

Let's Talk! Recruiting, Supporting and Retaining Men in the ECD Sector
Chat File

Diane Kroll:

Hi from Seattle too- hi Nick

Patsy Pillay:

Hi ALL, its Patsy from Durban , SA

Maverine Guerreiro:

Hello all from Canada

DR. SWATI KELA:

Good Evening. Dr. Swati Kela, from INDIA

Simon Pillai:

I apologise for the lack of a camera on my laptop.

Clarence Little:

Hi Clarence Little. Boston Ma been in Early Childhood for over 45 years

Leonard Chumo Falex:

Leonard Chumo here from Kenya. I chair the board of Kenya Early Childhood Development for Kenya. I a member of the MECE.

Donald Piburn:

The company of other male professionals can reduce feelings of isolation, the sense of scrutiny, and the ongoing cloud of suspicion that are common threads for many men who work with young children.

nancy alexander:

Nancy Alexander in Louisiana. I' am director of an R&R and also our state career development system. Have attended several World Forums and loved them. This is my first time in the Global Cafe.

Moses Semwayo:

Moses Semwayo Zimbabwe

Nick Terrones:

What is your country's goal and desire for men in ECE? What are the issues that stop men from joining ece?

Donald Piburn:

Career preparation programs must acknowledge and address the gender uniform nature of ECE teacher workforce.

Donald Piburn:

MEN WORK IN LOTS OF LOW PAYING PROFESSIONS AND POSITIONS! They dig ditches, work as janitors, serve in fast food restaurants, and lots of low paying service industry jobs

Maverine Guerreiro:

I agree with Donald but caring for children is still seen as “women’s work” and not a real profession.

Donald Piburn:

Normalizing men as caregivers equalizes the balance of power in families/communities and shifts resource allocation in favor of women’s and children’s:

Health

Improved access to physicians, medications, and information

Shared responsibility for the care of unwell family members

Shared responsibility for family planning and safe sex

Development

Child survival, protection, and access to food, water, and shelter

Safe environments, nutrition; intellectual and social stimulation

Equalizes value of a male or female child

Education

Modeling of non-violent adult masculinities emphasizing prevention of violence against women and children “from the earliest ages”

Actions to eliminate gender bias are most effective during the formation of gender roles beginning at birth.

Manjusree Mitra:

Hi everyone! I am Manjusree Mitra, Team Leader, Education programme, NETZ Bangladesh. I involve with ECD programme from September 1997 at Plan International and with World Forum Foundation since 2007 through a Global Leader of Young Children. My first World Forum was in 2007 in Malaysia.

Saraphina (PhInAe):

It is most also experienced in Tanzania, ECD field is mostly done by the Female. From my experience and a number of visit from EDE centers are being held out by the female. Just as Pasty explained based on South Africa content. It is a low paid job and based on our culture handling children is for women from care development to education content.

Donald Piburn:

It's about Connections!

Peer mentors and peer relationships

Social media connections to other men in ECE

In person retreats just for men who work with young children

Professional development and diversification, including men in ECE

Patsy Pillay:

We need to take note of context , culture , economic situation into account when talking about men in ECD . We need strong advocates and link into ECD sites .. the starting point.

Moses Semwayo:

I run a preschool and urging other men to get along

Neha LKulkarni:

Wow!

Moses Semwayo:

@thanks Nick

Margaret Akinware:

In Nigeria we are beginning to see more men in ECE because of the linkage of ECD classes in primary schools. They however represent authority for discipline and serve as father figures especially for children with absentee fathers. Thanks Margaret

Moses Semwayo:

@Patsy let's connect

Maverine Guerreiro:

I think there needs to be more support from top levels or recognised institutions like the public school system. In Ontario we have ECE's in JK & SK programs partnered with school teacher. Most if not all are women. Seeing men working in the program would make a big statement and inspire confidence in the community.

mangel:

Educate families about the importance of having Male teachers working on ECE.

Moses Semwayo:

@Education is critical

Maverine Guerreiro:

There was a time when it was all women in the public school system but now men are more than welcome at every level except there still seems to be a stigma attached to the JK & SK.

Simon Pillai:

Hi everyone, Simon here from Malaysia. We have a few men who are involved but as volunteers. They are young serving their time in CSR, .. duty for college. Others are the pre school owners. Main reason is the lack of interest as it does not help to provide a substantial income for the basic household. Also, the cultural aspect of South East Asian families looking at Early Childhood as female focused. I have coached soccer at all levels, mainly focusing on the developmental age. I understand and fully support the male presence in early childhood. I have been involved in Inclusive education for over 10 years. I also see there is a barrier in educating a child from the views of either gender. It's conflicting even among parents.

Donald Piburn:

The most recognizable/preeminent women and men associated w/ growth & development of children should collectively, publicly, candidly lend their prestige and influence to systems-wide commitment to the importance of a gender balanced teacher workforce as reflective of a representative/diverse society.

Moses Semwayo:

Mentorship is also critical for School Authorities

Donald Piburn:

Early Childhood editorial content, professional materials, and classroom experiences must reflect the importance of men as teachers of young children must become matter of course.

