Hermeneutics and Communication

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Professor

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Assignment

### *Developmental Readings*

Review Assignment #3, the course essential elements, assigned readings, and recommended readings to identify selections of books and scholarly articles to identify and select developmental reading sources and entries.

* Refer to the “[Student Guide to Developmental Readings](https://drive.google.com/file/d/161V_FaYR2BnNGCSFUlWPjUSIQzcH04Hq/view?usp=share_link)” for updated information on sample comments, rubrics, and key definitions related to developmental readings.

**Source One:** *Black Women Social Workers Transitioning from Mentee to Leader: An Interpretive Phenomenological Analysis - ProQuest*. (n.d.). Retrieved January 26, 2025, from <https://www.proquest.com/openview/dbd6f5766a897c99302b02e5f7498403/1.pdf?pq-origsite=gscholar&cbl=18750&diss=y>

**Comment 1:**

**Quote/Paraphrase: “**Although Black women are represented and making gains in the field of social work, they are not matriculating into leadership positions at the same rate as their male peers or as the other minority groups in the field.” (Lewis, 2018)

**Essential Element:** This comment is associated with Interpretive Methods in Social Research.

**Additive/Variant Analysis:** This is additive to the discussion of equal rights and the basic common courtesy in society, business, and religious organizations that all people should have. However, in this study, black women social workers are often overlooked for promotion into leadership positions of that of their counterparts.

**Contextualization:**  Through this article, studies show that Black women who are mentored have a better opportunity of obtaining leadership positions. However, this can also affect the long-term career goal of the mentee. As a mentor for women in recovery from substance use disorders, traumas, and underlying mental and emotional health I see firsthand how mentorship is a great tool to support, encourage, and walk life with an amazing group of women who can often be marginalized and stigmatized because of their past lives and current struggles. If not for God and the mentors He placed in my life, I would not have the fortitude to continue to persevere and overcome.

**Comment 2:**

**Quote/Paraphrase:** "This is a dyadic relationship that is shared but is not equal across all the subordinates due to the quality of exchange that is based upon perceptions and expectations that are developed in the relationship." (Sharma & Kirkman, 2015).

**Essential Element:** This comment is associated with the subject of Interpretive Methods in Social Research.

**Additive/Variant Analysis:** "This study is meaningful because it highlights the dynamics of relationships in leadership or professional settings, where interactions may vary depending on perceptions and expectations. It helps me understand how team relationships aren’t always equal and how these differences can influence outcomes or exchanges."

**Contextualization:** Hermeneutics play an important role in helping us see even more clearly how our social realities and human experiences and frailties can make a difference in the lives we live and the success of those lives. I can relate to being in a particular jurisdiction and being the only Black woman in my professional field. I have felt the repercussions of being qualified and overlooked for funding, advancement, and growth opportunities.

**Source Two:** Bahrami, P., Nosratabadi, S., Palouzian, K., & Hegedűs, S. (2023). Modeling the Impact of Mentoring on Women’s Work-Life Balance: A Grounded Theory Approach. Administrative Sciences, 13(1), 6. https://doi.org/10.3390/admsci13010006

**Comment 3:**

**Quote/Paraphrase: “**The concept of work-life balance of employees has received a lot of attention. The most important reasons for this have been the change in society’s views on gender roles and the consequent increase in the number of women in the workplace.” (Najam et al. 2020)

**Essential Element:** This comment is associated with the subject of Faith Integrated Hermeneutics: Reading for Worldviews.

**Additive/Variant Analysis:** In my understanding, I agree with this study. The many roles women play in society with the cultural changes of equal rights, single-parent families, and the spiritual enlightenment for women to find their place in the world and God’s kingdom have shifted the dynamics in the workplace.

**Contextualization:** As a woman, wife, mother, grandmother, founder, and executive director of a small non-profit, and a minister of the Gospel of Jesus Christ, I can solely identify with the importance of finding balance in society today. The fact that I have the privilege of setting up my schedule unlike many who have no other choice and must submit to the schedules and demands of the workplace, has allowed me to have more balance than most.

**Comment 4:**

**Quote/Paraphrase: “**Mentoring, indeed, is one of the training and development approaches of employees. Mentoring is a process in which a capable and knowledgeable person advises a person with less experience to learn, grow, and develop in their profession and specialty.” (Allocco et al. 2022)

**Essential Element:** This comment is associated with the subject ofInterpretive Methods in Social Research.

**Additive/Variant Analysis:** I disagree with the statement that mentoring is indeed a developmental approach for employees. I have not found that to be true in my experiences. However, I agree that mentoring is also an instrumental process where a capable and knowledgeable individual provides guidance and support to someone with less experience, assisting them in their growth process.

