


**Gender from a Multicultural Perspective**  
A Guide for College Student Affairs Professionals

### SEX and GENDER

**SEX**

- Biological and Physical Difference between people.



**Gender**

- Economic
- Social
- Cultural

Sexual Identity especially in relation to society and culture. (World Health Organization 2001).

<http://www.genderandhealth.ca/difference.jsp>



### Gender Roles

It is important to distinguish *gender identity*, from other *gender-related* concepts such as *gender roles which are shared expectations of behavior given one's gender*.

Example: Gender roles might include women investing in the domestic role and men investing in the worker role (Eagly 1987).

- Gender Roles are damaging in Higher Education-Certain expectations for women (beauty over brains)
- Certain expectations for men (bronze over beauty)

American Society is not open to those that resist gender roles ( ie transgender, androgenous, a sexual, intersexual)

### GENDER ROLES in Pop Culture

<p><b>Masculinity</b></p> <p>"First off, let me say this: I do not endorse men weeping. If another man is crying, I will quickly leave the room. If I am trapped with this wet blanket I will look away and ignore him, even going so far as to whistle to indicate that I do not notice he is dying inside. But, in spite of being remarkably uncomfortable with the human emotion known as sadness, I will say this: Drop this whole real-men-don't-cry BS."</p> <p>-Men Don't Wipe Away your Man Tears By Brian Childs March 4th ( Front page aol.com)</p> 	<p><b>Femininity</b></p> <p>You do not have to look far: websites like Beautynet.com promote beauty tips for women- of course you can get those tips as a male but unfortunately males wearing make up has not become socially accepted quite yet.</p> 
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## What's a PATRIARCHY???

- A form of society where a Man's needs, concerns and interests are central. ( Ruby 2003)
- Where men have privilege over women, men control politics and make laws to benefit men and maintain their privilege. ( Ruby 2003)
- Patriarchy's are GLOBAL! Only one known documented matriarchy exists. So it's no wonder that a American Patriarchy is maintained. ( Estaban 2006)



## Body Image

### ➤ Research on College Students

- Women
- Men

### ➤ Media's Influence on Body Image



### ➤ Multi-Cultural Perspective

## Body Image

### Multi-Cultural Perspective:

- "Now that black women are being used as models and through of as beautiful, they will pick up the same false notions about beauty as white women." - *Acting Our Age* (film)
- For Latinas, adolescence can be confusing because thinness is seen as sickly, but flabbiness is seen as lazy.
- In many cultures, sharing food with neighbors, friends, and family holds a ceremonial-like importance that is not easily substituted (Delgado, 1992)

## Gender Roles & Issues on our College and Universities

### ➤ Traditional Roles

### ➤ Goals & Expectations

### ➤ Religious beliefs

## Stereotypes, Cultural Norms or Old time Religion

1. Women are to be seen and not heard. Quiet and Submissive.
2. Women belong in the home.
3. Men are the providers for the family.
4. Don't Drink, Don't Smoke, Don't Chew and don't go with girls who do.
5. Women should be looking for a ring by Spring.
6. God only uses men to teach the bible.

## Something to be Considered...

1. Not all persons identify with traditional gender roles and the values that have accompanied them. (pg. 204 of Reading for Diversity and Social Justice)
2. Not all persons have the same world view or life experiences. (Religious affiliation)
3. The goals and expectations of an individual are ever changing.

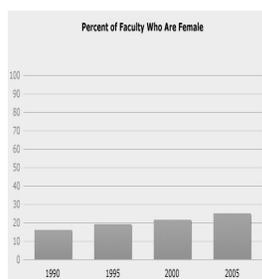
## Gender and Academic Performance

- Historical context:
  - Women have been marginalized in higher education since its beginning
  - Society viewed education for women past elementary school as unnecessary
  - First admitted to college in 1833 for economic reasons
  - Title IX: Educational Amendment of 1972

## Gender Equity in the Classroom

- Types of Inequity that create a disabling education climate
  - Teachers call on male students more frequently
  - Teachers offer little instructional feedback to women
  - Textbooks are shown to be male dominated
  - Not being validated causing a drop in self-esteem and academic performance

## Percentage of Female Professors



- Cornell University
  - Under 30% Female Faculty

<http://www.cornell.edu/img/diversity/graphs/facultyGender.jpg>

## Gender Equity Outside the Classroom

- Sports programs
- Positions within student leadership



## Checklist for Inclusive Teaching

- Does the text language use gender-neutral wording or a masculine generic?
- Is content addressed equitably?
- Do texts and lectures reflect values that are free of sex and race bias?
- Do the texts incorporate new research and theory generated by feminist and ethnic scholars?

## Promoting Self-Authorship & Validating Students' Voices

Magolda & Rendón

Our Goal is to Help Students  
Find Their Own Voice

- Magolda: 4 phases, 3 assumptions, 3 dimensions of development, 3 principles
- Move students from formulas to an internal foundation
- The first phase is *following external formulas*

**3 dimensions of development (ways of thinking):**

- Epistemological is *how we know* or decide what to believe, this is the primary focus after college.
- Intrapersonal is *how we view ourselves*, this is important but is not the central focus of a college education.
- Interpersonal is *how we construct relationships* with others, this is often viewed as beyond “the purview of educators.” (p. 16-23)

Three Principles:

- First, educators validated learners’ capacity to know.
- Second, they situated learning in learners’ experience.
- Third, they allowed students to engage in mutually constructing meaning

Laura Rendón

- Taking an active interest in students...
- “Validation...occurs when faculty allow students to voice their own ideas...”
- The more validation students experience the richer their academic social experience will be.

Brochure Activity



Brochure Activity



## Brochure Activity

### Tuesday, March 17

12:30pm-1:30pm [Prayer Chapel-East Campus]

#### Daily Reconciliation Prayer & Reflection

Join faculty, staff and students every day for a time of prayer and reflection for reconciliation on our campus, in our city, nation and the world. Campus pastors and other staff members will lead the prayer and reflection time.

5:00pm-6:00pm [Trinity Lounge]

#### Illegal Immigration & the Christian Response with Rev. Alexia Salvatierra

As the topic of illegal immigration continues to fill books, magazines, and the speeches of both pastors and policy makers one cannot help but wonder, what does the Bible have to say about the treatment of undocumented migrants? We will consider this question in this lecture/Q&A lead by Rev. Salvatierra, Executive Director of CLUE (Clergy and Laity United for Economic Justice). Free Pizza will be served. (AMIGOS)

6:00pm-8:00pm [Felix Events Center Auxiliary Court]

#### Men: Dodgeball & Discussion

Come come join us as we play dodgeball and discuss the relationship between privilege, gender, and race. (Residence Life)

7:00pm-9:00pm [Adams Lounge]

#### Ladies Night OUT: Discussion on privilege, gender, and race

Ladies let's talk. This session provides a safe space for an honest conversation on three sensitive topics in our society. Women will have an opportunity to share their personal stories about privilege, gender and race and how they impact their lives. We will explore ways to move from fear, guilt, and apathy to action. (Residence Life)

9:00pm -midnight [UTCC]

#### Women's Coffee House: Honor, Unity, Celebration

All AFU students are invited to a night of honoring and celebrating women through artistic expression. (Women's Resource Center, Community, and Multi-Ethnic Programs)

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