

# **What Are Cultural Values?**

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## **What Are Cultural Values?**

In today's world, there are many cultural distinctions. Certain civilizations hold certain ideals in high regard while rejecting others. This disparity in values can have a favorable impact on international trade. Morals, regulations, values, languages, beliefs, arts, literature, music, social roles, conventions, and traditions are only a few examples of cultural values. What do you mean when you say "cultural values"? Cultural values are a set of beliefs and values that our forefathers passed down from generation to generation. Every value has been influenced by the culture inside which I live. Cultural values are the fundamental concepts and ideals that support a society's preservation, protection, and reliance on positive relations. There are cultural value disparities everywhere.

### **Introduction**

Multiculturalism may be seen all over the world. I'll be explaining cultural values and how they affect us in our daily lives for this project. I'll discuss different cultural values and how they might be beneficial or inconvenient in different cultures, as well as religion. I'll also discuss my personal experience with cultural beliefs. "What are cultural values?" was the topic I chose. I found it interesting because it allows me to understand more about cultural values in both my own and other cultures. I'm really excited to chat to you guys about cultural values and their importance, as well as my personal experiences with other cultures. Much of culture is inadvertently picked up via other people's words, judgments, and actions. Values are beliefs that guide or encourage attitudes and behaviors by guiding or inspiring them. Faiths or communities recognize cultural values because they reflect what is significant in each environment. Without values, ethics is impossible.

## **Background**

My family instilled in me three values: kindness, a hard work ethic, and respect. Every value has been influenced by the culture inside which I live. The core concept of cultural values is what is right and bad for a specific group of people on our planet, which has been passed down through generations to their sons and daughters. These people are from one or more cultures, and they should have similar beliefs in life, such as pursuing goals that they believe are essential and deserving of their attention. Cultural values are the concepts and basic ideals upon which the entire community is built, according to them. At the family, societal, and organizational levels, cultural backgrounds can be molded. Vietnamese, English, African Americans, and Irish Catholics are just a few examples of distinct cultural groups. Problems can be solved by understanding the beliefs and behaviors of another culture. Through communication inside the society with other cultures, socialization would be the means to reach such a goal in terms of comprehending another culture's values and customs.

A person's cultural heritage has a significant role in defining his or her identity. Cultural values are the fundamental concepts and ideals that underpin a community's existence, protection, and reliance on harmonious relationships. Culture has significant social and economic worth in addition to its inherent value. Culture improves our quality of life and raises general well-being for both individuals and communities through improving learning and health, increasing tolerance, and providing opportunities to connect with others. It's important to remember that culture is not passed down through the generations; it's learned through language and imitation of others. Cultural information can be found in the structure, vocabulary, and semantics of a language. Standards and values, cultures differ. Ideas, behaviors, and items that are deemed common in a society are referred to as norms and values. Different cultures have

different norms and values that influence how people think and behave, resulting in each culture being unique in its own manner. The cultural divide, on the other hand, could generate problems. When individuals are introduced to a new culture with radically different norms and values, it becomes a struggle since the values and standards of the new culture may conflict with the individual's views and ideals. As a result, they must adapt from what they have learnt in their own culture to another culture that has different values and behaves in ways that are distinct from their own, and many people will simply refuse to change and remain in their own culture.

### **My cross-culture experiences**

When people visit a new place, they are frequently welcomed with a new culture that they have never encountered before. Learning the culture's rules and beliefs, as well as spending the time to adapt to it, will let people see how different it is from other cultures. Each culture is unique in its own way, with its own set of beliefs and customs. Different cultures may share similar norms and values while yet exhibiting significant disparities. The most form of religion I encountered was from the Amish people when I went to Lancaster Pennsylvania. Their culture and heritage are so different from mine. God has a personal and ongoing involvement in their lives, families, and communities, they believe. Plain attire, basic lifestyle, and aiding a friend in need are among the Amish's faith-based customs. Automobiles, accessing power from public utility lines, using self-propelled farm gear, possessing a television, radio, or computer, and attending high school are all prohibited by Amish groups. What I found similar from each culture is that each culture finds it important to respect their elders.

