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Kenneth N. Cissna

Editor

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"It's a Struggle, It's a Journey, It's a Mountain That You Gotta Climb"

Black Misandry, Education, and the Strategic Embrace of Black Male Counterstories

Rachel Alicia Griffin and Molly Wiant Cummins



Access to education is one of the only or most realistic means in the United States to improving one's opportunities and agency over a lifetime. That so many Black men are severed from this opportunity, early and often, is distressing at best and deadly at worst. Addressing this systemic issue, this essay centrally positions Black male voices to narrate their educational experiences at the intersections of race and gender. Guided by critical race theory coupled with Black misandry, this essay positions "gendered racism" as a communicative phenomena that can be further understood through qualitative narratives that speak to intersectional identities, power, oppression, and resistance. Drawing from the analysis of five focus group discussions, we highlight three subcategories that surfaced in relation to stereotypes including: (a) Omnipresence of Stereotype Threat, (b) Everyday Struggles with Stereotypes, and (c) Negotiating Stereotypes and Stereotype Threat. Each of these is presented by shifting Black male voices from the margins of inquiry to the center in the hopes that their insightful and instructive reflections will be taken into serious account.

Keywords: Black men, narrative, education, critical race theory, Black misandry

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In recent years, Black men have received a great deal of negative media attention depicting them as unintelligent, inept, dangerous, and "beyond love" (Delgado, 1995, p. 47; Dixon & Linz, 2000; Jackson, 2006). These stereotypical archetypes silence and demean Black men while excluding many from networks of opportunity, support, and care. Although we rarely witness systemic educational efforts that stress the promise of Black men (e.g., Clark & Meadows, 2010; Schmidt, 2008), many scholars have productively addressed the systemic plight of African Americans in general and Black men in education in particular (Asante, 1980, 1991; Davis, 2009; Duncan, 2002; Foster, 2005; hooks, 2004; Jackson, 2004; Jackson & Moore, 2008; Jenkins, 2006; Majors, 2001; Orbe, 2003; Smith, Allen, & Danley, 2007; Smith, Yosso, & Solórzano, 2007). However, the majority of scholarship dedicated to documenting the lived experiences of Black men is heavily concentrated in education, sociology, and psychology while the field of communication lags behind in addressing how manifestations of gendered racism and Black misandry impact how Black men are perceived, interacted with, and understood within educational contexts (Jackson, 2006; Jackson & Dangerfield, 2002; Orbe, 1994).

In U.S. American society, education is one of the only or most realistic means to improving one's opportunities and agency over a lifetime (Davis, 2001). From a critical standpoint, that so many Black men are severed from this opportunity, early and often, is distressing at best and deadly at worst. Gendered racism captures the intersectional nature of systemic oppression indicating that there are differences between how Black men and women experience racism as gendered beings (Mutua, 2006). The emergence of dominant archetypes during slavery and the remnants of these archetypes in contemporary society serve as an example. Black women were stereotyped as breeders, mammies, and jezebels, while Black men were stereotyped as bucks, coons, and Uncle Toms (Bogle, 1996; Collins, 2009; hooks, 1981; Jackson, 2006). Building upon gendered racism, Black misandry conceptually articulates how socialized hatred is embedded in everyday communicative interactions and social institutions such as education (Smith, Yosso, & Solórzano, 2007).

Relying on the theoretical insights of critical race theory (CRT) and Black misandry, this essay centrally positions Black male voices

to deconstruct higher education from a simultaneously raced and gendered standpoint. Hopson and Orbe (2007) affirm our choice to focus on the counterstories (Delgado & Stefancic, 2001) of Black male students when they write: "Theorizing the communication of Black men ensures the cultural accuracy necessary to energize the critical discourse needed to rise out of domination" (p. 71). Furthermore, theorizing how Black men are perceived, interacted with, and understood in educational spaces based upon their personal narratives can serve as a conduit for Black male agency. Described as "self-efficacy" by Jackson and Dangerfield (2002), the ability to influence one's own life and speak for one's self is incredibly significant for marginalized identity groups that have been and continue to be systemically stripped of access to voice. Lincoln (1995) asks, "What can those voices, long absent from educational research or dialogue about school reform, tell us, and what kinds of contributions might they make?" (p. 88). In response, this study positions Black male student voices as a means to agency and change in a social institution that often ignores their presence.

To create space for Black men to be heard, we first mark the systemic plight of Black men in the United States. Next, we offer CRT coupled with Black misandry as the theoretical prism through which their voices can be heard. Then, we describe our data collection and analysis, followed by a discussion of three subcategories that emerged in relation to stereotypes: (a) The Omnipresence of Stereotype Threat, (b) Everyday Struggles with Stereotypes, and (c) Negotiating Stereotypes and Stereotype Threat. We conclude with a discussion of our limitations and a call for educators to take seriously what Black male students have to say. Like Foster (2005), we move forward with our critique of education not to "excuse' academic failure among African-American students" but rather "to help describe the environment within which students operate, so that they, and those who work with them, can more effectively formulate strategies and policies to promote their eventual success" (p. 494).

Black Men and the Problematic Politics of Education

The alarming systemic circumstances surrounding most Black men in the United States are described in terms of tragic death rates, mass incarceration, increased susceptibility to sickness and substance

abuse, high unemployment, discouraging rates of poverty, and a lack of education, all of which have roots in the historical oppression of African Americans (Black Mental Health Alliance, 2003; Feagin, 2000; Justice Policy Institute, 2002; National Urban League, 2007; United States Department of Health and Human Services, 2009; United States Department of Justice, 2005). Equally alarming are the everyday discourses that position Black men entirely at fault for these circumstances—many of which they are born into. Numerous scholars have documented how major social institutions, such as media, government, and education, are riddled with ideological messages that stereotypically position Black men as ignorant, animalistic, dangerous, hypersexual, and lazy (Brown, 2005; Hopson & Orbe, 2007; Jackson, 2006; Noguera, 2008; Orbe, 1994, 2003). Shamefully absent is the identification of Black men as intellectual, academically inclined, and educationally invested. This stark absence is contextualized (but by no means justified) by the dire conditions that Black men encounter in the educational pipeline.

