

1

00:00:00,033 --> 00:00:04,404
We can move men from being stuck

2

00:00:04,504 --> 00:00:09,576
or a problem or apathetic
or antagonistic to saying, "Hey,

3

00:00:09,576 --> 00:00:11,311
you have a stake in this as well too."

4

00:00:11,311 --> 00:00:14,914
And really shifting them
to be stakeholders, co-conspirators,

5

00:00:14,914 --> 00:00:16,449
co-beneficiaries.

6

00:00:16,449 --> 00:00:18,518
And then we're all anti-patriarchal
together.

7

00:00:20,920 --> 00:00:22,822
I'm Jade Pichette, they/them.

8

00:00:22,822 --> 00:00:25,825
And I'm Erin Davis
and I use the pronouns she and her.

9

00:00:26,192 --> 00:00:28,328
Welcome to Uncovering Belonging.

10

00:00:28,328 --> 00:00:32,732
A podcast that explores the professional
and personal stories and unique voices

11

00:00:32,732 --> 00:00:34,134
of what it means to belong.

12

00:00:34,134 --> 00:00:38,238
And the journey to finding our authentic
self.

13
00:00:39,272 --> 00:00:43,476
Jade, I am so excited
for you to meet Jake Stika.

14
00:00:43,743 --> 00:00:46,112
Yeah, I'm so excited to meet you, Jake.

15
00:00:46,112 --> 00:00:47,714
I appreciate that.

16
00:00:47,714 --> 00:00:51,184
As Next Gen Men's Executive
Director Jake is a passionate speaker

17
00:00:51,184 --> 00:00:54,921
and facilitator focused on gender
based issues related to the social

18
00:00:54,921 --> 00:00:58,625
and emotional development of young men,
the health and well-being of men

19
00:00:58,625 --> 00:01:01,661
and communities, and gender equity
in workplaces

20
00:01:01,661 --> 00:01:06,966
for a future where boys and men experience
less pain and cause less harm.

21
00:01:07,333 --> 00:01:10,503
Jake was named one of Avenue
Magazine's Top 40 Under 40,

22
00:01:10,503 --> 00:01:14,641
as well as having earned recognition

from Ashoka, the British Council

23

00:01:14,707 --> 00:01:17,143
and the Canadian Center
for Diversity and Inclusion.

24

00:01:17,343 --> 00:01:20,880
He has spoken at the United Nations
as part of the Canadian Delegation

25

00:01:20,880 --> 00:01:24,851
and participated in the UN Women
Safe Cities Initiative Global Forum.

26

00:01:25,185 --> 00:01:29,155
He's also a proud advisor to the Calgary
Immigrant Women's Association,

27

00:01:29,422 --> 00:01:33,960
Canadian Women and Sport, as well
as the Calgary Women's Emergency Shelter.

28

00:01:34,327 --> 00:01:37,864
Jake uses the pronouns he and him.

29

00:01:37,864 --> 00:01:40,500
So happy to have you here today, Jake.

30

00:01:40,800 --> 00:01:44,604
So Jade is actually going
to get us started with the first question.

31

00:01:44,604 --> 00:01:45,138
So Jade

32

00:01:49,375 --> 00:01:51,244
Hi everyone, this is Jade and

33

00:01:51,244 --> 00:01:55,381

I'm recording this after the fact
to provide listeners with a content note,

34

00:01:55,748 --> 00:01:58,718

Jake shares experiences of homophobia,

35

00:01:59,085 --> 00:02:02,555

suicide, substance use and violence.

36

00:02:03,256 --> 00:02:08,128

We wanted to take a quick pause and
encourage you to check in with yourself

37

00:02:08,461 --> 00:02:12,765

so that you can decide whether this is
content you're able to engage with

38

00:02:12,765 --> 00:02:17,570

at this moment.

39

00:02:17,570 --> 00:02:21,875

Obviously we've had your bio,
but how did you get into this work

40

00:02:21,875 --> 00:02:25,578

of addressing misogyny within men's

41

00:02:25,578 --> 00:02:29,249

communities
and talking as a man with other men?

42

00:02:29,249 --> 00:02:32,685

Because this is obviously something
that not enough people are doing.

43

00:02:33,019 --> 00:02:37,223

The entry point wasn't really even
about misogyny, it was about patriarchy.

44

00:02:37,590 --> 00:02:40,260
And this being an audio format,
you can't tell.

45
00:02:40,260 --> 00:02:43,630
But I'm a six foot, a straight, white,

46
00:02:43,963 --> 00:02:47,133
cisgender male
like all the checkboxes of privilege.

47
00:02:47,600 --> 00:02:48,668
And despite that,

48
00:02:48,668 --> 00:02:52,305
I was struggling with depression
in my late teens and early twenties.

