

Personal Reflection Workbook

Diversity, Equity and Inclusion Through the Lens of Culture

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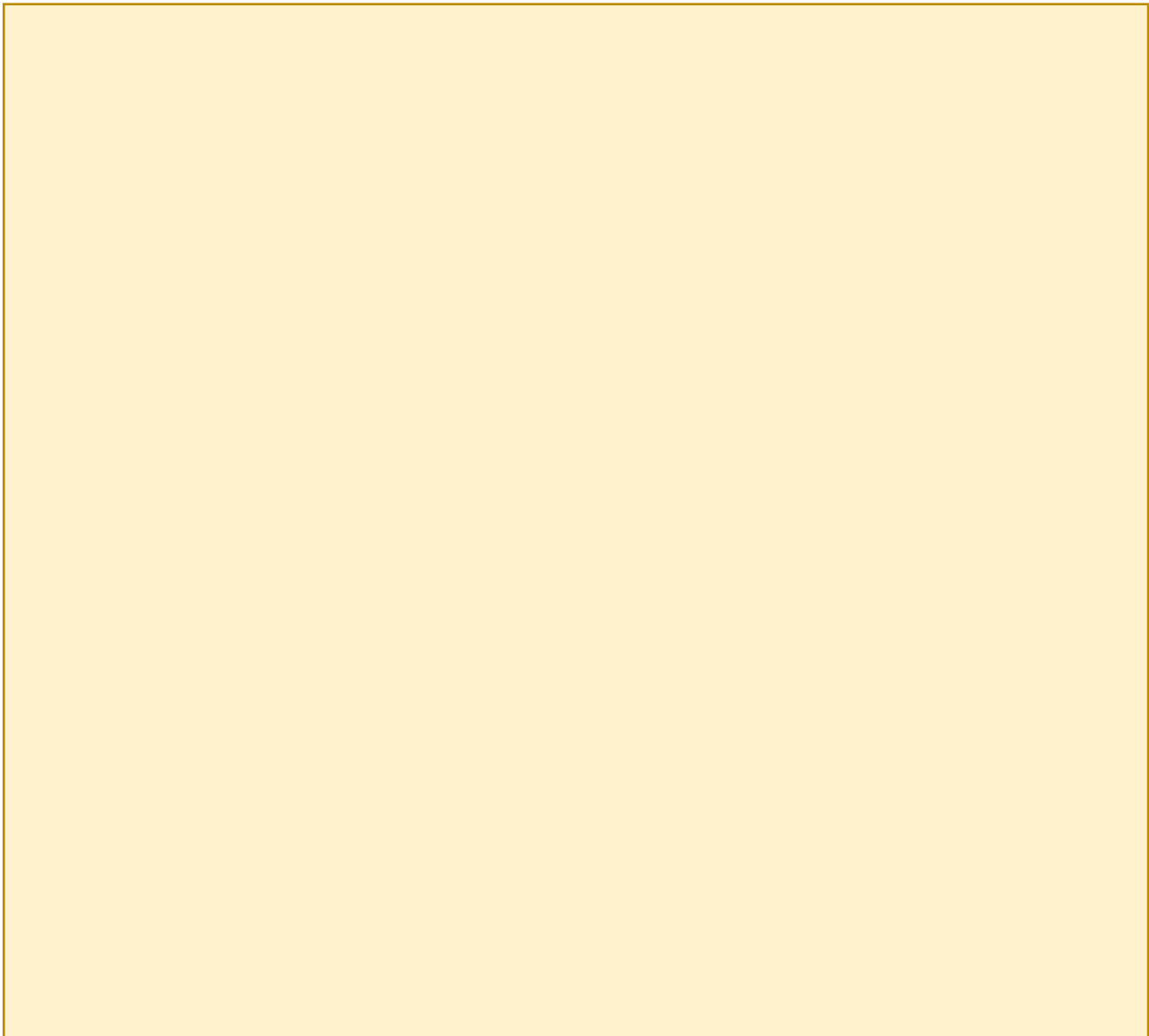
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Personal Reflection Question

Please take a moment to reflect on the following question and record your thoughts below.

