
Where are the Men in Mentoring?

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Overview

- A word about language
- Current landscape of mentoring
- Masculinities
- Our current project
 - Scoping Review
 - Enviroscan
 - Getting Involved
- Questions and comments

Language & Politics

- Male / Man
 - Anyone who self-identifies
- Limits of averages
- Being aware of essentialism

Our Guiding Principles

- How do we foster the development and resilience of young people?

Current Landscape of Mentoring

- Certain subgroups are more likely to report being mentors, including:
 - Women
 - Those mentored as youth— respondents mentored as youth are 1.6 times more likely to report being mentors as adults.

2016 Alberta Mentoring Partnership Survey

Current Landscape of Mentoring

- Recent data from BBBS Canada suggests that there is a greater proportion of female to male mentors
 - approximately a 2:1 ratio
- Within an Edmonton organization, there is a substantial waitlist of boys seeking mentors relative to females
 - approximately $\frac{2}{3}$ are males

The Long-standing Question: Where Are The Guys?

- Parent support agencies
- Daycare and parent-school boards
- Teaching
- Nursing
- Social services

Links to Masculinity?

- Hegemonic & Toxic masculinity
 - Stoicism
 - Power
 - Control
 - Emotional detachment and/or restriction
 - Assertion & aggression

Hegemonic / 'Traditional' Masculinity

- Strict adherence to traditional, hegemonic masculine norms has negative consequences for men's health and well-being.

Alternative (21st century) Masculinities

- Alberta Men's survey (Lorenzetti et al, 2016)
 - Survey in English, French, Spanish, Farsi, Arabic, and Mandarin.
 - 2214 responses.
 - Asked to name qualities that best describe a man

Alberta Men's Survey Responses

- **40% Traditional / Normative masculinity**
 - “strong, determined, hard working, provider, protector”
- **26% Ethics Masculinity**
 - Good person; “responsibility, honesty, dependability”
- **20% Non-traditional Masculinity**
 - “emotional, loving, nurturing”

Oliffe et al., 2019: “A mixed-method study of the health related values of Young Canadian men”

- Autonomy
- Well-being
- Selflessness
 - Caring for others
- Openness to experience
- Strength

Our Current Project

With support from **Mitacs** and the **Alberta Mentoring Partnership**.

- What is known about effective male recruitment and retention strategies?
- What are common barriers and challenges?
- What best practices can we promote?



Scoping Review: In Progress

Review of the literature on a certain topic that helps to identify (1) what has been done and (2) the gaps/future directions for research.

Our review focussed on:

- Challenges in recruiting and retaining men in mentorship roles
- Best practices for recruiting and retaining men in mentoring roles.

Scoping Review: Some Initial Findings

- Academic Literature: no peer-reviewed, published studies
- Gray Literature
 - Evaluations, handouts, toolkits & webpages
 - i.e. National Mentoring Resource Centre (webpage)
- Beyond the mentoring literature
 - Nursing
 - Education
 - Social Work
 - Volunteering

Scoping Review: Some Initial Findings

Some recruitment strategies

- Engage current male staff as mentors
- Use male role models
- Enhance visibility of males

Enviroscan: In Progress

Currently, we are in the process of conducting interviews with mentoring agencies in Alberta.

Guiding Questions:

- What are the challenges you have faced in recruiting and/or retaining male mentors?
- Relative to females, does your agency have a shortage of male mentors?
- Are you aware of any effective strategies used by other agencies to recruit or retain male mentors?

Enviroscan: Some Initial Findings

Thus far, all organizations have reported a shortage of male relative to female mentors.

Some reasons as to why the discrepancy exists:

- Beliefs - What do I have to offer? Do I have the skills?
- Scheduling/shiftwork
- Positions involving children = “women’s work”

Enviroscan: Some Initial Findings

A few recruitment strategies:

- Use current male mentors as a resource
- Build relationships within different communities and job sites
- Host male-orientated events

Enviroscan: Moving Forward

- We hope that the information obtained from these interviews will:
 - Provide greater insight into the challenges faced by mentoring organizations
 - Help generate a list of recruitment strategies that agencies can draw upon

How You Can Become Involved?

Participate in the Enviroscan Online:

<https://albertamentors.ca/moremalesmentoring-enviroscan/>



Questions & Comments

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