

The Cost of Failure

The Cost to Canada's *Economy, Families and Health* of Failing to Address Issues Affecting Boys and Men

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OVERVIEW

This report seeks to illustrate how the lack of attention to the problems of boys, men and fathers, and the lack of services for boys, men and fathers, results in significant negative consequences to society. The discussion is divided into three broad categories: (1) The impact on our Economy (2) The impact on Families and Youth and (3) The impact on the Health of Men.

Following this overview of problems and their consequences, we discuss some possible solutions as well as community organizations that can implement them.

PART 1: THE PROBLEMS

(1) THE IMPACT ON OUR ECONOMY

Many gender-based analyses have demonstrated that inequality in educational opportunities and achievements affects the long-term economic growth of a country by lowering the average level of human capital, employment opportunities, and taxation.

The social programs that our economy fuels rely on revenue generated through taxation. When any of our citizens are unable to realize their full earning potential, the result is to reduce the government's taxable income.

a) Boys and the Educational System

The correlation between increased level of education and economic prosperity is well established. Education and economic prosperity are linked in two ways. First, higher levels of education are associated with higher income and thus greater autonomy for both men and women.ⁱ Figure 1, from an OECD study, demonstrates this link by comparing earnings with levels of education.ⁱⁱ On average, Canadian university graduates earned \$165 for every \$100 earned by high-school graduates, while their counterparts, high-school dropouts, earned only \$80 for every \$100 earned by high-school graduates. This gap of \$85 is alarming, because of its tendency to bleed into other spheres, including the affordability of daily household items and other necessities of life.ⁱⁱⁱ

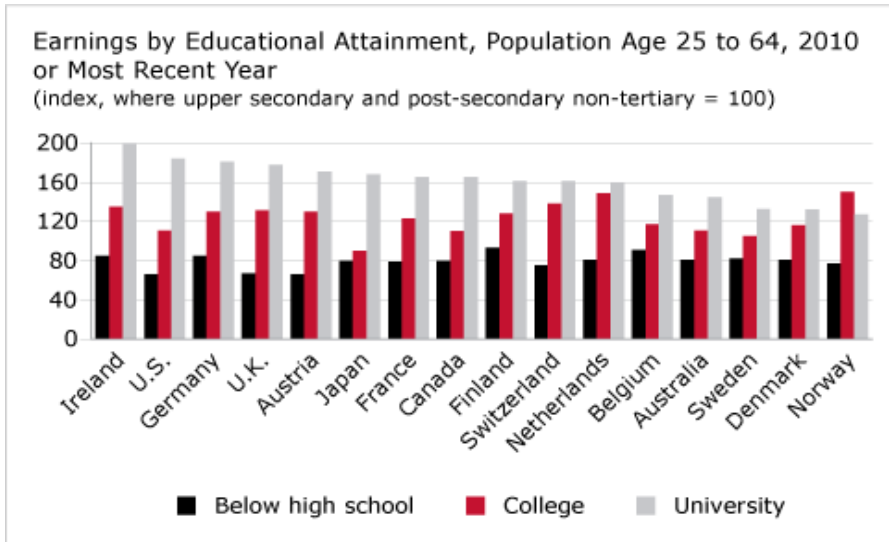


Figure 1: This chart demonstrates that Canadians who have university degrees earned \$165 for every \$100 earned by high-school graduates. Those with college degrees earned \$110 for every \$100 earned by high-school graduates; those who did not graduate from high school earned only \$80 for every \$100 earned by high-school graduates.^{iv}

In addition, Figure 2 demonstrates a link between higher rates of educational attainment and both increased wages and reduced unemployment.

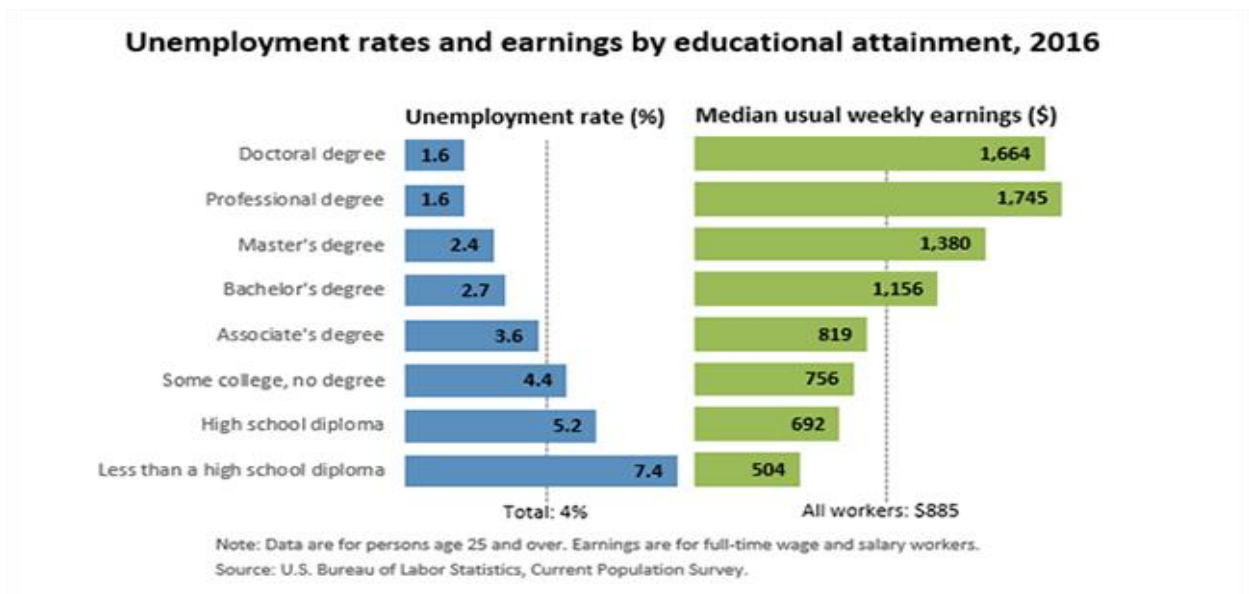


Figure 2: U.S. Bureau of Labor Statistics https://www.bls.gov/emp/ep_chart_001.htm#startcontent. Last Modified Date: October 24, 2017

Second, education targets the supply side by improving productivity in human capital and technological advancement. In turn, this positively correlates to an increase in national economic growth. As stated in human-capital theory, “*an educated population is a productive population.*”^v Education correlates directly with business innovation, productivity, employment rates and therefore with national economic performance. One analysis by the Conference Board of Canada (relying on a study from the European Commission) found that if national average level of education increases by a single year, aggregate productivity increases by 6.2% in the short-run and 3.1% in the long-run. A global review by the International Labour Office (2013) finds that increasing productivity within sectors is the main driver of economic growth, particularly because the aggregated growth of industry and services has a heavy impact on national economic growth.^{vi}

A mountain of evidence therefore demonstrates that education is key to both personal financial success and national economic growth. That is why the educational underachievement of boys and young men is so concerning. Compared to their female counterparts, boys and young men score worse across the board in reading and writing, display significantly more severe behavioral problems and are far more likely to drop-out of high school. In all developed countries, men are less likely than women to study at universities, yet few countries make any attempt to solve this problem.

b) The Changing Job Market

Despite significant labour mobility, Canadian firms find it more difficult to hire than the general unemployment rate would suggest, with imbalances between unemployment and job vacancies persisting in some regions and occupations. The Canadian natural resources and manufacturing sector is vital to the Canadian economy but suffers from a discrepancy between the supply of and demand for labour. There is evidence of a misalignment between the skills of the unemployed and those that employers require, with high job vacancy rates in the skilled trades.^{vii} More workers in

skilled trades are needed to support the large manufacturing sector that relies on natural resources.