The differences I noticed are each culture's food, the way they dress, and different beliefs. I feel that learning about other cultures helps people build their own ideals and viewpoints. Every culture has its own set of values, beliefs, and customs. Whether it's a hamlet six miles from my

hometown or a thousand miles away, every area on this planet is special. Each location has something unique to offer. When I visit a new place, I strive to become as immersed in the culture as possible. I make an effort to learn basic words and phrases in the native language, as well as try the local cuisine and meet the locals. This has shown to be the most effective method of learning about society. Being welcoming is something I've learned from every culture I've encountered. Because I've been exposed to so many various cultures, I've found it much simpler to adapt to new situations. Because it is their choice, I believe everyone has the right to their own ideas, values, and customs.

I have visited churches, temples, and different villages during my travels. I have created my own religious convictions, not merely based on many religions, but a result of observing so many different types of religions. I learned to play cricket, a sport that is not well recognized in America, by playing with Indians and Trinidadians, because, as I previously stated, I am also Trinidadian. I just don't follow the culture as well as I should, but I have met a few locals of the sport. I discovered that it was a one-of-a-kind sport that requires a different type of team effort than most other sports. I find it simple to talk to practically everyone and believe that I am an easy person to converse with as a result of my extensive travel experiences. In this essay, I'll discuss how it felt to meet my Trini relatives. Everyone on that side interacts in such a unique way.

For example, I have siblings in Trinidad, and every time I call them on the phone, their accent is so thick that I can't understand them, so I have to ask my father to translate. The way they speak over there is English, but the accents are thick, so when I engage with them, I attempt to speak in that accent, but I can't. They always tell me that I have a "too American" accent. I felt that was strange because no one had ever told me that because I had spent my entire childhood in

America. They greet each other in a far different way than I am used to. When I greet someone, I say "wassup," but when the people over there say "Waz di scene," which translates to "what's up." That is something I have never heard somebody in America say, especially with an accent. Today's world is built on cultural interactions.

The Americas would still be populated by Native Americans if there was no cultural exchange. The globe as a whole would be cut off from other cultures. Certain crops and animals, such as bananas and cows, would be unavailable in America, whereas corn and turkeys would be unavailable in Europe. Cultural interaction was extremely beneficial between 600 and 1450 C. E. due to the expansion of trade, the spread of religion and cultures, and the strengthening of nations. Cultural interaction, on the other hand, was often a devastating force, killing thousands of people, stealing their belongings, and introducing diseases to other locations.

## **My culture**

If we're being absolutely honest, My family and I aren't particularly culture-conscious, and we don't strictly adhere to the rules. My mother is from the Dominican Republic and she is a Christian, and my father is from Trinidad and was Hindu before he met my mother. I'm well-versed in both cultures, but I'd say we cling to the Christian/Dominican culture more. We don't attend church because my family believes it is unnecessary. They believe this because we know people who go to church and then do things they aren't supposed to do the next day. However, we make it a point to pray to our Lord every night, every morning, before we eat, and so forth. Countercultures are communities of individuals who differ from the mainstream culture in some respects and whose norms and ideals may be incompatible with it. Anthem Lights singer Alan Powell said, "Scripture is so counterculture. Christ was counterculture. It's not like we're supposed to be weird or anything, but as we grow closer to Christ, we won't care about the things of the world as much. As a believer, you're just going to be countercultural." Being Christ-like entails going against the grain.

