



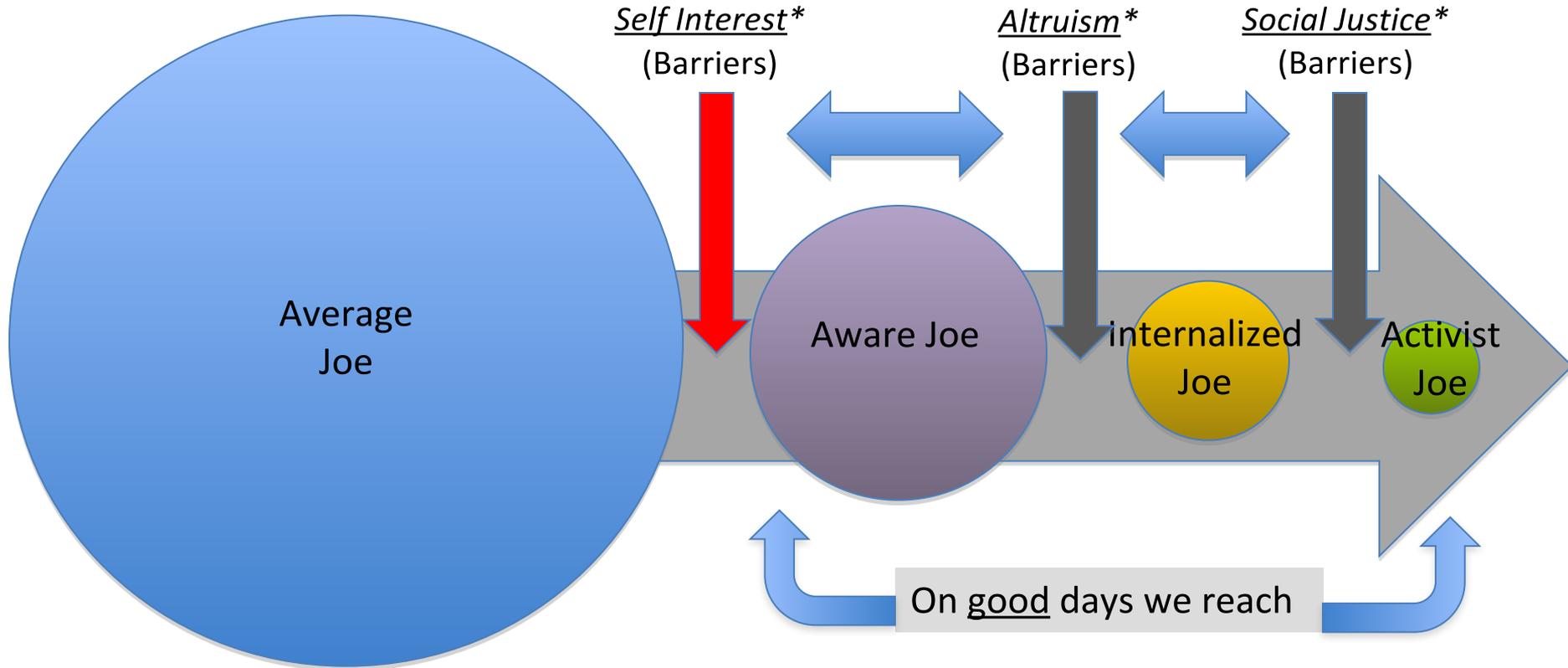
# Healthy Masculinity

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Rethinking Approaches to Engaging Men

- *Jonathan Grove, [jkgrove@gmail.com](mailto:jkgrove@gmail.com) -*

# A Framework...



Created by Jonathan Grove, image by Bobbi Hughes, and drawn from the work of Dr Erin Casey, Rus Funk, Dr. Dorothy Edwards and Dr. Keith Edwards.

\*Edwards, K. E. (2006). Aspiring social justice ally identity development. *NASPA Journal* 43 (4), 39-60.

