

# STAND-UP GUYS No.1

6 stories about men taking a stand to fight *violence against women and girls.*



This needs to be said.

*Before there were any Stand-up Guys, there were Stand-up Women. And they proved to anyone with an open mind that courage and determination are the traits of great people, not just great men.*

*Stand-up Guys everywhere salute these women for their leadership, world-changing accomplishments, and undying commitment to the cause of gender equality and social justice.*

*They put their shoulders to the mountain.*

*And the mountain moved.*

# stand-up guys:

## *A Working Definition*

The men you'll read about on the following pages have done an unusual thing. They have taken a stand to fight violence against women and girls.

Their reasons are as different as the men themselves.

For one, it is the branding-iron memory of returning home from school to see his stepmother's pulverized face, and knowing that his violent father was responsible. For another, it was the loss of a very close friend to her ex-husband's rage.

For two young men in a small town near the Adirondacks, it was the simple recognition that gender violence and discrimination are every bit as wrong as racial discrimination, misguided wars and global warming.

And for Marlon Cadogan, the first man you'll read about, it was a revelation of the deep roots of sexism that came from a brief encounter with a single word.

The actions these men have taken also follow no common path.

*They teach. They organize. They work with survivors. They open doors.*

But in every case, these men have taken personal responsibility for moving the world forward on a path they believe is important to all of us—men and women, boys and girls.

These actions speak louder than words. And they are the ultimate definition of a Stand-up Guy.



*Marlon Cadogan, New York, N.Y.*

# marlon's epiphany.

*Scene: Queens, N.Y., in a crowded daycare center. The young mother was crying because her husband called her a cow. He hung pictures of cows in the house. Now the children were slinging the insult around, too. And that was worse than the beatings.*

This young woman's outburst was the last thing Head Start employee Marlon Cadogan expected. And it raised a question he couldn't get out of his head.

What does it mean to call a woman a cow?

The question haunted him, especially when the answer began to emerge.

Cow = Inferior. Subhuman. Male property.

As Marlon thought about the use of that ugly word in the context of marriage, he began to see an unsettling kinship between the woman's abusive husband and his own family. And his own actions and behaviors. He remembered seeing a close relative silence his wife with a venomous look. He remembered being served at the family table before the women and girls. He heard echoes of himself calling his own girlfriend a "ho."

Why did he do that? Marlon had never questioned any of this. But now he questioned everything. And for the first time he could see how easy it is for men to consider women unequal. Which raised another depth-charge-of-a question: How was that any different than a racist's view of a man of color? Marlon began the long, difficult process of changing the way he viewed women. And he began working with other men, helping them change, too. From this point on, there was no turning back.

"Men have been socialized to be the ruler," he says. "But there's more we can be. If we get men to drop their macho stance, we can end violence and discrimination.

"That's why this is now my life's work."

“This is now my  
life's work.”



*Tony Caudullo, Queens, N.Y.*

# union veritas.

*There was a time when Tony Caudullo, President of Local 1106 of the Communications Workers of America, believed that what happened after working hours was a private matter. But CWA member Kimberly John changed all that. One day her ex followed her to work and murdered her. This 5-alarm moment motivated Tony and Secretary-Treasurer Anne Holland to team up with Verizon, the New York Labor Union Coalition Against Domestic Violence, and CONNECT, a local organization dedicated to ending domestic and gender violence. Together, they launched a D.V. training program that took everyone in Local 1106 off the job for an entire day.*

This program wasn't a pony ride, either. It raised tough questions about sexism and gender violence. And it was downright controversial. Some called it male bashing. And other local union leaders thought Tony had lost his flippin' mind to support it. Given the blowback, it would have been easy to bail. But Tony grew up working hard jobs and fighting unfairness. So hanging tough was not a problem. Besides, he believed that this live-wire program had a chance to help his members. Because it got people talking and laughing and challenging each other and thinking about relationships in a different way.

In the beginning, it was a grumble-fest. Then a buzz started to build. And even the skeptics started to look forward to the freewheeling discussions. Then something even more amazing happened. Survivors started to come forward. So did those who recognized their own abusive behavior. And they were all asking for help.

Which proved one thing: The program worked.