A countercultural impact can be achieved in a variety of ways. It can be as simple as beginning up a conversation with an atheist. My mother instilled in me the importance of remaining steady in our faith and in our Christian beliefs. Stand firm in your convictions, communicate clearly with others, and persevere in the face of adversity. One of my cultural norms in the Dominican side is that Dominican families are known for being conservative, compassionate, and protective of their children. Parents must know their children's friends before allowing them to go out, and children must ask for permission before leaving the house. The cross is one of our Christian symbols. The Dominican Republic's National Coat of Arms is another icon of ours. It has a shield in the national flag's quartered colors, with a laurel branch on



the left and a palm frond on the right. The national motto is displayed on the ultramarine blue ribbon above the shield: "Dios, Patria, Libertad" ("God, Fatherland, Liberty"). In my Dominican culture we have a lot of different ways of communicating. When greeting someone we say "Qué lo qué" which means "what's up." In Trinidad when greeting each other we would say "Waz di scene" which basically means "whats up". Even though we aren't as rigid about the cultures, knowing and observing at least some of the old rules is still incredibly interesting.

### **Importance of Cultural Values**

It is impossible to overestimate the importance of cultural values, both for society and for individuals. Cultural values shape society, as well as the people who live within it; disparities in cultural values between society and the people who live within it can lead to issues such as culture clashes, conflicts, and more. That is why it is critical that you comprehend not only the importance of cultural values in general, but also the cultural values themselves. Cultural values are critical in forming a society with people who share similar beliefs.... People's personalities and perspectives on life are shaped by their perceptions of the cultural environment in which they live. People's behavior is influenced by how they interact with their ideals.

Cultural values are crucial in forming a society with people who share similar ideals. The activities that groups of people engage in in their daily lives are the outcome of cultural influences. People place value on culture, which manifests itself in religious rituals, lifestyles, languages, dress, and food. The principles of a culture provide people with an awareness of how to behave in various situations. The values provide people with an understanding of a culture that has an impact on their character. People's ability to assimilate into a culture plays a critical role in their lives.

People communicate their values with others in their society in order to transmit cultural ideals. People learn about culture through their personal experiences. Culture is not passed down through the generations; it is learned over the years. People comprehend what is taught to them and to society. Culture is formed via interaction with the environment and people in a region. Culture is passed down from one generation to the next in order to carry on the culture's ideas. Future generations will learn about the relevance of cultural norms and how to apply them in their daily lives. If we dig a little deeper, our values are at the heart of all we do. National cultures instill values and beliefs in people, which may or may not be recognized. You may not be conscious of your own views and morals until you are presented with someone who is different from you, such as a foreign colleague. Values are extremely diverse, particularly across cultural distances. There are many possibilities for disagreement, misconceptions, and misinformation. Different values lead to various behaviors, some of which you may not be aware of. In order to function efficiently with people from various cultures, we must make an effort to understand and respect these variations.

### **Background of My Cultural Value**

I did not grow up too much on culture and religion. But one belief that my entire family believes in is Jesus. We make sure to pray every morning when we wake up and every night before we go to sleep. My dad's side of the family is Trinidadian and majority of them are Hindu. Something that stood out to me was their belief in many gods, which are seen as manifestations of a single unity. One of the key thoughts of Hinduism is “atman,” or the belief in soul. I thought this was interesting to learn. As said before I am also Dominican and I follow more of their culture norms and beliefs.

Dominican culture is a blend of Spanish colonists', African slaves', and Tano locals' cultures. Dominican gastronomy, family structure, religion, and music are dominated by European, African, and Taino cultural aspects. In our culture, we have a lot of family values, such as The extended family, which typically consists of three generations, provides the individual with a social network and help in times of need. When possible, the extended family lives together or in close proximity. Family loyalty takes precedence over all other social relationships, including business. Nepotism is regarded as a positive trait because it entails employing individuals one knows and trusts, which is important.

### **Norms and Values**

In a society, norms are leading rules, and values are what individuals believe in. Because many civilizations have the same guiding principles and ideas, some standards and values are shared throughout cultures. We live by our values, which are fundamental cultural guidelines. We utilize it to distinguish between positive and negative, as well as right and wrong. Rules or expectations that guide people's behavior are known as norms. Because diverse cultures believe in the same concepts, they are comparable or the same across cultures. They have similar

values or norms. Norms and values are crucial components of civilizations because they allow cultures to be distinct or comparable. They enable members of a culture to understand what they can or can not do, how to conduct, and what they should engage in.