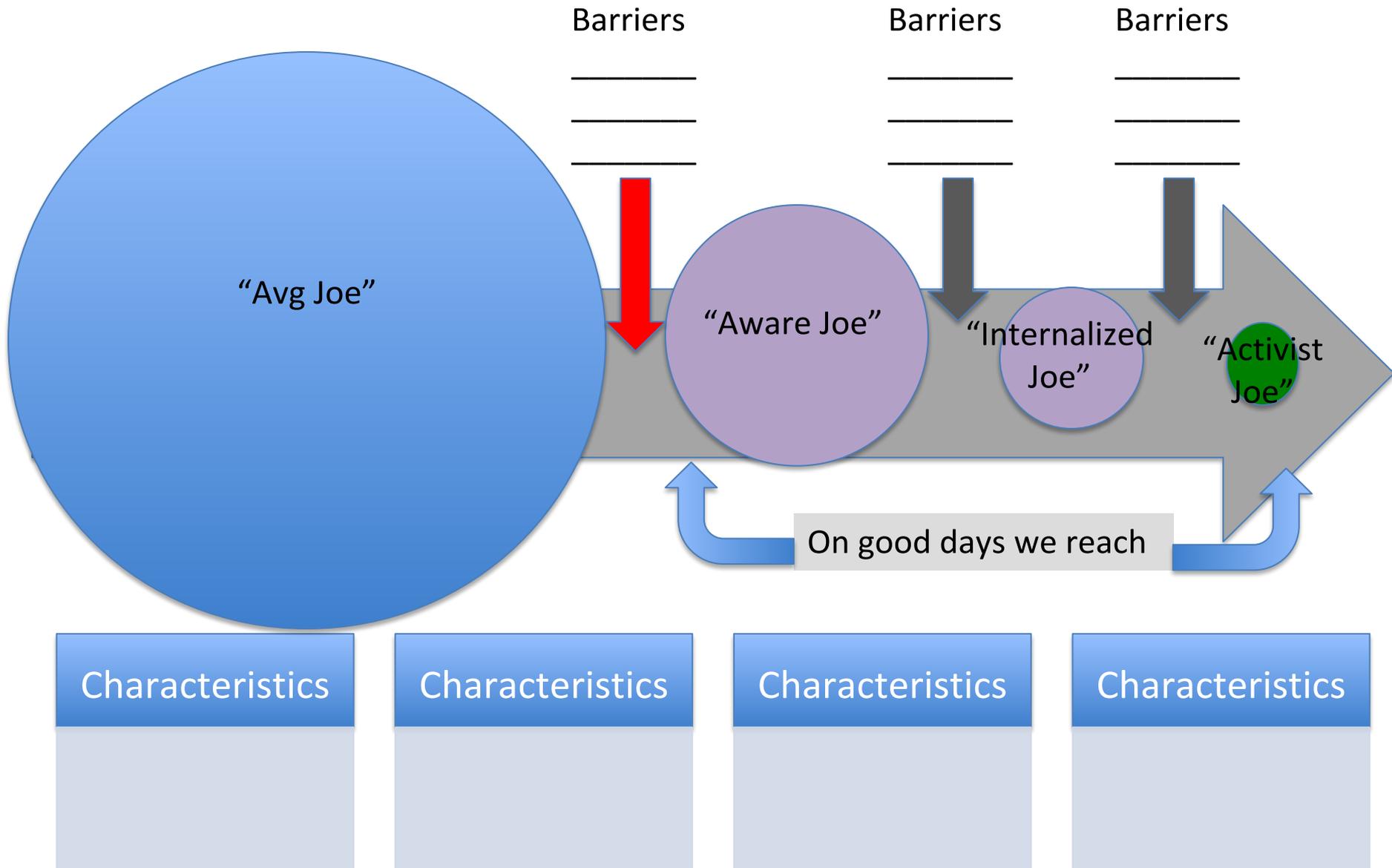
# Aspiring Ally Identity Development

(Partial Summary)