The Educational Pipeline

Research indicates that Black men are being alienated from scholastic activity at all levels of education (Davis, 2001; Muwakkil, 2005; Noguera, 2008). Black male students often academically disidentify and subsequently disengage, feel misunderstood, and are subjected to racialized stereotyping, microaggressions, and tracking (Davis, 2009; Ferguson, 2000; Howard, 2008; Osborne, 2001). More than half of all young Black men do not graduate from high school (Muwakkil, 2006). Further, Black men have the lowest college completion rate of any race-gender category, with only one third of Black men who begin college graduating within six years (Harper, 2006). In 2000, 791,600 Black men were confined under the jurisdiction of local, state, and federal penal facilities, while only 603,032 were enrolled in institutions of higher education (Justice Policy Institute, 2002). Moreover, even those who manage to escape the statistical improbability of going to college often encounter systemic barriers while in the pursuit of their degrees (Duncan, 2002; hooks, 2004; National Urban League, 2007; Orbe, 2003).

Systemic Educational Barriers

Several systemic barriers have been identified as factors that inhibit the collegiate success of Black male students. First, it is not uncommon for Black men to arrive with improper academic preparation which bespeaks the overrepresentation of Black men in racially segregated and substandard schools (Jackson, 2008; Jordan & Cooper, 2003; National Urban League, 2007). This likely fuels what Noguera (2008) calls "the normalization of failure" that underscores how educators compliant with dominant ideologies "have grown accustomed to the idea that a large percentage of the Black male students they serve will fail, get into trouble, and drop out of school" (p. xix). In addition, the destructive nature of negative peer influence has been noted as problematic (hooks, 2004) alongside the manifestation and impact of racism on traditionally and predominantly White campuses (Foster, 2005; Jenkins, 2006; Orbe, 2003; Solórzano, Ceja, & Yosso, 2000).1

Racism can be understood as systemically institutionalized ideologies and culturally sanctioned practices that position Whites as superior to people of color (Wellman, 1993). Capturing the presence of power, Orbe and Harris (2008) offer a simple verbal formula: "Racial prejudice + societal power = racism" (p. 9). Conceptualizing the nuances of racism, Mutua (2006) offers "gendered racism" to illustrate the gender-specific ways that racism stifles Black male progress. Manifestations of gendered racism purposefully orchestrated to oppress Black men include microaggressions, stereotypes, stereotype threat, Black misandric ideology, prejudice, discrimination, and tokenism. For example, research indicates that Black men experience microaggressions, which are subtle verbal and nonverbal insults that indicate someone is not welcome based upon their marginalized identity/identities (Solórzano, Ceja, & Yosso, 2000; Sue et al., 2007). Scholars have also documented the ways that Black male students are expected to assimilate to the norms, expectations, and practices of White culture (Duncan, 2002; Jenkins, 2006). Assimilation to White culture usually occurs at the expense of Black male identity and voice within traditionally White environments. For example, the interests, experiences, and concerns of Black male students may be discounted as oversensitive or irrelevant in comparison to those of their White counterparts (Duncan, 2002).

Responding to Systemic Oppression

Despite the ethnic and racial diversification of traditionally White institutions, as previously discussed, Black men are often scholastically and socially alienated from their peers, faculty, staff, and administrators (Duncan, 2002; Majors & Billson, 1992; Muwakkil, 2005; Orbe, 1994; Trammel et al., 2008). Amidst these systemic troubles, we believe with Orbe (1994) that "Communication scholars are in a unique position to provide insight into the relationship of ethnicity and communication, and in the process, enhance and promote effective interethnic communication" (p. 288). As one of the few studies in communication to position Black male narratives as central to understanding the Black male experience, this study extends Orbe (1994) by focusing on how Black men narrate who they are, how they feel their bodies are read, and how they communicatively navigate manifestations of gendered racism in educational spaces. At the heart of our work is the belief that when Black men can talk freely about their everyday lives as students and exercise their agency to define their experiences without fearing "The Man," "Playing the Game," "Playing the Part," or "Beating the System," their voices not only advocate for social consciousness regarding Black masculinity, but by coming to voice, they also exist through their own counterstories rather than being defined stereotypically.

Dominant educational discourses and practices typically fault Black men for not succeeding and simultaneously trivialize the consequential nature of systemic oppression. In direct contrast, the Black men we spoke with told powerful stories about the role of negative stereotypes in their everyday lives to narrate the realness of gendered racism. Committed to voice and agency, this study provides insight into how Black men experience manifestations of gendered racism, negotiate their identities, and thrive in an often hostile, traditionally White context. To purposefully turn away from deficit models, which further marginalize Black men, we turn toward critical race theory as an oppositional framework. This framework highlights the nuances of Whiteness as an oppressive force that is reproduced communicatively in educational spaces.

Critical Race Theory and Black Misandry

Lindlof and Taylor (2011) offer several reasons why critical race theory (CRT) resonates strongly with communication scholars, including CRT's focus on the reproduction and contestation of Whiteness as the status quo, the depths of racial critique offered, and "the innovative use of poetic and narrative expression to evoke the intimate—and otherwise unspeakable—dimensions of cultural power" (Lindlof & Taylor, 2011, p. 64). Naming the need for more critical race frameworks in communication, Allen (2007) asserts, "Mainstream communication theory is culturally biased because it neglects to delve into race in critical, substantive ways" (p. 259). In response to Allen's (2007) call, we use CRT to position Black male voices at the center of our quest to mark the oppressive labor of dominant discourses.