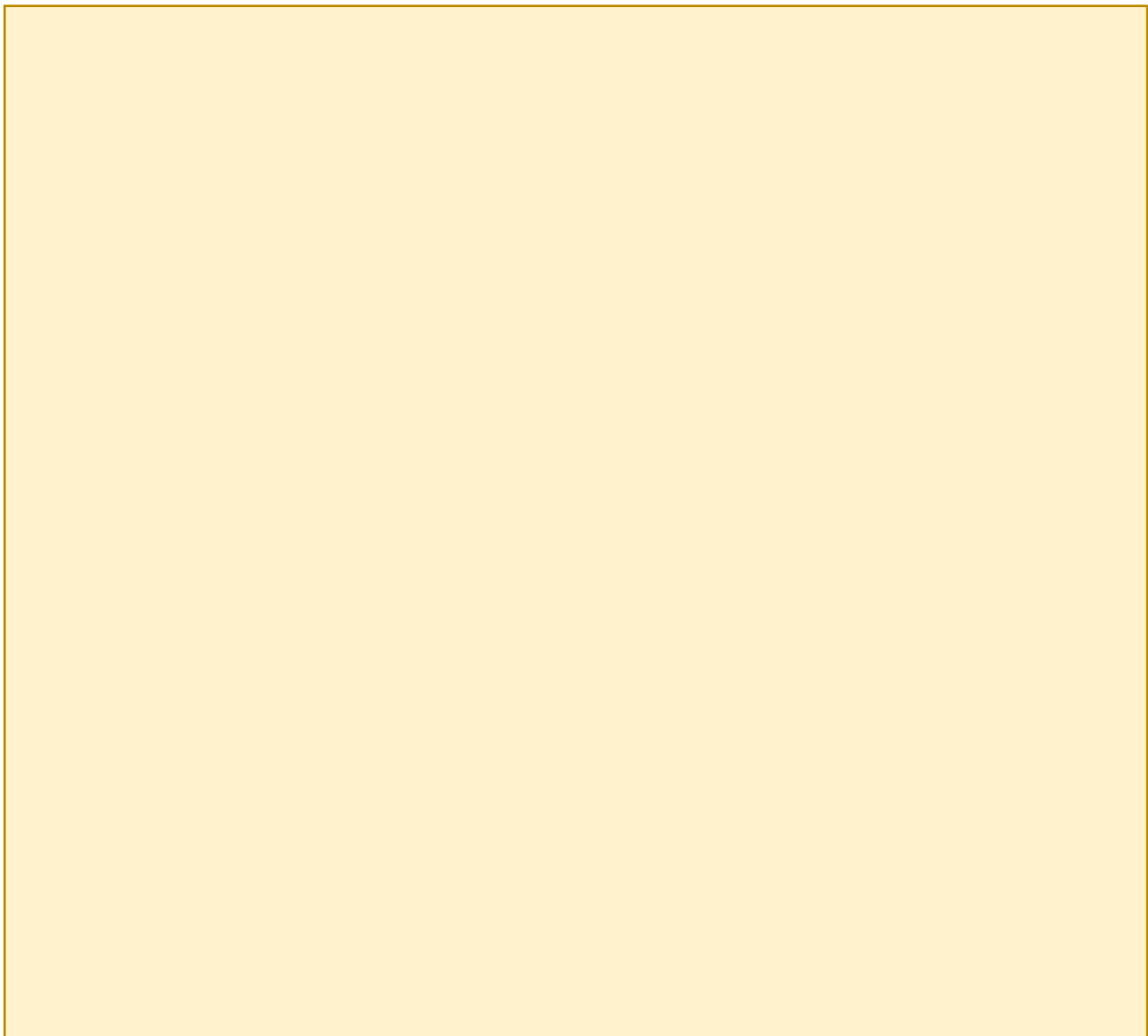
- How would you describe your culture to someone from another culture?
 - Cultural Tree (what is easy to see)
 - Cultural Roots (what is underneath)
 - Cultural Soil (what is deeply held)



Personal Reflection Question

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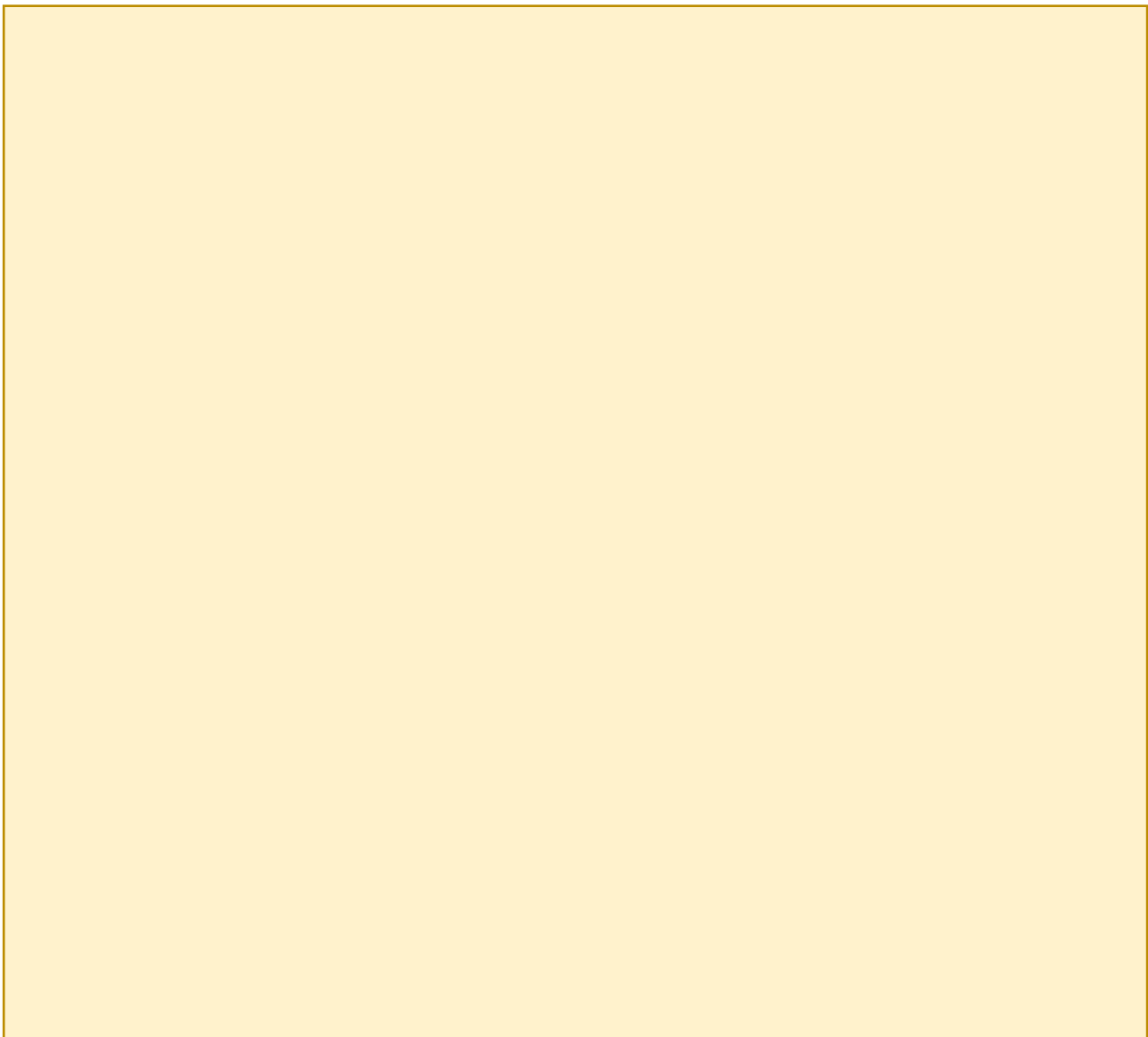
- When does the culture of your family given strength?
- When has the culture of your family limited you?
- Where have you not fit in with your culture of origin?



