

# Early Learning and Socialization

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# Early Learning

- What are some early messages you learned about \_\_\_\_\_?
- From where did these messages come?
- How do these early messages about \_\_\_\_\_ affect you now?

# Definitions

**Social Power**—Access to resources that enhance one's chances of getting what one needs or of influencing others in leading a safe, productive, fulfilling life.

**Privilege**—Unearned access to resources only readily available to some people as a result of their group membership.

**Oppression**—A state of being. Oppression exists when one social group (or person) knowingly or unconsciously exploits another social group (or person) for its own benefit. Works to create and sustain injustice.

**Isms**—Are specific forms of oppression such as racism, sexism, classism, etc.

# Why Do We Need Talk About “Isms”?

The connection between microaggressions [and implicit bias] and institutionalized racism is important. Assumptions that someone is less intelligent or more dangerous have material consequences:

A few examples:

- Differential treatment in education
- Discriminatory hiring practices
- Higher incidences of arrest and incarceration

# Cycle of Socialization