Originating in law, CRT is rooted in racial realism which posits that racism is "integral, permanent, and indestructible" in the everyday lives of people of color (Bell, 1992, p. ix; Crenshaw, Gotanda, Peller, & Thomas, 1995). Similar to critical examinations of Whiteness (Alley-Young, 2008; Jackson, Shin, & Wilson, 2000; Nakayama & Krizek, 1995; Nakayama & Martin, 1999; Warren, 2009; Warren & Hytten, 2004), racial realism denunciates colorblind and post-racial discourses as strategies marshaled by Whites to dismiss the significance of race and racism (Crenshaw et al., 1995; Delgado & Stefancic, 2001). Building from this foundation, CRT scholars posit via interest convergence that Whites will allow people of color to progress toward racial equality only in so far as their progress overlaps with, or at least does not mitigate, White interests (Bell, 1980). To illustrate the erroneous nature of dominant ideologies, race is positioned as a socially constructed phenomenon that was purposely manufactured to protect Whiteness as a form of valuable, cultural property (Delgado & Stefancic, 2001; Harris, 1995). According to this logic, Whites purposefully created and maintain systems in which White skin functions as a form of advantageous capital. CRT scholars also position the lived experiences of people of color, often expressed as counterstories (Delgado & Stefancic, 2001), as crucial to understanding systemic oppression. Therefore, CRT is especially suited for carving out intellectual spaces for people of color to exercise autonomy via the articulation of voice.

Given our focus on Black men, the conceptual offerings of Black misandry alongside CRT are exceptionally productive because Black misandry explicitly marks the existence of "an exaggerated pathological aversion toward Black men created and reinforced in societal, institutional, and individual ideologies, practices, and behaviors.... Black misandry exists to justify and reproduce the subordination and oppression of Black men" (Smith, Yosso, & Solórzano, 2007, p. 563). Black misandric ideology in post-secondary education manifests itself in racial profiling by campus safety officials; assumptions that Black men are out of place on campus; low academic expectations; few opportunities for mentoring, leadership, career development, and graduate school preparation; and implicitly or explicitly expressed indifference toward the growing absence of Black men on college campuses (Smith, 2009; Smith, Allen, & Danley, 2007; Smith, Yosso, & Solórzano, 2007). Coupling Black misandry with CRT allows for a more nuanced view of how Black men in particular are influenced by the imposition of Whiteness on traditionally White campuses (Smith, Allen, & Danley, 2007; Smith, Yosso, & Solórzano, 2007). This framework marks specific micro and macro aversions toward Black male students, reveals the everyday consequences that Black men endure based on raced and gendered aversions, and challenges deficit theorizing by creating a humanizing space for Black male students to "talk back" (hooks, 1989) to systems of power.

Communication scholars should be invested in examining the experiences of students of color because systems of oppression such as racism are communicative phenomena that have an impact on our interactions and relationships in educational settings. Warren (2009) supports this stance in exploring how Whiteness as an identity and a social structure (and subsequently racism) is coded within and recreated through communication. By positioning critical race sensibilities as the theoretical prism through which Black male voices can be heard, we mark and struggle against the reproduction of oppressive ideologies while simultaneously addressing the absence of Black male perspectives in our discipline. In alignment with CRT, Black misandry, and critical communication scholars who advocate for progressive articulations of identity, culture, and oppression (Alexander, 2006, 2010; Allen, 2007; Calafell, 2007; Collier, 2005; Halualani & Nakayama, 2010; Jackson, 2006; Warren, 2009), this exploration of Black male

experiences on a traditionally White campus is closely guided by the following questions:

- 1. How do Black male students narrate their experiences with stereotypes on a traditionally White campus?
- 2. How do Black male students resist Black misandric perceptions of who they are?

To position Black male voices at the heart of our critical inquiry, we relied on focus groups to collect counterstories.

Methodology

Past research indicates that focus groups have been successfully used to examine the experiences of Black male college students (Orbe, 1994; Smith, Allen, & Danley, 2007; Watkins et al., 2007). Drawing from Hollander (2004), Lindlof and Taylor (2011) surmise that focus groups offer a "social laboratory for studying the diversity of opinion on a topic, the collaborative process of meaning construction, and the cultural performance of communication" (p. 183). Focus groups allow us to work "with people and not on them" (Kamberelis & Dimitriadis, 2008, p. 378) in accordance with interpretive methodologies that are mindful of power, self-reflexivity, and ethics. Likewise, focus groups allow counterstories to emerge in response to dominant cultural narratives.

Mirroring Orbe's (1994) belief that Black men can offer valuable insight on how they navigate traditionally White spaces, we recruited participants at our large, rural, mid-western, traditionally White public university³ by circulating fliers around campus. In total, we recruited 19 undergraduate and 10 graduate students who self-identified as Black men. Criterion sampling (Lindlof & Taylor, 2011) was chosen as a recruitment strategy to increase the likelihood and diversity of participants. Thus, the only requirement was to identify as a Black⁴ male student at the institution where the focus groups were conducted. Participants ranged from 18 to 52 years old; 21 identified as U.S. American with the remaining 8 identifying as African. Fifteen participants identified as middle class, eleven as lower class, and three as upper class. Twenty-four participants indicated a heterosexual identity, two participants left this question blank, two selected "prefer not to answer," and one identified as bisexual.

Because neither author identifies as both Black and male, during the Fall of 2010 the focus group discussions were moderated by Black male graduate students or administrators to create a group of "cultural insiders" (Stewart, Shamdasani, & Rook, 2007) that would promote comfort and foster group synergy. The focus groups were moderated by Black men at the suggestion of a Black male faculty member who informed the first author that her female presence in the room would likely detract from participants feeling comfortable to express themselves fully on the subject of gendered racism. This setting encouraged "complementary interactions" described by Lindlof and Taylor (2011) as a conversational space that allows rich collective discussion, subtle individual differences, and "vernacular discourse" (Ono & Sloop, 1995) specific to Black male students. Each moderator was given an interview guide that included questions such as, "From your perspective, what does it mean to be a Black man on a majority White campus?," "From your perspective, what is racism?," and "How does racism happen here on our campus?" The focus group discussion questions were designed with the guidance of Black male faculty and students, and the moderators could alter the questions during group discussion. Five focus groups were conducted; the smallest had four discussants, the largest had nine (including the moderators). On average, the focus group discussions lasted 108 minutes. Combined, they produced 162 single-spaced pages of transcribed conversation.