Dr Keith Edwards

Aspiring Ally for:	Self-Interest	Altruism	Social Justice
<b>Motivation</b>	Selfish – for people I know and love	Other - I do this for them	Combined Selfishness and Altruism – we do this for us
<b>Ally to...</b>	A person	target group	an issue
<b>Relationship to system</b>	Not interested in systems – just stopping the bad people	An exception from the system, yet ultimately perpetuates it	Seeks to escape, amend, and/or redefine the system
<b>Privilege</b>	Doesn't see privilege – but wants to maintain status quo	Feels guilty about privilege and tries to distance self from privilege	Sees illumination of privilege as liberating
<b>Power</b>	I'm powerful - protective	Empower them – they need our help	Empower us all
<b>Admitting Mistakes</b>	I don't make mistakes – I'm good, and perpetrators are just bad people	Difficult– struggles with critique or own issues – highly defensive about behavior	Seeks critique and admits mistakes – has accepted own isms and seeks help
<b>Focus of the work</b>	Perpetrators	Other members of the dominant group	My people – doesn't separate self from other agents

# A Framework...



# The PLU Men's Project



## **Strategy:**

To provide low “threat,” high-impact opportunities for young men to start along a process designed to deepen their engagement in challenging oppression.

## **How?:**

A series of activities that describe and demonstrate a positive maleness that increasingly require deeper participation.

## **Why (does it work)?:**

Being a “man” has lots of negative associations and changing that story is empowering.

# First Steps...

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1. Assemble influential partners
2. Define terms and use them
3. Program to support the process

# The PLU Men's Project



Mission:

*“To foster a cross-campus brotherhood of male-identified students and professionals, within which to develop and model the standard of responsible, engaged manhood to which we aspire.”*

## Men's Project Goals:

### 1. *KNOW*

Identify what positive masculinity looks like and language to describe it, which can then begin to replace the negative images of masculinity in the culture.

### 2. *SPEAK*

Mentor and talk to other guys about what it means to challenge stereotypes and live a life of positive impact - creating community and a path for others to follow.

### 3. *SHOW*

Put it into practice and demonstrate to the wider community what it looks like when men foster positive masculinities and support those around them.

# Applying the Framework - Step 1

## Focus:

*Men's Project*

1. Entry Point
2. Masculinity
3. Self-Interest

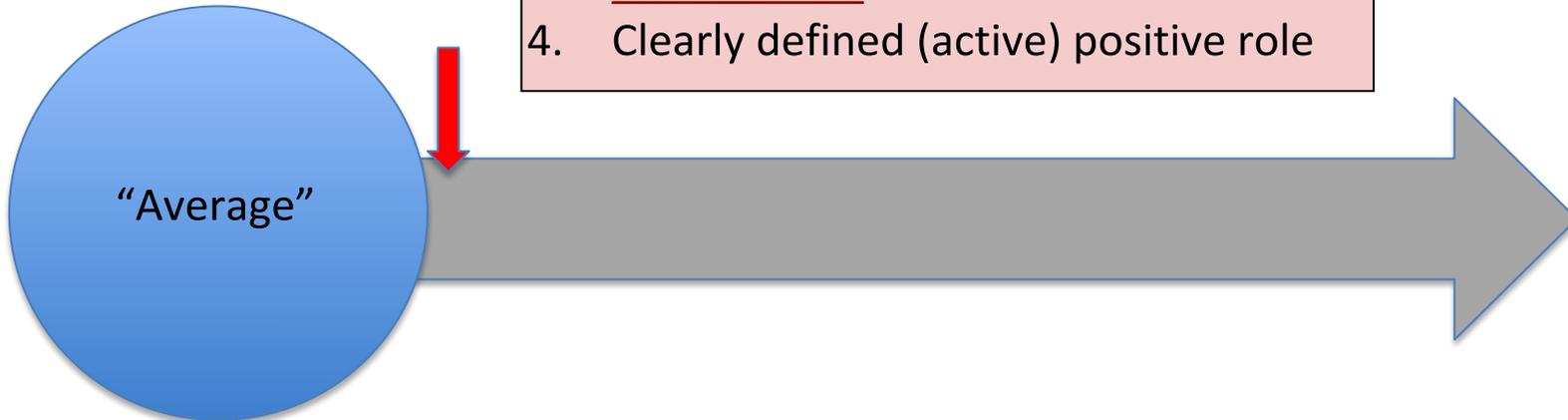
## Strategy:

