THINGS I LEARNED FROM MY 12 YEAR OLD SON: THE OBLIGATION AND OBSERVATION OF MEN TEACHING MEN

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WHAT DO WE KNOW?

• Our college campuses are a rich mosaic of difference among our students, faculty, and staff.

• Privilege exists on our campuses and in our lives.

• Men carry a special set of privileges.

• Yet, men are often not seen as change agents.

• Those with power must use their privilege to create change.

• We have an obligation as educators and administrators.
McIntosh (1988, 1989) began the dialogue on privilege with "Unpacking the invisible knapsack.
Privilege is:
• Unearned.
• Obliviousness.
• Based on a characteristic you possess.
• Hard to shake.
HOW CAN I BE PRIVILEGED?

• Same experiences, different treatment (ex. Dateline, 2007).
• Bias.
• Barbie.
• Media imagery.
• The classroom.

• The fact is, privilege is everywhere.
  • White, male, hetero, Christian, education, able-bodied all privileged in America.
A STUDY OF MEN AND PRIVILEGE.

• Studied white male graduate students in student affairs preparation programs.
• Examined their beliefs and thoughts about whiteness, white privilege, and multiculturalism.
• Found that these men were self aware, but often not active in addressing issues faced on our college campuses.
• Aware of theoretical models, diversity, and the importance of understanding and addressing privilege.
• In short – a gap exists between awareness and knowledge and skill building.
DIVERSITY AND MULTICULTURAL COMPETENCY

• A critical consciousness, revealed.
  • Constant learning about others, learning and engagement. The role of understanding student development theory as important to understanding experiences. Dialogues across racial lines. MUTUAL RESPECT, DIALOGUE.

• Awareness
  • Understanding environment, ‘the world around you’, exposure to, and understanding of, stereotypes.
  • The place you are situated in. Your framework for understanding.
  • The strange importance of diverse connections.
    • So limited, but seen as important.
Knowledge

> Those mediating events that help us discover new knowledge about self, others, environment.
> There is power and enlightenment in exposure.
  • Multicultural courses enhanced this knowledge.
> Participation in diverse programming – limited.
  • Seen as for the minorities on campus, not the majority.
  • Fear of being singled out, discomfort.
  • Some see as a challenge!
DIVERSITY AND MULTICULTURAL COMPETENCY, CONTINUED.

- **Skills**
  - How can I use my awareness and knowledge. Application.
  - A willingness to learn about other cultures and people.
  - Responses to **intolerance**.
    - Presidential election incidents (2 campuses)
    - The noose incident (1 campus).
    - Limited understanding (administration and students) of impact of events on entire community. Frustration and sadness.
    - Incidents often ‘diffused’, but not truly addressed.
    - Naive responses (one participant not seeing incident of violence as a hate crime).
    - Opportunities for application of skill, limited participation.
A MODEL FOR PERSONAL TRANSFORMATION

Personal transformation and racial self-identity (Olson, 2010)
I CAN TEACH SKILL BUILDING. IT STARTS AT HOME.
1. WE DON’T TEACH FIRST IMPRESSIONS.
2. PRIVILEGE IS LEARNED...AND CAN BE ADDRESSED EARLY.
GUILT
fear

1. eyebrows raised and pulled together
2. raised upper eyelids
3. tensed lower eyelids
4. lips slightly stretched horizontally back to each other
3. IT’S MY JOB TO TEACH MY SON AND MY DAUGHTERS ABOUT PRIVILEGE.
NO SKILLS
4. WE ALL MAKE MISTAKES. IT’S OUR JOB TO OWN UP TO THEM.
5. SHOW ALL FORMS OF MASCULINITY.
6. SHOW THEM I USE MY POWER FOR GOOD AND NOT EVIL.
7. EMOTIONS ARE OKAY.
8. DEMONSTRATE RIGHT BEHAVIOR.
People with good intentions make promises. People with good character keep them.
DWYSYWD
9. LOVE YOUR MOTHER. AND YOUR FATHER.
10. REMIND THEM THAT BEING A MAN IS A GOOD THING.
SO WHAT?

• We all have a role in teaching and learning.
• We all have choices every single day. I can choose to do something. Or I can choose to do nothing.
• Masculinity gives us a special privilege. And power.
• It’s our responsibility to try.