Following the focus groups, the conversations were transcribed verbatim with pseudonyms that the participants chose. Using a grounded theory approach (Glaser & Strauss, 1967), guided by the process of line-by-line and then focused coding (Charmaz, 2006), both authors familiarized themselves with the data by reading each transcript multiple times. To form the initial codebook, each author individually developed a list of general but recurring categories. Next, the individual lists were combined and categories were maintained, eliminated, or merged based upon their consistent appearance across the focus groups and their salience and frequency within the focus groups. This resulted in the identification of eleven categories, each of which had numerous subcategories. Then, a team of four coders color-coded the transcripts line by line according to the initial codebook. The coding team consisted of both authors (a biracial Black and White woman and a White woman) and two undergraduate students

(a Black man and a Black woman). As a result of the coding process, the coding team refined the initial eleven categories to nine:
(a) Meanings of Black Masculinity, (b) Stereotypes, (c) Meanings of Academic Success, (d) Quality Teachers and Effective Teaching Practices, (e) Challenges that Black Male Students Encounter, (f) Racism, (g) Strategies for Resisting Racism, (h) Calls for Specific Institutional Changes, and (i) Miscellaneous.

For our purposes here, we draw upon three subcategories identified via team consensus from the larger categories: (a) Omnipresence of Stereotype Threat, (b) Everyday Struggles with Stereotypes, and (c) Negotiating Stereotypes and Stereotype Threat. Everyday Struggles with Stereotypes and Omnipresence of Stereotype Threat were subcategories of the Stereotypes category, and Negotiating Stereotypes and Stereotype Threat was a subcategory of Strategies for Resisting Racism. These subcategories were selected out of the pool of coded data for this article based upon the team decision that they were exceptionally salient to the participants and could be theorized to understand the nuances of gendered racism as encountered by Black men on our college campus.

Team dialogue about the subcategories resulted in the identification of representative quotes across all five focus groups to illustrate our participants' perceptions and communicative experiences. In the instances when one quote was coded as representative of multiple subcategories, we talked about the specific quote to reach a consensus on which subcategory the quote best represented. For each subcategory, consensus was reached when the team agreed upon the subcategory and specific representative quotes. To inform our analysis, we also engaged in "member validation" (Lindlof & Taylor, 2011). As a team of coders with only one Black man, it became important to ask participants informally for clarification (e.g., the primary researcher followed up with Malcolm, one of the participants, to ask for more descriptive insight-on "One-and-Done").

Black Male Voices

In this section, we position the voices of Black male students in response to contemporary commitments to colorblindness and the popular but flawed notion that U.S. American society has entered a post-racial era (Bai, 2008; Billups, 2009; Schorr, 2008). Taken together, they richly

describe their educational experiences so that we can all more consciously offer the academic support they need and deserve.

Omnipresence of Stereotype Threat

From a critical race standpoint, we bridge the students' narrations of stereotypes with Steele's (1997, 2010) conceptualization of stereotype threat. According to Steele (1997), stereotype threat refers to the anticipation that one will be judged in accordance with a stereotype. As an aspect of "identity contingencies—the things you have to deal with in a situation because you have a given social identity" (Steele, 2010, p. 3), stereotype threat highlights the strength of socially constructed understandings of identity. Marginalized identity groups in particular are continually influenced by what their privileged counterparts deem "true" about them. Therefore, stereotype threat can also be understood in relation to meta-stereotypes, defined by Sigelman and Tuch (1997) as "blacks' perceptions of whites' stereotypes of blacks" (p. 89). When conceptually coupled together, we can imagine that Black men not only anticipate being stereotyped in traditionally White educational settings but that they anticipate being stereotyped in accordance with specific negative stereotypes that they attribute to Whites' perceptions of who they are and can become. Although meta-stereotypes can easily be marked as assumptive, it is important to note that past research has indicated that group perceptions of meta-stereotypes are largely accurate and influential (Klein & Azzi, 2001; Sigelman & Tuch, 1997).

For Black men on traditionally White campuses, stereotype threat indicates that dominant ideologies of Whiteness are always present as a backdrop against which they perceive themselves (and oftentimes are) being read. Tony, a 29-year-old graduate student, offers a powerful description of stereotype threat as a recurring force:

The one thing that's really gonna, uh, haunt you the most ... as a Black man is the fact that there's already preset stereotypes about a Black man in society ... it's gonna haunt you in the sense that sometimes ... it might not even be that the system is, is looking at you, but there's that pressure, there's that pressure that when you're on this campus ... you are this person that has been predefined before you even got there.

Borrowing from Tony's description, stereotype threat functions to "haunt" many of our participants, particularly in the classroom.

Consider the following narratives—both of which illustrate Black male students feeling policed by the threat of being perceived in accordance with the dominant stereotype of Black men as academically "ignorant" or "lazy." Malcolm, a 19-year-old sophomore, describes his experience of arriving late for the first day of his economics class and realizing that he was the only Black man in the room:

When I first came, you know, you try to get there kind of early 'cause it's my first day so I sit down ... and there's people walking in the door, walking in the door, you're just, you're just noticing, then like it just hits you like ... "Dang," like "Okay. Right." And you just keep trying to focus on what's going on but once you get stuck, it's like you don't want to, like he just said, you don't want to say "Hey man, you know what's going on?" 'Cause they might feel like "Okay, are you gonna try to copy off me or something?"

Although Malcolm would like to reach out to another student to find out "what's going on," he feels constrained by the stereotype that his request for help might be taken as an indication that he is not a motivated and capable student. Similarly, Mikey, a 26-year-old graduate student, says:

When you need help with something, you know, you don't really know who to turn to about it, so ... you kind of try to take it on yourself because you don't want to come off as looking less than capable ... I don't think there's anybody who goes through college without any help, you know? But I just think that a lot of times, like I said, it's just that level of discomfort about being, you know ... in an environment where nobody is, you know, like you or looks like you...

From a CRT standpoint that positions the lived experiences of people of color at the center of inquiry, it becomes clear that both Malcolm and Mikey live with the constant understanding that "one false move could cause them to be reduced to that stereotype, to be seen and treated in terms of it" (Steele, 2010, p. 7). Marked by Steele (2010) as "in the air" (p. 11), stereotype threat is not immediately visible and suggests the need to acknowledge that Black male students struggle with gendered racism as a very real aspect of their everyday

lives that insidiously shapes how they embody their identities in academic environments.

