The Cycle of Socialization:
How Gender is (Re)Constructed

First Socialization
Socialized
Taught on a Personal Level by Parents, Relatives, Teachers, People We Love and Trust: Shapers of Expectations, Norms, Values, Roles, Rules, Models of Ways to Be, Sources of Dreams

Institutional and Cultural Socialization
Reinforced/Bomarded with Messages from
Institutions
Churches
Schools
Television
Legal System
Mental Health
Medicine
Business

Culture
Practices
Song Lyrics
Language
Media
Patterns of Thought

Core
Fear
Ignorance
Confusion
Insecurity

On Conscious and Unconscious Levels
Enforced
Sanctioned
Stigmatized
Rewards and Punishments
Privilege
Persecution
Discrimination
Empowerment

Enforcements

Resulting in

Actions
Do Nothing
Don't Make Waves
Promote Status Quo

Direction for Change
Change
Raise Consciousness
Interrupt
Educate
Take a Stand
Question
Reframe

Directions for Change

The Cycle of Liberation:
Gender Re-Visioned

**Intrapersonal**
Change within the Core of People about What They Believe about Themselves

**Getting Ready**
Empowerment of Self
Introspection
Education
Consciousness Raising

**Reaching Out**
Movement Out of Self Toward Others
Seeking Experience and Exposure
Speaking Out and Naming Injustices
Taking Stands, Using Tools
Exploring and Experimenting

**Systemic**
Change in Structures, Assumptions, Philosophy, Rules, Roles

**Waking Up**
Critical Incident That Creates Cognitive Dissonance

**Building Community**
Working With Others
A. People “Like Us” for Support
B. People “Different from Us” for Building Coalitions,
Questioning Assumptions,
Rules, Roles, and Structures of Systems

**Core**
Self-Love
Self-Esteem
Balance
Joy
Support
Security
Spiritual Base

**Maintaining**
Integrating
Spreading Hope and Inspiration
Living Our Dreams
Modeling Authenticity
Integrity and Wholeness
Taking Care of Self and Others

**Creating Change**
Critically Transforming Institutions and Creating New Culture
Influencing: Policy
Assumptions
Structures
Definitions, Rules
Taking Leadership
Risks
Guiding Change
Healing
“Power Shared”

**Interpersonal**
Change in How We Value Others and See the World

Model of Multiple Dimensions of Identity (MMDI):

Why it's not just about gender...


The Learning and Change Process:
Our pedagogy in a nutshell

Source: Alejandro Covarrubias, Co-Director, University of San Francisco Cultural Centers, 2015
Here are some (possible, incomplete, problematic) definitions

Cisgender: refers to people who feel there is a match between their assigned sex and the gender they feel themselves to be.

Gender: Refers to social attributes that are learned or acquired during socialization as a member of a given community connected to being men (masculine) and women (feminine) in a given society at a given time, and as a member of a specific community within that society.

Gender Expression: How one chooses to express one’s gender identity to others through behavior, clothing, hairstyle, voice, body characteristics, etc. Gender expression may change over time and from day to day, and may or may not conform to an individual’s gender identity.

Gender Identity: An individual’s internal sense of identifying as a man, woman, both, neither, or something else. Since gender identity is internal, one's gender identity is not necessarily visible to others.

Gender Pronouns: The pronouns an individual chooses to identify with and would prefer others use when talking to or about that individual.

Gender Roles: Gender roles are learned behaviors in a given society/community, or other special group, that condition which activities, tasks, and responsibilities are perceived as male and female. Gender roles are affected by age, class, race, ethnicity, and religion and by the geographical, economic and political environment.

Hegemonic Masculinity: Socially and historically constructed idea of what men ought to be; in a way, a structure that links power to masculinity.

Heterosexism: Belief in the inherent superiority of heterosexuality. The concept refers to power used over the other on the base of an ideology dictating both compulsory heterosexuality and certain types of masculinities as the ideal forms. Heterosexism situates other types of masculinities - and more commonly femininities - in less valued positions, and pressurizes individuals to conform to binary gender roles and positions, and to adopt traits associated with heterosexuality. Thus, heterosexism is about power rather than sexual orientation.

Heterosexual: Persons for whom their sexual orientation is exclusively or predominantly directed to persons of the other sex.

Homophobia: Literally a fear of homosexuality, the term homophobia is most often used to designate a prejudicial hatred of homosexuality.

Hypermasculinity: Exaggerated image of hegemonic masculinity, mainly in media. It overemphasizes the ideals set out for men, hence reinforcing them.

Patriarchy: Systemic societal structures that institutionalize men’s physical, social, and economic power over women.

Sex: The biological characteristics which define humans as female or male. These sets of biological characteristics are not mutually exclusive as there are individuals who possess both, but these characteristics tend to differentiate humans as males and females. This is distinct from gender (see above).

Sex Assigned at Birth: Sex assignment is the determination of an infant’s sex at birth, usually male or female. In the majority of births, a relative, midwife, nurse or physician inspects the genitalia when the baby is delivered, and sex is determined.

Sexism: Actions, attitudes, and systems that discriminate against people based solely on their gender.

Sexuality: Sexuality is a central aspect of being human throughout life and encompasses sex, gender identities and expressions, sexual orientation, eroticism, pleasure, intimacy and reproduction. Sexuality is influenced by the interaction of biological, psychological, social, economic, political, cultural, ethical, legal, historical and religious/spiritual factors.

Transgender: refers to people who experience a mismatch between their gender identity or gender expression and their sex assigned at birth.
**What do I believe about the man-identified students I work with?**

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<thead>
<tr>
<th>Where are these young men... ?</th>
<th>...thriving?</th>
<th>...struggling?</th>
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<tbody>
<tr>
<td>Self Level (Individual)</td>
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<td>Group Level (Interpersonal)</td>
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<tr>
<td>Systems Level (Institutional)</td>
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