

# ***ALL MEN***

**MALE VOICES TELLING THEIR STORIES TO MAKE A CHANGE**

## **01 Bonus: Behind the Scenes**

**Irene:**

Welcome, all men. And welcome to everyone else who is listening.

This is the first bonus episode of the podcast All Men – Male Voices Telling Their Stories to Make a Change. What happens in a bonus episode? Well, different things. Each time, you'll find different content, depending on what there is to say. This bonus episode will focus on the behind the scenes, because I want to tell you a bit about what happens around this podcast that you don't normally see.

And speaking of seeing, exceptionally, bonus episodes will also have a video version, which you can find on my YouTube channel, where you'll see me. Usually, the episode videos—though they do exist—are mostly just images, since most of the time the men speaking remain anonymous.

I'd like to start by talking about these men and how they have been perceived so far. In fact, one of the objections I've received most often about the podcast concerns the choice of men interviewed. Some male listeners wrote to me saying,

"Well, this doesn't count, these men are obviously enlightened; they're men who have already gone through a journey, you can tell. A 'normal' man wouldn't answer like this."

If I were you, I wouldn't be so sure about that judgment. For many of them, these interviews were very challenging.

**Man 1:**

Let me think for a moment.

**Man 2:**

They're difficult questions because these are things I've never really thought about in my life.

**Irene:**

And just as many of them experienced a fair amount of anxiety when answering the questions.

**Man 3:**

Maybe I should have taken a Tavor.

**Irene:**

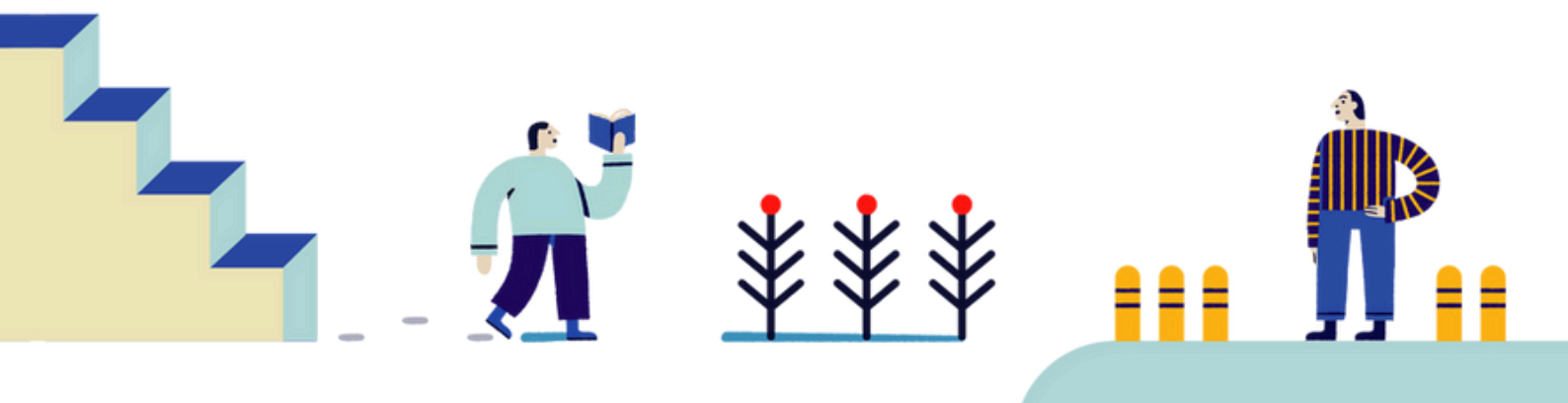
And if you knew how many told me, "Please, can we do it again? I don't think I was very clear. Now that I think about it, I'd say so many other things." In general...

**Man 4:**

I don't know, I wanted to say something much smarter.

**Irene:**

Aside from a few cases, most of them reflected on these topics for the first time while sitting in front of me during the interview. Some didn't even want to see the questions beforehand (something they later regretted because they felt unprepared!). Yet from their answers, many of you thought they had been deconstructing themselves for years. For me, this is very positive because it confirms something I've long believed: if you give someone the means and the space to reflect on themselves, in a safe and non-judgmental environment, they will surprise you. It's not about having invited enlightened men; it's about having invited men and giving them the time and opportunity to shed light on themselves, probably for the first time. What does this mean? That it's possible for many others as well.



And I see the confirmation in the dozens and dozens of responses that arrive at the end of each episode, when I ask you to answer the question yourself using the anonymous form available at [www.irenefacheris.it/tuttigliuomini](http://www.irenefacheris.it/tuttigliuomini). Short essays come in. Every time I'm amazed because I wouldn't have expected it. Yet there are really many men who, every two weeks, sit down and try to really listen to themselves and then write about it. I'm grateful for all this generosity; I read every story you leave and keep them as one keeps precious things.

Still talking about the men interviewed, some said I should have interviewed a man who is extremely opposed to these ideas, one of those men who believes women should stay in the kitchen, just as an example. I want to say to the men (very few, to be honest, maybe not even three) who suggested I speak with those who think women are inferior beings: those should be your interlocutors, not mine.

"All Men" exists to give those men who want to do their part the tools to do it. It's you who need to engage with those who think my voice—and women's voices in general—should not be heard, precisely because... they wouldn't listen to my voice! Maybe they won't listen to you either, but our chances of success are definitely different.

I was also amused by the difference in how the podcast is perceived by men and women. Let me explain. On the male side, there have been many compliments and, as I said, applause for these "enlightened men." On the female side, more than once I've been told, "Did that man really say that in the podcast??" So here's the thing: what a man considers enlightened, a woman may see as just the bare minimum or, if bad, somewhat problematic. I'm not trying to discourage you or make fun of you. It's a natural stage: every woman who notices problematic messages is a woman who feels embarrassed about having said problematic things she thought were perfectly fine ten years ago.

