

Session 20 – The Cycle of Socialization

Materials

- Agenda charted on the board or chart paper, or provided as a handout
- Chart paper containing Community Agreements from Session 7
- Video: [The Cycle of Socialization](#)
- Video: [Marya Hay's Cycle of Socialization](#)
- Handout: "The Cycle of Socialization"
- Next Session Prep: Beverly Daniel Tatum's ["Can We Talk?"](#)

Opening Ceremony

Read the following James Baldwin quote out loud. Invite people to reflect on it, in the context of the work we've been doing around racial literacy so far.



Not everything that is faced can be changed, but nothing can be changed until it is faced.

James Baldwin

Note: James Baldwin is a renowned novelist, essayist, playwright and an integral voice of the American civil rights movement. He is considered one of the greatest writers of the 20th century.



Talk Participants Through Today's Agenda

- Opening Ceremony: James Baldwin on Change
- Check Agenda
- Video: The Cycle of Socialization
- Marya Hay's Cycle
- Closing Ceremony: A Takeaway

Video: The Cycle of Socialization

Explain that the “Cycle of Socialization” can help us understand the ways in which we are socialized to play certain roles. This video also helps us examine how we are affected by issues of power, privilege and oppression. It further illuminates how we all help sustain an oppressive system unless we become aware of it and intentionally decide to disrupt and dismantle it together.

Large Group Discussion:

Facilitate a discussion with your group using the following questions:

- What were your IFETs (Impressions, Feelings, Experiences, or Thoughts) as you watched the video / were introduced to the cycle of socialization?
- In what ways does the cycle connect to you as an educator?
- In what ways does the cycle connect to how you see and treat your students?

Video of Marya Hay's Cycle of Socialization

Distribute “Cycle of Socialization” handout for reference. Then explain that in this next video, we'll see a specific example of the Cycle of Socialization in action. Marya Hay is an instructional specialist in the Equity Initiatives Unit at the Montgomery, MD School District. She is a Montgomery County Public School (MCPS) graduate and daughter of immigrants.

Invite participants to watch the video to see how Marya's experiences and environments shaped (socialized) her as a young person into adulthood, according to the Cycle of Socialization.

Small Group Reflection

In small groups of three or four, have participants discuss the following questions:

- What were your IFETs (Impressions, Feelings, Experiences, or Thoughts) as you watched the video?
- How is Marya Hay's cycle similar/different from yours?
- How is her cycle similar/different from that of your students?

Large Group Discussion

Ask a few volunteers to share any meaningful insights from their small group discussion, ensuring, like always, that colleagues' personal stories remain confidential.

Closing Ceremony

Prior to the closing ceremony, emphasize that we are all in the cycle of socialization. The experiences and individuals we encounter, as well as the institutions we're a part of, shape what we know and believe.

Invite participants to share one takeaway from today's session.

Next Session Prep:



Here is an article for participants to read independently: [Beverly Daniel Tatum's "Can We Talk?"](#) Encourage the group to take notes and write any thoughts and reflections they have in the margins. Encourage them to reread.

Additional Resources: Session 20

Additional Written Resources:

["The Cycle of Liberation"](#) by Bobbie Harro

Handout: The Cycle of Socialization