By 2020, it is estimated that Canada will be short one million workers. The manufacturing sector, for example, will require 400,000 workers in the next 15 years due to retirement alone. By 2027, more than one-third of jobs in Canada will require either trade certification or a college diploma.

The skilled trades continue to be male majority occupations, as described below in Chart 1. Canada already has a serious problem due to the increasing disconnect between the demand for and supply of labour within these trades. Exacerbating this problem is the high rate of male high-school drop-outs and male unemployment.

According to Statistics Canada, moreover, people in trades have an average salary of approximately 3.1% above average. By not encouraging men to adapt to the changing job market, Canada loses 3.1% in unrealized taxes for the government, let alone a loss of potential earnings for thousands of Canadian families.^{viii}

Chart 1: Registered apprenticeship by sex and provinces and territory^{ix}

	2011	2012	2013	2014	2015
Canada	426,285	444,672	469,680	451,140	453,543
Males	367,737	381,432	403,572	389,253	392,559
Females	58,545	63,240	66,111	61,890	60,984
Ontario	153,918	164,562	172,686	144,909	146,439
Males	117,285	124,641	132,024	110,628	114,459
Females	36,633	39,921	40,662	34,278	31,980

(2) THE IMPACT ON FAMILIES AND YOUTH

a) Fatherlessness

i. The Consequences of Fatherlessness

Research shows clearly that fatherlessness has a serious negative impact on families and youth, contributing to a host of psychological and social problems. Fatherless children lose out across a wide range of metrics, including emotional well-being, physical well-being and financial security. Below are a few examples. These were drawn from American sources because the United States has far more comprehensive data in this area than does Canada:

- 63% of youth suicides are from fatherless homes, a rate that is five times the national average (U.S. Dept of Health/Census);
- 70% of youths in state-operated institutions come from fatherless homes (U.S. Dept of Justice);
- 71% of all high school dropouts come from fatherless homes (National Principals Association Report);
- 85% of all children who show behavioural disorders come from fatherless homes (Center for Disease Control);

Studies have found that fatherless youth are more likely to be victims of exploitation and abuse, while others have linked father absence through divorce with diminished self-concepts in children. Furthermore, fatherlessness results in youth being four times more likely to be raised in poverty.^x We discuss the health consequences of poverty in a later section of this document.

When marriages end, children can lose most or all contact with a parent, most often the father. A study by Edward Kruk at the University of British Columbia found that sole maternal custody often leads to father absence and to parental alienation of the

father. Kruk links both problems with negative results for children.^{xi} His studies found that fatherless youth exhibit higher levels of depression and suicide, delinquency, promiscuity and teen pregnancy, behavioural problems and use of drugs and alcohol.

ii. The Reasons for Fatherlessness

Fatherlessness has many causes. In some cases a father may have chosen to abandon his family or he may be an unfit parent. However, in many cases, ex-partners wilfully exclude fathers from the family and prevent them contact with their children. The current legal system makes this problem possible. After their relationship has ended, some women report they see little value in maintaining close contact with the fathers of their children and, despite court order, these individuals may deny visits by fathers.

Although no one would deny the importance of strong mother-child relationships, many ignore the need for strong father-child relationships. Economic support is very important for children, to be sure, but social and emotional support are essential to a child's development and wellbeing. Consider the findings of child developmental psychologists K.R. Wilson and M.R. Prior:^{xii}

Available evidence clearly demonstrates the importance of fathers to the developmental health and well-being of their children. While fathers' traditional breadwinning role remains important, the paternal role is now recognised to be much broader than this, reflecting societal change in role expectations for women, as well as increasing knowledge about the contribution of paternal influences to children's developmental well-being.

In short, spite, vindictiveness and spousal relationship baggage should not extend to the parent-child relationship.

Researchers have been speaking about a fatherlessness crisis for some time. They rely on evidence of discrimination against fathers by the legal system that governs

divorce and child custody. Many worry also about decisions that rely on harmful, gender-based presumptions or stereotypes. Courts often presume that fathers who seek more time with their children are interested merely in reducing their support payments, rather than in participating in the lives of their children.

After separation, according to data from 2000, courts granted custody to mothers in the overwhelming number of cases. Canada has roughly 150,000 single-parent families, and heading 80% of those were single mothers with sole custody. This number hardly reflects the rate at which fathers actually want custody of their children. One-quarter of children who live under their mother's custody visit their fathers irregularly (once a month, on holidays, or at random) and 15% never see their fathers at all (though a few have letter or phone contact with him).

Although courts are charged with determining the “best interests of the child” and research is clear that children do best with a father who is as present as possible, courts routinely remove children from one parent, either entirely or substantially.

iii. Parental Alienation

“Parental alienation” is the term used when a child unreasonably rejects one parent as the result of conscious or unconscious negative influence by the other parent. That is, the alienating parent cultivates an attitude of obsessive hostility toward the alienated parent. The hostility the child holds towards the alienated parent usually extends to one entire side of the family, often negating any benefits from being part of the extended family. Because most custody cases by far favour the mother, the alienated side is usually that of the father, though there are certainly cases of alienated mothers.

The concept of parental alienation syndrome (PAS) has been steadily gaining support from family lawyers, psychologists and social workers. Parental alienation as a

legal term is now accepted by Canadian courts. The complex harmful relationships that result are seen as manipulative, maladaptive by the custodial, perpetrating parent and most seriously, abusive to the children. The courts have been reversing custody in certain instances where this behaviour has been identified, and in some rare cases, fining or jailing the perpetrator.

A case where a child naturally prefers one parent to another does not count as pathological alienation. Parental alienation syndrome does not extend, of course, to fathers or mothers who are demonstrably abusive or unfit.

Children are aware that they are created by and have a deep connection to both of their parents. When one parent verbally denigrates and dehumanizes the other in front of the child, they damage the child's emotional and psychological identity. These children can come to believe that they themselves possess the same terrible qualities as the alienated parent. Alienated parents often face depression, and some resort to drugs or alcohol. Also affecting the likelihood of parental alienation are the age of children when their parents' divorce, the attitudes of siblings or other members of the family, and the policies of social service agencies

b) Violence Against Men

i. General Violence

It is worth considering the facts and figure around gender and violence carefully. In Canada, *men* are more often victims of violence than women, and this is true of all forms of violence except for sexual assault.^{xiii} Men make up 75% of all murder victims and 60% of all robbery victims. Men are three times more likely than women to suffer aggravated assault and twice as likely to be assaulted with a weapon. Men are three times more likely than women to be assaulted in public places and more likely to be harmed by either acquaintances or strangers. Men account for 95% of the prison population. Men experience additional violence in prison, with homicide and assault rates significantly higher in prison than elsewhere. Preventing men from committing violence and also reducing violence against other men are urgent humanitarian goals.

ii. Domestic Violence

Victims of domestic violence include those of all ages, races, ethnicities and socio-economic groups. But it is also true that victims include those of both sexes and all sexual orientations. Indeed, research makes it clear that violence occurs within both gay and lesbian relationships. Moreover, it happens to men within straight relationships. We must find ways to break through social norms and other barriers that prevent any individual who has experienced violence from seeking help. By ignoring victims because they fail to conform to widespread assumptions, we risk leaving them stigmatized and their children in danger.