*Bridge* (entry point & activism)

1. Interest and relate-ability
2. Easy, high reward, first step
3. **Avoid Barriers**
4. Clearly defined (active) positive role

## Next Steps:

1. Learn
2. Connect



## Goals: Know

- Attend Men's Retreat
- Speakers/presentations
- Mentee-ship
- Oppression connections

## Speak

- Healthy masculinity modeling activity
- Bystander education

## Show

- **Mother's Day Brunch\***
- Take Back the Night solidarity
- White Ribbon Campaign

# Next Steps...

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They only need to take one (more), so  
ensure they can!

# A Framework... in 4 Steps

## Focus: Men's role

1. Violence Against Women & children
2. Connections to Masculinity
3. Further education and community

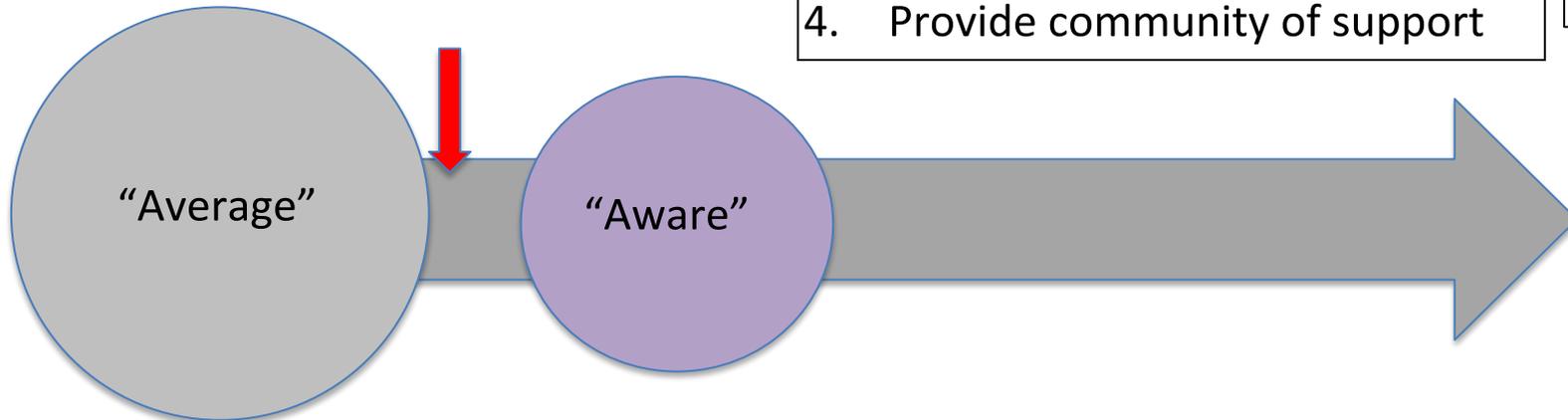
## Strategy:

*What can I do?* (self-application)

1. Leverage chivalry
2. Clear next step & **Engage Barriers**
3. Educate about men's role
4. Provide community of support

## Next Steps:

Own it  
and reach  
out



## Goals:

### Know

- Men's Retreat (**Participant**)
- Speakers, programs, & class presentations
- Mentee-ship & introduction to student men's group

### Speak

- Ultimate/Mentorship
- Tabling
- Bystander training
- Engaging with friends

### Show

- Mother's Day Brunch
- White Ribbon Campaign
- Take Back the Night
- Fundraise for anti-violence and/or equity organization