Collectively, the Black male students that participated in this study articulated or affirmed numerous examples of how stereotype threat and meta-stereotypes are accompanied by a great deal of pressure to struggle against them, pressure that emerged from several sources including themselves, family members, peers, faculty members, staff, administrators, and society at large. Articulating the societal pressure he feels as a junior to excel beyond negative meta-stereotypes ascribed to his identities, character, and ability, Curtis says:

It seems like there's more weight ... and pressure on me, uh, as a Black male, because ... for some reason I'm, I'm supposed to be a certain way by society's standards ... therefore, the expectations, because they're already low, there's so much pressure around me to be at another level.

Junior Cyhi Da Prynce, 20, also articulates the pressure he feels from his peers:

As far as you having to prove yourself, I feel like it's more so a ... self-pressure ... 'cause a lot of times ... you're persuaded to go to school due to what's become before you, and it's like, you know, there's already expectations. Expectations for Black males are through the roof! Especially on the college campus, in persevering.... I got so many friends who I have to get calls from because they're not here anymore, you know what I mean?... It's peer pressure, in a, in a ironic way. You feel me? It's like a sort of peer pressure, 'cause like, he gone, I'm still here, so I gotta do this 'cause he's gone now, and that's more pressure ... you know what I mean?

Curtis and Cyhi Da Prynce jointly illustrate how Black male students experience added pressures related to the absence of Black men on campus combined with stereotypical expectations of who Black men are. The pressure stemming from stereotype threat and the metastereotypes they describe can be linked to critical race discussions of the lack of Black male representation (Jenkins, 2006; Smith, Yosso, & Solórzano, 2007), microaggressions (Smith, Allen, & Danley, 2007; Solórzano, Ceja, & Yosso, 2000), and racial battle fatigue (Smith, Allen, & Danley, 2007; Smith, Yosso, & Solórzano, 2006).

Furthering our understanding, participants also offered metaphors that richly illustrate the pressure they feel and how they understand stereotypes and stereotype threat as constants in their everyday campus lives. For example, Solomon, a 23-year-old sophomore, describes Black masculinity on a traditionally White campus as "a struggle, it's a journey, it's a mountain that you gotta climb," Additional metaphors that speak volumes about the systemic nature of Whiteness and Black misandry include descriptions of the Black male experience as "swimming upstream" by a 29-year-old graduate student named Tony, "like being a tree planted out of water" by another 31-year-old graduate student named Langston, and an "uphill battle" by Mikey. Powerfully marking the hostility that he feels on campus, Curtis says, "I feel like Black males here are like a dart board or a target.... I just feel like they [White people], they want to throw so many darts at you that once you can't take it no more that you'll just quit." Sadly and quite insightfully, the most common descriptor used among all 29 Black male students to portray their realities on our traditionally White campus was "struggle."

To heighten our understanding of Black male experiences on traditionally White campuses, in the next section we highlight the everyday omnipresence of stereotypes and subsequently the accuracy of our participants' perceptions of metastereotypes.

Everyday Struggles with Stereotypes

Critical race research has long indicated that Black men are required to negotiate dominant stereotypes that police who they are and can become (Duncan, 2002; Jenkins, 2006; Smith, Allen, & Danley, 2007; Smith, Yosso, & Solórzano, 2007). The stereotypes that are commonly ascribed to Black male students in traditionally White spaces with little, if any, hesitation include but are not limited to being assumed to be deviant, criminal, lazy, poor, athletic rather than intellectual, incapable, and ignorant (Duncan, 2002; Foster, 2005; hooks, 2004; Jenkins, 2006; Smith, Allen, & Danley, 2007; Smith, Yosso, & Solórzano, 2007). The realities of gendered racism today as reported by these participants remain very similar to the stereotypes of the past rather than reflecting a new, different, or post-racial society. Our participants offered insider perspectives on additional negative stereotypes they frequently encounter and how such stereotypes influence their everyday academic lives on

campus. We begin with the students describing the particularities of the stereotypes that they often encounter.

Highlighting the negative stereotypes that encircle the assumed character of Black men and bringing the notion of "twice as good" (Richardson, 2003, p. 27) into reality, a graduate student named Charlie P. offers:

Being a Black man, I think it's really fighting stigmas, you know? Fighting a lot of stereotypes that that go along with being a Black male in society... "Oh, he lazy, he don't wanna work," you know, "All he wanna do is gang bang. All he wanna do is sell drugs." The things that are glorified, are the wrong things ... [so] ... you have to be twice as good to even be equal to your other counterparts ... for me being a Black male is, is just that, fighting off those stereotypes.

Building upon our understanding of these negative stereotypes as real in the everyday lives of Black men on campus, Will.i.am, a 52-year-old graduate student, describes how he has been presumed dangerous. For him, it has to do with

the perception that people have of you when they see you, whether it be in the classroom or walking on campus. There's a sense in people's eyes when they cross and see you, a sense of fright sometimes, a sense of hesitation, because if it's individuals who are carrying something of value on them, you can see them grab it or move towards the other side [of the road].

Undergraduate student Sean Carter, 23, described a specific context in which this typically occurs:

If I'm walking down the street and it's ... nighttime, and there's a White woman walking towards me, nine times out of 10 she will cross the street. At first, when it first started happening, I didn't pay it any mind, 'til I started noticing that it happened all the time!... She'll go in the *middle of traffic* and cross the street. Now, the question that I ask myself about that, is it because I'm a Black male or is it because I'm a very big Black male?...You know what I mean? That's what I'm talking about. That's real.

Will.i.am's and Sean Carter's experiences mirror that of Staples (1997) who describes the stereotypical assumption of his Black male

body as dangerous. Because he was thought to have the "ability to alter public space in ugly ways," he felt it was assumed by White women that he was "a mugger, a rapist, or worse" (p. 228).