Men do experience violence from women in romantic relationships.^{xiv} The 2014 General Social Survey on Family Violence,^{xv} which provides the most recent data on this topic, concludes as follows:

In 2014, equal proportions of men and women reported being victims of spousal violence during the preceding 5 years (4%, respectively). This translated into about 342,000 women and 418,000 men across the provinces.

These numbers are consistent with a trend we've seen over time, of a decreasing rate of domestic violence against women and an increasing rate against men.

Canadian Professor of Psychology Dr. Don Dutton, who specializes in intimate partner abuse, has critiqued the current "one size fits all" paradigm. By denying data that does not conform to a preconceived ideology, it puts at risk all victims who do not fit the paradigm, including gay or lesbian victims, and children at risk of abuse from their violent mothers or other female adults.^{xvi}

The *Partner Abuse State of Knowledge Project* is the largest study on domestic violence ever completed, having been undertaken over three years and conducted by a team of 42 scholars at 20 universities and research centres. Published in May 2013, it concluded that "*women perpetrate physical and emotional abuse, as well as engage in control behaviors, at comparable rates to men.*"^{xvii}

Also of interest in these studies is that significantly more men than women were dissatisfied with the police response when they reported the incidents and asked for help. Approximately 48% of women reported a "very high" level of satisfaction with police action, but only 25% of men did.

According to research by Denise A. Hines and Emily M. Douglas, published in the US National Library of Medicine,^{xviii}

barriers for men to leave abusive relationships are similar to those for women. They include a commitment to the marriage, a lack of financial resources, and a concern for their children. These researchers found that men were often very worried that their violent partners would obtain custody of their children if they

should leave.

Financial stability is critical for victims of domestic violence to find safety and gain independence from their abusers. A study on domestic violence by Angela Moe and Myrtle Bell found that even well-educated victims, who obtained a substantial education and built a lucrative career prior to their experiences of violence, still had difficulty finding or maintaining work because of fear, anxiety, physical injuries, emotional trauma, and the need for safety.^{xix}

Due to the similarities in victimization, men experience all of these barriers but also experience the social burden of maintaining their masculine identity, one that expects them to be self-reliant and independent.^{xx} This particular ideal of masculinity tends to prevent men from seeking help.

The economic impact of domestic violence on the victim's personal financial situation as well as costs to society and third parties is extreme. The aggregate expense of victimization in Canada has been estimated at \$6 billion and includes medical attention, lost wages, lost education, the value of stolen/damaged property, and pain and suffering.^{xxi} Employers of victimized people bear additional costs, which were estimated to be as high as \$5 billion per year in terms of absenteeism, tardiness, lowered productivity, turnover, increased security costs, and medical expenses.^{xxii}

Moreover, the state has a duty to restore the harm caused by domestic violence, which adds to its financial burden.^{xxiii} This cost is estimated at 7.4 billion dollars, which amounts to \$220 for every Canadian.^{xxiv}

Failure to take seriously domestic violence against men leads to inadequate or even destructive treatment programs. Based on outdated or ideological paradigms, these programs do not conform to the lived experience and ongoing suffering of real people. This means we are less effective at reducing and preventing violence, which can lead in turn to more victimization and all the resulting costs to both victims and the state.

iii. Sexual Violence Against Men

Sexual violence committed against men and boys is largely unreported due to the stigma attached to this form of victimization. Researchers in Ontario have estimated that 1 in 6 boys and men have been sexually abused or assaulted, amounting to almost 1 million men in the province.^{xxv} Supporting this figure is the 2012 National Crime Victimization Survey, an American survey, which found that 38% of all rape and sexual assault incidents targeted boys or men.^{xxvi} Additionally, the Canadian government's Badgely Commission, which reported in 1984, discovered that 31% of boys or men had been sexually abused, 7% of them multiple times.^{xxvii}

In juvenile correctional facilities such as those run by the provinces, both men and women have power over boys. The current juvenile residential jail system is a place where young boys are sexually assaulted at alarmingly high rates by both male and female supervisors. The vulnerability of these boys is well documented in a 2012 study by the U.S. Department of Justice. It found that 10% of the boys in juvenile facilities had experienced sexual assaults.^{xxviii}

Sexual violence is usually about power and control. Both men and women can find themselves in positions of power over others. The dominant individual, whether male or female, can isolate and control their victims. When women are in positions of power and authority, as for example in juvenile facilities, and increasingly in the workforce, they are no different from men in that some small percentage will use that power in unethical ways.

(3) THE IMPACT ON THE HEALTH OF MEN

a) Male Risk Factors

Traditional norms of masculinity can be barriers to improving men's mental and physical health. Men suffer both mentally and physically from undiagnosed depression and isolation, often doing do alone. Society encourages men to act aggressively and take risks. Canadian men are disproportionately more likely than women to occupy dangerous professions and significantly more likely to die on the job. Workplace risk statistics in Ontario show that men account for over 96% of all deaths on the job.^{xxix xxx}

In response to stress, isolation and depression, moreover, men damage their mental and physical health by resorting to drugs or alcohol. Men are more likely than women to heavily consume alcohol, tobacco and illicit drugs. Men use illegal drugs, for instance, at double the rate of women. Here is one recent and poignant example: 80% of those who have died in the fentanyl-overdose crisis which has hit Vancouver have been men, mostly young men.^{xxxi} Men are heavier smokers than women, too, smoking an average of 3 more cigarettes per day than women. Around the world, 48% of men smoke; only 12 percent of women do. Social norms play a large part in the tendency of many men to escape from personal or mental health problems through substance abuse or through risky and self-harming behavior. Focused research and study is required to understand and confront these factors.

Some of the factors that put men at high risk include the following:

- A. Men visit physicians only half as often as women do;
- B. Men work much more often than women in the most dangerous occupations (such as mining, firefighting, construction, fishing and the armed forces);
- C. Society fails to teach and emphasize healthy behaviors for men and boys;

- D. Governments fails to fund research on male-specific diseases and the sex gap in longevity;
- E. Many men adopt unhealthy lifestyles, many of which promote unnecessary risk-taking.^{xxxii}

Men have higher death rates for most of the leading causes of death, including the following ones:

- Cancer
- Accidental injury
- Chronic lower respiratory disease
- Cerebrovascular disease
- Diabetes
- Alzheimer's
- Pneumonia/flu
- Suicide
- Homicide
- HIV infection.

In Canada, 65% of men between the ages of 30 and 64 are overweight or obese, almost 50% are inactive, over 40% binge drink and 26% smoke.^{xxxiii} These modifiable lifestyle factors account for much of the sex disparity in mortality, with men 40% more likely to die from cancer and 70% more likely to die from heart disease.^{xxxiv} The tragedy and also the opportunity is that an estimated 70% of men's health problems are preventable through public consciousness raising efforts and then guiding men to adopt a healthier lifestyle.

b) The Cost of Poor Male Health

According to a study on Ontario's health-care system, high cost users (HCU) tend to be overweight or obese, former smokers and physically inactive. Within this group, men are overrepresented.^{xxxv} All of these problems were even more pronounced

for the extreme HCU, the top 1% who use 27.5% of the health-care services. This translates into \$15 billion in health-care costs.^{xxxvi}

In addition, full-time employment is seriously affected by health. Those who use medical resources intensively, after all, are less likely to hold full-time jobs. According to scholarly consensus, people who work part-time or who do not work at all due to bad health, are more likely to be high cost users than those who work full time.^{xxxvii} Therefore, the higher burden on our health-care system is compounded by a reduced income tax base to support these costs. Crucially, it is men, who still account for a larger fraction of the workforce, who are also more likely to face reduced employment as a result of poor health. Therefore, the implications of an unhealthy population, especially of unhealthy men, can have a detrimental effect on the national GDP in terms of lost human and financial capital.

