

Form of resistance	Denial	Disavowal	Inaction	Appeasement
Meaning	Denying the gendered drivers of violence exists including minimising its extent, significance or impact, renaming and redefining it out of existence, and blaming the victims for the problem.	Refusal to accept responsibility to address the problem, the gendered drivers of violence or participate in the change process to address them.	The refusal or failure to implement or progress towards the goal of primary prevention of violence against women by excusing inaction or delaying or blocking action.	Placating or pacifying those advocating for change while simultaneously putting off or limiting any meaningful action and impact.
This could look like:	<ul style="list-style-type: none"> Disbelieving and discrediting evidence that demonstrates the prevalence, severity and gendered nature of violence against women. Excusing men’s violence based on essentialist masculine stereotypes through reasoning such as “it’s natural for men to be more angry and violent”. Blaming women for their experiences of violence such as basing violence on women being intoxicated, wearing certain clothing, walking home alone at night, wearing headphones etc. 	<ul style="list-style-type: none"> Refusing to investigate reasons for institutionalised gender inequalities. Refusal to participate in trainings about addressing primary prevention of violence against women. Ideological, religious, cultural, and/or ‘traditional’ justifications to refuse participation in primary prevention interventions. 	<ul style="list-style-type: none"> Delaying the release of resources (financial and human) to take action. Deprioritising initiatives and actions aimed at implementing primary prevention of violence against women. Institutional inertia and refusal to develop strategies to address primary prevention. 	<ul style="list-style-type: none"> ‘Gender washing’ or ‘feminist washing’ in terms of adopting something in name only without meaningful action behind it. Lack of integration of primary prevention into the day-to-day functions of an organisation. Lack of visible action leading to apathy towards the change intervention.
This could sound like:	<ul style="list-style-type: none"> “What about men or female perpetrators?” “None of my mates have ever been violent towards women” “It’s just women getting back at men, they are making it up to get what they want” “It’s only some harmless flirting, it’s not physical” 	<ul style="list-style-type: none"> “Why do we need to implement primary prevention here? We have no issues with violence against women” “Only ‘bad’ groups of men perpetrate violence, I am/know only good men who don’t need to change” “It’s not the role of workplaces/schools/governments/and so on to be messing with people’s private lives”. 	<ul style="list-style-type: none"> “It is not a priority for us now, we will get to it at some point”. “It’s unnecessary to our institution/ organisation/ setting”. “There are not enough resources to implement primary prevention, we can’t afford it”. 	<ul style="list-style-type: none"> “We tried to implement diversity initiatives, but staff were sick of them” “Primary prevention of violence against women efforts aren’t changing anything. Why aren’t the resources going to support services instead?” “Men should just man up and not be violent towards women, then there wouldn’t be a problem.”
Action to address resistance:	Recognition, acknowledgement and acceptance	Affirming and avowing	Taking action	Engaging and prioritising
How do we positively influence this form of resistance:	<ul style="list-style-type: none"> Draw attention to the problem that exists, emphasising gender power relations as the underlying drivers of violence against women. Give credence to victim-survivors’ experiences and voices. Promote input of researchers, policymakers and advocates and acknowledge their expertise. 	<ul style="list-style-type: none"> Affirm the importance of accepting responsibility for challenging the gendered drivers of violence and for owning the issue. 	<ul style="list-style-type: none"> Take steps to unblock barriers to addressing the gendered drivers of violence based on evidence, best-practice and policy and integrating gender equality into organisations and institutions. This might involve increasing the priority given to the issue, persuading leaders and finding alternative resources. 	<ul style="list-style-type: none"> Engage genuinely and respectfully with those advocating for change, amplifying their voices and becoming a champion and ally.

Form of resistance	Appropriation	Co-option	Repression	Backlash
Meaning	Simulating change while covertly undermining it.	Using the language of progressive frameworks and goals such as 'equality', 'rights', 'justice' and 'needs' to defend and maintain unequal structures, practices and discriminatory status quo.	The reversal or dismantling of a change initiative once implementation has begun.	A range of deliberate and aggressive behaviours, discourses, practices and structures that deny men's violence against women and undermine primary prevention efforts and gender equality goals.
This could look like:	<ul style="list-style-type: none"> An organisational commitment to primary prevention, but it lacks a meaningful strategy to address it. No or few resources are allocated to adequately implement primary prevention. Changes to problematic policies, structures or processes are continually avoided or postponed. 	<ul style="list-style-type: none"> Justifying existing institutional and organisational gender inequalities. Use of 'gender neutral' language in institutional and organisational policies. Adopting policies that contravene evidence and best-practice and potentially reinforce the gender drivers of violence. 	<ul style="list-style-type: none"> Resistance and backlash to gender and sexuality that leads to the watering down of primary prevention initiatives. Rejecting renewal of primary prevention interventions and letting others come to an end without achieving primary prevention goals. Ideological/religious/'traditional' justifications for the reversal or dismantling of existing primary prevention interventions. 	<ul style="list-style-type: none"> Open hostility or aggression about commitments and efforts to promote gender equality and prevent violence against women. Assigning institutional and organisational housekeeping responsibilities based around women's 'traditional' unpaid domestic tasks. Deliberate exclusion of women's voice and presence. Refusal to mentor women due to perceived threats of allegations of sexual harassment and violence.
This could sound like:	<ul style="list-style-type: none"> "We already have policies based on sex, gender is the same". "Gender is too hard for people to understand". "Women have enough policies for them, they are just a special interest group". 	<ul style="list-style-type: none"> "Isn't it equality, shouldn't that be based on merit?" "What about men's rights?" "Men are the ones in crisis, look at men's mental health and suicide rates. We should be putting the money there". 	<ul style="list-style-type: none"> "We don't need this primary prevention intervention anymore, because there is no violence here". "There are more important priorities right now". 	<ul style="list-style-type: none"> "It's natural for men to be leaders, women are too emotional/too passive/not assertive enough". "Oh don't be so politically correct, it's just the PC police! What about freedom of speech!?" "I don't want to work with women, they will accuse me of sexual assault just to get ahead"
Action to address resistance:	Ensuring transparency and supporting implementation	Positive dialogue, accountability and building solidarity	Momentum and sustainability	Safety and security
How do we positively influence this form of resistance:	<ul style="list-style-type: none"> Expose counterproductive action and operationalise genuine long-term change initiatives through achievable goals and solutions with monitoring and evaluation processes in place. 	<ul style="list-style-type: none"> Take steps to unblock barriers to addressing the gendered drivers of violence based on evidence, best-practice and policy and integrating gender equality into organisations and institutions. 	<ul style="list-style-type: none"> Embed primary prevention efforts in policies, plans and budgets, and otherwise integrate for long-term sustainability. 	<ul style="list-style-type: none"> Put in place processes to ensure the safety and security of practitioners and advocates working on primary prevention. Create spaces where individuals and collectives who exhibit backlash are not amplified.