**Contextualization:** This study provides evidence-based research that supports the importance of work-life balance. Mentorship is an additional and essential tool to assist with this balance. In my experience of mentoring a diverse group of women from all walks of life, I have seen a shift from lives that were once overwhelmed and disheveled to lives that are now more manageable and at peace as a direct result of guidance through mentorship.

**Source Three:** Bach, M. H., Beck Hansen, N., Ahrens, C., Nielsen, C. R., Walshe, C., & Hansen, M. (2021). Underserved survivors of sexual assault: A systematic scoping review. *European Journal of Psychotraumatology*, *12*(1), 1895516. <https://doi.org/10.1080/20008198.2021.1895516>

**Comment 5:**

**Quote/Paraphrase: “**In particular, ethnic minority women may be reluctant to seek services from white, middle-class women who may be unable to understand their concerns (Ullman & Townsend,2007).”

**Essential Element:** This comment is associated with the subject ofInterpretive Methods in Social Research.

**Additive/Variant Analysis:** I fully agree with this case study. According to the questionnaire studies, black women showed a more dire need for services but utilized them less than white women.

**Contextualization:** Having this research provides a clearer understanding that I’m not alone in my thought process. Being a black woman who has survived sexual trauma, I remember all too well the need of wanting to speak to someone I felt I could relate to. Now in my profession of working with black women daily my perception of these concerns has broadened my perspective regarding cultural differences and the challenges faced when trying to provide care.

**Comment 6:**

**Quote/Paraphrase:** “Most studies screened treated survivors of sexual assault (SA) as a singular group and thus failed to account for potential in-group differences in service utilization. Most of the included studies were conducted through the views of service providers and, therefore, did not include survivors themselves. Together, this suggests that the survivors identified in the present review are not only underserved but also under-researched.”

**Essential Element**: I relate this comment to Interpretive Methods in Social Research.

**Additive/Variant Analysis:** I am not in agreement with studies that are conducted from a singular or narrow point of view.

**Contextualization:** For us to understand the significance of serving women who are survivors of sexual assault, they must be included in the case studies. Forming an effective academic hypothesis would be inconclusive at best without a clear understanding of their specific experiences and viewpoints. I have learned that the experiences of others expand perspectives, knowledge, and hearts.

**Source Four:** Placek, C. D. (2024). *Drug Use, Recovery, and Maternal Instinct Bias: A Biocultural and Social-Ecological Approach*. Lexington Books.

**Comment 7:**

**Quote/Paraphrase:** “On the one hand, stigmatization toward mothers was beginning to take hold where blame was placed on them for being “bad mothers.” In contrast, on the other hand, infants born dependent on drugs were proof that addiction could not be a moral failing but instead evidence of a physiological condition. Nonetheless, stricter laws led many women to be incarcerated for drug use, which Tauger (2018) claims caused increased negative treatment toward pregnant women who used drugs, a perception that is grounded in the moral failure model of drug addiction.”

**Essential Element:** I relate this comment toImperative Methods of Social Research.

**Additive/Variant Analysis:** I agree with this comment.

**Contextualization:** As a professional in the human services field, I have the opportunity to work closely with pregnant women with substance use disorders. The criminalization of women who suffer from addictions is demoralizing, traumatizing, and ineffective. I have found that when proper medical treatment, counseling, recovery resources, education, faith, and mentoring are provided we increase the chances of successful recovery, a healthy mother, and a healthy baby.

**Comment 8:**

**Quote/Paraphrase: “**While drug use often numbs the pain associated with sexual trauma, it also becomes another vehicle through which new traumas are collected and stored.”

**Essential Element:** This statement relates to Faith-Integrated Hermeneutics.

**Additive/Variant Analysis:** I agree with this statement as it provides evidence of how unresolved trauma produces additional trauma.

**Contextualization:** Understanding and relating to others from their perspective can open the door to greater success in the way we care for others. I appreciate this author’s use of personal stories. While reading and trying to get a better understanding of the analyses that are being presented, I am also being drawn to the reality and lives of these women. Their stories make it evident that unresolved traumas produce more trauma.

**Source Five:** Idriss-Wheeler, D., Bancroft, X., Bouraleh, S., Buy, M., & El-Khatib, S. Y. Z. (2024). Exploring access to health and social supports for intimate partner violence (IPV) survivors during stressful life events (SLEs)—A scoping review. *PLoS One*, *19*(12), e0313613. <https://doi.org/10.1371/journal.pone.0313613>

**Comment 9:**

**Quote/Paraphrase:** “Survivors of intimate partner violence (IPV) often face increased incidents of violence during stressful life events (SLEs) such as economic recessions, environmental disasters, and pandemics.”