49
00:02:52,639 --> 00:02:57,744
So, you know, playing life on easy mode
and still struggling. Out of that

50
00:02:57,744 --> 00:03:03,449
my coping mechanism in my late
teens was binge drinking and fistfights.

51
00:03:03,449 --> 00:03:06,219
And at 22 it was self-harm.

52
00:03:06,986 --> 00:03:11,090
And that self-harm landed me
in kind of a therapeutic practice

53
00:03:11,090 --> 00:03:12,392
to kind of begin healing.

54
00:03:12,392 --> 00:03:16,162
And my partner at the time kind of coming
from a women's studies background,

55

00:03:16,162 --> 00:03:19,065

I really came to understand
kind of the gendered experience,

56

00:03:19,199 --> 00:03:22,869

especially around masculinity
and this script of "You've got to be tough,

57

00:03:22,869 --> 00:03:25,171

you can't show emotion,
you can't ask for help."

58

00:03:25,438 --> 00:03:29,375

And that really being the major barrier
to my well-

59

00:03:29,375 --> 00:03:31,377

being right. As well.

60

00:03:31,377 --> 00:03:34,914

My co-founder, who's my best friend
from university on fortunately

61

00:03:34,914 --> 00:03:37,684

lost his 13 year old brother to suicide
in 2007.

62

00:03:37,951 --> 00:03:40,820

He was a young Black man
experiencing homophobic bullying.

63

00:03:40,820 --> 00:03:45,058

So we think that he might have been
in the closet and hadn't come out yet.

64

00:03:45,058 --> 00:03:47,694

And that was the tragic end of his life.

65

00:03:47,760 --> 00:03:51,698

And my struggles and his younger
brother's experience really

66

00:03:51,698 --> 00:03:55,435
wanted us to have something different
for the next generation of men.

67

00:03:55,802 --> 00:03:59,572
And I think that so much of quote
unquote "male allies work"

68

00:03:59,572 --> 00:04:02,942
kind of really begins from, oh, well,
we should be doing this for others.

69

00:04:03,543 --> 00:04:09,048
And the risk in that is perpetuating
kind of like a benevolent sexism, right?

70

00:04:09,048 --> 00:04:09,782
Yeah.

71

00:04:09,782 --> 00:04:14,821
But in kind of our approach
of like how patriarchy harms men and boys

72

00:04:14,921 --> 00:04:18,324
as well as women and girls and trans
and non-binary individuals,

73

00:04:18,625 --> 00:04:24,264
we can move men from being stuck
or a problem

74

00:04:24,497 --> 00:04:30,003
or apathetic or antagonistic to saying,
hey, you have a stake in this as well too.

75

00:04:30,003 --> 00:04:33,840
And really shifting them

to be stakeholders, co-conspirators, co-

76

00:04:33,840 --> 00:04:37,176
beneficiary parties and then we're
all anti-patriarchal together.

77

00:04:38,111 --> 00:04:40,113
Thank you for sharing that.

78

00:04:40,113 --> 00:04:42,749
Thank you for that vulnerability
that you're showing there

79

00:04:42,749 --> 00:04:45,184
and really kind of illustrating what

80

00:04:45,184 --> 00:04:49,088
we need to do and I personally relate
quite a bit to your story

81

00:04:49,088 --> 00:04:52,425
because I was assigned male at birth,
although I came out

82

00:04:52,425 --> 00:04:55,862
as a trans person and non-binary person,
very young,

83

00:04:56,396 --> 00:04:59,899
I still was encoded was
what are those things

84

00:04:59,899 --> 00:05:03,236
that men are supposed to do that
boys are supposed to do?

85

00:05:03,236 --> 00:05:06,572
And that real lack of almost

86

00:05:06,572 --> 00:05:10,109
dehumanizing men from themselves.

87
00:05:11,010 --> 00:05:15,915
And as we know, suicide
rates are significantly higher among men.

88
00:05:16,049 --> 00:05:21,220
Mind you, some of that is also due
to the choices of how

89
00:05:21,254 --> 00:05:25,758
men engage in attempts
in regards to committing suicide.

90
00:05:25,758 --> 00:05:29,595
But we do see these much higher rates
and so I really appreciate your kind

91
00:05:29,595 --> 00:05:34,867
of reframing that to how patriarchy
also impacts them.

92
00:05:34,867 --> 00:05:37,603
And we see these impacting people at work.

93
00:05:37,770 --> 00:05:41,641
So why does doing this work for you

94
00:05:41,774 --> 00:05:46,379
make you feel like you belong
and that there is a space for you?

95
00:05:47,046 --> 00:05:51,751
That thing that you said about
dehumanizing men and boys in the culture,

96
00:05:52,051 --> 00:05:54,787
a quote that really
I think signifies a lot of our approach

97

00:05:54,787 --> 00:05:56,923
to this work
comes from the late bell hooks.

98

00:05:56,923 --> 00:05:59,092
I always am here for bell hooks, quote.