Personal Reflection Question

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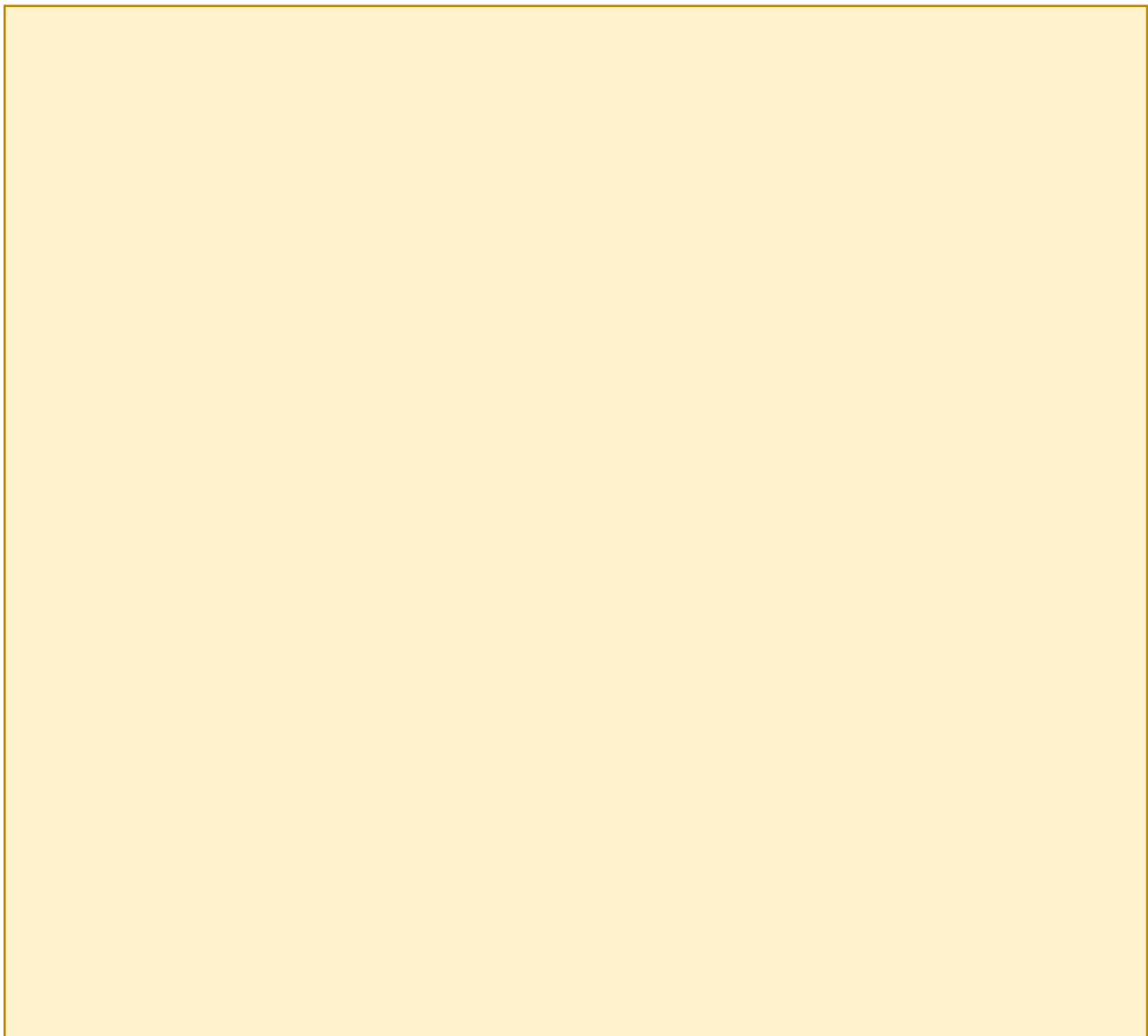
- Think of a family member who your personal uniqueness overlaps with?
- Think of a family member who your personal uniqueness do not overlaps with?