Norms and values are extremely essential in cultures since they structure culture and are a component of how culture is created. In our daily conversations, both terms—norms and values—are frequently interchanged. However, social scientists employ them in a specific context. Values are abstract notions of what is significant and valuable, whereas social norms are standards, rules, guidance, and expectations for actual behavior. Honesty is a universal value, and it is expected that students will not cheat or use anything prohibited by the codes in exams. Values are broad principles, whereas standards are more detailed. Values are broad guidelines that determine what is good and what is harmful. Norms are a set of guidelines and expectations that describe how people should and should not act in various social situations. In my culture Greetings and pointing at someone while speaking are two societal or cultural prohibitions that may exist in one society but are frowned upon in another. We don't have a special style of welcoming people in my culture. It is occasionally appropriate to show respect with a hug or other gesture. Some cultures, for example, would not accept a mockingly insulting greeting. In other cultures, greeting each other with a kiss on the cheek is also customary. That may not be acceptable in some cultures.

In certain cultures, pointing towards someone while speaking is acceptable, but in others, it is considered disrespectful. Mentality and how people approach different situations in terms of thinking are influenced by values. “The study of social and moral growth in culture is inextricably linked to concerns regarding the nature of moral diversity, problems whose significance transcends beyond academia,” Wainryb stated (Wainryb, 2004b). Democratic

societies in North America and Western Europe, which are becoming increasingly multicultural, present substantial issues in selecting whether to accommodate and how to appropriately respond to immigrants from various cultures' social and moral practices and ideals. Concerns about human rights, equality, and respect for human diversity are at stake (Wainryb 2006).” Evaluative beliefs that combine affective and cognitive factors to orient people to the world in which they live are known as values and norms. They differ from existential beliefs in that they have an evaluative component, whereas existential beliefs are primarily concerned with concerns of truth or untruth, correctness or incorrectness. They differ from motives that are based on emotions or psychological urges because they have a cognitive component.

Cognitive beliefs of acceptance or disapproval are involved in values and norms. They tend to persist over time, allowing for greater continuity in society and human personality, but they are also subject to change (Moss and Susman 1980; Alwin 1994). The ways in which values and norms influence conduct require a larger explanatory framework, which is provided by models of purposeful action in all social sciences (Marini 1992). These models are based on the idea that actors are purposeful in their actions, acting in ways that are likely to achieve positive outcomes. Individuals can contest changes to their "Norm and Values" on the grounds that the "Worth or Value" is not acceptable to them - because it does not resonate with them as a Social or Belief Value. It could also appear as an abstract Value with no specific desire. Values are abstract and generic in nature.

The ideals of a culture's values are its conceptions of what is good, right, fair, and just. However, sociologists disagree on how to define values. A conflict theory focuses on how different groups within a culture have different values. To comprehend the concept of values, one must first recognize and comprehend the core of culture. Culture is made up of values that

are unique to a certain society and its inhabitants. Abstract notions that reflect a collection of cultural standards, languages spoken, or symbols utilized in ordinary communication are known as values. Direct eye contact between persons is considered pleasant, engaging, and respectful in American society; yet, indirect eye contact is favored in Japan since it is less scary and threatening.

As a result, values differ among cultures and reflect the instilled set of norms that society feeds on. Norms, values, and beliefs differ greatly amongst cultures. All cultures are guided by rules that direct or govern certain situations. Norms are the terms used to describe these principles. Norms are general guidelines for how to act in specific situations. Take, for example, how we act. Unlike norms, values provide precise guidelines for behavior. A belief that something is excellent and desirable is referred to as a value (Haralambus et al 2000). "Belief kills and belief cures," we say in my Trinidadian culture. A belief is something we know to be true and hold dear. One such example is religion.