Malcolm described "One-and-Done," another common stereotype specific to education. "One-and-Done" derives from college athletes (especially basketball players) who play one year in college and then head for the pros (Davis, 2010; Vitale, 2011). Extrapolated from popular discourse, "One-and-Done" here is used by Black male students to describe how they feel they are perceived on campus—that they will not last more than one year:

"One-and-Done" is ... you come out here, you're a freshman, you get a refund check, you get on probation ... second semester you follow that same trend ... It's like ... "Okay, yeah, I'm gonna go to college for a year and then go to the NBA, one and done."... you're just coming out here to I guess ... meet people, live the life, like be free...Live the life and then leave, and go right back to your struggle, you know? You're One-and-Done.

"One-and-Done" is a stereotype that renders Black males "outsiders within" (Collins, 2009) who are "defined out" (Turner, 2002) of academic and intellectual identities. Solomon, a 23-year-old undergraduate, describes his sense of this:

Like some of the times it's just that people are very racist, kind of like ... Charlie P. touched on earlier, you know, the stereotypes and the stigmas. Like, it's funny how...I can have a nice tie on and a nice shirt ... walk down the middle of class and everybody looks at me like, "What a fool. What's he doing? Like, why does he have a nice shirt and tie on?"... they [non-Blacks] look at it as like we don't belong here ... I don't know ... what that is ... a media thing that created this stigma or [a] stereotype about us—that you should fear us, we don't belong here, we don't go to college, we only last here a couple of, a couple semesters.

Affirming that stereotypes have strength because they are sometimes true, Charlie P. disclosed to his focus group that he was a Black male student who fit the bill of "One-and-Done." Yet his experience is different than what most might stereotypically anticipate in that he arrived to college with several markers of future academic success:

I had the 24 ACT score and a 3.0 GPA ... in high school. All I did was pay attention in class, retain it, regurgitate it, and, and got outta there with the grades. And so I figured I'd do the same thing here.... I didn't have any sense of time management. So therefore I'd stay up, go out, party every weekend, and uh try to go to class and, and act like I was a student but I really wasn't. And like you were talking about earlier, I was one of the ones that got sent right back home, you know?

Most of our participants could count in multiples of 10 the Black male students that they know who left our university without graduating. Equally as important to note is that most of those who embody the "One-and-Done" stereotype do not return to school as Charlie P. did.

Heightening our understanding of "One-and-Done," participants not only narrated the imposition of the stereotype communicated both verbally and nonverbally but also noted the problematic influence that the stereotype has on Black male students' interactions with each other. Consider this example provided by Malcolm:

If you know somebody [and] they on the same thing you on, y'all discuss that and y'all are kind of familiar with each other, it's like "Okay ... this my one homey.... We gonna ride together. We gonna, gonna do this together." But then ... you see somebody else [another Black male] being too social, doing this, doing that, "Oh, well he don't care."... Like I really feel like it's cut-throat, like, like you don't know if this man gonna be here next year so why waste your time trying to help him when you trying to get ... yourself right?

Drawing upon CRT, we interpret Malcolm's sentiment as an indication of the ways that Black men can reproduce dominant ideologies among themselves by making quick and "cut-throat" stereotypical assumptions about one another. Termed variously by different scholars as self-nihilism (West, 1993), self-hatred (Jenkins, 2006), and internalized oppression (Bell, 1997), when Black males communicatively reproduce Black misandric stereotypes they subsequently strengthen—albeit inadvertently—the dominant systems that position them as inferior.

In the next section, we explore communicative strategies that, according to our participants, foster autonomy and offer a means to negotiate the presence of Black misandry that CRT reveals.

Negotiating Black Misandric Stereotypes and Stereotype Threat

Although it is integral in the struggle against gendered racism to continually document the omnipresence of oppressive stereotypes in the lives of Black men, it is equally important to document the ways that Black male students negotiate the communicative imposition of stereotype threat and Black misandry. The participants spoke a great deal about stereotypes and how they feel targeted as Black men, which we interpreted via CRT and Black misandric ideology as manifestations of gendered racism. However, they also voiced strategies they use to resist the stereotypes. When interpreted through CRT, these strategies can be understood as instructive counterstories that illustrate agency, self-empowerment, and the need for systemic change. Convinced of the significance of such narratives, Lincoln (1995) asserts that as educators we "must be convinced that students' stories—the storied pasts they bring with them to the classroom and the storied meaning they make of their lives and their schooling—are important" (p. 90).

Ting-Toomey (1999) defines identity negotiation as a "process whereby individuals in an intercultural situation attempt to assert, define, modify, challenge, or support their own and others' desired selfimages" (p. 40). In this vein, identity can be understood as a relational and communicative phenomena (Hecht, Collier, & Ribeau, 1993; Jackson, 1999; Ting-Toomey, 1999) that is influenced by power and systemically oppressive forces (Du Bois, 2003; Fanon, 1967; Jackson, 1999). For Black men as a marginalized identity group, resistant identity negotiation in traditionally White educational spaces where Whiteness is situated as the norm is essential. Jackson (2006) captures the essence of such labor in the context of race: "Black identities are centrally confounded by struggle—struggle to achieve, to be heard and understood, to be loved, recognized, and valued, and to survive" (p. 6). Therefore, we situate our participants' resistant voices as a means to negotiate the differences between who they understand themselves to be and how their Black male bodies are often stereotypically read.

One of the most common themes to emerge concerned how Black male students defined their identities in opposition to the negative meta-stereotypes that influence their campus experiences. For example, when asked "What does it mean to be a Black man?," Cyhi Da Prynce responds: "Being strong, being responsible, being a father, being a brother, being a son, being intelligent, and being able

to persevere, you know, through any type of obstacle thrown in your way." In response to the same question, Malcolm says "taking pride in whatever it is you're doing, and standing behind your work, not running from anything, not hiding from it, just being true to yourself." Taken together, Cyhi Da Prynce and Malcolm clearly refute essentialist meta-stereotypes of Black masculinity to assert their understandings of Black masculinity.

