, gender roles, equality, expectations, norms or imbalanced power structures. Some men asked them: “Are we not allowed to flirt anymore?”

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According to Henrik Westin, psychologist and educator at MÄN, men that came to us are still active without reaching justice and reparation. – One year after #MeToo, many of the men who responded to the movement and created safe spaces where men could talk about masculinity norms, he says. How was the response from Swedish men?

Communications Manager, MÄN – Hanna Navier, 

discuss amongst themselves. We needed to act fast to guide the movement and create spaces where men could talk about masculinity norms, he says. How was the response from Swedish men?

For us, #MeToo was a witch hunt on men, and many men were perceived to draw attention from the movement and create safe spaces where men could talk about masculinity norms, he says. How was the response from Swedish men?

The Nordic stories of #MeToo

Almost overnight, men’s violence became a societal problem in Sweden. The organization MÄN has been working to engage men for gender equality for many years. Despite the overall positive response, there were some voices that called the movement, and create safe spaces where men could talk about masculinity norms, he says. How was the response from Swedish men?

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In Iceland, we address the need to engage men not only as allies for women’s rights but as beneficiaries of the positive effects of gender equality. Men’s rights have a real effect on masculinity norms. In the wake of the #MeToo movement, there has been a significant shift in the way men think about their roles and responsibilities. People have started to question what women who spoke up were saying. As a result, some men have started to reflect on their own #masculinity. A common reaction to the #MeToo movement was their doubts about women’s experiences. The #MeToo movement has been widely embraced and the response has generally been positive. As well as some progress through the Gender Equality Act, the general #MeToo discussion included the topic of men’s rights but also society’s objectives for giving men an opportunity to acquire knowledge about their privileges but also the disadvantages of being male and having to conform to masculine identities.

Thryggvi Hallgrímsson, Specialist Advisor and Sociologist, explains that in Iceland, we address the need to engage men not only as allies for women’s rights but as beneficiaries of the positive effects of gender equality.

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It would be overly optimistic to say that the #MeToo movement has engaged men not only as allies for women’s rights but as beneficiaries of the #masculinity.

One example of a tweet read: “After a miscarriage I often went on car rides alone, just to cry. I just need to let the grief break through sometimes. I couldn’t let anyone see me like that – People just listened.”

In Iceland, women from a range of workforce sectors came forward to tell their stories of sexual harassment and were widely embraced and the response has generally been positive. As well as some progress through the Gender Equality Act, the general #MeToo discussion included the topic of men’s rights but also society’s objectives for giving men an opportunity to acquire knowledge about their privileges but also the disadvantages of being male and having to conform to masculine identities.

The Nordic stories of #MeToo – People just listened.

The Icelandic population was very attentive to women’s testimony. The stories of the #MeToo movement and even the response to them was looking into how interaction in personal or intimate relationships.

In the wake of #MeToo, feminism operations are helping a small number of men, willing to seek help. In Iceland, we address the need to engage men not only as allies for women’s rights but as beneficiaries of the positive effects of gender equality.

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The Nordic stories of #MeToo – People just listened.
Everything but a yes, is a no!
women and non-binary people. • advocates for policy change and par

tional centre for gender equality that

organization also functions as a na

engaged for gender equality. We need

they are also more likely to become

effects of gender inequality, I think

such as counselling, and a peer-to-peer

Providing low-threshold services

on challenging gender norms and

ues.

sexual harassment and eventually had

male politicians received allegations of

It is a man’s world

in Norway has mainly been on work

in the focus of the broader public debate

attentions signed by female professionals,

created a shift in awareness, not only

believes that the response to #MeT oo

widespread recognition that the #MeT oo

in general has been quite positive:

recreated 600 signatures for showing supp-

has been positive is that many men who

ment that sexual harassment is a wide-

Among men, but also among people in

gendered stereotypes that pre-

- "Caring is the opposite to vio

- "What perhaps stole the most

- My impression is that #MeT oo has

- My opinion that #MeT oo has gone too

- We work to engage men in gender

- #MeToo was, in my opinion, the

- Some people think that #MeToo

- How do you evaluate the response

- The #MeToo movement has

- If we truly want to achieve gender

- #MeToo created a shift in awareness,

- There needs to be a broad and

- Sexual abuse.

- Anglican Church is in support of

- Men and boys are also impact

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At the publication of this study, almost a year has passed since #MeToo exploded worldwide. Whatever opinions people in the Nordic countries have had about the movement, it is hard to deny its impact, both on the discourse on sexual harassment and violence, but also on the concrete work to counter it. At the Nordic network meeting, several common traits of progress and resistance on men, masculinities and #MeToo, several promising ways forward were identified, as well as some common traits of progress and resistance on men, masculinities and #MeToo. Several common traits of progress and resistance on men, masculinities and #MeToo have had about the move.