99

00:05:59,392 --> 00:06:00,660
And I'm paraphrasing here.

100

00:06:00,660 --> 00:06:03,930
But she said, the first act of violence
that patriarchy

101

00:06:03,930 --> 00:06:07,200
asks of men is not that against women,
but that against themselves.

102

00:06:07,200 --> 00:06:10,770
And should they fail to psychologically
and emotionally cripple themselves,

103

00:06:10,770 --> 00:06:13,072
they'll be met by a group of men
that will do it for them.

104

00:06:13,306 --> 00:06:14,841
Right? Exactly.

105

00:06:14,841 --> 00:06:19,112
And that kind of plays into what you were
saying, some of those dire consequences.

106

00:06:19,345 --> 00:06:23,149
Women and trans and non-binary
individuals attempt at much higher rates.

107

00:06:23,416 --> 00:06:27,053

But the twisted socialization is
what's more emasculating than failing

108

00:06:27,053 --> 00:06:28,388
at taking your own life, right?

109

00:06:28,388 --> 00:06:30,623
So we choose more lethal means, right?

110

00:06:31,023 --> 00:06:33,993
82% of drug poisonings are men.

111

00:06:34,160 --> 00:06:39,031
85+% on provincial and federal
rates of incarceration are men.

112

00:06:39,298 --> 00:06:43,836
Homelessness rate like those are all the
dire consequences that that plays out to.

113

00:06:43,836 --> 00:06:47,640
But from every day Average Joe to that,
there's a whole host

114

00:06:47,640 --> 00:06:50,510
of like negative experiences
that go around that.

115

00:06:50,777 --> 00:06:52,512
Absolutely.

116

00:06:52,512 --> 00:06:55,515
And to kind of bring that
into the workplace

117

00:06:55,681 --> 00:06:58,251
with some of our programing,
it's called Equity Leaders.

118

00:06:58,251 --> 00:07:00,453
And we want to focus on equity
focused leadership.

119
00:07:00,453 --> 00:07:02,922
But a lot of that is in male
dominated industries.

120
00:07:02,922 --> 00:07:07,026
And the entry point, again, is
and how do we serve

121
00:07:07,226 --> 00:07:11,497
specifically the underrepresented groups
in these spaces, but also

122
00:07:11,497 --> 00:07:16,202
how do we serve the men who are occupying
those male dominated spaces?

123
00:07:17,403 --> 00:07:19,338
Am I allowed to curse on this podcast?

124
00:07:19,338 --> 00:07:22,742
Because I always say men
treat other men like crap.

125
00:07:22,909 --> 00:07:24,610
Oh yeah. Right.

126
00:07:24,610 --> 00:07:26,946
I was going to go with a different word there,
but, we'll go with crap.

127
00:07:27,213 --> 00:07:31,918
But if we can't overcome that,
how are we going to create

128
00:07:31,918 --> 00:07:35,621
inclusive environments and cultures

that support belonging

129

00:07:36,088 --> 00:07:41,461

when the dominant group is constantly competing and dominating against itself?

130

00:07:41,661 --> 00:07:43,362

Definitely. Right?

131

00:07:43,362 --> 00:07:46,599

And so it's a way that we haven't really talked about or thought about,

132

00:07:46,599 --> 00:07:49,068

but when we approach that population

133

00:07:49,068 --> 00:07:52,004

that way, we're giving them a meaningful reason to take part

134

00:07:52,271 --> 00:07:56,576

and not a zero sum dialog of, well, we looked at this number

135

00:07:56,576 --> 00:07:58,778

and there's too many men and we need more women

136

00:07:58,978 --> 00:08:00,513

and we're not going to create more jobs.

137

00:08:00,513 --> 00:08:03,015

So that means some people have to lose jobs.

138

00:08:03,015 --> 00:08:07,587

It becomes very zero sum, very defensive, very antagonistic.

139

00:08:07,854 --> 00:08:10,556
But when we really come in
with that culture of inclusion,

140
00:08:10,957 --> 00:08:14,694
that inevitably removes
those barriers that underrepresented

141
00:08:14,694 --> 00:08:16,796
groups can see themselves there and thrive

142
00:08:16,829 --> 00:08:20,099
because the existing group supports
one another to do that.

143
00:08:20,533 --> 00:08:23,402
Yeah, I've definitely seen
some of these challenges

144
00:08:23,402 --> 00:08:26,105
in working with folks,
especially in the skilled trades

145
00:08:26,105 --> 00:08:29,475
and a few other male
dominated fields. Hmm.

146
00:08:29,909 --> 00:08:32,011
I'm going to throw it over to Erin.

147
00:08:32,512 --> 00:08:33,279
Thanks, Jade.

148
00:08:33,279 --> 00:08:36,182
And you mentioned something
earlier, Jake, around the script.