Solomon indicates that the very presence of Black men on a traditionally White campus is a form of resistance against Black misandric ideology:

I think the biggest thing is ... that we're here in the first place. Like, that's a breakdown of the stereotype right there. Most, most people thought we don't go to college. We don't graduate, like for example master's student [pointing to another participant], PhD student [pointing to another participant], you know. That's a perfect example right there. But most people would never take the time to sit down and talk to you and ask you, like, "oh, you're a PhD student? You're a master's student?"... like I know I see Charlie P. all the time, we cool, we play cards, you know what I'm saying? He a mean spades player, but most people wouldn't even know he's a master's student.

Also marking the ways that his presence refutes stereotypical assumptions of who he is and can be, Belleville, a 23-year-old graduate student, recounts an experience that he had as a first-year graduate student in the same department from which he earned his bachelor's degree. When he walked into the classroom as a graduate teaching assistant, he was greeted by a student with "Oh, you're taking this again? Oh, you gotta take this again?" These remarks reveal the assumption, with no questions asked, that Belleville as a Black male student had failed the course rather than having graduated and earned a competitive assistantship position. In this context, Belleville's only option was to resist the prescription of Black male failure by challenging socially constructed meanings of Black masculinity. He did so by explicitly saying "No, I'm not taking it again" and then explaining that he was the graduate teaching assistant for the course.

Charlie P. highlights another means to negotiate and resist stereotype threat as he offers practical yet important advice to the undergraduate participants from a graduate student perspective: If you don't understand something, raise your hand and ask questions. Put that pride to the side. Because I know a lot of students who'll be like, "Man, I don't understand that but I ain't gonna ask 'cause I don't want to be the one to look stupid." So what!?! Look, you're there for a reason. You're there to get the information that they're giving, and if you don't understand it, ask a question.

Embodying the courage to ask for the academic help that Charlie P. calls for, Green Bay, a 23-year-old senior, shares why he chooses to ask questions despite the presence of stereotype threat and Black misandric ideology:

There's some times where ... I really don't wanna ask for help, you know, I don't want them to think I'm stupid, you know,... [I'm] not saying all White people, but there is a negative stereotype of Black people ... [that] just 'cause they're in college doesn't mean you know, they deserve to be here... So there is sometimes when ... I really don't wanna ask for help but ... if the professor has a negative stereotype about me, regardless I'm ... still gonna ask. You know, I need that help... I'm gonna show up and if you don't like me you're gonna teach ... you know? Somebody's gonna hear me.

In this instance, although manifestations of gendered racism can and do inspire a heightened sense of consciousness about how one is perceived, they can also spark a sense of self-awareness that necessitates struggling against the potential academic consequences that stereotype threat begets (e.g., not asking for academic help when needed, feeling silenced in the classroom, being afraid to participate, etc.).

Several participants also resisted Black misandry by locating their motivation to resist and succeed amidst the adversity that Black misandric stereotypes bring forth. For example, Solomon passionately marks the power of embodied representation when he says:

It's good when you see a whole classroom full of White people and you're like the only Black male student in the whole classroom, out of like 200 students, you kind of think in your head like, "Man, like I really have something to prove in this class." You know? I feel like that's the biggest challenge. But the way I look at it internally is, I think about it in terms of like Malcolm X..., "by any means necessary." And I don't think ... in terms of like "Oh, I'ma cheat,

I'ma steal, kill,"... I just look at it in terms of like, "whatever means necessary." I need to graduate, I need to do good, I need to prove as a Black man within this White society, within this class that I'm in, that I can do just as much as you can do, if not better, and that I can go out into the world and be productive, take care of my family, take care of our needs, and be a productive Black man in society despite what you think, despite the challenges I'm facing. That's how I look at it.

Drawing similar conclusions about being one of the few or the only Black men in a predominantly White classroom, Dante Adams, an 18-year-old undergraduate, also narrates a specific example of his refusal to accept Black misandric stereotypes as definitive:

I take a Japanese class... At first ... it was filled with White, predominantly White girls and it was three Black people including me.... Now it's been about, it's been about a month or so ... And the other two Black people seem to have dropped out faster than everybody else so I'm the only Black person in there now, and I have to actually set the bar because Japanese people don't really know what Black people are like. And the two Black people that were in there didn't actually leave a good example so I have to put myself out there and jump to every question he asks and make sure I get it right and make sure I show him my face so he doesn't have a bad idea of what a Black person is.

Green Bay, a senior, speaks similarly:

I've seen some pretty, you know like, pretty crazy things go between a professor and a student which shouldn't have went in front of everybody, you know? But for me ... regardless if you're racist or if you're doing my papers wrong, then I'm fighting against you ... I'm not gonna give up my education because of how you feel.

Informed by CRT, we interpret these resistant articulations as strategic means to render the weight imposed by Black misandry more bearable. Likewise, embedded in these narrative reflections are characteristics such as determination, confidence, and self-respect, all of which work in opposition to stereotypes and stereotype threat as manifestations of gendered racism. From a critical standpoint, we also can understand such assertions of potential, ability, and dignity

as catalysts for agency and the renegotiation of understandings of Black masculinity.

Another resistant, autonomous strategy described by participants positioned racial prejudice (attitudes) and discrimination (actions) externally rather than internally. For example, Will, i.am says:

One of the things that, um, that does not bother me is someone's attitude towards me, or their action towards me. That's not my issue, that's theirs. I am very cognizant of their nonverbals, and, and their looks, and again you can see it in people's eyes that intimidation piece, you know?... That's not my issue, but I notice it. And it doesn't impede me from what I'm trying to do—I'm just, I'm aware of it.

Affirming his stance later on in the conversation, Will.i.am asserts that his sense of academic self is not contingent on the intentional labor of prejudice and discrimination to inhibit his progress. More pointedly, he notices manifestations of gendered racism in his everyday life but is not defined by it. Recounting instances when he has felt unwelcome on campus as a Black man with an ascending undertone of defiance, he says:

I try to make it a point to say to myself, "You know what? That's not gonna stop me 'cause you gotta deal with me." And, and that's the bottom line, 'cause no matter where you go you're gonna see somebody like me ... I am just as intelligent as you are, I have the same background and experience you have and the same degrees, the whole bit, I'm not less than you. And I refuse to have anybody say I'm less than them.