Promising ways forward:
Nordic experiences of #MeToo

The #MeToo Revolution successfully

made the following points:
At the beginning of #MeToo, a lot of men felt insecure of how to engage in the movement and how to respond when women shared their experiences of abuse. The Swedish organization MÄN produced a list of five tips for men. You find them on page 47.

**Challenging silence**

There is definitely reason to talk about a pre and post #MeToo era. Pre #MeToo, women who shared stories of sexual harassment and assault were likely to be met with indifference, disbelief or shaming. After #MeToo, survivors are more likely to be listened to and believed, and, hopefully, there will be less voices airing their doubts about women’s experiences. The public consciousness has increased, and there is a general agreement in the Nordic countries that sexual harassment and assault is a widespread problem. Experiences that were once taboo to speak about are now more possible to unearth, immune to negligence.

**Ending impunity**

#MeToo also challenged the impunity of perpetrators. The most beloved people on TV, famous actors or directors, big corporate bosses, and important board members in organizations were no longer protected by their status and power. We have not yet seen the long-term consequences of the #MeToo revolution, but for a moment, the barriers that had made perpetrators untouchable, crumbled and fell.

**Looking inwards**

#MeToo opened up space for men to discuss masculinity norms and men’s responsibility. Some men were ashamed of how they themselves or their peers have played a part in the stories told. They showed honest concern over their actions and initiated some soul-searching to reflect on their behaviour, and what they might have done in the past. Men also shared confessions of perpetrating abuse, on social media. These testimonies were met with some criticism, arguing that men once again stole the spotlight from women’s stories. In some cases, these men were praised for speaking out, but still did not take responsibility for their actions. To solve this problem, some organizations created safe spaces to enable these difficult and vulnerable conversations.

**Speaking up**

Alongside the open, public discussion on sexual harassment and violence, all Nordic countries, to varying extent, also saw important progress in the willingness of many men to talk about, and be self-critical on, their own role in the system of oppression that makes violence possible. Given that the silence of other men creates the sense that sexual harassment is accepted, every man speaking up in protection of women’s rights to physical integrity matters. When men take action to stop being part of the problem and become part of the solution, perpetration can be hindered.

**Structural change**

With these important progresses in mind, there is still need for comprehensive, long-term efforts to counter and put an end to sexual harassment and violence. As previously shown, #MeToo gave leverage to important processes of legislative and structural change in several of the Nordic countries. There has also been significant change within the work field, such as stronger implementation of policies on sexual harassment.

The reach of structural change in the different Nordic countries seems directly related to how advanced the gender equality policy area was prior to #MeToo. An important task for decision makers is to make sure that these efforts continue, and that time and resources are channelled to systematic interventions to prevent sexual harassment and violence.
"Not all owls..."
Though the overall response to #MeToo in the Nordic countries was positive, there was also some resistance. Counter-arguments and backlash show many similarities between the different countries.

"#MeToo has gone too far"

When women shared their experiences of sexual harassment and violence, they were occasionally met with aggression and called on to not accuse men. What was perceived as scapegoating of individual male celebrities and politicians in the media made some men upset about the public shaming of male personalities they previously identified with or admired. Many felt accused and were concerned about how they personally and/or men in general might be portrayed in the #MeToo debate. Others aired the concern that under the perceived "witch hunt" of #MeToo it would no longer be possible for men to approach women. Many men became uneasy when they realised that from now on there might be consequences to their actions: "Isn't a man allowed to flirt anymore without being accused of sexual harassment?"

Blaming the few for the crimes of many

The sense that #MeToo went too far also had other expressions. The severe misconduct and violence perpetrated by some (named) men was undeniable, but critics withheld that "not all men" are bad. By focusing on the few visible perpetrators, the discussion could be steered away from violence against women as a structural problem. When men proclaimed that "not all men" are abusing women, the focus shifted away from talking about destructive forms of masculinity, and men's responsibility for the problem. This is not a new phenomenon; anyone working to address violence against women as a structural problem comes across the "not all men" argument. However, as women persisted in linking catcalling, sexual harassment, controlling behaviour, violence, and rape, the structural nature of men's violence against women remained in focus in the public debate.

