



# Leveraging 1-to-1 Meetings To Further Engaging Men Goals and Strategies

Relationship-building is the bedrock of building collective leadership and the investment of men in efforts to end gender-based violence.

*But, what does “relationship-building” mean?*

This guide details how our initial and ongoing meetings with individuals (or “1:1s”) can support the success of our engaging men initiatives.

## DOCUMENT CONTENTS

- 1 WHY HOLD 1:1 MEETINGS WITH MEN ACROSS CAMPUS?
- 2 BEST PRACTICES & CONSIDERATIONS FOR 1:1S
- 3 THREE TYPES OF 1:1S
- 4 1:1 SAMPLE AGENDA
- 5 SAMPLE 1:1 QUESTIONS



## 1 WHY HOLD 1:1 MEETINGS WITH MEN ACROSS CAMPUS?

- Establish and maintain **meaningful relationships** with men
- **Recruit, retain, and encourage men to lead** DVSA intervention and prevention
- Building **trust**
- Learn about the individual goals and **motivating factors of campus men**
- Identify **shared goals**
- Discuss projects or events that already exist **where collaboration can happen**
- **Understand challenges men experience** launching/implementing/sustaining projects or initiatives on campus and ways they have overcome those challenges
- Gain a deeper understanding of the **social norms and beliefs of men** on campus

## 2 BEST PRACTICES & CONSIDERATIONS

- **Focus on learning** – Approach the conversation with curiosity about their experiences, perspectives, histories, barriers, values, desires.
- **Put your agenda (mostly) aside** – Be open to listening and understanding their goals and needs. If the conversation feels transactional, it can often feel less authentic.
- **Be up front** – Establish why you are meeting in order to make sure you are both on the same page. If you plan to ask the person you're meeting with to make a commitment, let them know so that they aren't caught off guard.
- **Be authentic** – Let them get to know you and if appropriate, parts of your story and commitment to these efforts.



## BEST PRACTICES AND CONSIDERATIONS (*continued*)

- **Choose a location that is comfortable and convenient** – Offer to go to their space instead of asking them to come to you or pick a spot on or off campus that enhances the flow of conversation.
- **Be comfortable asking for a commitment** – Many successful 1:1 meetings end with a commitment to start working together or continue working together.
- **Follow up** – Showing gratitude, answering questions, and providing clear next steps after meetings helps to build trust and create momentum.

### 3 CONSIDER HOW AND WHEN TO USE THREE TYPES OF 1:1S

(Concept adapted from Dr. Marshall Ganz'  
[Organizing: People, Power, Change](#))

#### A. Initial 1:1

- These meetings happen at the **start of a relationship** to connect you and a new organizer and establish a connection based **on shared goals and values**.
- The goals of the initial 1:1 are to make a personal connection, identify and gauge potential and interests, share experiences, connect on values, and lastly, pivot to engagement.

#### B. Maintenance 1:1s

- Schedule another 1:1 follow-up within 2-4 weeks to maintain the relationship.
- Time to **catch up** on a personal level, **debrief recent actions** taken and offer coaching.
- Maintenance 1:1s should be scheduled **regularly and proactively**: do not wait for a problem to occur to schedule one.



**CONSIDER HOW AND WHEN TO USE THREE TYPES 1:1s (continued)**

**C. Escalation 1:1s**

- For organizers who are ready to take the **next step on the “ladder of engagement”** in assuming more responsibility and taking on ownership of goals
- First, **recognize the accomplishments** the organizer has already made, then propose the idea of taking on this **new leadership role**.
- If all goes as planned and the organizer accepts, take the time to clearly lay out the **responsibilities and expectations** for this new role.

**4 INITIAL 1:1 SAMPLE AGENDA**

The following is a sample 1:1 meeting agenda for relationship-building and recruitment. This is not an exact formula, but rather an outline that represents best practices.

AGENDA ITEM	LENGTH	DESCRIPTION & SAMPLE LANGUAGE
<b>PURPOSE</b>	<b>2 min</b>	<p><b>Share why you wanted to meet:</b></p> <p>“Our campus is looking to have conversations with men about healthy, respectful, nonviolent relationships. Eventually, we’d like to make a public awareness campaign and host events, but first, we’re looking to get to know men across campus and their thoughts on these topics.”</p>



**INITIAL 1:1 SAMPLE AGENDA (*CONTINUED*)**

AGENDA ITEM	LENGTH	DESCRIPTION & SAMPLE LANGUAGE
<p><b>EXPLORATION, CONNECTION, AND EXCHANGE</b></p>	<p><b>20 min</b></p>	<p><b>A fluid, conversational section.</b></p> <p>Most of the 1:1 is devoted to exploration by asking probing questions to learn about the other person’s values, interests, and ideas for programming and collaboration.</p> <p>In response, discern how much to share enough about your own values, interests, and resources so that it can be a reciprocal exchange.</p> <p>Wherever you find similarities between their story and yours, make a connection.</p> <p>See the sample questions below for this section of the agenda.</p>



**INITIAL 1:1 SAMPLE AGENDA (CONTINUED)**

AGENDA ITEM	LENGTH	DESCRIPTION & SAMPLE LANGUAGE
<b>COMMITMENT</b>	<b>10 min</b>	<p>Many successful 1:1 meetings end with a commitment to work together. Discern throughout the meeting whether this is appropriate, and be conscious of whether the “ask” feels transactional.</p> <p>Emphasize the values you have in common, the way in which the person can be part of a “solution,” and state the “ask.”</p> <p>Be specific about the “ask’s” expectations and next steps. Provide time for them to ask questions.</p> <p>An ask could sound like:</p> <p><i>“I’m hearing that creating a positive and safe culture for your incoming recruits is particularly important to you. Would you be open to helping lead a session with your fraternity brothers about this topic sometime this semester to get others’ ideas? This would take a few hours of preparation with me and an hour for the conversation.”</i></p>



### 5 SAMPLE QUESTIONS FOR INITIAL 1:1

- How long have you worked at the campus or been enrolled as a student?
- What does your work on campus include or what are you studying/planning to study?
- What do you like most about your campus, community, or the student groups you're involved in?
- What brought you to this college or university?
- What personal passions do you have? Do you share them with anyone else on campus?
- Why is talking with men about issues like healthy relationships or preventing violence important to you?
- Did you always feel strongly about this issue? Why or why not? What changed that?
- What are some things our campus does well to support men socially and emotionally?
- What are some of the challenges men face on campus, such as those related to their relationships or career?
- Do you ever hear harmful, degrading, or objectifying language about women on campus? How do you feel about it and do you think anything can be done about it?
- Have you ever heard from women on campus about challenges they've had with men?
- What can our campus do to engage men positively around these issues?
- Who do men trust on campus? Who sets culture or has credibility among men on campus?