We have already noted a relation between an individual's level of education and their potential earnings. We can elaborate on that analysis now by incorporating additional relevant variables, highlighting critical links between education, employment and health. Findings from a study on public health and nutrition (2003) found that poor households relied on fewer servings of healthy foods than relatively rich families did, even with other factors held constant.^{xxxviii} Such results suggest that individuals within low-income households are more prone to illness and therefore more likely to miss work. In conclusion we find that lower educational attainment leads to lower income level and from there to poorer health outcomes and on to intergenerational cycles of poverty.

c) Suicide

A major preventable cause of death among men is suicide. In Canada, men consistently commit suicide at 3 to 4 times the rate of women. In other countries around the world the ratio is as high as 7.5:1. In 2011, 2781 Canadian men committed suicide. Caucasian men and aboriginal men have the highest rates of suicide. Of these suicides,

90% involve someone with mental health or addiction problems, and 60% involve depression. Single men are more likely to commit suicide than married men.

The 6 major causes of suicide often intersect and overlap: mental illness, addiction, marital/relationship breakdown, financial hardship, physical illness and a major loss. Each factor has its own unique problems.

Cutting across and exacerbating all these causes is the way in which men are socialized to suppress their emotions and to “be a man.” Strength is desirable and weakness shunned. Our culture has encouraged men, unlike women, to suppress or at least hide any sign of helplessness and to avoid showing any emotion. A man’s identity depends on conformity to these gendered norms.

Having children reduces the occurrence of suicide for women but not for men. If men were more connected and involved with their children’s lives, fewer of them might resort to suicide. Childhood sexual abuse, too, might be a highly significant but largely unreported factor in male suicide.

Men have a smaller network of friends. In addition, men have access to far fewer mental-health and social-support services. Single, childless men are especially vulnerable. Our society encourages women, both explicitly and implicitly, to seek support of all kinds. But popular culture in many ways stigmatizes men, implicitly, who do so. Feminine identity has never been threatened by seeking relief from depression, for instance, but masculine identity has been.

Divorcing men in Canada and the United States are eight times more likely than divorcing women to commit suicide, according to a report by Augustine Kposowa of the University of California, Riverside. Kposowa found that *“while social, psychological and personal problems facing women are readily denounced, societal institutions tend to ignore or minimize male problems that are evident in suicide statistics.”*^{xxxix}

Professor John Oliffe of the UBC-based Men’s Health Research agency reached a similar conclusion: *“Divorce is a classic factor in suicide. These men become socially isolated. There are so many examples of good men’s lives ending prematurely.”* Most studies suggest that men are at a greater risk of suicide than women in the aftermath of

relationship breakdown.

d) Homelessness

Homelessness cuts across all demographics, but some groups of people are more likely than others to be homeless. Single adult men between the ages of 25 and 55 account for almost half of the homeless population in Canada (47.5%), according to the Segaert study.^{xi} And if we include all age groups, men are *more* likely than women to be homeless. The characteristics of the homeless population include high rates of mental illness, addictions and disability, including invisible disabilities such as brain injury and PTSD. Because single adult men form a large percentage of the chronically homeless, efforts targeting this group are warranted.

Research clearly proves that it costs society more to leave people homeless than it does to provide them with supportive housing. A study by Steve Pomeroy estimated that it costs \$66,000 to \$120,000 per person per year for institutional responses to homelessness (e.g. prison, psychiatric hospitals) but only \$13,000 to \$18,000 for supportive housing.^{xii} In addition, the average monthly cost of a shelter bed has risen to nearly \$2,000, far more than the rent for an average apartment.^{xiii}

Health-care costs are part of this analysis. The resources of hospitals in downtown areas are heavily burdened by the needs of the homeless people who usually have no family doctor and little in the way of preventive health-care. Their poor physical and mental health is exacerbated by every additional day they remain homeless.

The total annual cost of homelessness in Canada is approximately \$7 billion. Given the disproportionate representation of homeless *men* in Canada, we would produce a net benefit by focusing on them.^{xliii}

PART 2: THE SOLUTIONS

(1) THE IMPACT ON OUR ECONOMY

a) Boys and the Educational System

i. Corporations and Professional Associations

We recommend recruitment programs that encourage young men to consider careers in professions where they are currently underrepresented, including the following disciplines:

- Nursing and Health-care
- Social work and Social service work
- Teaching (especially in elementary schools)
- Early childhood education
- Human resources
- Public relations
- Veterinary medicine
- Library sciences

ii. Parents

The Dr. Eric Jackman Institute of Child Study at the University of Toronto is doing research on how to improve prospects for the next generation by providing support for young children and their families during their preschool and early school years.^{xliv}

Psychologist Rod Plotnik maintains that students who are achievers have several common characteristics, which develop largely as the results of parenting practices, although other people in the social environment are also influential.

Compared to under-achievers, achievers tend to:

- enjoy higher self-esteem and confidence in their abilities
- benefit from more support from parents, teachers and society in general
- come from more stimulating home environments in which parents speak and read to them more; and

- work harder, not only because of the need to succeed but also because they enjoy what they are doing.

Parents can help by spending more time reading to boys, buying them books, and taking them to libraries, while monitoring the amount of time that they spend playing video games. It is critical that parents show confidence in a boy's abilities, have high aspirations, check over their homework and speak regularly with their teachers. In *Twenty Seven Ways to Improve Classroom Instruction*, Gary Phillips and Maurice Gibbons argue that parents can foster high achievement in their sons by: ^{xlv}

- talking daily about events at school;
- setting and clarifying expectations; and
- modeling, in which parents provide examples through their own experiences

Parents must also be involved in the school system and discuss their vision of excellence with the teacher. They can insist that schools work toward a balance between male and female teachers, moreover, and insist on appropriate learning materials.

