



G.R.I.T

Gentlemen Respecting, Interacting in Truth

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CONFLICT OF INTEREST DISCLOSURE

C. Ingram, LMSW, BSW



- I have no conflict of interest to disclose.

Things to consider



- Please have an open mind.
- Self-care is important
- Though I may make light of the subject matter at times, the information is very real; therefore, my examples may be as well, so please keep that in mind.

Learning Objectives



- Discuss dominant stories. (Men run the world)
- Discuss the history of race and rape.
- Discuss strategies to engage men of color in creating a paradigm shift in masculine behaviors.



Things to consider

- I don't know any of you personally so this training is not personal (to you-speak to you).
- This is not a training about what is a man
- No matter how you identify you can express masculine and feminine attributes. (EX. DC training take over)
- You will hear me discuss things from a cisgender heterosexual male perspective (John brown 1800-1859) if you have specific questions I will answer, I have learn from previous trainings not to speak for people.

Things to consider



- Community learning and building
- Each One
- Reach One
- Teach One
- So we can all become as One
- I understand-leaving
- (My story)- noble

Things to consider



- My apologies- I will offend some people
- Not on purpose though social construct says you must be offended.
- Malcolm X quote You have to be very careful introducing the truth to the black man, who has never previously heard the truth about himself. The black brother is so brainwashed that he may reject the truth when he first hears it. You have to drop a little bit on him at a time, and wait a while to let that sink in before advancing to the next step
- Hopefully, I will have a chance to provide part two of this training at another conference/ at another time in which I will challenge you (seriously-environment- yourself) what are you doing to build communities?



WHY???

- ◉ Working with BLACK MSM and Black transgender especially those individuals living with HIV or AIDS understanding these different intersectionality can be essential in providing appropriate services as well as assist with recognizing unconscious bias toward the client.
- ◉ Understanding the undercurrent or underlining issues (history of slavery, buck busting, breeding, toxic masculinity, current social paradigm/construct, mental health, religion, etc..) facing clients of color along with the oppression that can come from their identity can create a healthier environment for the client and the individuals working with the client.



WHY???

- Acknowledging that there are more underlines issues; other than the normal social determinants of health (housing, transportation, diet, access to care, money, job) can build trust and a better relationship with the client.
- When working with clients, you may find it difficult to provide services or you may consider them to be difficult yet allowing the client the space to express themselves or operate in a different space that you may not have allowed without this training; can be beneficial to your agency, the client, future clients and your self.



WHY???

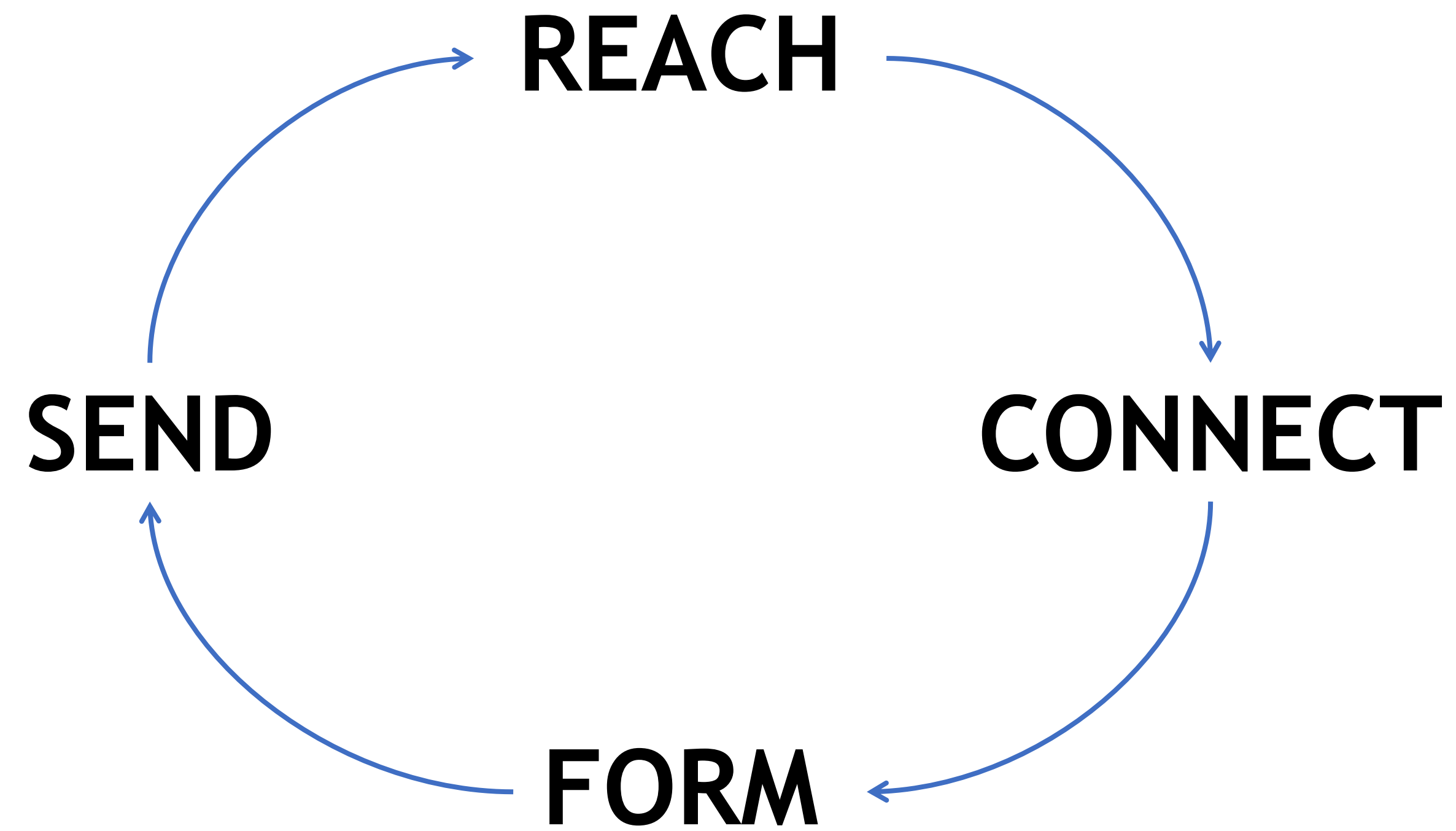
- ⦿ Toxic masculinity to me doesn't let a person express themselves in the way in which they choose to express themselves whether it be LGBTQIA or individuals who are not seen as masculinity or less than no matter how they identify. We conform to social construct or social paradigm of societies definition of masculinity (when is it ok not to be ok)
- ⦿ We buy into social stereotypes: black on black crimes, black athlete, black brute, boogeyman (Candyman), interpersonal violence, etc...