Besides, it was never about male bashing. Tony just wanted to keep his union members safe. Men and women. On the job and after work. So, with any luck, there would never be another Kimberley John tragedy. Not on Tony's watch.

"A union should be about caring for each other," says Tony Caudullo. "And it should be all the time, not just from 8 to 5." Spoken like the best kind of union leader.

Spoken like a true Stand-up Guy.

“There would never be another Kimberly John tragedy. Not on Tony’s watch.”



*Peter Alexander, Don Wilson, Duane Milton and Matt Held, Ithaca, N.Y. Kevin Glenn (shown to the right), Ed Biskup, Don Shaffer. Amelia Brewer, Connie Shaddock, Cheryl Cummings, Cindy Lockwood & Lesley Finch also served on the committee. UAW Local 2300 president Terry Sharpe supported the project.*

# dramatic action.

*Tammy: They must like getting abused or they would just leave.  
Matt: It's not that easy. Heather told me she would leave her husband. But he controls the money...*

The skit debuted in an auditorium on the Cornell University campus. It was written and performed by the people who keep the residence halls running. These hard-working members of UAW Local 2300 wanted to bring attention to domestic violence. But they wanted to do it in their own way, mixing honest talk with education and entertainment. More than 150 people walked out that day with a very important message: There's a local number to call if anyone needs help.

Matt Held, one of the original members of the skit committee, knew people who needed help. In fact, he had a real-world Ph.D. in family violence. Once when he and his brother were playing in the yard, they heard screaming, yelling and breaking glass. Then came the day Matt will never forget. Coming home from school, he turned the corner into the kitchen. And there was someone who was only a semblance of his stepmother. "It looked like she had gone 10 rounds with Muhammad Ali," he recalled. "It was shocking. It scared the hell out of me."

With domestic violence, the cycle of abuse can become a family tradition, handed down like an heirloom from father to son. But the image of his stepmother's swollen face flipped a switch in Matt's brain. This would not continue. He would never inflict that kind of pain on another human being. "I decided right then that I wasn't going to be like my father."

Fast forward a few decades: After a career in the military, Matt came to Cornell and went to work for the facilities team. He joined the labor & management committee promoting diversity. One day the conversation turned to domestic violence. Maybe the committee could do something to get the word out to employees, someone suggested. Matt was waiting for a chance to do something, make a difference, and turn pain into progress.

He started work. And he hasn't stopped yet.

“ I decided that I wasn't going to be like my father. ”



*Allen Hoffman (seated) and John Etu, Lake George, N.Y.*

# the hope brothers.

*Some men struggle to embrace gender equality. For Allen Hoffman and John Etu, it was a simple matter of right and wrong. No agonizing. No backsliding. They just spliced it into their brains.*

One more thing. They took action. Organizing. Educating. And sometimes calling out their friends for sexist remarks. That's the beauty of this story about two young high school guys from a small town in the Adirondacks. They opened up their eyes and minds and hearts. Then they stood up.

Here's the back story. Allen's mother works with domestic violence survivors. So he learned first-hand that violence against women is as real as rain. And as he grew up, big questions began to percolate. Why do some men feel they have the right to hurt women and girls? Why do so many other men look the other way?

A speaker came to town to offer answers. Allen and John took the message to heart, recognizing for the first time how men's violence could be rooted in the earth-is-flat idiocy that says women are inferior.

But these two young men—only high school freshman at the time—did a lot more than listen. They helped organize a men's group. They marched. They spoke at rallies. They felt they had to do something, and they did, winning an award for community service at Lake George High.

They may have moved on to college by the time you read this. But they haven't moved away from their commitment to the cause.

"This is a way for me to step up and fight for something that's important," says John. "It's a big problem and we need to do something to stop it," adds Allen.

When enough young men join them, we will change the world.

“Why do some men feel they have the right to hurt women and girls?”



*John Ingallina, Rochester, N.Y.*

# one man's impact.

*When his wife burst into tears, out of the blue, it caught this fifth-degree black belt completely off guard. And the inevitable “what's wrong” questions led to an unexpected place: the discovery that she had once been sexually assaulted.*

John Ingallina often taught self-defense courses to women. But now the issue of men's violence against women stormed into his life. And it lit the fuse on a series of questions. How much did he really know about the women he cared about? Was his wife's experience an anomaly? Or was it a sign of something greater, like an outcropping in the surf that's the tip of a mountain hidden under the sea?