Boys are far more likely than girls to be singled out for behavioural problems, learning disorders or prescribed psychotropic drugs. In studying the hyperactivity of boys, Dr. James Brown, former Ontario teacher, principal and school superintendent, has concluded that parents

should challenge the school's haste to identify their sons as learning disabled or as having attention deficit/hyperactivity disorder, when they are simply active boys behaving as their parents have raised them to behave. They should insist on a second opinion before allowing teachers to pressure them into asking their family physician to prescribe drugs for their sons so that the teachers can continue to use teaching methods unsuitable for active boys.^{xlvi}

At the same time, boys are indeed more likely than girls to have ADHD, autism spectrum disorder and Tourette syndrome. These conditions can interfere with educational success, social relationships and finding employment. It is important that

such conditions, when they do exist, be detected early because effective treatments are available.

iii. Ministry of Education

1. We must address the problems of boys as soon as they enter the educational system, especially in connection to reading and writing. These lead to serious consequences that extend well beyond high school. According to an OECD study, *Pathways to Success: How Knowledge and Skills at Age 15 Shape Future Lives in Canada*, “by far the most important factor of all is reading proficiency.”^{xlvii}
2. We should consider modifying the means by which we evaluate and report on student progress, especially in the earlier years of school. In researching ways to improve boys’ self-esteem, Brown has concluded that “*the methods used to report on student progress should be changed so that there is a balance between reporting progress compared to others the same age, and progress compared to the individual child’s state of development and starting point.*”^{xlviii}
3. We should make efforts to improve the gender balance among school teachers, especially among earlier grade teachers, where the imbalance is particularly acute. The lack of male role models in the school system is a serious problem.
4. We should endeavour to make primary education more accepting of and friendly to boys. This does not mean orienting it away from the needs of girls. Schools and teachers need to accommodate individual differences in the needs and rates of development of both boys and girls. Schools should create “individual student profiles,” which would allow students to advance at their own pace.^{xlix} The same conclusion was reached in *the Report of the Early Primary Education Project*, undertaken in 1985.¹

iv. Teachers

1. Teachers should consider founding “boys clubs” in their high schools, modeled on the successful group currently operating under the direction of high school teacher John Mason.^{li} This group works with boys to engage them in education and keep them in school.
2. Teachers should recognize and address boy’s lack of engagement with school as early as possible by finding creative ways to reach each student. Many boys feel marginalized and as a result are disengaged. Researchers found *“that secondary schools value a certain type of student to the virtual exclusion of others.”*^{lii} To many teachers, the ideal student has those characteristics that most people associate more often with girls than with boys.

v. Universities/Colleges

1. Create male-studies departments in order to foster research in this area.

vi. Corporations and Non-profits

1. Sponsor graduation awards for boys who have demonstrated the greatest academic improvement. As a pilot project in 2018, the educational charity Canadian Association for Equality sponsored an award to be given to one grade nine boy who has shown the greatest improvement in his overall average compared to the previous year.

b) The Changing Job Market

Male-dominated industries are disappearing, leaving behind a pool of unemployed or underemployed men with largely non-transferable skills. In the past four years alone, nearly 70,000 Canadian jobs were lost in manufacturing and agriculture.

Meanwhile, boys of the next generation are not getting the education that they will need to prepare for the changing job market. Nearly 200,000 jobs were created in the health-care and social-service industries over the past four years. Yet in 2016, only 10% of registered nurses and 12% of health-care aides were men. It is time to develop male-focused recruitment programs to bring men into traditionally female-dominated disciplines. This effort would complement the existing programs that champion women in the STEM fields.

(2) THE IMPACT ON FAMILIES AND YOUTH

a) Fatherlessness

i. Equal-Parenting legislation

The single most effective action that would bring fairness to our family law system and provide a framework for decisions in the best interest of the child is to advance equal-parenting legislation. The federal government should amend the Divorce Act so that children can benefit from vibrant, loving and full relationships with both parents after separation or divorce. The new framework would establish a rebuttable presumption of equal parenting following family break-up, in which both parents maintain equal rights and responsibilities with their children. The changes would provide for equal parenting unless parents freely decide otherwise or unless one parent is demonstrably unfit. Equal parenting relies on the notion that children grow up best when both parents are as involved as possible in the lives of their children. Before divorce or separation, children need and benefit from strong relationships with both parents. Divorce does not change that fact. Therefore, the burden should be on judges to justify decisions that deviate from this norm. It is critically important that the bond that all children have with their mothers *and fathers* remains intact and is strengthened as much as possible in order to insulate a child from the potential negative effects of divorce.

Without such equal-parent legislation, parents will fight in court over child custody as long as there are incentives to win sole or primary custody. This conflict puts stress on children, ties up the legal system, and bankrupts families. Shared parenting removes the need for expensive litigation. Financial resources can better be spent on the children, rather than lawyers.

In the United States, legislatures in half of the 50 states introduced shared parenting bills for debate in 2017. The states of Arizona, South Dakota, Utah, Missouri and Kentucky have all passed variations of a shared parenting bill.

ii. Prioritize Arbitration and Mediation

We can substantially reduce the costs to our overburdened family-court system, and to the legal expenses of litigating citizens, by shifting our emphasis to arbitration and mediation. Former Ontario Chief Justice Warren Winkler proposed free court-based mandatory mediation for family law litigants. He based this proposal on a study called “Mandatory Mediation - Must for today's world.”ⁱⁱⁱ Winkler introduced mandatory mediation in civil court in 1997, and completed his three-year study in 2000. Winkler demonstrated that mandatory mediation saved the civil courts two thirds in court time and one third in costs.^{iv} ^{iv} Mediation in family law cases would reduce court caseloads and expense in the family law system.

iii. Community Fathering Programs

We should invest in community programs that promote father involvement, such as the *Fathering after Separation or Divorce* program at the Canadian Centre for Men and Families.^{vi} This program provides a broad range of knowledge, resources and skills for fathers who want to maintain strong relationships with their children following separation or divorce. The curriculum, built for fathers, makes use of the best research from child psychologists, family law lawyers and mediators, and men’s health providers.

iv. Attitudes Toward Fathering

We need to change our attitudes toward fatherhood. Fatherhood should be praised and encouraged as a source of pride and meaning for fathers. The role of men

as assistant mother or merely the “bread winner” needs to be challenged directly. At the same time, we must challenge the “deadbeat dad” stereotype, which is a demeaning and sexist caricature. It leaves behind an impression of fathers as incompetent and unmotivated, which has real effects on how fathers are treated by social institutions.

v. Amend the Income Tax Act

The federal government should revise the Income Tax Act so that it stops withholding the Canada Child Benefit from low-income fathers. The Act currently presumes that mothers are the primary caregivers, whatever the circumstances.

income tax act 122.6(f)

definition of eligible individual

- *(f) where the qualified dependant resides with the dependant’s female parent, the parent who primarily fulfils the responsibility for the care and upbringing of the qualified dependant is presumed to be the female parent,*

The CRA website clarifies that *“If there is a female parent who lives with the child, the CRA usually consider her to be this person.”* If the father does apply for this tax benefit, he first needs to get written permission from the mother. Imagine the justifiable outrage if income tax reimbursements sent to low-income families were automatically sent to the male head of household under the presumption that he is the primary breadwinner.