149
00:08:36,382 --> 00:08:39,886
And when we sort of make
that connection to belonging,

150

00:08:40,052 --> 00:08:44,457

is it a true sense of belonging
that men feel inside of the organizations?

151

00:08:44,457 --> 00:08:47,026

Are they comparing it to the script?
Absolutely.

152

00:08:47,193 --> 00:08:50,563

So as you do this work around equity,
diversity and inclusion,

153

00:08:50,563 --> 00:08:52,298

what have been some of the barriers
for you?

154

00:08:52,298 --> 00:08:54,367

Your point about the scripts
is so important.

155

00:08:54,500 --> 00:08:57,403

When men go off script, other men

156

00:08:57,403 --> 00:09:00,406

will use homophobic
and misogynistic language

157

00:09:00,406 --> 00:09:04,110

to police their performance
of that script.

158

00:09:04,210 --> 00:09:06,612

Exactly.
That's really what I'm scratching at.

159

00:09:06,612 --> 00:09:10,683

But beyond that, if we take a step back
of what the major barriers are,

160

00:09:10,983 --> 00:09:16,088

I think men are overvaluing
what it is they stand to lose, you know,

161

00:09:16,088 --> 00:09:21,894

power and status, but they're undervaluing
what it is they stand to gain.

162

00:09:21,894 --> 00:09:23,162

Absolutely.

163

00:09:23,162 --> 00:09:25,131

We call it return on involvement.

164

00:09:25,131 --> 00:09:28,901

And so deeper engagement
with your children,

165

00:09:29,068 --> 00:09:32,071

with your partner,
a deepening of relationships,

166

00:09:32,071 --> 00:09:36,208

a culture of inclusion, where, you know,
you don't have to constantly think

167

00:09:36,208 --> 00:09:39,512

about the competition and domination
of like climbing that ladder

168

00:09:39,512 --> 00:09:42,515

and who's come in for that spot
and those kinds of things.

169

00:09:42,515 --> 00:09:44,016

Exactly. Right?

170

00:09:44,016 --> 00:09:48,788

And so a lot of it is really helping

those individuals navigate that equation

171

00:09:48,788 --> 00:09:52,224
and seeing what they stand to gain
and getting them unstuck.

172

00:09:52,725 --> 00:09:56,829
You raise a really interesting point, too,
like I have a son and a daughter

173

00:09:56,829 --> 00:10:00,666
and I can start to see how society
impacts them.

174

00:10:00,666 --> 00:10:04,971
You know, gain the power, gain the title,
have the big bank account, right?

175

00:10:04,971 --> 00:10:09,375
Like that somehow been the big factor
and determinant of success.

176

00:10:09,642 --> 00:10:13,412
But then I also think about
the generational impacts that we also see.

177

00:10:13,412 --> 00:10:17,450
So, you know, for those men,
what was the influence from their fathers,

178

00:10:17,450 --> 00:10:21,654
their grandfathers, you know, other men
in their lives, boys in their lives?

179

00:10:21,887 --> 00:10:25,458
And from my perspective
and the work that I do, I say it's

180

00:10:25,458 --> 00:10:27,393
one conversation at a time.

181

00:10:27,393 --> 00:10:29,462

I think it really is
one conversation at a time.

182

00:10:29,462 --> 00:10:30,830

I wholeheartedly agree with that.

183

00:10:30,830 --> 00:10:32,965

And it is that generational change.

184

00:10:32,965 --> 00:10:34,867

Like if we even just deconstruct the word

185

00:10:34,867 --> 00:10:37,870

patriarchy, it's "pater"
and "arkhein".

186

00:10:37,870 --> 00:10:40,139

"pater" = father, "arkhein" = power, = father power.

187

00:10:40,139 --> 00:10:43,309

So what we inherit from our forefathers
literally by definition.

188

00:10:43,442 --> 00:10:46,278

And I think about
what happened in my family.

189

00:10:46,479 --> 00:10:49,181

We're from the Czech
Republic, formerly Czechoslovakia.

190

00:10:49,181 --> 00:10:52,284

And in that family dynamic,
I had two grandfathers

191

00:10:52,518 --> 00:10:57,523

and one was a very patriarchal father,

very domineering, very kind of economic

192

00:10:57,523 --> 00:11:01,260
security, didn't have a lot of close
relationships, etc., etc..

193

00:11:01,527 --> 00:11:06,399
But on my paternal side, my grandmother
was actually fluent in seven languages.

194

00:11:06,632 --> 00:11:10,603
And in communist Czechoslovakia
you don't get a chance to travel.

195

00:11:10,603 --> 00:11:13,873
But because of her unique skill set,
she was a technical secretary,

196

00:11:13,873 --> 00:11:17,209
sent on diplomatic missions
around the world, which then left

197

00:11:17,209 --> 00:11:22,515
my dad's dad in charge of two sons
and many men didn't

198

00:11:22,515 --> 00:11:26,519
have caregiving roles, and my dad
was six years older than his brother.