### **Response to cross - cultural values**

The need to make workplaces more diverse has never been more vital as firms continue to expand their operations in other nations. Employees from other cultures bring unique perspectives and innovative ideas to their companies, and collectively they are altering the global economy. Despite the fact that the collective imaginations of people from various cultural origins are delivering positive results for society and the economy, there are numerous hurdles to overcome cultural stereotypes and assumptions. Some colleagues from different cultures may be less willing to speak up. In the face of prejudice or negative cultural preconceptions, integrating ethnic teams can be tough. Across languages and cultures, professional communication might be misconstrued or difficult to comprehend.

You have the ability to overcome cultural boundaries and accept cultural diversity. Implicit or unconscious prejudice occurs when our brains make extraordinarily quick judgments and assessments of individuals and situations without our realizing it, according to the Equality Challenge Unit. Recognizing unconscious bias is the only way to accommodate cultural differences. Individuals can accept cultural differences by being attentive to other cultures, and organizations can accommodate cultural differences by respecting different religious rituals or fostering ethnic celebrations, for example. Another strategy to eliminate cultural barriers is to ensure that persons from all cultural backgrounds are represented in the workplace. Diversity training has the ability to develop a positive work culture through encouraging inclusive work culture, encouraging teamwork and leadership, and creating new opportunities. This training will assist employees in understanding and accepting their coworkers' cultural differences, as well as coworkers in accepting one other. People from Eastern cultures will have different cultural norms than those from Western societies, comparable to the language issue.

A Western manager, for example, may come out as overbearing, aggressive, or direct to a team member from Japan or other Asian countries, where demands are conveyed more gently and quietly. These cultural differences might cause misunderstanding among team members and, in the worst-case situation, a lack of cohesiveness. In another example, when it comes to the employee-manager interaction, Americans may come across as more informal and relaxed, whereas someone from Japan may prefer or be used to more formal constructions. To correct this, Spend some time learning about your team's diverse cultural values, how they interpret aggressiveness, and how to effectively communicate. Urge your staff to learn about the cultures of their coworkers as well. Cultures have different styles of communication. As mentioned

earlier, American managers tend to be more aggressive and straightforward than their Eastern counterparts.

For some team members, this can come across as too direct. This can also relate to cultural norms of each member of your multicultural teams. It's impossible to change your style suddenly. What you can do is make sure that every member of your multicultural team is aware of your decision-making process. Then, make a serious effort to speak to every person one-on-one to find out how people feel regarding your style of management and whether or not they are satisfied with it. Managing multiracial teams isn't for the faint of heart. It necessitates knowledge, effort, and skill.

### **Conclusion**

Culture has significant social and economic worth in addition to its inherent value. Culture improves our quality of life and raises general well-being for both individuals and communities through improving learning and health, increasing tolerance, and providing opportunities to connect with others. Personal values aid in self-awareness, task prioritization, ethical decision-making, and credibility development. What we value influences our decisions, including what we believe we are capable of, how well we treat ourselves, and the worth we place on ourselves. Traditional characteristics such as trust, loyalty, and dedication, honesty, and respect for one another, as well as avoiding conflicts of interest, are frequently included in organizational values.

Core organizational values can remain consistent in a setting of perpetual change because values are an active component and ever-evolving foundation underpinning all organizational decisions. Values are important factors of character and culture, but their impact on personal and organizational behavior has been underappreciated. Culture is really important in general.



Culture is the nation's identity, and society is unthinkable without it. According to one author, "culture is the set of transmitted and learned behavior patterns, beliefs, institutions, and all other products of human work and thought that characterize the functioning of a particular population, profession, organization, or community"<sup>10</sup>, and thus the culture is the only representative of the community or population. Culture is the foundation of any community, providing them with their way of life. The culture provides a solution to the community's most pressing issue. Culture teaches us to think about the country as a whole.

### Annotated bibliography

**American Psychological Association. (2003). Guidelines on multicultural education, training, research, practice and organizational change for psychologists. *American Psychologist*, 58, 377—1-02.**

This article, written by an American psychologist, offers a direct opportunity for professional psychologists to participate directly in engaging a fuller understanding of diversity and its considerations within practice, research, consultation, and education (including supervision) to directly address how development unfolds across time and intersectional experiences and identities; and to recognize the highly diverse nature of individuals and communities in despite sharing numerous commonalities by virtue of being human, they differ in their distinguishing features.