Personal Reflection Question

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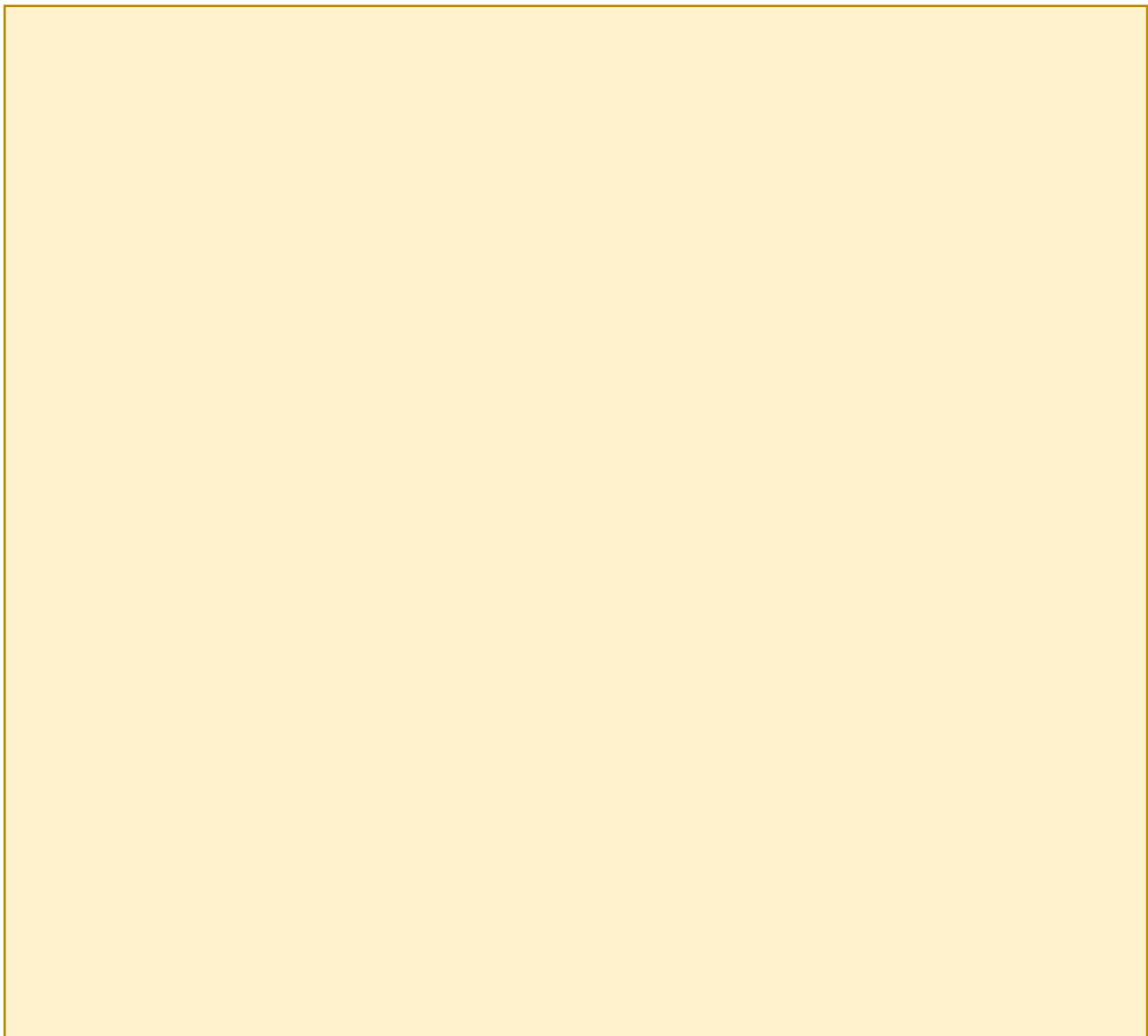
- Where have you seen and/or experienced cultural gaps?