199

00:11:26,519 --> 00:11:29,221
And so he took on a little bit of that
caregiving as well too.

200

00:11:29,422 --> 00:11:34,193
So that chain of like Father Power
was broken with my grandfather

201

00:11:34,193 --> 00:11:35,461
leaning into that.

202

00:11:35,461 --> 00:11:39,331

So my dad, you know,
I think he really struggled with a lot of

203

00:11:39,732 --> 00:11:43,369

the stoic narratives,
but he didn't have those like domineering

204

00:11:43,369 --> 00:11:44,670

patriarchal narratives.

205

00:11:44,670 --> 00:11:46,172

He was still a breadwinner,

206

00:11:46,172 --> 00:11:50,042

but he was a very involved father,
very doting, those kinds of things.

207

00:11:50,042 --> 00:11:53,579

So it really just takes that one chain

208

00:11:53,579 --> 00:11:57,516

in that link to break and then change it
for everyone after the fact.

209

00:11:57,516 --> 00:11:58,684

Totally.

210

00:11:58,684 --> 00:12:04,190

And the tough part is like my group
has no role models, like a handful,

211

00:12:04,190 --> 00:12:06,392

a smattering,
like I have my dad or whatever,

212

00:12:06,392 --> 00:12:09,361

but systemically

we just don't have those role models.

213

00:12:09,462 --> 00:12:12,865

And so it's going to take some of that generational change.

214

00:12:13,099 --> 00:12:16,702

That's part of the reason why we work predominantly with 12 to 14 year old boys,

215

00:12:16,702 --> 00:12:19,071

because that's when they're kind of losing that

216

00:12:19,071 --> 00:12:22,742

innocence of boyhood and starting to act like what they think it is to be a man.

217

00:12:23,042 --> 00:12:24,510

And a lot of the narratives around

218

00:12:24,510 --> 00:12:28,147

what they think it is to be a man still have to do with power.

219

00:12:28,147 --> 00:12:31,350

And, you know, just simple things like I'm going to be a pilot

220

00:12:31,350 --> 00:12:32,852

and I'm not going to be a stewardess, I'm

221

00:12:32,852 --> 00:12:35,521

going to be a lawyer, I'm not going to be a secretary.

222

00:12:35,521 --> 00:12:36,355

Those kinds of things,

223

00:12:36,355 --> 00:12:40,426
those narratives still really exist, even
though they're being smashed constantly.

224
00:12:40,426 --> 00:12:43,863
But when you're 12 years old
and that's what you're socialized,

225
00:12:43,863 --> 00:12:47,166
and then we, because we're progressive
and concerned, say, well,

226
00:12:47,166 --> 00:12:49,468
you have a lot of power
and you tell that to a 12 year old,

227
00:12:49,468 --> 00:12:51,570
he says,
I have no idea what you're talking about.

228
00:12:51,570 --> 00:12:52,838
My parents tell me what to do.

229
00:12:52,838 --> 00:12:55,407
My teacher tells me what to do,
my coach tells me what to do.

230
00:12:55,808 --> 00:12:59,178
And so they start enacting power
among their little friend group.

231
00:12:59,178 --> 00:13:02,782
And they do it through differentiation,
race, gender, sexuality.

232
00:13:02,782 --> 00:13:04,850
That's the low hanging fruit. Right.

233
00:13:04,850 --> 00:13:07,553
And that's why we see rises

in rates of homophobia

234

00:13:07,553 --> 00:13:10,623
and misogyny and racism at that age group.

235

00:13:10,623 --> 00:13:11,323
Yeah.

236

00:13:11,323 --> 00:13:15,060
And so it's such a great time to come in
and a role model, new ways

237

00:13:15,060 --> 00:13:19,865
of being a man in the world
and really affirming their value

238

00:13:20,299 --> 00:13:23,736
as not tied to diminishing other people's
values.

239

00:13:24,069 --> 00:13:28,841
I want to challenge the, I will say, old
rhetoric of what it means to be a man.

240

00:13:29,008 --> 00:13:32,311
Do you think we'll ever get to a place
about like, what does it mean to be human?

241

00:13:32,745 --> 00:13:35,347
I don't know if we'll ever get to it.

242

00:13:35,347 --> 00:13:39,218
However, the more role models
we have of less gendered expression,

243

00:13:39,218 --> 00:13:43,622
less of the extremes, less pink and blue
and more yellow, purple and green,

244

00:13:43,856 --> 00:13:45,391
it'll hopefully tamp down

245
00:13:45,391 --> 00:13:49,662
and we'll save some of the preconceptions
that come with those expectations.

246
00:13:49,662 --> 00:13:51,263
That's a tough one, right? Totally.

