

## **R**ooney Rule

This years challenge is to adopt a similar recruitment strategy as that put forth by the National Football League's committee on Workplace Diversity. For the NFL it was about getting black coaches into the league. For us it about gender balance. Simply commit yourself to interviewing at least one male for every opening your program has for a new ECE or CCA.

## **W**orking Forum **MECE**

The *Working Forum on Men in ECE* (Hawaii 2008) was the first global meeting for men and women to reflect on the value of gender balance in early childhood education. Here they discussed tactics that can help increase male involvement while incorporating a global perspective. The next gathering of this group will be incorporated into the World Forum in Puerto Rico USA in May 2014. If you wish to attend – or just want more information – visit their website.

[www.worldforumfoundation.org/MECE](http://www.worldforumfoundation.org/MECE)

## **L**inks

[www.menteach.org](http://www.menteach.org)

Non-profit clearinghouse for both men and women seeking information and resources about men teaching.

[www.ecmenz.org](http://www.ecmenz.org)

National network in New Zealand set up for men working in Early Childcare Education.

[www.meninchildcare.com/global](http://www.meninchildcare.com/global)

Features a global connection to the Men in Early Childhood Education movement.

## **MECE** Support Group

*Men in **MECE** who feel isolated will not stay as long as men who are connected to other men in the field. The **MECE** Support Group was created to respond to this need.*

*Join us at the next meeting!*

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# **M**en in **E**arly **C**hildhood **E**ducation



**Expect Male Involvement**

**Gender Balance is Good  
for Young Children**

## Importance of Having Men

Gender balance is good for young children. It is important to actively recruit more men into the **ECE** field in Manitoba. Advocating for greater gender balance and sharing strategies for increasing male involvement in early childcare and education benefits society as a whole. Research shows that nine out of ten Manitoban's want both men and women teachers educating and caring for our children.

## Benefits of Gender Balance

- It fulfills a moral responsibility to children by providing positive male and female role models
- It shows that men are capable caregivers and a valuable part of the equation
- Having male staff will encourage fathers to communicate and become more involved with the center
- Men can add another dimension to play and towards encouraging positive competition
- Boys (especially school age) may be more comfortable and feel better understood as a result of male bonding
- Different perspectives, teaching methods, and communication styles enrich center life
- Teaching children to recognize and value basic human qualities and gender diversity develops them relationally

## Current Statistics

While men's roles in child rearing and family have progressed significantly in the past few decades, the ECE field is slow to reflect this. The Manitoba Child Care Program provided these statistics in April of 2015 for Manitoba...

- 7849 men and women in the **ECE** workforce (up from 5525 in 2007).
- 4.7% of the workforce are men (up from 3.9% in 2007).
- 291 untrained males (up from 172 in 2007).
- 76 trained male ECE's (up from 45 in 2007).

## Challenges to Gender Diversity in ECE

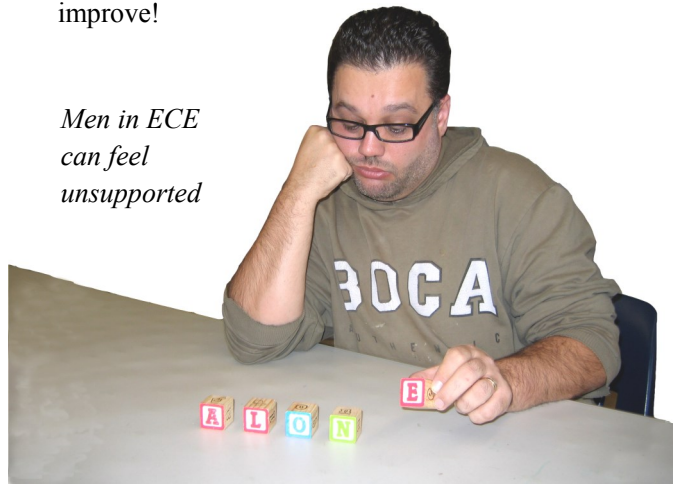
Women dominate the child care profession around the world. Why is this?

Some people blame it on wages and benefits. This may be true, but, men are also under-represented in primary schools where compensation is higher. Only 15% of teachers are men; a majority of them teach grades 5 and 6.

Men shy away from the profession because of strong concerns around the subject of pedophilia. Others blame the misconceived social view that child care is "women's work".

Identifying the causes to poor gender balance in **ECE** helps provide strategies about how to improve!

*Men in ECE  
can feel  
unsupported*



## Creating a Male Friendly Environment



- Review policies to make sure they are gender-neutral
- Set the tone for men to be welcomed and supported
- Avoid assigning roles only based on gender
- Be more accepting of men's roles in the field
- Let men know that their presence is valued
- Display pictures of male staff working with children
- Encourage male staff to participate in a **MECE** support group

## Recruiting More Men

Targeted recruitment is the key. This advertisement was placed in the General section of the Classifieds – i.e. not in the Early Childhood section. Thirty men inquired about the job.

*"Looking for a few good men with the courage to work in Child Care. Discovery Center believes gender balance is good for young children. Interested? Call Donna or Ron at...."*