Jerry Parr:

Other professions have faced the same gender issue... nursing for example... someone, somewhere said this can change and somewhere conversations began... We can all do the same... you are each the agents for change... "Shift Happens"

Neha LKulkarni:

There needs to be greater representation in mass media as well... entertainment shows, movies and series for example... we are seeing change where more and more shows are breaking the barriers and portraying men in roles involving childcare, single fathers raising young children and so on... In India this shift is yet to take place but the opportunities are there.

David Wright:

I think this is a really good point, Neha. We need to change the cultural perceptions & beliefs around stereotypical gender roles

Graeme McIntyre:

Great point Duane! Men are promoted at a faster rate than their female co-workers. It could be said though that this occurs to keep men from working with young children.

Maverine Guerreiro:

I agree with Omalara, most of the community has an expectation for male children ex. They should like wheeled toys, should not cry when they fall down (be tougher), no playing with dollies. The education system must start the ball rolling to view children as unique individuals instead of male and female.

Michael's iPad:

Sorry joined late - Did we successfully define " The Role of Males in ECE".

Donald Piburn:

With acknowledgment to our MANY female "guys allies", the majority of men in early education were invited and encouraged to enter the profession by a woman. Our female colleagues can embrace and see that this happens.

Clarence Little:

Amen!

Donald Piburn:

Graeme, I agree. Paul Sargent wrote of the "glass escalator that funnels men working directly with young children by moving them into administrative work.

Margaret Akinware:

many pick up caring skills as part of their socialization.

Graeme McIntyre:

Absolutely Donald! Thank you

Neha LKulkarni:

Absolutely true, Moses

Neha LKulkarni:

Our ECE training programs are designed for women! We need to change that!

Maverine Guerreiro:

Is there a need to recruit men or is it that we need to create an environment where men feel welcome and respected enough to join the childcare program?

Jerry Parr:

Maverine: Both

Donald Piburn:

Institutional tracking of one-gender-only into career tracks violates principals of self-determination, equal opportunity, and social justice in a free society.

That children in most societies view caregiving and early education as principally female obligations is defined as “a key aspect of global gender inequalities,” because it reinforces young children’s stereotypic assumptions about gender attributes and roles.

Kenny Spence:

My experience is you need to recruit

Keith Gaboury:

I’ve had a lot of conversations with supervisors about how my interactions with children can be perceived as something bad.

DR. SWATI KELA:

While taking care of young siblings by boy, family should encourage them & training & realisation & wish to go in ECE will increase. with this father should take care of their children. this is the idol for children in family.

Moses Semwayo:

Let's help them from colleges

Moses Semwayo:

Through Mentorship

Keith Gaboury:

What about children sitting in a male teacher’s lap? I’ve been encouraged not to have a child sit in my lap even though a child can sit in a female teacher’s lap.

Hana Joujou:

great discussion ..thank you

Donald Piburn:

Healthy Touch as a Deterrent to Child Sexual Abuse

(ESSENTIAL TOUCH: MEETING THE NEEDS OF YOUNG CHIDLREN, by Frances M. Carlson)

1. Teach developmentally and individually appropriate BODY OWNERSHIP
2. Teach “THERE ARE NO SECRETS WHEN IT COMES TO TOUCH”
3. TOUCH THEM PROLIFICALLY (respectfully), so they will know what HEALTHY TOUCH feels like.

Uchechukwu S. Onwudi:

Greetings to everyone. Sorry I joined late. The topic is quite a fascinating one. The idea of recruiting and encouraging male participation in the early childhood care and programs is a great one. Like someone observed, one of the major challenge to this move is the issue of culture aberrations, especially in the Sub-Saharan Africa where caring for children is perceived to be women's duty. Changing nappies and the likes is seen as demeaning to the men folk. This has to change for better and wholesome development of the child. Thank you.

World Forum Foundation:

If anyone is interested in learning more about the World Forum Foundation Working Group on Men in ECE, check it out at the link below.

<https://worldforumfoundation.org/workinggroups/men-in-ece/>

Omolara Otujo:

From Omolara, Nigeria. In addition to all that is said I think for men to be involved in ECD that should start from home. And break the protocols and culture that it is women's duties.

Patsy Pillay:

@ Keith these are issues to be discussed . Want to add diversity at all levels need to be represented in ECD sites

Keith Gaboury:

Thanks Patsy

Nick Terrones:

If you have an Instagram please follow: men_of_ece

DR. SWATI KELA:

Thank You All

Kenny Spence:

Thank you all for coming

Maverine Guerreiro:

It's been wonderful to be part of the conversation. Stay safe.

Miator:

Thanks everyone

Donald Piburn:

UN Commission on the Status of Women and Division for the Advancement of Women has long (since as early as 1924) has advocated for normalizing men as caregivers because it equalizes the balance of power in families/communities and shifts resource allocation in favor of women's and children's:

Health

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Neha LKulkarni:

Thank you so much!!!

David Wright:

Thank you all for such great, stimulating contributions

Donald Piburn:

Thank you everyone.

rscott:

This was amazing! Thank you so much all! :)

Neha LKulkarni:

Donald - could you share your points somewhere?

Graeme McIntyre:

Thank you everyone. This was my first meeting and it was fantastic!! Stay safe

Leonard Chumo Falex:

great session

Simon Pillai:
Bye everyone

Reza Bangladesh:
thank you