

THE VISION

To successfully end Toxic Masculinity we need to start by looking at ourselves. We need to understand how being a white male impacts our own self – our own being. We need to learn both how it benefits us, and how it hurts us.

We need to move further in learning how Toxic Masculinity hurts boys and men who are important parts of our lives. These may be fathers, grandfathers, sons, as well as others we care about deeply. As we move forward we can start to see how Toxic Masculinity impacts other men – who may be similar or different from us – including Black, Latino and Asian men – as well as gay men, older/younger men – as well as boys.

We need to focus upon both the personal and the systemic impacts upon others.

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We need to learn much more about the worlds beyond ourselves – and the narrow bands that often surround us. We can, for example, try to understand the how the worlds of girls and women differ from us – more than superficially – the feelings and the subjective experienced reality. What do we know about menstruation and periods? What do we know about childbirth? What do we know about menopause?

What do we know about the quite varied worlds of Black People? What do we know about the worlds of poor people? How much do we know about how toxic waste and noise pollution disproportionately impact poor Communities of Color? What do we know about “the talk” – or do we even know what it is? What do know of how plenty of middle-class BIPOC (Black, Indigenous, and People of Color) learn to translate? First – one must – get the white person to relax and be open to hearing you say something – substantial. Then, one must figure out how to speak so the white person – will understand – accept one as an intelligent being who should be taken seriously. Finally – hopefully one can get to the heart of what is to be discussed.

We are starting – way – way behind! We – have so much to learn!

We need to listen to others – for a change!

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In talking with others such as white men – we need to listen to their stories and validate their feelings first. As soon as we use words that they take as saying they are: *racist* or *sexist* – we’ve lost them – they won’t hear anything further we say to them.

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We need to work cooperatively – with each other – with new *different people* – learning more and more every day!

H O W - W E W I L L - D O - I T

If we will do it, we will need to have a lot more white men committed to serious, long-term work together.

1. We need to share with each other – what we are already doing and through that avoiding *reinventing the wheel*. Others – also are doing good work we can join.

a. SURJ – Showing Up for Racial Justice - <https://surj.org/> - has a lot of women, but far fewer men. They have a lot of local chapters, a paid staff, and multiple ways we can connect with their/our work.

b. Men 4 Choice - <https://www.men4choice.org/> - is doing some great work organizing men – working on Reproductive Justice (including Abortion Rights) – supporting the work of multiple women lead groups.

2. We need to help men interested in moving forward – partnering with each other – and start organizing both locally and nationally on particular issues.

3. We need to be pro-active – dealing with Supreme Court as well as 2022 and 2024 election issues.

4. We need to start educating ourselves and other men – moving outside of our comfort zones – into learning from and supporting the work of – *other people*. We should be curious about gay men and trans people and reaching out to them – learning of their concerns.
5. We need to be curious about those who may be Republicans or may have supported Republicans recently and really get to know their concerns. They won't listen to us – if we come at them or appeal to them too late – just before the elections.
6. We need to learn – what various Black Women – are organizing around. We need to learn what unions are working at.
7. We need to build alliances – with others – if we work on racism, learning a little about climate change and supporting activists working on their issues.
8. We need to learn – how words we and others may use – can be damaging and ineffective – “*Black Lives Matter*” – is an important truism – but it isn't great to discuss with white people we don't know until we've developed some trust with them.
9. We need to build our efforts so we can have paid staff helping do far more than we can do as volunteers (alone).
10. We need to trust in the long-term efficacy of our work together.
11. We need to recognize how our white male privilege – isn't significantly shared by a lot of fellow USian white men.
12. We need to be willing to make mistakes and learn from our mistakes.
13. **We need to model a new vision of masculinity and being a man. We need to be working from our hearts and spirits supporting and caring for other men, others having some commonalities with us, as well as others whose life experiences are significantly different from ours. Being “A WHITE MAN” – needs to be moving more towards being a “human who is whole” – being a significant part of the worlds around us and in the distance. Caring and sharing – being in support of ourselves through our connections both within**

ourselves and with a variety of other people needs to a significant part of our core being.

14. We need to recognize that our relative silence and doing our work in measured, limited ways does not make us accountable to others - we claim we are being accountable to!

15. We need to do more – as we see more clearly what is effective.

We need to relax together – along with working together. We need to sing, dance, share food and drink – taking breaks from the intensity of our seriousness. We need to celebrate our victories, while trying to learn from our defeats.

We need to listen to and follow the wise leadership of others who are not cisgendered, upper-middle class white men, while not dumping upon them (doing our personal work together, not at their expense).

We need to share the faith – the core essence – that the Evangelical Christian Right seems to have, while working from love and trust, rather than selfishness and fear.

We need to listen to our own feelings – respecting them, while not being limited and *imprisoned* by them. It is okay and normal – to be afraid, angry, sad, conflicted as well as having joy in our work.

We need to be there – despite the setbacks – knowing that looking back we will be able to honor our efforts.

THE - MEANS - JUSTIFIES - THE END

We are on a long-term journey which must accept others where they are at. Through our own example, we can help others do their best.