**Landrine, H., Klonoff, E. A., & Brown-Collins, A. (1995). Cultural diversity and methodology in feminist psychology: Critique, proposal, empirical example. In H. Landrine (Ed.), *Bringing cultural diversity to feminist psychology: Theory, research, and practice* (pp. 55–75). American Psychological Association. <https://doi.org/10.1037/10501-003>**

This source was written by Landrine H. Klonoff who was in the American Psychological Association. In this source it basically explains a rethink of feminist psychological research technique, claiming that cultural diversity in feminist psychology cannot be realized without methodological change. To begin, they examine the feminist challenge to traditional, empiricist methods, give a cultural criticism of those methods, and debate

the necessity for a redesigned method to account for cultural diversity. Then, as an example of the necessity for and benefits of the improved methodology, they outline a revised technique and give the findings of a simple study.

**Tharp, Bruce M. "Defining "culture" and "organizational culture": From anthropology to the office." *Interpretation a Journal of Bible and Theology, Harworth 7* (2009).**

Bruce M. Tharp wrote this article. Bruce Tharp is the founder and CEO of Materious, a Chicago-based design firm founded in 2005. This website is primarily focused on organizational culture. Organizational culture is becoming more widely recognized as a firm asset that can be exploited to improve business performance. Organizational culture is a difficult subject to explain in specific terms, despite its importance. The historical history and underlying understandings of both the term culture and its adoption by industrial organization researchers to organizational culture are discussed in this study. Artifacts, professed values, and an organization's foundational definition by Edgar Schein can be seen at three levels: artifacts, advocated values, and an organization's foundational definition.

**Goodman, Eric A., Raymond F. Zammuto, and Blair D. Gifford. "The competing values framework: Understanding the impact of organizational culture on the quality of work life." *Organization Development Journal* 19.3 (2001): 58.**

The competing values framework is used in this study to look at the links between organizational culture and a number of crucial job-related characteristics. The data show that organizational commitment, job involvement, empowerment, and job satisfaction are all favorably associated to group cultural values, but turnover intent is adversely connected. While hierarchical cultural norms are negatively associated with organizational commitment, work involvement, empowerment, and job satisfaction, they are favorably associated with turnover intention.

**Sherif, Muzafer. "The psychology of social norms." (1936).**

Most social psychology studies are regarded as flawed because the researchers, lacking a social viewpoint, set up their problems inside their own communities' culture. The writer is uninterested in the debate between individual and social approaches. Every legitimate psychological principle should apply to the individual, whether he is alone, in a group, or in connection to his entire culture. The frame of reference is proven to be a key determinant of experience across psychology, in perception, judgment, affectivity, and so on. Variations in culture are revealed to be differences in common frames of reference among various groups.

**Farrell, Theo. *The norms of war: cultural beliefs and modern conflict*. L. Rienner Publishers, 2005.**

The author, Theo Farrell, is a King's College London Reader in War in the Modern World. Farrell discovers that war norms—common views about what is right and what works—are established and supported by civil society constituents as well as politics and military formations. He shows how culture affects all core areas of military operations and at all levels, with sometimes perplexing outcomes. This intriguing book traces the history of the modern military, using historical instances as well as current challenges to get to the heart of the link between society and war.

**Wan, Ching, and Chi-yue Chiu. "An intersubjective consensus approach to culture: The role of intersubjective norms versus cultural self in cultural processes." *Understanding culture*. Psychology Press, 2013. 92-104.**

This volume contains contributions from 24 internationally known scholars covering a broad spectrum of interests in cross-cultural theory and research. This breadth is reflected in the diversity of the topics covered in the volume, which include theoretical approaches to cross-cultural research, the dimensions of national cultures and their measurement, ecological and economic foundations of culture, cognitive, perceptual and emotional manifestations of culture, and bicultural and intercultural processes.

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