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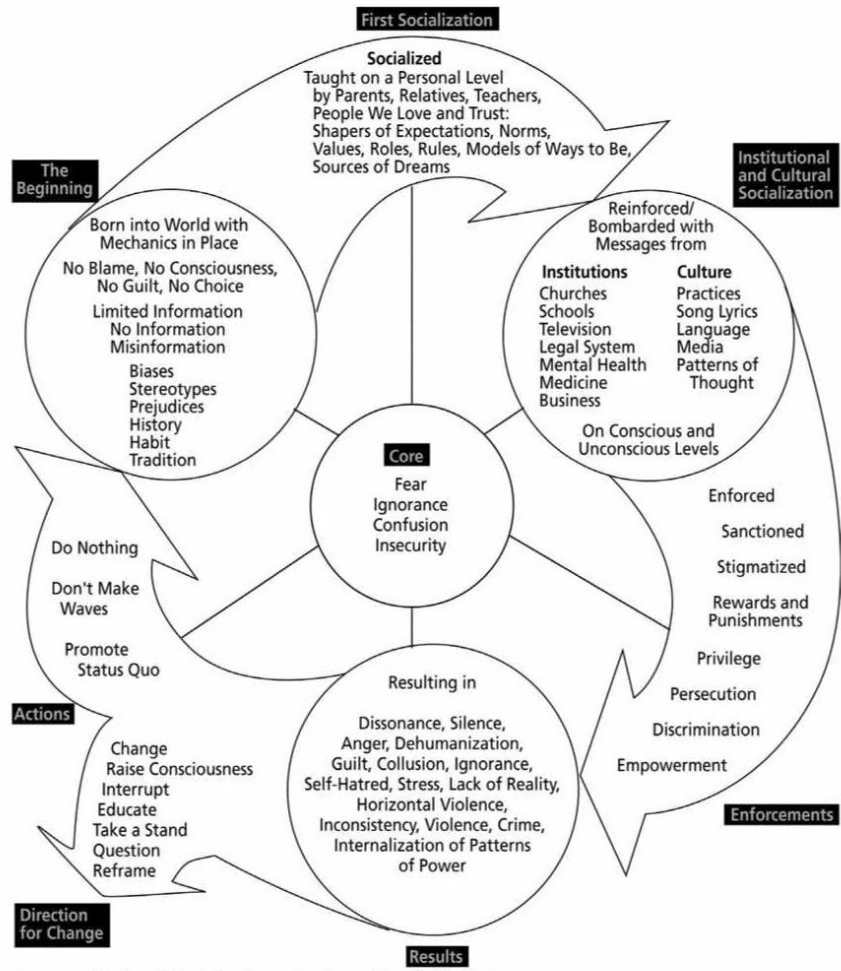
# Session 18

— Diversity, Socialization, & Cultural Competency —

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# Cycle of Socialization



Source: Cycle of Socialization developed by Bobbie Harro  
 © Readings for Diversity and Social Justice, Routledge 2000

# The Beginning

We are born into the world with mechanics in place.

We have no guilt, no shame, no choice.

Our first socialization we are taught by our family, teachers, others that we love and trust. They shape our norms, values, roles, and rules.

# Institutional and Cultural Socialization

Reinforced/bombarded with messages from:

- **Institutions:** churches, school, legal system, medicine, tv, business, etc.
- **Culture:** language, media, lyrics, patterns of thought, etc.

Both on conscious and unconscious levels

# Enforcements

- Rewards & punishment
- Privilege
- Persecution
- Discrimination
- Empowerment
- Stigmatized
- Enforced

# Resulting in...

- Dissonance
- Silence
- Anger
- Guilt
- Stress
- Dehumanization
- Self-hatred
- Inconsistency
- Violence
- Internalization of patterns of power

# At the Core is....

- Fear
- Ignorance
- Insecurity
- Confusion



## We choose to....

- Do nothing
- Not make waves
- Promote the status quo

**OR**

- Educate
- Change
- Interrupt
- Raise consciousness
- Question
- Take a stand
- Reframe

# Example



# Discussion

- Share a positive example of socialization in your life.
  - For example, here at SNC we try to live out Communio.
- Share an example of negative socialization.
  - Example: Growing up I was taught that girls shouldn't want to have "male" careers but I really like science and I want to be an engineer.
- How do you think having an awareness of the Cycle of Socialization can help you?

# Food for Thought

We all have bias. But what does that mean?

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**Why are we talking about  
this?**



**But what can I do  
about it?**

1. Awareness
  2. Knowledge
  3. Skills
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# Activity

**Thank you!**