The Rules Have Changed: Why Gender Matters and What We Need to Do About It

Dan Griffin, MA
Griffin Recovery Enterprises,
CEO, Lead Consultant

The Rules Have Changed
Why Gender Matters and
What We Need to Do About It

@authordgriffin #theruleshavechanged
We cannot just change what men think, we have to change what we think about men.

THANK YOU
BREATHE

The Rules Have Changed: Why Gender Matters and What We Need to Do About It

October 2023

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CAUTION
Values-Based Services

Gender-responsive

Program Services
Clients
Staff
Organization

Trauma-informed

Cultural Humility

Recovery-oriented

Spiritual Enrichment

Family Centric

Gender 101

“What’s Your Gender?”....

Sex

Gender

Gender Identity

Gender Expression

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There is no gender identity behind the expressions of gender... identity is performatively constituted by the very 'expressions' that are said to be its results.

- Judith Butler
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The Man Rules

- Don’t Cry
- Don’t lose Control
- Don’t ask for help
- Don’t show emotion
- Don’t be weak
- Don’t back down
- Don’t be vulnerable

Don’t be a protector
Don’t hit or disrespect women
Don’t be a provider

DON’T BE A GIRL!
DON’T BE GAY!!

Have as much SEX as possible whenever possible with as many HOTT and DIFFERENT chics with little CONNECTION as possible with as BIG of a DICK as possible
REAL MEN DON’T FEEL

SAFETY
I'm not bossy! I have skills...leadership skills!! Understand?

THE WOMAN RULES™
### Woman Rules

<table>
<thead>
<tr>
<th>BE thin - ALWAYS</th>
<th>BE emotional</th>
</tr>
</thead>
<tbody>
<tr>
<td>BE beautiful - ALWAYS</td>
<td>BE passive</td>
</tr>
<tr>
<td>BE a nurturer</td>
<td>BE quiet</td>
</tr>
<tr>
<td>BE a mother</td>
<td>BE nice</td>
</tr>
<tr>
<td>BE in relationship</td>
<td>BE domestic</td>
</tr>
<tr>
<td>with a man - ALWAYS</td>
<td>BE selfless/care for</td>
</tr>
<tr>
<td></td>
<td>everyone other than</td>
</tr>
<tr>
<td></td>
<td>yourself</td>
</tr>
<tr>
<td>BE weak</td>
<td>Be a <strong>LADY</strong> in the streets and</td>
</tr>
<tr>
<td></td>
<td>a <strong>FRE</strong> in the sheets!</td>
</tr>
</tbody>
</table>
The Longest War is the One Against Women
By Rebecca Solnit

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## Socialization Process

<table>
<thead>
<tr>
<th>Feminine</th>
<th>Masculine</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Emotional Intelligence (EQ)</strong></td>
<td><strong>Intellect</strong></td>
</tr>
<tr>
<td><strong>Retreat/Isolation/Internalization</strong></td>
<td><strong>Response to Trauma</strong></td>
</tr>
<tr>
<td><strong>Collaboration/Decentralized</strong></td>
<td><strong>Power</strong></td>
</tr>
<tr>
<td><strong>Process/Intuition</strong></td>
<td><strong>Information</strong></td>
</tr>
<tr>
<td><strong>Relational</strong></td>
<td><strong>Self-Development</strong></td>
</tr>
<tr>
<td><strong>Surrender/Intimacy</strong></td>
<td><strong>Sex/Love</strong></td>
</tr>
<tr>
<td><strong>Codependence</strong></td>
<td><strong>Relationships</strong></td>
</tr>
</tbody>
</table>

*Masculine* and *Feminine* traits, showing a contrast between *Intellect* and *Logical Intelligence (IQ)*, *Response to Trauma* and *Aggression/Externalization*, *Power* and *Control/Hierarchy*, *Information* and *Analytical/Rational*, *Self-Development* and *Individuation*, *Sex/Love* and *Conquest/Performance*, and *Relationships* and *Independence*.
“It is not about doing it perfectly. It is about doing it consciously.”

But wait....
The Rules Have Changed: Why Gender Matters and What We Need to Do About It

The Rules of Gender

The Man Rules

The Woman Rules

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Gender 101

- Gender
- Gender Identity
- Gender Expression
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IT RUNS DEEP

GENDER DYSPHORIA
Transgender Umbrella Terms

**Transgender**: people whose gender identity, expression or behavior is different from those typically associated with their assigned sex at birth. Used as an umbrella term

**Transman**: trans individual that identifies as a man

**Transwoman**: trans individual that identifies as a woman

**Gender Queer**: used by some individuals who identify as neither entirely male nor entirely female

**Transexual**: Older term to represent those who have or may medically transition. This is not an umbrella term. Only use this term if someone uses it for themselves.