247
00:13:51,263 --> 00:13:54,967
We have these sort of like scales
of masculinity and scales of femininity.

248
00:13:54,967 --> 00:13:58,204
And how do we educate our children
around that? Personally?

249
00:13:58,437 --> 00:14:00,206
Systems, social justice.

250
00:14:00,206 --> 00:14:01,540
Like that's kind of my entry point.

251
00:14:02,541 --> 00:14:03,275
You know,

252
00:14:03,275 --> 00:14:05,344
there's lots of like,
let's say men's groups

253
00:14:05,344 --> 00:14:08,747
or those kinds of things which kind of
like have a spiritualistic bend to it.

254
00:14:08,747 --> 00:14:10,649
And they talk about,
you know, the divine feminine

255

00:14:10,649 --> 00:14:13,152
and the divine masculine,
and we all have it within us

256
00:14:13,152 --> 00:14:13,986
and those kinds of things.

257
00:14:13,986 --> 00:14:17,223
And, you know, maybe it's an entry point
into the conversation for some people,

258
00:14:17,223 --> 00:14:20,226
but I really push back against codifying
anything

259
00:14:20,226 --> 00:14:23,229
as masculine or feminine
because it's it's available to all of us.

260
00:14:23,229 --> 00:14:24,997
But caregiving and nurturing are somehow

261
00:14:24,997 --> 00:14:28,968
still codified as feminine
men will never measure up as caregivers.

262
00:14:28,968 --> 00:14:30,469
Right. Because we're still going to be.

263
00:14:30,469 --> 00:14:32,504
Oh, you're babysitting your kids.
No, we're not.

264
00:14:32,504 --> 00:14:35,441
We're being engaged
fathers. Exactly. Right?

265
00:14:35,441 --> 00:14:38,510
And on the flip side of that,
if leadership traits are still codified

266

00:14:38,510 --> 00:14:41,747
as masculine, women will never,
you know, live up in workplaces.

267

00:14:41,747 --> 00:14:44,383
There always be some way
that they're falling short in that sense.

268

00:14:44,583 --> 00:14:48,954
Not to mention, like all we have to gain
from trans and non-binary folks,

269

00:14:48,954 --> 00:14:53,259
from like role modeling to us to shed like
gender norms and expectations.

270

00:14:53,259 --> 00:14:55,527
Right.
And give ourselves some peace within that.

271

00:14:55,861 --> 00:14:56,395
I love

272

00:14:56,395 --> 00:14:56,762
that.

273

00:14:56,762 --> 00:14:57,596
Me too.

274

00:14:57,596 --> 00:15:01,033
For anyone listening to
this is one conversation at a time,

275

00:15:01,033 --> 00:15:02,167
one person at a time.

276

00:15:02,167 --> 00:15:06,171
Whoever is in your sphere of influence,

how are you having these conversations?

277

00:15:06,171 --> 00:15:09,275

How are you reimagining
even the language that you're using?

278

00:15:09,275 --> 00:15:09,942

And yeah.

279

00:15:09,942 --> 00:15:13,579

The most infamous example
that I think about is just how deeply

280

00:15:13,579 --> 00:15:17,549

coded the term "guys" is and how we just use
that to encompass everyone.

281

00:15:17,650 --> 00:15:20,719

And it's the hardest one
to take out of your vocabulary because

282

00:15:20,719 --> 00:15:25,257

it's been so normalized to be inclusive,
even though by definition it's not. Agreed.

283

00:15:25,457 --> 00:15:30,296

Jake, any advice for engaging men employees
more broadly in this work?

284

00:15:30,796 --> 00:15:34,233

We are a pro-feminist organization,
but feminism is a giant

285

00:15:34,233 --> 00:15:37,102

F word for many people
and it's more of a tripping hazard

286

00:15:37,102 --> 00:15:39,138

than it is an invitation
to the conversation

287

00:15:39,138 --> 00:15:42,942

for them. And for men
especially, it's often catastrophes

288

00:15:42,942 --> 00:15:44,743

like mental health crisis, suicide,

289

00:15:44,743 --> 00:15:48,147

substance abuse, these kinds of things
that, whoa, like, what is this world?

290

00:15:48,180 --> 00:15:50,783

I have to look at it through this new lense.
So it's very traumatic. Yeah.

291

00:15:51,083 --> 00:15:55,387

And then a lot of those frontline spaces,
it's around male on male experience

292

00:15:55,387 --> 00:15:58,757

because a lot of men don't have good
relationships with a lot of other men.

293

00:15:58,857 --> 00:16:00,659

And in healing some of that,

294

00:16:00,659 --> 00:16:03,929

then we hope to set up
kind of a foundation for others.

295

00:16:03,929 --> 00:16:06,932

And that's tough
because a lot of people experience

296

00:16:06,932 --> 00:16:09,868

that or view that as privileging
a privileged population,

297

00:16:10,069 --> 00:16:13,906
and there can be some truth in that
if we put resources and stuff towards it.