# A Framework... in 4 Steps

## Focus: Men's accountability

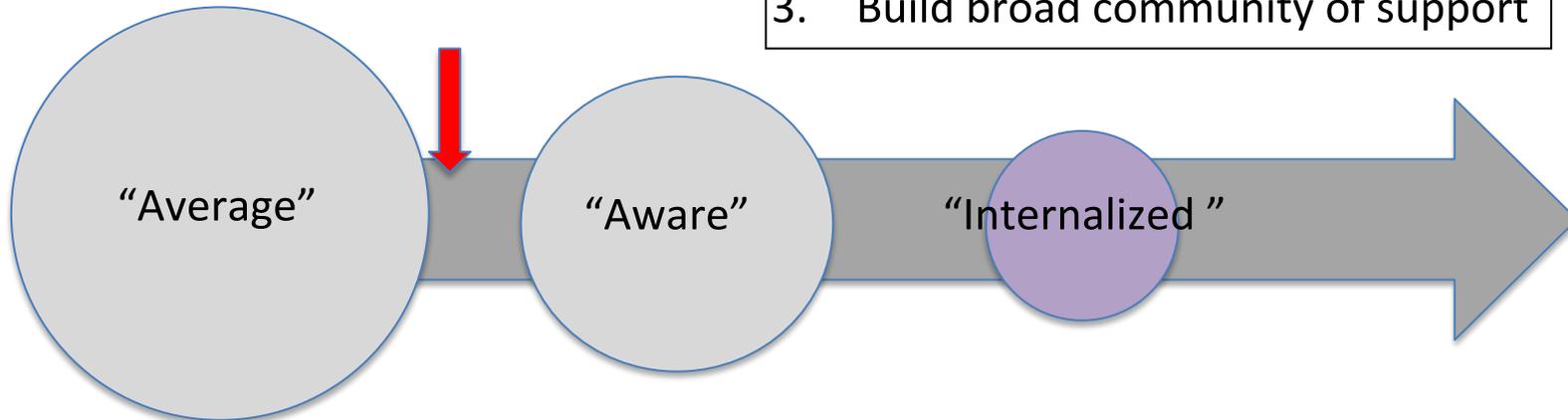
1. Connections to gender roles
2. Further education and community
3. Teaching others as a student

## Strategy:

*Connecting dots* (broader social justice)

1. Share and speak to others' **Barriers**
2. Educate about intersections
3. Build broad community of support

**Next Steps:**  
Own it  
and lead



## Goals:

### Know

- Men's Retreat (**Recruit** & plan)
- Program & presentation requests and organizing
- Mentoring & Men's group
- Understanding of connections between systemic oppressions

### Speak

- Mentorship
- Tabling and Recruiting
- Bystander and peer education
- Intersectional program ie Tunnel of Oppression

### Show

- Mother's Day Brunch
- Organize smaller events ie: White Ribbon Campaign and Take Back the Night solidarity