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Gender Identity Terms Continued

**Non-binary**: Non-binary people may identify as an intermediate or separate third gender, identify with more than one gender, no gender, or have a fluctuating gender identity.

**Bi-gender**: identifying as two genders. One could identify as both at the same time. One can go back and forth between two genders.

**Agender**: 'without gender'. It can be seen either as a non-binary gender identity or as a statement of not having a gender identity.

**Gender Non-Conforming (GNC)**: individuals whose gender expression is different from societal expectations related to gender.

**Two Spirit**: People who display characteristics of both male and female genders. Sometimes referred to as a third gender – the male-female gender. The term is derived from the traditions of some Native North American cultures.

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Emerging Paradigm - Values-Based Services

- Gender-responsive
- Trauma-informed
- Cultural Humility
- Recovery-oriented
- Family Centric
- Spiritual Enrichment

Program Services
Clients
Staff
Organization
Gender Differences

The Four Horsemen

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Gender Integrated Treatment

Gender-based psychological development

Shame

Trauma

Mental Health

Addiction

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The Missing Peace:
It’s all Trauma
“...the messages and expectations that bring us to our knees, are so organized by gender.”

- Brene Brown
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TRAUMA RESPONSES

FIGHT
FLIGHT
FREEZE
FAWN

COMPLEX PTSD
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Intersectionality

Intersectionality is the interconnected nature of social categorizations such as race, class, and gender as they apply to a given individual or group, regarded as creating overlapping and interdependent systems of discrimination or disadvantage.

Traumatic Stigmatization

- Poverty
- Incarceration
- Mental health issues
- Physical handicaps
- Racism
- Sexism
- Cissexism
- Heterosexism
- Intergenerational cultural trauma

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Social Traumas

Caused by experiences with prejudice and discrimination on a personal level as well as cultural and structural inequities based upon race, gender, sexual orientation, religion, and disabilities. (Lee & Woon)

Either We Own Our Stories...
Or Our Stories Own Us!

“...the messages and expectations that bring us to our knees, are so organized by gender.”

- Brene Brown

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The soul has no gender.
- Clarissa Pinkola Estes

Key Areas of Focus for Gender in TX

Key Questions:
- With what gender do you most identify? (list options)
- Male, Female, Intersex?
- What pronoun do you prefer?
- Gender Assessment/Inquiry
Key Areas of Focus for Gender in TX

- Gender Socialization
- The Impact of Gender Socialization on Recovery (Man Rules, Woman Rules, Gender Rules & The Principles of Recovery)
- Emotional Awareness

Key Areas of Focus for Gender in TX

- Relational Competence & Intimacy
- Healthy Sexuality
- Sexualization of females
- Homophobia, transphobia, and gender-phobia
- Understanding Violence and Abuse
Key Areas of Focus for Gender in TX

- The Gendered Experience of Trauma
- Codependency
- Privilege and Entitlement
- Family Centric
- Body Image
- Authentic Expression of Self

REALITY CHECK

We are a traumatized field,
Working with traumatized clients,
Sending them to a traumatized community.
CONSCIOUS GENDER

“It is not about doing it perfectly. It is about doing it consciously.”

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We cannot just change what men think, we have to change what we think about men.
A Man’s Way through the Twelve Steps

Replicated masters research

Similar structure to Dr. Covington’s “A Woman’s Way Through the Twelve Steps”

Interviewed over 25 men

- Ages 25 to 59
- Periods of sobriety from 1 year to 42 years

First gender-responsive and trauma-informed book for men in recovery focused on men’s unique issues and needs
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A Man’s Way through Relationships

AMAZING DADS!
with Harrison Crawford
Published by Wiley & Sons, Fall 2023
HEALING MEN’S PAIN
With Jonathan DeCarlo
Published by Wiley & Sons, Fall 2023

COMING SOON

Uncomfortably Numb
Men’s Search for Connection in the Wake of Trauma
## GRE Services

One and Two-Day Workshops
- Men and Trauma
- Working Effectively with Men/Male-Identified
- A Man’s Way through Relationships
- The Missing Peace: Men, Women, and Trauma
- What Do We *Really* Think About Fathers
- Effectively Engaging Fathers

Three Day *Helping Men Recover Curriculum* training

Keynote Presentations

Men’s and Couples Retreats

Comprehensive program assessment, enhancement, and consultation

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## Contact Information

Dan Griffin, MA  
Dan@dangriffin.com  
424-254-9946  
www.dangriffin.com  
@authordgriffin – Twitter  
Authordangriffin - LinkedIn