298
00:16:14,139 --> 00:16:17,242
But I don't know how
we're going to make progress otherwise.

299
00:16:17,242 --> 00:16:19,778
And it's not a "no, but" conversation.

300
00:16:19,778 --> 00:16:23,148
It's a "yes, and" conversation
because all of this work needs to occur

301
00:16:23,148 --> 00:16:24,216
at the same time.

302
00:16:25,451 --> 00:16:26,251
I appreciate

303
00:16:26,251 --> 00:16:29,655
all the different frames
that you bring into perspective

304
00:16:29,655 --> 00:16:33,459
in this discussion, and we have three
genders at the table right now.

305
00:16:33,459 --> 00:16:37,296
And as somebody who is more femme,
I can tell you that every femme

306
00:16:37,296 --> 00:16:40,599
and every woman I know
has still been that sounding board

307
00:16:40,599 --> 00:16:43,869
for men in ways that I don't think
they're being for each other.

308

00:16:43,869 --> 00:16:48,173

So we see this engagement of women
and femme folks

309

00:16:48,340 --> 00:16:52,644

trying to do the healing work
that we can't do fully for men.

310

00:16:52,644 --> 00:16:55,047

Men have to do that work with themselves.

311

00:16:55,047 --> 00:17:00,252

And so do you see us getting to a place
where we'll actually be able

312

00:17:00,252 --> 00:17:05,124

to get rid of patriarchy
or kind of change the norms for men?

313

00:17:05,724 --> 00:17:07,793

I'm obviously an optimist
because I'm doing this work,

314

00:17:08,027 --> 00:17:11,730

but I'm also a realist in the sense
that Rome wasn't built in a day

315

00:17:11,730 --> 00:17:13,732

and it won't be dismantled in a day. Right.

316

00:17:13,732 --> 00:17:18,103

And so I see it as incremental
and generational.

317

00:17:18,103 --> 00:17:22,741

And, you know, we also have to set our
expectations up in order to be successful.

318

00:17:23,409 --> 00:17:28,580
I think that is a great point
to end our main questions.

319
00:17:28,981 --> 00:17:32,117
But we'll be back in 1 second with the Rapid

320
00:17:32,117 --> 00:17:38,724
Fire.

321
00:17:38,724 --> 00:17:39,458
Welcome back.

322
00:17:39,458 --> 00:17:42,761
First question, if you could recommend
one book, what would it be?

323
00:17:43,062 --> 00:17:45,798
Going back to the quote that I shared
earlier from bell hooks

324
00:17:45,798 --> 00:17:49,868
would be her book World
to Change on Men, Masculinity and Love.

325
00:17:50,135 --> 00:17:52,771
To me,
it's the best feminist book about men

326
00:17:52,771 --> 00:17:56,942
and really opened up my eyes
and clicked a lot of things for me.

327
00:17:56,942 --> 00:17:59,945
Awesome. Next question.
What brings you joy?

328
00:17:59,945 --> 00:18:01,213
No matter what?

329

00:18:01,213 --> 00:18:03,882

I'm a foodie,
you know, life's too short for **** food.

330

00:18:03,882 --> 00:18:05,184

You know, I keep a food map

331

00:18:05,184 --> 00:18:08,020

in different cities and restaurants
to visit and stuff like that.

332

00:18:08,253 --> 00:18:09,521

I love that.

333

00:18:09,521 --> 00:18:11,890

What's your theme song for today?

334

00:18:11,890 --> 00:18:13,892

Moment of Truth by Gang Starr.

335

00:18:13,892 --> 00:18:17,830

I appreciate the "for today" qualifier
because it changes constantly.

336

00:18:18,030 --> 00:18:22,034

I love that! Next question
who is someone that inspires you

337

00:18:22,034 --> 00:18:26,071

and how they create belonging but don't
necessarily receive enough credit?

338

00:18:26,205 --> 00:18:28,440

I'm just so inspired by Next Gen

339

00:18:28,440 --> 00:18:30,776

Men's Youth Program Manager, Jonathan Reed.

340

00:18:30,976 --> 00:18:34,713
Day to day, I know more and more
my job is to set him up for success.

341
00:18:34,980 --> 00:18:38,584
And what's one call to action
you'd like from our listeners?

342
00:18:38,951 --> 00:18:43,355
Just talk to a boy or a man in your life

343
00:18:43,388 --> 00:18:47,926
and ask them what masculinity
means to them, where they pick that up,

344
00:18:48,260 --> 00:18:50,796
what they like about it,
and what they wish was different.

345
00:18:51,163 --> 00:18:52,030
I think that's great.

346
00:18:52,030 --> 00:18:57,703
It's a good, tangible piece of homework
for everybody.