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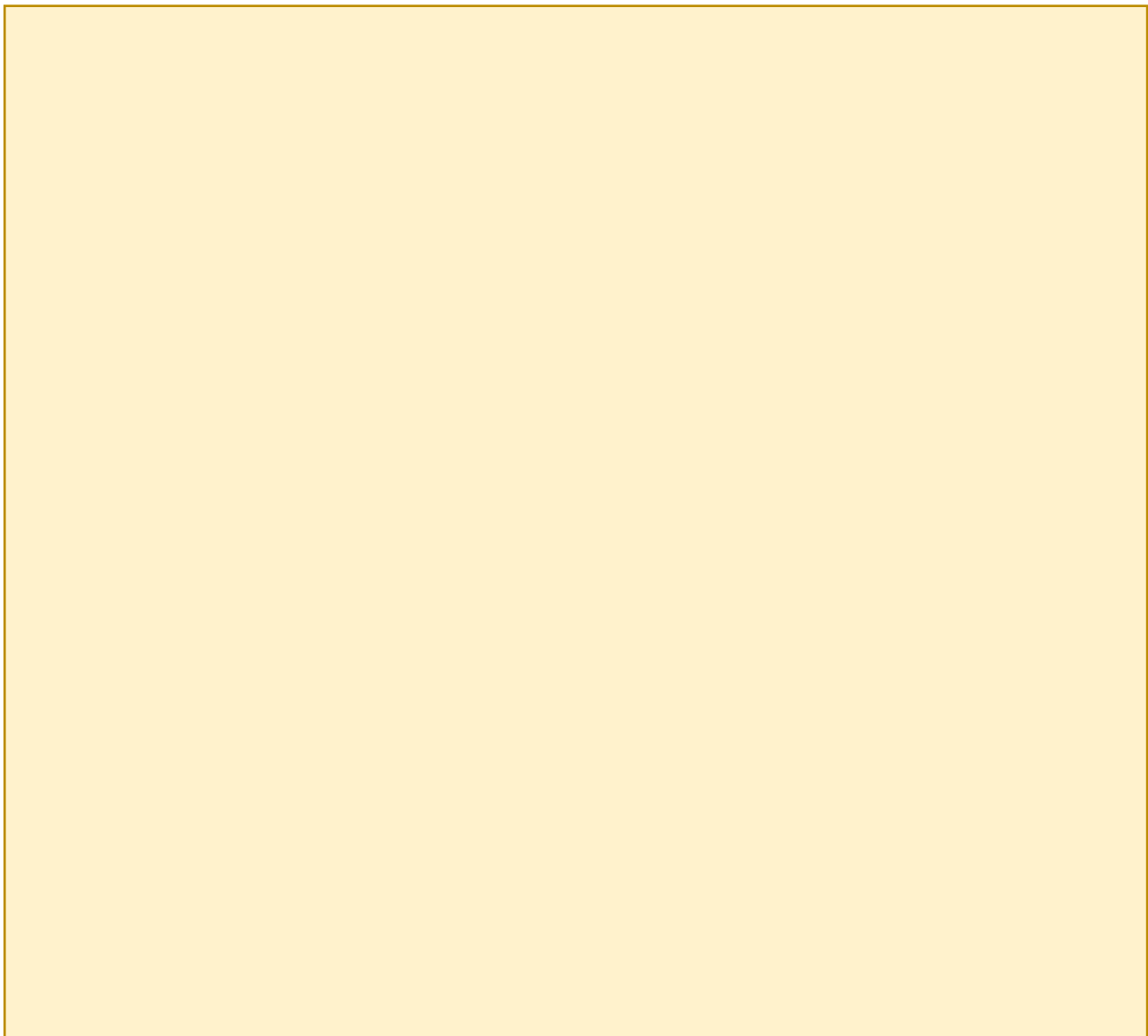
- What do you most identify with in your unique personal culture?