The next day he called his sisters and his mother. And he found that three of the four women he cared most about in the world had been assaulted by men. “I had no idea the problem was so big,” he recalled. After that life-altering moment, he read everything he could about sexual assault and self-defense. And it changed the way he approached his work. Instead of focusing on kicks and punches, he would talk about warning signs and heightened awareness, which are the essence of effective self-defense.

He and his wife later divorced. But he didn't stop caring. He joined the Advisory Board of Rape Crisis in Rochester, N.Y. And he began to give hundreds of free workshops and clinics to survivors, schools and community groups. He made a special effort to work with developmentally disabled people who are so often targeted by predatory men. He often talks to young men, too, helping them understand the bitter realities of a violent crime. “A lot of men don't have any idea what a sexual assault is all about and the impact it can have. When I talk to them, I ask, ‘What if it was your mother, your sister, your wife?’”

John knows the answer. And he knows the ultimate solution: Getting men to respect everyone's right to say no at any time. Until that day comes, a little awareness training can come in handy.

Just ask the hundreds of women who have been empowered by John's training and commitment.

“I had no idea the problem is so big. What if it's your mother, your sister, your wife?”



*Ed Guider, Ballston Lake, N.Y.*

# ed's talisman.

*At the end of every day Ed Guider holds a small piece of blue glass in his hands. It speaks with tactile telepathy. It reminds him that violence against women hurts people you love. His mother was abused for years by his father. And a close friend was murdered by her husband. The body was left for the children to discover.*

These harsh memories haunt this blue talisman. So do the countless heart-breaking stories he hears from women in his travels around the state. So do the shocking statistics that cross his desk at the Division of Criminal Justice Services, each number disguising the true depths of human tragedy. For Ed Guider, all of this is encoded in that simple piece of glass. His mother. His friend. All the terrible stories and statistics.

A few years ago, when another local woman was murdered by a man, Ed decided that his day-job efforts were not enough. So he organized Ballston Men Against Violence. And he began carrying the talisman in his pocket. To remind him—and inspire him—to keep working to make a difference.



“My motivation is what happened to my mother and my friend and all the other women I've talked to,” he says. Then hard memories surface. He clears his throat. He gathers himself. And the sadness disappears like smoke in a breeze.

“But we're going to make a difference. We're going to change all that. Right?”

“My motivation is what happened to my mother and my friend.”

# rise. and shine.

Want to be a Stand-up Guy? Listen to the stories of women and girls around you. Learn about the impact of male violence and discrimination. Then do something to make a difference.

*All it takes is a fire-in-the-belly belief in the importance of equality.*

- ▶ For ideas and inspiration, visit [www.menandwomenasallies.com](http://www.menandwomenasallies.com), [www.whiteribbon.ca](http://www.whiteribbon.ca) and [www.xyonline.net/links.shtml](http://www.xyonline.net/links.shtml)
- ▶ To reach a great group of Stand-up Guys in Rochester, N.Y., email [info@standupguys.org](mailto:info@standupguys.org).

Credits: **Forest McMullin**, an award-winning photographer, donated a ton of time to this project. So did his assistants: **James Rajotte** and **David Ditzel**. See more of their work at [www.forestmcmullin.com](http://www.forestmcmullin.com). **Christine Porter** is our art director & graphic designer. See her way cool stuff at [www.cporterdesign.com](http://www.cporterdesign.com). **Hank Shaw** provided the creative direction, concept, research & writing. He previously produced two widely circulated booklets about gender violence. Reach him at [Time4guys@aol.com](mailto:Time4guys@aol.com). **K.C. Wagner** of Cornell's ILR School provided funding, moral support, upbeat energy, and other essentials. Let her know what you think of this project at [kcw8@cornell.edu](mailto:kcw8@cornell.edu). **Quentin Walcott** of CONNECT provided inspiration for this project with his groundbreaking work with men and the anti-violence movement. Contact him at [qwalcott@connectnyc.org](mailto:qwalcott@connectnyc.org).

This project is dedicated to the two people who provided the original inspiration: Barbara Kasper and Jackson Katz.