**Essential Element:** I relate this comment toImperative Methods of Social Research.

**Additive/Variant Analysis:** This statement is additive as it highlights the importance of formal and informal support.

**Contextualization:** This study shows that during stressful life events (SLEs) such as the pandemic, increased violence occurred because survivors were isolated at home with their perpetrators. Women who have lived with violent partners have been prone to turn to illicit substances as a way of medicating and coping with life. Having access to formal and informal support can provide relief in some cases.

**Comment 10:**

**Quote/Paraphrase:** “Additionally, Enarson (1999) suggests an existing insensitivity towards domestic violence, which diminishes motivation and initiatives to include the sector in preparedness planning [41]. Governments across all levels have consistently neglected to acknowledge the pivotal role of violence against women (VAW) sectors in emergency preparedness planning, resulting in a dearth of recognition and support for these indispensable services during crises. This may be explained by the lack of recognition of shelters as priority facilities for housing and aiding a vulnerable population [41].”

**Essential Element:** This statement best aligns with **Interpretive Methods in Social Research.**

**Additive/Variant Analysis:** This statement is additive as it highlights systemic insensitivities towards women of domestic violence.

**Contextualization:** This study shows that the need to prioritize services for women of domestic violence is long overdue. In my opinion, providing wrap-around services from the government, church, community, and family could help provide support during very stressful life events. Being a woman who has suffered at the violent hands of a predator, I too struggled to find the help and support I needed.

**Source Six:** Jordan, A., Babuscio, T., Nich, C., & Carroll, K. M. (2021). A feasibility study providing substance use treatment in the Black church. *Journal of Substance Abuse Treatment*, *124*, 108218. <https://doi.org/10.1016/j.jsat.2020.108218>

**Comment 11:**

**Quote/Paraphrase:** “Several reports also point to a potential role of the Black church in addressing Substance Use Disorders (SUDs), where members often seek informal help from clergy (Sexton, Carlson, Siegal, Leukefeld, & Booth, 2006). Further, a number of investigators have shown improvement in functioning and decreased substance use among Blacks with SUDs when standard treatment was coupled with religious behaviors and/or structured support from Black churches and the faith community.” (Brown, 2006; Cheney et al., 2014; Ransome & Gilman, 2016; Stahler, Kirby, & Kerwin, 2007; Walton-Moss, Ray, & Woodruff, 2013).

**Essential Element:** This statement best aligns with **"Faith-Integrated Hermeneutics: Reading for Worldviews."**

**Additive/Variant Analysis:** This comment is additive because it highlights the importance of faith with people of color who struggle with substance use disorders.

**Contextualization:** The authors placed great emphasis on the importance of how the combining of faith and culturally informed treatment options can produce more opportunities for recovery and healing within the confines of the Black church communities. As a Black woman in recovery, I understand all too well the importance of my faith and the part it plays in my recovery story. I am also aware of the stigma and marginalization felt when entering back into the church community and not having the necessary resources available to me and others with SUDs.

**Source Seven:** Religion, Women of Color, and the Suffrage movement. (2022). In *Lexington Books*. https://doi.org/10.5771/9781793627704

**Comment 12:**

**Quote/Paraphrase:** “Black culture and Black faith feature prominently in the tenacious commitment of Black suffragists to liberate their people and, in so doing, contribute to the advancement of the oppressor class. The persistence of African peoples, so despised and feared, in their allegiance to the American experiment calls the nation to collective, critical thought on culture, self-identity, community identity, and national identity. Considered the underdog in most societal situations, including the fight for enfranchisement, African American women continue to tackle the prevalent socioeconomic factors – race, gender, and class – that are stubbornly embedded deep in U.S. cultures, systems, and social capital.”

**Essential Element:** The essential element that best aligns with this statement is **Faith-Integrated Hermeneutics: Reading for Worldviews as it emphasizes the cultural roles of Black women in society.**

**Additive/Variant Analysis:** I agree with this statement as I live it daily.

**Contextualization:** Understanding the important role that Black women have played in our culture and how they have influenced society as a whole, has shaped the perspectives of all cultures, nationally and globally The overwhelming tenacity of Black women has been an inspiration in my life and is what motivates me to persevere in my faith and to help lift others to be the very best version of who God has created them to be. The Black ancestral people and culture are powerful and have taught us through their experiences of trials the overwhelming importance of how to rise again and again and not be defeated.

**References**

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