Personal Reflection Question

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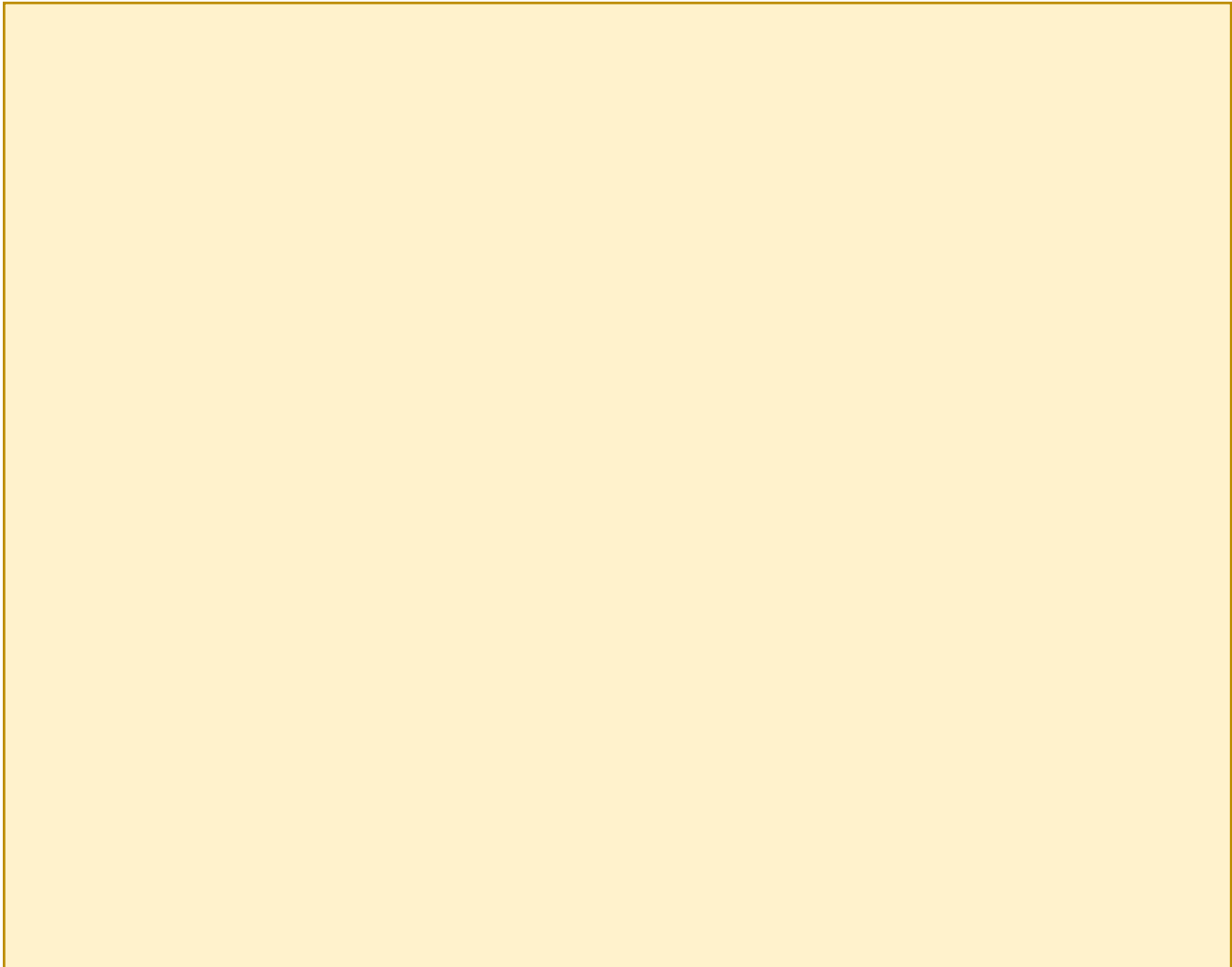
- What do you identify with that gives you a sense of belonging?



Personal Reflection Question

Please take a moment to reflect on the following question and record your thoughts below.

- Reflect on “What has shaped your beliefs about race and ethnicity?”
 - Your experiences? Your friendships
 - Your family? Your community?
 - Your education? Your work?
 - Social and cultural institutions?
 - Media?



Personal Reflection Question

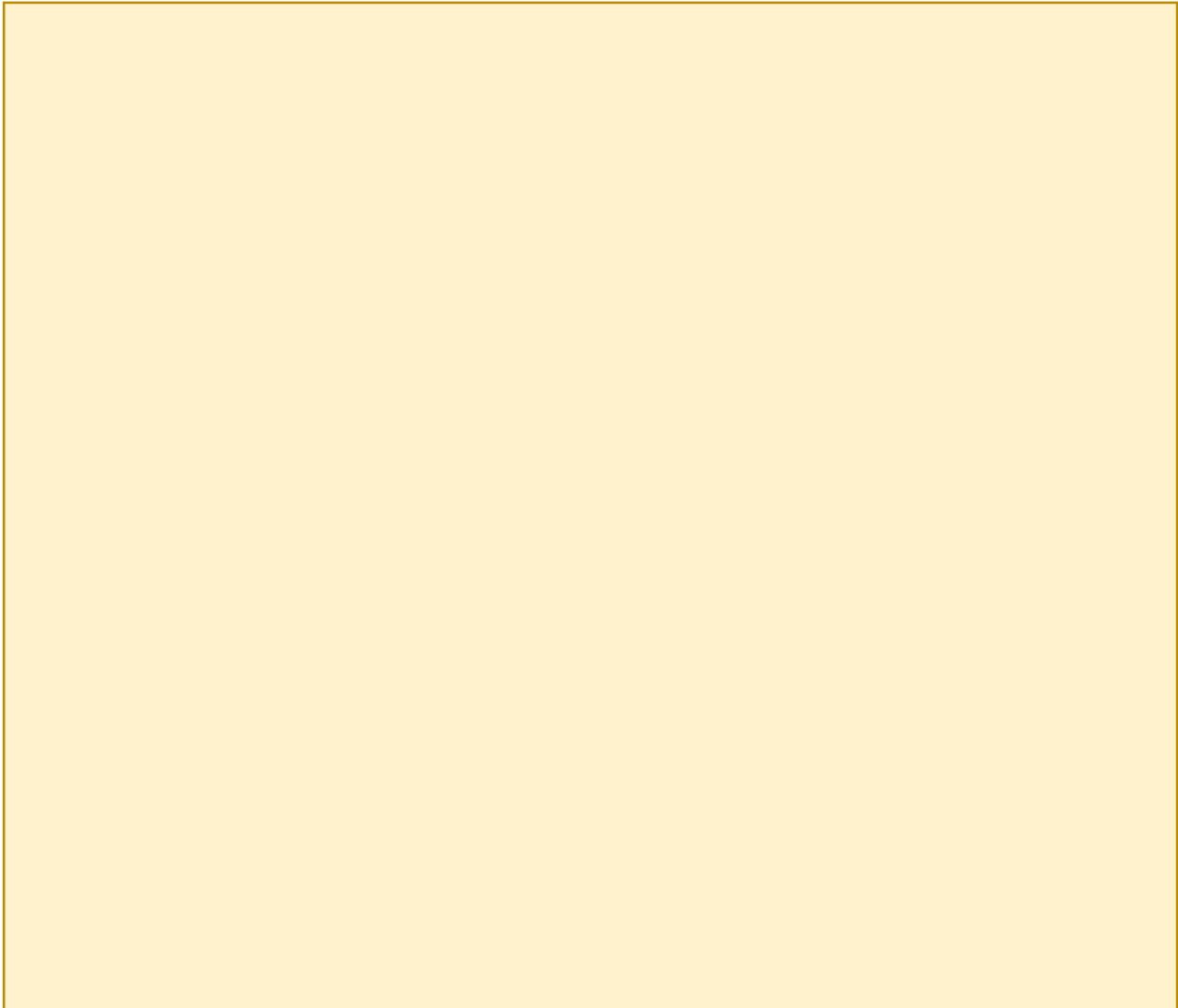
Please take a moment to reflect on the following question and record your thoughts below.