To honor the Black male students who generously shared their time, energy, and experiences with us, it feels important to end this section with Will-i am's assertion of his own humanity and indomitable spirit. Like him, a strong commonality among our participants was to refuse the imposition of stereotypes, stereotype threat, and subsequently gendered racism as a permanent barrier to their academic success.

Limitations

This study describes the stereotypic and misandric experiences of a group of Black male students on our traditionally White campus. Participant narratives pertaining to their everyday educational

experiences indicate that gendered racism is alive and well despite post-racial U.S. American discourse. When confronted with gendered racism, our participants not only note the omnipresence of stereotype threat and meta-stereotypes but also narrate resistant strategies of identity negotiation. Such strategies necessitate struggling against dominant understandings of who they are and can become. Although our study contributes to what is currently known about how Black men negotiate gendered racism and narrate their educational experiences, it is not without limitations. First, neither author identifies as Black and male, which strongly influenced our decision not to facilitate the focus groups ourselves and limits our understanding of our participants' experiences. Second, this study was conducted on a large, rural, mid-western, traditionally White public campus that is geographically located further south than Saint Louis, Missouri, and Louisville, Kentucky. Had we recruited participants from a variety of different institutions or those originally from our region (as opposed to just attending school here), student narratives would have likely reflected similar and yet also different manifestations of gendered racism.

Additionally, our concentration on stereotypes and stereotype threat can potentially be misinterpreted as an avenue to minimize the magnitude of systemic oppression as it is possible for both systemically privileged and oppressed identity groups to be stereotyped. Despite this risk, we felt it was important to focus on stereotypes and draw purposeful links between stereotypes, stereotype threat, and gendered racism. To be clear, our stance is that those in positions of power and privilege can systemically refute stereotypes and insulate themselves from subsequent repercussions to a degree that marginalized identity groups cannot. In hindsight, we also realize that asking the participants directly about class identity at the intersections of race and gender during the focus group discussions would have been fruitful. For example, an explicit consideration of class identity would have likely revealed more about the meaning and value of education while simultaneously positioning us to theorize how gendered racism is interpreted by Black men in relation to their class positionalities. We encourage future studies to surpass our limitations by diversifying their participants and collecting narratives from a variety of institutions.

Concluding Thoughts

As it stands, a disappointing amount of academic research takes a deficit approach to the educational struggles of Black male students without being mindful of how they narrate their own experiences. Such approaches position Black male students to be gazed down upon, shamed, and eventually forgotten rather than being provided with the support that many need and all deserve. Working against Black male students being positioned "beyond love" (Delgado, 1995, p.47), we centered their voices in the hopes that academics will respect their narrative landscape and shift toward foundational change that inhibits the communicative reproduction of Black misandric ideologies and stereotypes. More specifically, gendered racism is detrimental to creating an inclusive campus climate in which all stakeholders can flourish. Therefore, close attention must be paid to how manifestations of gendered racism in academic environments can be understood, negotiated, and resisted. Our hope lies in the promise of communication as a means to acknowledge and equalize the power of who gets to define whom, and who has the means to resist ascriptions of identity and potential. To those in alignment with critical intercultural communication inquiry (Halualani & Nakayama, 2010), the consideration of CRT and Black misandry expands our repertoire of theoretical and conceptual resources and more importantly answers the question, how can we better position the voices of marginalized identity groups, such as Black men, to be heard?

In closing, we believe that the normative status quo functions as a severe disservice to the education of all students. We also believe that horrific student retention rates (Hess, Schneider, Carey, & Kelly, 2009), in which marginalized identity groups are often overrepresented, serve as a mere warning of what is to come if educators do not insist upon using communication as a means to humanize and listen rather than dehumanize and silence. Perhaps most importantly, we believe that inclusive acts of communication that are cognizant of intersectionality, identity as performance, the inscription of oppressive discourses upon our bodies, embodied narratives, genuine listening, and the significance of building coalitions across identity differences can alter the current trajectory of Black men in our education system.

Richly informed by our participants, we are calling upon the largely White administrative and faculty workforce of higher education to address manifestations of gendered racism on traditionally White campuses. We are hopeful that they can and will draw from the narratives of students of color to work against the imposition of post-racial ideology while simultaneously creating an inclusive campus climate. Should we make an institutional effort, one that intentionally uproots our normative foundation and recognizes their marginalized voices and experiences as valuable, all of our students stand to benefit. As educators and critical race theorists, this is the only responsible choice we can make.

m vindimi seti di tenggaji. Mis dahil diga indi da 1900 kepi kepipak ilipa madilyegi indiki indih da Pangangan dangan tenggan ing dangan kepingan pangan dangan dangan bangan indika di dangan bangan dangan dangan

Notes

- 1 Tuitt (2008) advocates utilizing "traditionally" rather than "predominantly" White because predominantly White institutions "would not include those higher education institutions whose campus populations historically have been predominantly white but now have students of color who are in the numerical majority... [E]ven though institutions like MIT and Berkeley have more students of color than whites on campus, the culture, traditions, and values found in those institutions remain traditionally white" (pp. 191–192).
- 2 "The Man," "Playing the Game," and "Beating the System" are commonly used by people of color to describe the oppressive system itself and how they navigate the imposition of oppression in their everyday lives. For further discussion and examples, see Hopson and Orbe (2007) and Orbe (1994, 2003).
- 3 Southern Illinois University, Carbondale had 15,137 undergraduate and 4,223 graduate students enrolled in Fall 2010. Approximately 70% of undergraduates are White, as are approximately 85% of graduate students (Southern Illinois University at Carbondale, 2010–2011). The largest ethnic minority population on campus, 3,109 Black undergraduates and 407 Black graduate students, were enrolled in Fall 2010. The six year graduation rate for all undergraduate students is 46% (Hess, Schneider, Carey, & Kelly, 2009), which drops to 34.1% for Black students (Coleman, 2011). The six-year graduation rate for the 2004-10 cohort was 27% for Black males and 45% for Black females (L. Benz, personal communication, April 6, 2011).
- 4 "Black" was purposefully chosen to be as inclusive as possible in terms of racial and ethnic identities. For example, had we required that participants identify as "African American" international Black students would have been excluded.

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