# A Framework... in 4 Steps

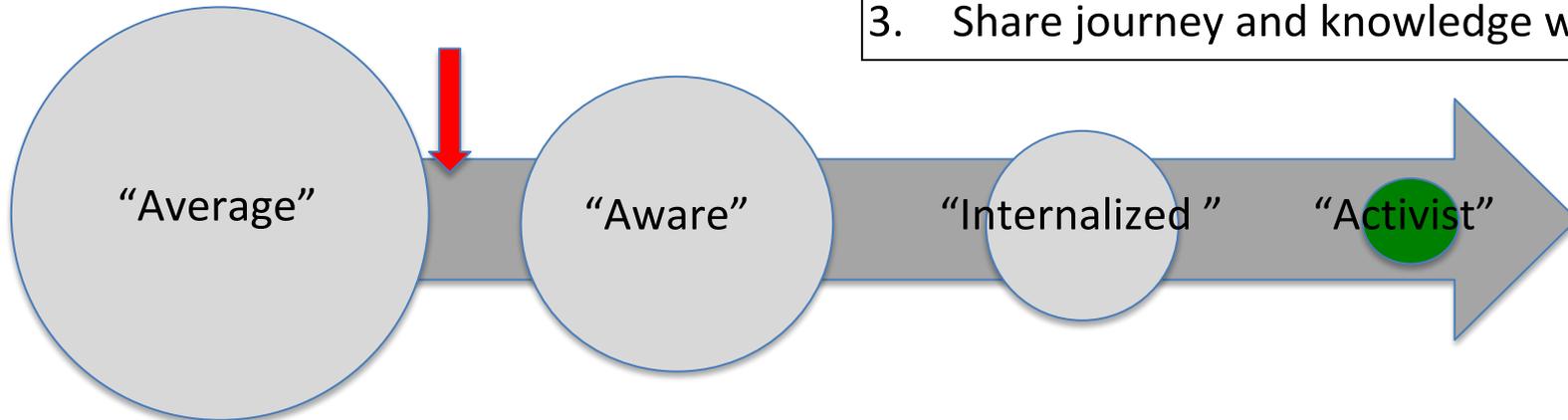
**Focus:** Learning to lead

1. Provide education and community
2. Challenge self to be accountable
3. Build coalitions

**Strategy:**

*Connecting dots* (broader social justice)

1. Educate about systems and strategy
2. Facilitate community of support
3. Share journey and knowledge widely



**Goals:** Know

- Men's Retreat (**Concept** & plan)
- Program concept & plan
- Mentorship partner
- Involvement with other social justice initiatives; ie racial, economic, & gender justice, first generation and ability access

Speak

- Ultimate/Mentorship leader
- Tabling organizer
- Bystander education recruiter
- Vocal about intersections systems of domination
- Describe role of *aspiring ally*

Show

- Brunch, White Ribbon organizer
- Men's group leadership
- Peer Educator
- Lasting impact on community (local & region) ie: Host community event or program, or share work at conference

# Beyond the Gender Binary

Start at how patriarchy affects people.

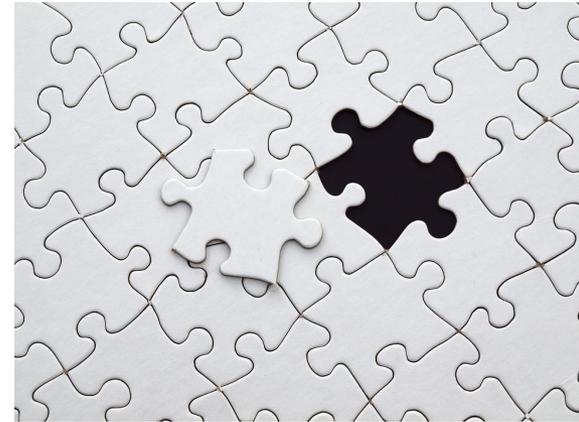
- Move beyond female = victim & male = perpetrator
- Those outside the binary are further marginalized beyond the "lesser" status of female.
- A feminism that prioritizes power over oppression is bankrupt. So we must learn from - and center - marginalized voices.
- We all pay a price and have a vested interest in undoing the system

# Tip 1: Rethink & Re-center

Start at how patriarchy affects people.

- Move beyond female = victim & male = perpetrator
- Those outside the binary are further marginalized beyond the "lesser" status of female.
- A feminism that prioritizes power over oppression is bankrupt. We must learn from & center marginalized voices.
- We all pay a price and have a vested interest in equity
- Low risk, high reward

# Tip 2: Be intersectional



- To fix problems, you have to see it in full.
- Oppressor v/s oppressed is dangerously situational
- A feminism that prioritizes power over oppression is bankrupt.
  - Learn from, and center the most marginalized voices.
- Oppressions don't take turns; there is no checklist.

# Resources

- Men's Project model
  - <https://tacoma-washington.academia.edu/JonathanGrove>
- Accountability
  - *The Will to Change: Men, Masculinity, and Love*, bell hooks
- Intersectionality
  - "Report from the Bahamas," June Jordan

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