- What messages did you receive and from whom?
 - Consider your First Socialization
 - Taught on a Personal Level by Parents, Relatives, Teachers, Peers, Mentors
 - Shapers of Expectations, Norms, Values, Roles, Rules, Models of Ways to Be, Sources of Dreams
 - Reinforced by group affiliations (who you hang out with that is taught the same message)

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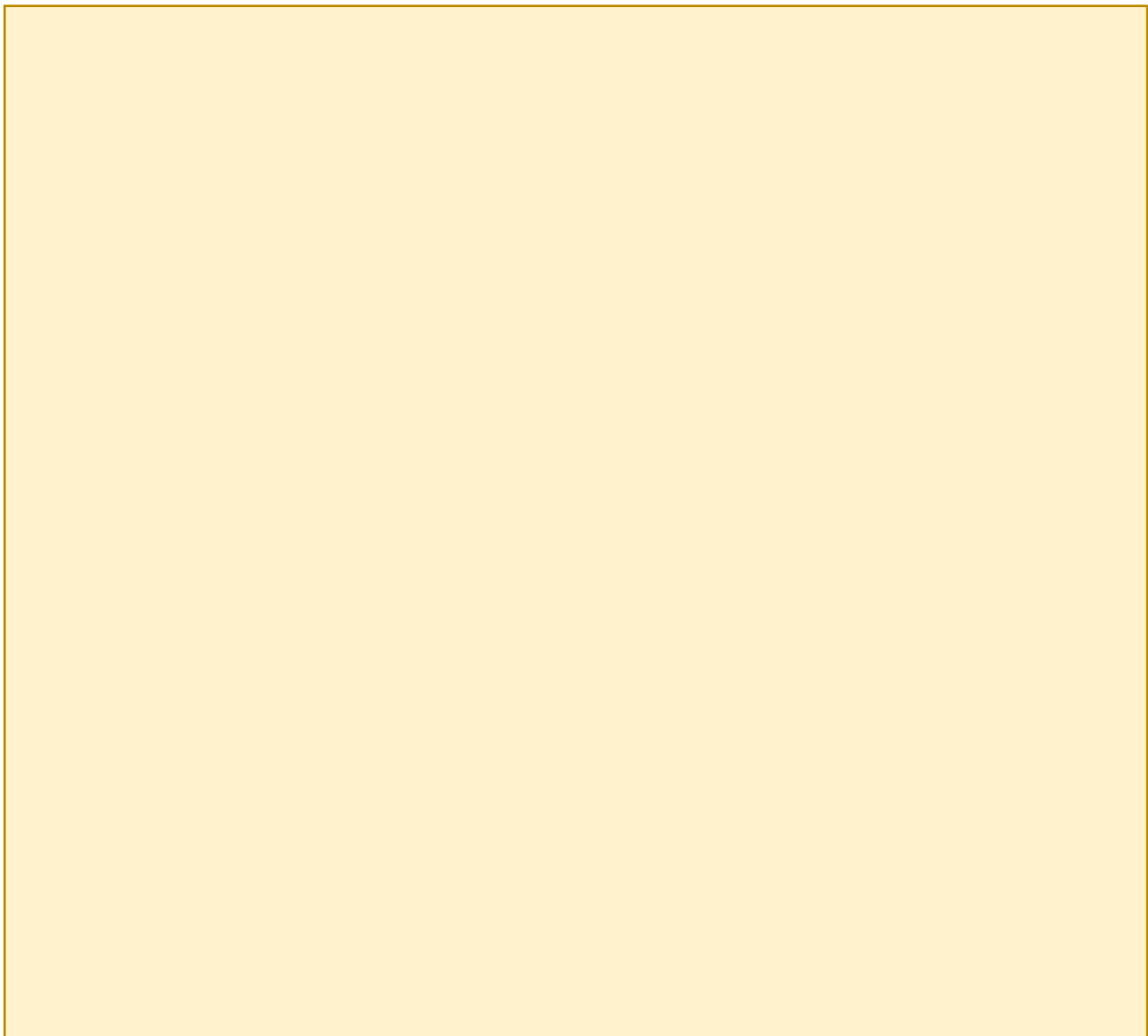
- What messages did you receive and from whom?
 - Consider Institutional and Cultural Socialization
 - Institutions, Culture Practices, Churches, Businesses, Schools, Legal System, Mental Health, Medicine
 - Television, Language, Media, Song Lyrics