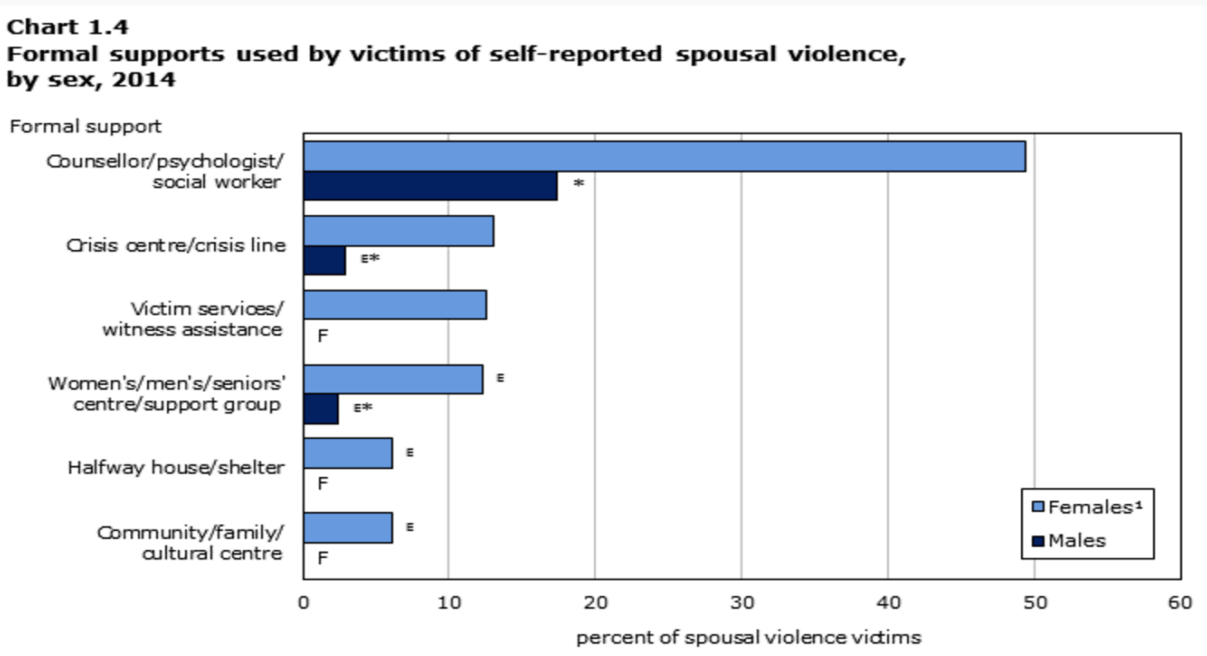
The Income Tax Act is interpreted in such a way that if a mother and father divorce and enter into an equal co-parenting arrangement, the tax benefit still goes entirely to the mother. Bafflingly, if the dad becomes a single father and later remarries, the Canada Child Benefit tax credit now goes to his new spouse, even though she may have no relationship to the child whatsoever - simply because she is a female living in the child’s house. This state of affairs is unfair toward low-income fathers, but it is also sexist toward women by presuming that childcare is their exclusive purview.

b) Violence Against Men

i. Cities Should Open Shelters and Crisis Services for Abused Men and their Children

Imagine that you and your child live each day in fear of violence, but no one believes you because you're a man. That is the situation for thousands of fathers every year. The *2014 General Social Survey on Family Violence* concluded that despite similar levels of victimization, male victims continue to be significantly less likely to have access to essential support services such as counselling, crisis centres, victim services or domestic abuse shelters. The table below highlights this lack of services for men as compared to women. This leads to severe implications for these men, their children and our communities.

The table below is reproduced from *Family Violence in Canada: A Statistical Profile* (2014).



Research by Emily Douglas and Denise Hines into help-seeking behaviours of male victims concluded that male victims do in fact engage in help-seeking behaviours. In fact, 43.7% of male victims contacted a domestic violence agency, 23.4% contacted a hotline and 66.2% reached out to a mental health professional.

But at the same time, research demonstrates the inadequacy of how these men were treated:^{lvii}

A large proportion of those who sought help from DV agencies (49.9%), DV hotlines (63.9%), or online resources (42.9%) were told, “We only help women.” Of the 132 men who sought help from a DV agency, 44.1% ($n=86$) said that this resource was not at all helpful; further, 95.3% of those men ($n=81$) said that they were given the impression that the agency was biased against men. Some of the men were accused of being the batterer in the relationship: This happened to men seeking help from DV agencies (40.2%), DV hotlines (32.2%) and online resources (18.9%).

The conclusion of their research is remarkable: *“results indicate that men who seek help for IPV victimization have the most positive experiences in seeking help from family/friends, and mental health and medical providers. They have the least positive experiences with members of the DV service system.”^{lviii} In other words “The resources providing the least support to men seeking help for IPV victimization are those that are the core of the DV service system: DV agencies, DV hotlines and the police.”*

The conclusion, that men do seek help but that help is often either not available or not receptive to men as victims, makes a strong case for a campaign to open emergency services, including domestic violence shelters, dedicated to men and their children, while educating the existing victim service agencies to serve all families in crisis.

The result would be an improvement in the health and well-being of men and their children, because, as Douglas and Hines found, positive help-seeking experiences are associated with better mental health outcomes, whereas negative help-seeking experiences are associated with poorer ones. In fact, they found that *“for each additional positive helpseeking experience, men were about 40% less likely to abuse alcohol in the previous year. For each additional negative helpseeking experience men*

were 1.37 times more likely to meet clinical cutoff of PTSD.”^{lix} When men or women are healthy, so are their children and their communities.

Although most of the research cited above was conducted in the United States, there is no reason to believe the situation is different for male victims in Canada. The Government of Canada document “*Shelters for abused women in Canada, 2014*” found that in 2013/2014 there were 627 shelters that offered services to abused women. Only 6% of these facilities allowed the admission of adult men.^{lx} This amounts to only 36 shelters across Canada, and includes emergency shelters that offer only short-term stays (1 to 3 days) as well as shelters that mix both abused and non-abused people. The data on how many abused men live in a shelter dedicated to domestic abuse does not exist but the figures must be incredibly low.

Men with families cannot simply flee to shelters for homeless single men. They require access to a family shelter that will accommodate them and their children and where they will receive services specifically for victims of violence. According to Canada’s General Social Survey, 25% of male victims of spousal abuse reported that children had heard or seen the abuse committed against them.^{lxi} We now know that the long-term effects on children of growing up in abusive homes are severe, including “*behavioural effects such as aggression and delinquency, and psychological effects such as anxiety, depression and low self-esteem*”^{lxii} and “*greater likelihood that, as adults, they will become involved in abusive marital relationships.*”^{lxiii} That is why providing services to male victims of domestic abuse helps not only fathers but also children. Single-father families are the fastest growing family form in Canada. Yet while the care-giving role of dads quickly expands, fathers who are suffering violence in the home still have no safe place where they can escape with their children. Few other emergency services are available to them.

We can see some reasons for optimism. Around the world, social-service agencies are stepping up. In the last few years, men’s shelters have popped up in small towns in Arkansas and Texas - and also in Winnipeg. Provinces across Canada should

follow these examples and open shelters and services with support from local victim service and health-care partners.

ii. Hospital Should Develop Screening Programs that are Gender Inclusive

All Ontario hospitals have emergency room screening programs to find out if women entering the hospital are victims of domestic abuse. A few hospitals, such as St. Michael's in Toronto, might ask men, too, but not because of any policy that requires them to do so. The province of Alberta made gender inclusive screening programs for domestic violence mandatory in 2014. Other provinces should follow their progressive lead.

iii. Police Should Apply Common Investigative Policies for Male and Female Victims

Conclusions about gender and family violence often rely entirely on police data, which is why many people think that female victims constitute 80% of all victims of domestic violence. When we dig a little deeper, we realize that police data are wildly inconsistent with virtually all other data on domestic violence, including those of Statistics Canada and of scholarly meta-analyses.

Here's how to make sense of this paradox. Police statistics on domestic violence are unreliable, because protocols police are required to follow are bound by an ideological commitment that dismisses women as possible perpetrators of violence and therefore make it far less likely that a woman will be charged with this crime. The paradigm that governs police departments endangers all those who do not fit the ideological model, including victims in same-sex relationships, children of abusive mothers and male victims. In many cases, men who reach out to police after having experienced domestic violence find *themselves* arrested, an outrageous form of re-

victimization that makes it less likely other men will report being victims and thus leads to increasingly unreliable police data.