Angry men

At the margins of the general public's reactions to #MeToo there is also the growing movement of angry men with a feeling of loss of entitlement. We are living in a world which is globalised, multicultural and diverse, and some men are really struggling with a real and/or perceived loss of power and control. Some men believe that women are actually better off than men in today's society, despite all statistics proving the opposite. Movements fuelled by hatred against women are lurking in the shadows, like the online subculture of so-called "incels". The incel is usually a white, heterosexual man who defines himself as an "involuntary celibate", unable to find a female partner despite desiring one. Discussions in incel forums online are often characterized by resentment, self-pity, self-loathing, misogyny, racism, a sense of entitlement to sex, as well as hatred towards the women who "deny" incels sex, and the men who "are given" sex by these women. The world's post #MeToo progress on gender equality is creating a rift, and it is paramount that some men's confusion and anger is addressed.
Many of the organizations and experts from the Nordic countries that came together in Stockholm, in May 2018, have extensive experience in working to change destructive masculinity norms and to prevent sexual harassment and violence. When exploring the Nordic experiences of #MeToo and finding constructive ways forward, some common features became visible. The following pages provide a brief description of good practices and promising methods.

**Safe spaces for self-reflection**

A critical challenge when #MeToo exploded on the public stage was how to bring men on board the process of change, and how to avoid reactions of disbelief, shame, and resistance. Many men told of the complex feelings that #MeToo brought about. 

- **Disbelief:** "Is the problem really this common?"
- **Shame:** "How could I not know about this, when it apparently has happened to so many women that are close to me?"
- **Fear:** "What have I done that I wasn't even aware of has harmed someone?"
- **Anger:** "How is this still going on?"
- **Commitment:** "I need to do something about this."
- **Confusion:** "What can I do? How can I deal with this without being yet another man taking up space in a revolution that belongs to women?"

Moving forward

One way forward was to offer men safe spaces to reflect on the feelings that the #MeToo testimonies brought to the surface, and to give men some support in reaching out and connecting with other men. To create safe spaces means, in short, to invite men to a non-judging environment, to be critical about power imbalances, to use guiding questions to facilitate self-reflection, and to encourage men to be vulnerable in front of each other. This can happen online, in individual counselling, or in groups. Spaces like these are quite hard to find in a patriarchy which teaches men to be self-reliant and "strong", to be successful and not emotional. The very space itself can constitute a challenge to the stereotypical norms of masculinity that also are the breeding ground of sexual harassment and violence.

With support and guidance by people who have set out to dismantle patriarchal norms, it becomes possible for men to understand the unequal power structures in new ways, it becomes easier to discover the ways in which they are upheld, and one's own role in this process. Hence, change becomes possible. Using safe spaces to promote men's self-reflection and transformation is a valuable tool in combating sexual harassment and violence.
About men and responsibility

An important challenge when working with men and boys in relation to the #MeToo movement is how to deal with the issue of responsibility. It is clear that, apart from lifting the stigma from survivors of sexual harassment and violence, a key result of #MeToo is that it has placed guilt and responsibility where it belongs; with perpetrators and silent bystanders.

Men might, when faced with the stories of #MeToo, come to realize, or suspect, that they themselves have been perpetrators of acts of harassment or sexual violence. To encourage men to take responsibility for their actions is of great importance. First and foremost, men must practice the art of listening. Another important aspect is to take full responsibility for one’s actions, and not implicitly suggest that the other person has some responsibility when someone crosses their boundaries. Taking responsibility can imply asking for forgiveness, without expecting it to be given. Finally, perpetrators can offer reparation for harm caused, materially, or in other ways. It’s everyone’s responsibility to support this process when engaging with men post #MeToo.

Since masculinity norms are still not part of everyone’s understanding of gender and gender power dynamics, proven methods can add a framework and language to make masculinity norms visible and, hence, possible to address and challenge. Boys and men need to be given the opportunity to critically reflect and to unlearn patriarchy – not once, but throughout the lifecycle. Piece by piece, the majority of the organizations present at the Nordic network meeting carry out work to transform masculinity norms, promote a culture of consent, and challenge the objectification of women. The primary target group is often youth, but this work is both necessary and viable in larger groups of the population.

There are a number of elaborated methods and programs at hand in the different Nordic countries. They share several components, but with slightly varying entry points. Usually, the work is process-oriented, aimed at reflection, rather than education, and it offers opportunities for the target group to explore values and personal experiences. In the group sessions, interactivity is encouraged, and value exercises, short film clips and scenario exercises, are used. If possible, the same target group meets on several occasions, allowing for the process to continue between sessions.

This process-centred way of working is based on a norm-critical approach. Without disregarding the important processes of responsibility, justice and reparation that survivors of sexual violence are entitled to, and the role of accountable men in those processes, one of the most important things that organizations working in this field can do, is preventing these violations from happening in the first place. The majority of the organizations present carry out work to transform masculinity norms, promote a culture of consent, and challenge the objectification of women.
Feminism is the radical notion that women are people.
Five things that men can do when women testify about sexual harassment

1 – Listen and confirm
Encourage women to speak up. Listen to their stories. Believe them.

2 – Start with yourself
Contemplate your own behavior. If you feel you’ve crossed the line, seek help.

3 – Talk to other men
Discuss your thoughts and feelings. Encourage others to do the same.