Personal Reflection Question

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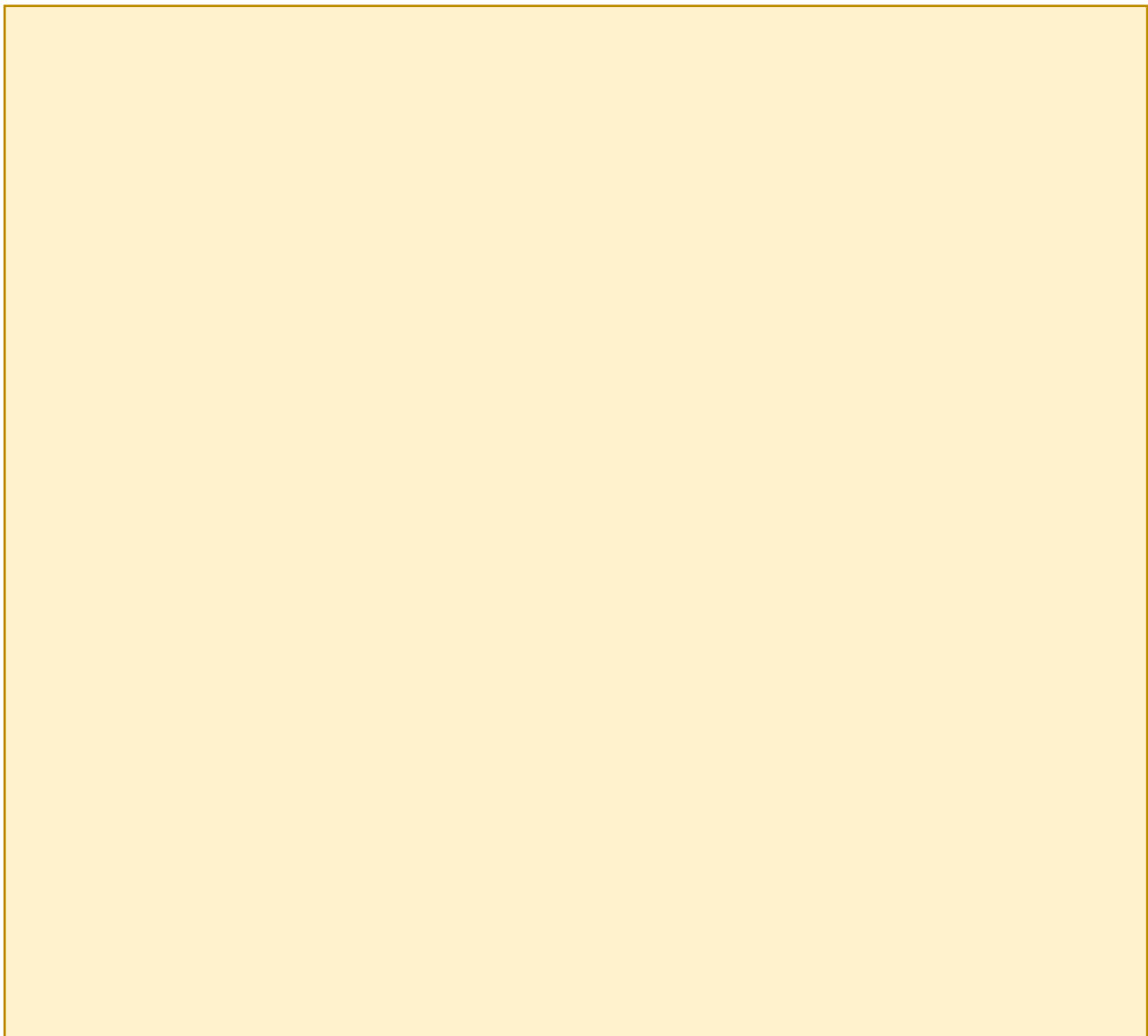
- What Enforcements have you experienced?
- What either made you go along or rebel?
- How did those situations or expectations make you feel? (Results)



Personal Reflection Question

Please take a moment to reflect on the following question and record your thoughts below.

- Where do you continue the Cycle of Socialization?
- Where do break the Cycle of Socialization and create a Cycle of Liberation?



Personal Reflection Question

Please take a moment to reflect on the following question and record your thoughts below.

- Are there times when you went along with what you were social taught?
- Are there time when you did not go along with what up were social taught?
- Can you see how powerful our social conditioning is?