A Handbook for Police Responding to Domestic Violence^{lxiv} is a resource for the Ontario Provincial Police and the Toronto Police. It encourages officers to base their investigations on dangerous stereotypes that put men and their children in danger. It explicitly states, contrary to the evidence, that “*the overwhelming majority of this violence involves men abusing women*”^{lxv} and then goes on to discourage officers from arresting women or from taking action to protect children from female abusers.^{lxvi} Even more explicitly, the British Columbia Ministry of Public Safety and Solicitor General requires police to “apply a gender lens” in cases of domestic violence.^{lxvii}

A gender lens should be applied to all responses to domestic violence in order to ensure the safety of women and their children. Responses to domestic violence should acknowledge that domestic violence is a power-based crime in which generally, the male in an intimate relationship exercises power and control over the female.

Domestic violence risk-assessment tools, used by police agencies across Canada when investigating domestic violence, often call for the use of different procedures depending solely on the sex of the victim and of the perpetrator. It is due to policies like these, no doubt, that significantly more men than women report dissatisfaction with the police response:

A ‘very high’ level of satisfaction with police action was reported by 37% of victims, especially among women (48%) when compared to men (25%)... Men were more likely than women to report being ‘very dissatisfied’ with how the police handled their situation (25% versus 11%, respectively).^{lxviii}

We recommend that police policies and procedures follow the weight of evidence and investigate domestic violence incidents in ways that support *all* victims and protects all children at risk.

iv. Victim Service Agencies Should Provide the Same Support to Male and Female Victims

Victim service agencies, often funded by the government, should provide the same range of support services to male and female victims. These services include emergency crisis counselling, long-term trauma-informed psychotherapy, legal aid, case management to assist with reports to the Children’s Aid Society and other organizations, and priority access to affordable housing.

v. Government Programs Should Be Neutral with Language Used to Describe Victims and Perpetrators.

Despite the fact that Canada’s own statistics agency reports similar levels of domestic violence victimization of men and women, government policies and government-supported programs continue to speak of domestic violence as though it were synonymous with “violence against women.” The language that we choose can either empower victims to seek help, or it can signal that they are not welcome to do so. Governments that want to support all victims of domestic violence should modify their language, therefore, to be gender-inclusive.

vi. The RCMP Should Track Data on Murdered and Missing Indigenous Boys and Men Exactly as they Do for Girls and Women

We commend the federal government on launching its *Inquiry Into Missing and Murdered Indigenous Women and Girls*. But this inquiry cannot be complete without including boys and men. Statistics Canada data on murdered Indigenous peoples over 29 years (1982-2011) show that over 70% of murdered Indigenous Canadians were men and boys.^{lxix}

The disproportionate rate of male Indigenous victimization has been well articulated in the mainstream press, with editorials supporting the expansion of the

Inquiry to include boys and men featured in the National Post,^{lxx} Globe and Mail^{lxxi} and Vancouver Sun.^{lxxii}

Outside of murder rates, the collection of data on the victimization of Indigenous boys and men is often avoided altogether, and thus make a full analyses impossible. Although the RCMP has a policy in place to collect data on missing Indigenous girls and women and on the rate at which the murder of Indigenous females is solved, the RCMP has rejected calls to compile the same data for missing and murdered Indigenous boys and men.

The decision to ignore those boys and men who have been victims of often brutal acts of violence is deeply offensive to those Indigenous families who have lost sons and fathers.

(3) THE IMPACT ON THE HEALTH OF MEN

1. We should develop promotional campaigns that encourage men to visit their doctors, take care of their physical and mental health, and avoid risky behaviours. These campaigns should focus explicitly on encouraging men to speak up when they are in need of help and work to shatter harmful gender socializations that encourage men to “take it like a man” or “suck it up.”
2. Every province and territory should publicly fund HPV vaccination for boys just as they do for girls.
3. Government-funded affordable housing projects should not exclude anyone by sex. Affordable housing projects for single-parent families are essential and praiseworthy, but several Canadian municipalities now allow affordable housing facilities that exclude single-fathers. This discrimination against low-income men and their families is unacceptable. Children should not be deprived of access to affordable housing because they live with their father instead of their mother.

COMMUNITY AGENCY PARTNERS

Agencies across Canada are beginning to undertake important programs aimed at solving the problems that we have described. These agencies are potential partners for governments that want to promote the welfare of boys, men, fathers and their families.

BC Society of Male Survivors of Sexual Abuse

The BC Society of Male Survivors of Sexual Abuse provides treatment and support services to male survivors of sexual abuse and support for significant relatives and others of the survivors. It offers individual therapy, group therapy and support groups for partners of male survivors. <https://bc-malesurvivors.com/>

BroTalk

BroTalk is part of Kids Help Phone's service. What started as an online portal specifically designed to support teen boys has evolved into an effort to provide specifically male (and male-identifying) youth with the support that they need, in the way that they need it most. Kids Help Phone has developed information on a range of topics, including: relationships, bullying, substance use, sexual orientation and gender identity, suicide and self-injury, as well as depression and sadness. <https://kidshelpphone.ca/page-de-base/brotalk>

Canadian Centre for Abuse Awareness

The Canadian Centre for Abuse Awareness / Abuse Hurts is a national, charitable organization that has served Canadians since 1993. The centre's mandate is to significantly reduce the incidence and impact of abuse through education and public awareness. Abuse Hurts aims to raise awareness about the true cost of neglect and abuse and currently supports over 100 organizations nationally, including children's services, victim's services, shelters, and other agencies that deal with over 100,000 children, women, and men whose lives have been affected by abuse. With help from the community and corporate partners, the Centre also provides access to support, healing and individual empowerment for adult survivors, and their families and caregivers. www.abusehurts.ca

Canadian Centre for Men and Families

The Canadian Centre for Men and Families is a men's health and social service hub with facilities currently in Toronto, Ottawa, London and Calgary, and with new sites opening soon in Vancouver, Edmonton and beyond. These centres offer free programs and services in an open and inclusive environment, including counselling, legal assistance, fathering programs, mentorship and support for victims of abuse. www.menandfamilies.org.

Canadian Men's Health Foundation

Canadian Men's Health Foundation (CMHF) is a national, not for profit organization established in 2014. Its mission is to inspire Canadian men to live healthier lives. Through a new social awareness campaign with Canadian men, the foundation motivates men and their families using health information and lifestyle programs in such a way that they can hear, absorb, and act. <https://menshealthfoundation.ca>

Centre for Suicide Prevention

A branch of the Canadian Mental Health Association, Centre for Suicide Prevention is a non-profit education centre established in 1981. The centre educates people with the information, knowledge and skills necessary for responding to people at risk of suicide. It teaches prevention because prevention is the only solution to suicide. <https://www.suicideinfo.ca>

Dad Central

Dad Central Canada is a group of professionals whose work focuses on promoting father involvement in Canada. One goal is to identify and establish best practices across Canada and around the world that connect and enhance fatherhood services. Another goal is to support provincial and local efforts that focus on engaging fathers. It is therefore a portal for information, education and research on fatherhood and an advocate on issues affecting fatherhood on a national scale. <http://www.dadcentral.ca/>

Distress Centre Toronto

The Distress Centre Toronto provides a confidential help-line service, which is available 24 hours a day, 365 days a year to people in emotional distress. It provides immediate access to emotional support from the safety and security of the closest telephone and offers emotional support, crisis intervention, suicide prevention and linkage to emergency help when necessary. It provides active rescue for high-risk callers and is

available after hours when other services are unavailable.