347
00:18:57,703 --> 00:18:59,471
Thank you so much, Jake.

348
00:18:59,471 --> 00:19:03,208
Thank you, Jake.

349
00:19:03,208 --> 00:19:06,945
My goodness, Erin,
that was such a great and important discussion.

350
00:19:06,945 --> 00:19:09,414
I'm so glad that you invited Jake.

351

00:19:09,781 --> 00:19:13,018
Me too. Jake's
work is so important in this space.

352
00:19:13,018 --> 00:19:13,752
Yeah.

353
00:19:13,752 --> 00:19:17,589
I loved that language
that Jake brought in around masculinity

354
00:19:17,589 --> 00:19:20,759
and how there are truly
is the script from such a young age.

355
00:19:20,959 --> 00:19:24,096
Yeah, I think that's all so very,
very true.

356
00:19:24,096 --> 00:19:29,001
And so much of DEI has become focused
on equity-deserving

357
00:19:29,001 --> 00:19:33,505
groups, understandably,
but by only doing that, we end up

358
00:19:33,505 --> 00:19:37,109
leaving out the people
that we could be bringing along.

359
00:19:37,342 --> 00:19:38,477
Absolutely.

360
00:19:38,477 --> 00:19:41,947
There is a piece of like reality of where
we're at right now.

361
00:19:42,281 --> 00:19:43,916
I think about the boardroom table.

362

00:19:43,916 --> 00:19:47,352

We have a lot of men
sitting at them. Right.

363

00:19:47,553 --> 00:19:50,222

If they are brought into the conversation,

364

00:19:50,222 --> 00:19:53,859

if they can be the allies in those spaces
because they currently occupy

365

00:19:53,859 --> 00:19:57,196

those spaces, then
I think we can accelerate progress faster.

366

00:19:57,229 --> 00:20:01,800

Yeah, that belonging is something we will
never reach unless everybody is engaged.

367

00:20:01,800 --> 00:20:06,038

And the fact that there are so many men
who also feel like they don't belong,

368

00:20:06,038 --> 00:20:10,375

I think speaks to those people
that we could reach that could be engaged.

369

00:20:10,609 --> 00:20:13,212

I think that is a great way for us to end.

370

00:20:13,212 --> 00:20:16,548

And so I think the last thing
that I'll leave our listeners with is just

371

00:20:16,548 --> 00:20:21,286

that this isn't one
big grand change that you have to make.

372

00:20:21,286 --> 00:20:25,157
It can be incremental
and it's one conversation at a time.

373
00:20:25,290 --> 00:20:29,394
I love that.

374
00:20:29,394 --> 00:20:31,296
Thank you so much for tuning in.

375
00:20:31,296 --> 00:20:35,601
We hope you enjoyed, learned
and uncovered a deeper belonging with us.

376
00:20:36,301 --> 00:20:40,138
We would also like to thank and share
a brief message from our sponsors.

377
00:20:40,138 --> 00:20:41,340
Pride at Work Canada.

378
00:20:43,175 --> 00:20:44,176
Through dialogue,

379
00:20:44,176 --> 00:20:48,313
education, thought leadership
Pride at Work Canada empowers

380
00:20:48,313 --> 00:20:52,417
employers to build workplaces
that celebrate all employees

381
00:20:52,417 --> 00:20:57,055
regardless of gender expression,
gender identity and sexual orientation.

382
00:20:57,055 --> 00:21:01,560
If you're interested in learning more
about creating workplaces, where

383

00:21:01,560 --> 00:21:05,597

2SLGBTQIA+

people can feel like they belong.

384

00:21:05,897 --> 00:21:10,002

Please check out our e-learning courses
at education

385

00:21:10,002 --> 00:21:12,437

dot pride at work dot ca (education.prideatwork.ca)

386

00:21:14,206 --> 00:21:16,241

Many thanks to our production team

387

00:21:16,408 --> 00:21:20,479

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388

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389

00:21:21,980 --> 00:21:24,149

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390

00:21:24,149 --> 00:21:25,584

Connor Pion.

391

00:21:25,584 --> 00:21:29,488

And of course, most of all, we'd
like to thank you for joining us for this

392

00:21:29,488 --> 00:21:31,123

important discussion.

393

00:21:31,123 --> 00:21:33,692

Connect with us on LinkedIn
and let us know what

394

00:21:33,692 --> 00:21:36,662
part of today's episode
resonated most with you.

395
00:21:36,962 --> 00:21:41,133
For more information about today's guest,
links reference and a transcript,

396
00:21:41,133 --> 00:21:43,835
check out our show notes,
which are available on Pride at Work

397
00:21:43,835 --> 00:21:45,437
Canada's website.

398
00:21:45,437 --> 00:21:48,674
Thank you so much
for coming on this journey with us to

399
00:21:48,940 --> 00:21:57,749
uncover belonging.