4 – Speak out
When you see someone else doing harm, speak up!

5 – Engage!
Organize for change. Join a non-profit. Talk to your boss, teacher, or coach. Everything counts!
Men, Masculinity and #MeToo

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Harry’s expertise is in youth, child and gender studies. After moving to the capital, and finishing a Bachelor degree in Social Services, he’s been working with themes on youth services and child welfare, Kalle later finished a Bachelor degree in health education centreed around communication of specific health. She has well-honed networking skills, and catching the interest of external parties in her field of knowledge about men’s health. She has focused specifically on men’s health in Forum for Mænds business development. Mie’s expertise is centered around specialized gender equality, which she founded in 2016.

Under an extensive period of seven years, Mie has been actively discussing on gender equality. She has been a board member in several Swedish non-profit organizations, and has been president of the Stockholm Communications team. She has been working with women’s shelters, violence against women, and gender equality on measures to increase men’s involvement in the discussion on gender equality. This work has brought about a large discussion at local, national and international levels. Today, she is the head of Danners Resource Centre, and the head of KVINFOs national department. She has been working with health promotion in local government. Since 2014, Hedda has a master’s degree in gender and intersectionality from the University of British Columbia. In 2015, she started working as a Senior Advisor at Reform – A Resource Centre for Men. She has a position earned by the extensive educational background he obtained; a PhD in Social science, and various other social work qualifications. Harry’s expertise is in youth, child and gender studies. After moving to the capital, and finishing a Bachelor degree in Social Services, he’s been working with themes on youth services and child welfare, Kalle later finished a Bachelor degree in health education centreed around communication of specific health. She has well-honed networking skills, and catching the interest of external parties in her field of knowledge about men’s health. She has focused specifically on men’s health in Forum for Mænds business development. Mie’s expertise is centered around specialized gender equality, which she founded in 2016.

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This page contains links to relevant organizations that aid in the struggle to end sexual harassment and violence, focusing not only on masculinity, but also gender equality in general.

**Sources and resources**

- **NORWAY**
  - Defende (www.defende.no)
  - Forbundsredaksjonen for prostituerte og former (www.frp.forsvarensforbund.for昆仑)
  - MenEngage Alliance – www.menengage.org

- **DENMARK**
  - DareGender – www.daregender.dk
  - Forum for Mænds Sundhed – www.sundmand.dk/Forum-for-maend-sundhed.php

- **FINLAND**
  - Poikien Talo – www.poikientalo.fi
  - Poikien Puhelin – www.vaestoliitto.fi/vaestoliitto/mita_vaestoliitto_tekee/palvelut/puhelinneuvonta/poikien_puhelin
  - Väestöliitto – www.vaestoliitto.fi
  - Pro-feminist men Finland – www.profeministimiehet.net
  - Loisto Setlementti – www.loistosetlementti.fi
  - Centre for Gender Equality – www.jafnretti.is
  - Stígamót – www.stigamot.is
  - Kvennaskólanum/Kvennaskólinn í Reykjavík – www.kvenno.is

- **ICELAND**

- **SWEDEN**
  - Unizon – www.unizon.se
  - RFSU – www.rfsu.se
  - MÄN – www.manfj.se
  - Under Kevlaret – www.underkevlaret.se
  - Locker Room Talk – www.lockerroomtalk.se

- **MISCELLANEOUS**
  - MenEngage Alliance – www.menengage.org
  - DENMARK
    - DareGender – www.daregender.dk
    - Forum for Mænds Sundhed – www.sundmand.dk/Forum-for-maend-sundhed.php
  - NORWAY
    - Defende (www.defende.no)
    - Forbundsredaksjonen for prostituerede brudeforband (www.frp.forsvarensforbund.for昆仑)
  - FINLAND
    - Poikien Talo – www.poikientalo.fi
    - Poikien Puhelin – www.vaestoliitto.fi/vaestoliitto/mita_vaestoliitto_tekee/palvelut/puhelinneuvonta/poikien_puhelin
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    - MÄN – www.manfj.se
    - Under Kevlaret – www.underkevlaret.se
    - Locker Room Talk – www.lockerroomtalk.se

**OTHER LINKS**

- "Fatå", meaning "get it!" in Swedish, is a non-profit organization for everyone who wants to get involved fighting against sexual violence, and working towards consent in practice as well as legislation. More info: www.fatta.nu/about
Men, Masculinity and #MeToo

Nordic experiences of the movement that shattered the culture of silence

This study has been produced by the Swedish organization MÅN. It is primarily based on presentations and discussions at a network meeting organized in Stockholm, in May 2018, together with other Nordic civil society organizations committed to ending men’s violence. Interviews were conducted with representatives from organizations participating in the meeting.