<https://torontodistresscentre.com>

Father's Health Network

The mission of the Father's Health Network is to be a resource for clinicians, researchers, educators and fathers to generate knowledge, ideas and solutions that support men as fathers. The best mental health care includes the promotion of wellness, the prevention of disease and the individualized treatment of illness. The FMHN strives to create a model of mental health care for fathers through the values of collaboration, mentorship, innovation and excellence. <http://fathersmentalhealth.com>

The Gatehouse

The Gatehouse envisages a future where those impacted by childhood sexual abuse can heal and reclaim their voices. Its mission is to provide support, community, and resources for individuals impacted by childhood sexual abuse. Its objectives are to provide a range of both formal and informal support and outreach by providing a child-friendly environment, resources and support enabling police and child welfare workers to interview individuals and families when child abuse is suspected, along with peer support groups, information and community support resources for adult survivors of childhood sexual abuse. <http://thegatehouse.org/>

Male Domestic Abuse Outreach Program (MDAOP)

The Male Domestic Abuse Outreach Program is offered through the Calgary Counselling Centre/Strathmore Shelter. It provides services to men and their families who face domestic abuse, whether that abuse is physical, emotional, verbal, sexual or financial. The program provides counselling advocacy, social services referrals (housing, financial aid, legal guidance, support), as well as access to services for their children. Men who have experienced abuse or who are in crises due to domestic abuse can contact MDAOP directly or be referred from various sources including community agencies, shelters, crisis lines, doctors or by family members.

<https://calgary.redfm.ca/male-domestic-abuse-outreach-program/>

Manitoba Men's Resource Centre and Family Shelter

The Men's Resource Centre of Manitoba provides counselling services for men who have experienced trauma and stress in their lives and want to solve related problems, recognizing that challenges to mental health as well as addictions are among the long-

term consequences. It offers a range of support services to men on a variety of problems that men commonly encounter. <http://www.mens-resource-centre.ca/>

Mediate393

Mediate393 provides government-funded family mediation and information services in several Ontario courthouses. They provide information about mediation and try to find legal advice and other resources. The Family Law Information Centre (FLIC) is an excellent resource for anyone needing information about separation and divorce. <https://mediate393.ca>

Men and Healing

Men and Healing is a counselling resource for men in Ottawa. Their doors are open to men seeking personal change. The services are specifically designed for men and are professionally facilitated by accredited psychotherapists. Programs are individually tailored to specifically meet men's needs in a way that speaks to men. <https://menandhealing.ca>

Men's Educational and Support Association

Headquartered in Edmonton, MESA is a registered charitable organization whose main goal is to help families, fathers and children caught in the turmoil of domestic crisis. It provides the emotional resources and legal referrals that men require during family breakdowns. <http://www.mesacanada.com/>

Movember Foundation

The Movember Foundation is a charity that tackles men's health problems on a global scale and year round. They address some of the biggest health issues faced by men: prostate cancer, testicular cancer, and mental health and suicide prevention. The foundation knows what works for men and how to find and fund the most innovative research to have both a global and local impact. In 13 years it has funded more than 1,200 men's health projects around the world. <https://ca.movember.com>.

Nanaimo Men's Resource Centre

The Nanaimo Men's Resource Centre offers support and referrals to men in the physical, emotional, intellectual, and spiritual dimensions of their lives. It strives to promote connections with partners and families, and promotes community awareness regarding men's needs and problems. The organization helps men and women with family court divorce separation, custody, and access. It helps men and women learn to communicate and enrich existing relationships. themenscentre.ca

Parental Alienation Awareness Organization

The goal of the Parental Alienation Awareness Organization is to educate the general public, schools, child service workers, professionals, as well as perpetrators. Many people are unaware of the effects of alienating behaviour and how these behaviours harm children. The organization believes that with education comes understanding and, with that, the will and power to stop the emotional and mental abuse of children. <https://www.facebook.com/pg/PAAwareness/>

Parkdale Breakfast Club

Three days a week, the Parkdale Breakfast Club assembles at the Masaryk Cowan Community Centre in Toronto's Parkdale neighborhood to prepare warm breakfasts for anyone who might need it.

Queen's for the Boys

As an initiative of the Caring Campus Project, #QFTB fuels awareness of mental health problems and their relation to substance abuse among students at Queen's University. <https://www.facebook.com/pg/queensftb>

Sheena's Place

Sheena's Place offers hope and support to people of 17 and over, and families and friends affected by eating disorders. It provides a wide range of professionally facilitated support groups and services. It is committed to inspiring hope, reducing stigma, raising awareness and offering meaningful help and information at all stages of recovery. Located in downtown Toronto, Sheena's Place is a non-institutional, non-residential centre where people with similar problems and concerns come together in groups to share experiences, thoughts, feelings, and coping strategies. It offers groups for young

adults, adults, mothers, men, and women over forty, as well as groups for families, friends and partners of those with eating disorders. <https://sheenasplace.org>

Ujima House

Ujima House is a model of a home away from home; it is a child-friendly space where young fathers can learn and bond with their children. Ujima house was designed to reflect the comfort and sensibilities needed to create an environment that puts young men at ease. At Ujima House, Young and Potential Fathers (YPF) has created a space to receive mentorship, support and be engaged in dialogues about issues relevant to them as fathers, racialized youth, and to receive life skills supports for them and their children. <http://youngpfathers.org>

The Vanier Institute of the Family

The Vanier Institute of the Family is a national, independent, charitable organization dedicated to understanding the diversity and complexity of families and the reality of family life in Canada. Through publications, research initiatives, presentations and social media, the institute enhances the national understanding of how families interact with, have an impact on and are affected by social, economic, environmental and cultural forces. <http://vanierinstitute.ca>

Victim Services of Toronto

Victim Services Toronto provides immediate crisis response, intervention and prevention services which are responsive to the needs of individuals, families and communities that are affected by crime and sudden tragedies. Its vision is to help victims of crime and sudden tragedies restore and enhance their quality of life while working to prevent victimization in the diverse communities it serves. It believes in self-determination, and values equity, diversity and inclusion along with fair and equitable treatment of all clients, staff, students, volunteers, board members and community partners. It treats members of the community with respect and dignity, regardless of differences and strive to be accountable, open and transparent. It values positive and healthy relationships in the work environment. <http://victimservicesontario.com>

Victoria Men's Centre

The VMC Society is a non-profit community service organization that provides programs for men and families in the area, provides a focus for other groups involved in activities such as support for men and political action, and facilitates interaction with men

everywhere. It is a place for men to gain support, companionship, and a place to discuss problems and experiences in a spirit of brotherhood. <http://vicmen.org>

West Coast Men's Support Society

The West Coast Men's Support Society offers men the tools and strategies by which to live their lives with integrity, trust, responsibility and accountability. The WCMSS inspires men to live their richest, most meaningful and healthy lives with their families and community. The vision of the West Coast Men's Support Society (WCMSS) is to support a community where men and women of all ages live with equality, equity and peaceful co-existence. <http://westcoastmen.org>

NOTES

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