

## **Expected Sacrifice: Women's Socialization Experiences in Male-Dominated Totalistic Organizations**

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In this article we examine the experiences of individuals who had been members of one of two totalistic organizations, the U.S. military and the Independent Fundamental Baptist Church. We used in-depth interviews to receive thick description of the organizational socialization experiences of these members. Through these interviews, we noted three themes that varied based on the participant's biological sex. Both women and men described initial concern about the tenets of these organizations, but women expressed a greater need to conform to organizational norms. Additionally, women described being asked to sacrifice more than men. Finally, women did not believe that they could change the organization, whereas men saw some opportunities for change. These findings led us to question beliefs about the equality of the socialization process for members of totalistic organizations. This work also supports and extends feminist standpoint theory by examining the process of socialization in totalistic organizations.

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**KEYWORDS:** Totalistic organizations, agency, dissent, socialization, sex differences

The societal push for more minority membership and inclusion in male-dominated organizations has grown in recent years. The first woman has passed ranger school in the U.S. Army, and a growing number of police and fire departments have women in leadership positions (Balsamo, 2017). Similarly, churches have had more acceptance of women in leadership positions (Dodson, 2017; Hinderaker, 2017). This movement toward inclusion and away

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# Totalistic Organizations

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