Reflecting on these topics sharpens perception, but the journey is the same for everyone: at first, I say things on the topic that seem very accurate, then I continue to explore and, above all, listen to others talking about it, and I realize that in my statements, which seemed so right, there were actually a lot of problems. And it's never finished. Who knows, in ten years, listening again to my words in this podcast, how many will make me want to tear my hair out. The tense for these topics is always continuous. You go forward by reading, studying, making mistakes, questioning yourself, etc.



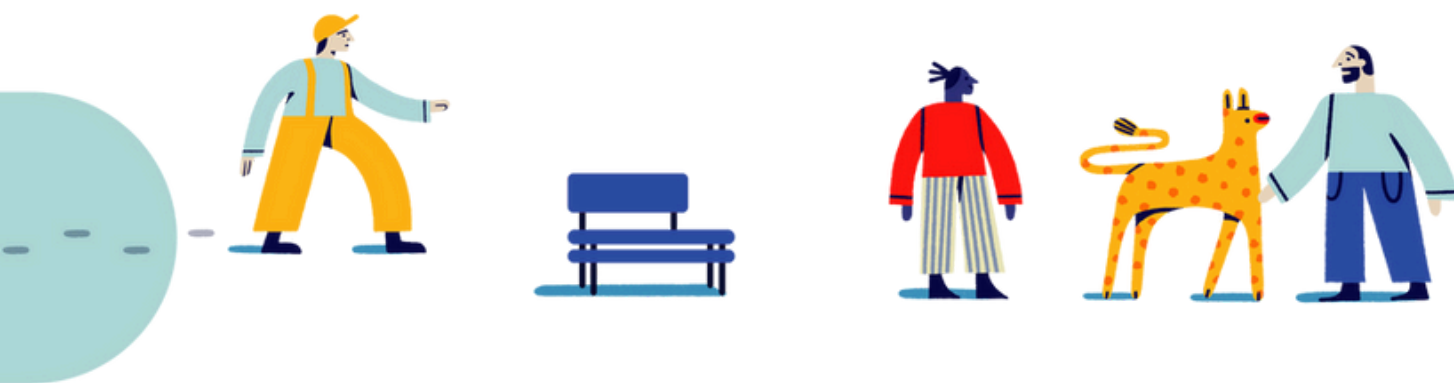
I wanted to make this digression about women's thoughts because I know that many women and non-binary people socialized as women listen to the podcast and have been a precious link for spreading it to other men. "I listen to it with my husband and then we discuss it together," "I spammed it to all my colleagues and now they're sharing it too." It's like a beautiful ripple effect that keeps spreading.

At first, the men interviewed in the podcast, whose voices you're learning to recognize, were a bit hesitant to share it with others. "I only let a couple of friends listen, those I know might appreciate it." Then the first episode reached the second position in the most-listened-to podcast chart in Italy. And then a very funny thing happened: the football metaphors began, and I found myself flooded with WhatsApp messages from the podcast participants, excited by the result, saying things like, "LET'S GO GET THE TROPHY." From that moment, most of them started talking about it with everyone, stepping out of anonymity and telling friends and colleagues, "Hey, I'm in the podcast, check it out, it's so cool!". I still haven't fully figured out what lesson to draw from all this, but I'm sure there is one.

Speaking of learning, I'd like to close this bonus episode with some reading recommendations. Many of you wrote to me saying that this podcast makes you want to learn more and asked where to start to build your knowledge. Of course, the bibliography is endless, and maybe sooner or later I'll make a complete list. For now, here are three titles related to the themes we've covered in the first five episodes.

Given the central theme of the podcast, I'd start by recommending "Perchè il femminismo serve anche agli uomini" by Lorenzo Gasparrini. The book is from 2020, but a new edition has just been released with an attachment on patriarchy, so I recommend getting that one.

The second book will help you better understand the issue of language and the overextended masculine, which we addressed in episode three, dedicated to the male gender perceived as THE gender. I'm talking about "Femminili singolari" by Vera Gheno, published in 2019.



Finally, since the episode on emotions generated many questions, I report that in my very first book, written in 2018, I also covered this topic. It's called "Creiamo cultura insieme: 10 cose da sapere prima di iniziare una discussione." Once again, I hope it doesn't have a infomercial effect, it's that as you can imagine, different means allow different levels of in-depth analysis and in my books I can allow myself to go into much more detail, which I see that interests you. In any case, I wrote 3, we mentioned 2, one is still missing and then we're done.

Usually, each podcast episode ends by asking men to answer the specific question for that episode. Being a bonus episode, I created an open questionnaire for everyone, to gather feedback and see how we can improve this journey we're building together. Each episode is edited week by week, so nothing is fixed, and everything is also decided based on your responses and requests. If you want to share your thoughts so far, just go to [www.irenefacheris.it/tuttigliuomini](http://www.irenefacheris.it/tuttigliuomini) and respond anonymously. On the same page, you'll also find links to answer the questions from past episodes, as well as downloadable PDFs containing full transcripts of all episodes so far, for those who prefer reading to listening. If you prefer listening but need subtitles, all episodes in video format are on my YouTube channel so you can listen and read at the same time.

I'll see you next week to start the second part of the interview, dedicated to relationships with other men.

Until then, remember, these matters concern all men. Because all men have the extraordinary privilege of being able to be heard by other men, such as those who will never listen to this podcast. Talk to them. Talk to each other. Change things.

