BORN
Into society
Things are already set

FIRST
SOCIALIZATION
- Expectations
- History/Traditions
- Stereotypes/Myths
- Missing information
- Bias history
- Norms/Habits
- Values/Dreams
- Roles/Responsibilities

INSTITUTIONAL
AND CULTURAL
- Family and friends
- Schools, teachers, books
- Religious institutions
- Media
- Government/legal systems
- Cultural “standards”

INTERNALIZED/ENFORCED
- Sanctions/Stigma
- Human difference = negative
- Rewards and punishments for behavior
- Conscious/unconscious beliefs/attitudes

RESULTS IN
- Dissonance
- Silence, Guilt, Anger, Self-Hatred
- Dehumanization, Lack of Reality
- Collusion, Ignorance
- Internalized Oppression/Dominance
- Horizontal Violence and Hostility

ACTIONS
- Don’t make waves
- Promote status quo
- Change is bad

CORE
Confusion
Hurt
Anger
Fear