HBM





Perfect world



Reach



Connect



Form



Send



Equality



The assumption is that **everyone benefits from the same supports**. This is equal treatment.

Equity



Everyone gets the supports they need (this is the concept of "affirmative action"), thus producing equity.

Justice



All 3 can see the game without supports or accommodations because **the cause(s) of the inequity was addressed**. The systemic barrier has been removed.



Healthy masculinity (MCSR)

- Involves the ability to recognize unhealthy aspects of masculinity – those features that are harmful to the self and/or others
- Replaces risky and violent masculine attitudes and behaviors with empathetic behaviors and attitudes that benefit men and others
- Is based on supporting gender equity and other forms of equity
- Includes social and emotional skills used to positively challenge in yourself and in others unhealthy masculine attitudes and behaviors



Men can stop rape (MCSR)

- Dominant story: theoretical framework from Hilde Nelson's *Damaged Identities: Narrative Repair*
- Men are strong and women are weak
- Men are protectors and women need to be protected
- Men are providers, etc.
- Movies: Save the day and get the girl
- Dolce and Gabbana
- Hardees and Carl Jr
- Sex sales
- DeBeers



Male privilege

- Cisgender
- Heterosexual
- White
- Christian
- Males



HBM

- Male Privilege: Birth right (absolute power)
- Benefiting from Male status:

HBM



- As a black male I don't benefit from male privilege the same as my white counterparts.
- Respect
- CA- TX
- DC
- CO worker DC

History of Race and Rape





History of Race and Rape

- Deaths of Malcolm X, Dr King jr., Medgar Evers, Fred Hampton, Harry and Harriette Moore
- Huey P. Newton, Angela Davis, Lumumba Shakur, Mutulu Shakur, Afeni Shakur
- Cleveland, Ohio

SOCIAL NORMS SHAPING CULTURE



- For a norm to be perpetuated it is not necessary for the majority to believe in it, but only for the majority to *believe* that the majority believes in it. (All men are dogs)

- Source: http://info.everfi.com/rs/everfi/images/SexualAssault_AR2013.pdf

- Take a little turn

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- Structural racism
- Structural Injustice
- Structural inequality
- Structural Bias

- White supremacy race before gender



What is the goal

- Community building
- We are all cousins

Fishing



- **FRYING PAN STORY**



Objectives

- Discuss dominant stories. (Men run the world)
- Present the theoretical framework adapted from Hilde Nelson's *Damaged Identities: Narrative Repair*. This framework offers a discussion about how dominant stories can make it more difficult to identify with men of color.
- Discuss the history of race and rape.
- Explain how systems within American culture created an inaccurate depiction of men of color as it relates to rape.
- Discuss strategies to engage men of color in creating a paradigm shift in masculine behaviors. (Reach, Connect, Form, Send)



Works cited

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Discussion



- Any thoughts, personal stories, questions or comments?
- What is the one thing you hoped to learn today but you did not?
- What is the one big take away that you were hoping to receive but you did not?

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Let's connect on social media (next slide)



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