

- raise level of awareness
- focus on issues of communication
- understanding
- respect
- acceptance

Instead:

- * not to teach you tolerance
- * not to make you love others

Objective of the Training

3. Outline of what our time together will look like

2. CRS 101

1. Who are we?

Introduction

"None of us alone can save the nation or world. But each of us can make a positive difference if we commit ourselves to do so."

Cornel West

Our interpersonal skills greatly impact our ability to gain people's respect and trust.

Anonymous

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- **bias:** a prejudice in a general or specific sense, usually in the sense for having a preference to one particular point of view or ideological perspective. However, one is generally only said to be *baised* if one's powers of judgment are influenced by the biases one holds, to the extent that one's views could not be taken as being neutral or objective, but instead as subjective.
- b. A preconceived preference or idea.

- * **prejudice:** a. an adverse judgment or opinion formed beforehand or without knowledge or examination of the facts.
- * How many of you think you are bias?
- * How many of you think you are prejudice?

Prejudice and Bias

- * What are your expectations of our time together today?

Culture: What is it to you?

Break (10 minutes)

- * discussion about the video

Video (Shadow of Hate)

Break (10 minutes)

- Why did we take the time to do this exercise?

- * introduce your partner to the group and vice versa

- name
- something about him/her that people do not know
- how he/she identifies him/herself ethnically or racially
- whether that self-identification has caused any problems in the past or present professionally, personally or socially

- * find someone you do not know that well and interview him/her and vice versa

Ice Breaker Exercise

Be aware of self-sabotage: words you speak
tone of voice
body language
not practicing basic good manners

- become a "high-self monitor"
- What does that mean?
- Know your personal "triggers" or "hot buttons."
- statements that get you angry
- actions that get you angry
- actions that frighten you
- statements that hurt you most

How to control or minimize issues?

Our perceptions of the world are directly related to our senses, i.e., what we see, what we hear and what we feel.

- influenced by culture
- religion
- education
- parents
- experiences
- media
- perceptions
- assumptions
- fear/ anxiety

* Exercise on Conditioning

- **Stereotypes:** generalizations based on minimal or limited knowledge about a group to which the person belongs
- stereotyping does not belong. Stereotypes may be positive or negative in tone.

In practice, accusations of bias often result from a perception of unacknowledged favoritism on the part of any person in a position requiring the careful and disinterested exercise of arbitration or assessment. Any tendency to favor a certain set of values naturally leads to an uneven dispensation of judgment.

- * respect
- * that he/she is important
- * that you are interested in what is being said
- * provides insight to a perspective on the conflict
- * provides data to assist in resolving issues
- * helps build relationships.

Listen actively to the person. It shows the person

*** Pre - Vent**

When someone is angry and complaining, let him/her vent. Do not interrupt or argue with him/her.

- learn de-escalation techniques
- recognize triggers
- "baggage"--- we all have some

Teaching Point: Case scenario of incident with Massachusetts police officer and four youth asking for directions.

1. Think about comments, issues and behaviors which may trigger you.
2. Do a mental practice with your "triggers" or "hot buttons."
e.g.: If _____ happens, I will do/say _____.
3. Be conscious of your normal response to hot buttons, and make a conscious effort to break the pattern and respond differently.
4. Acknowledge the person's comment.
e.g.: I hear what you are saying; let me share my thoughts/ experience.
5. Use "I" statements instead of "You" statements.

Some suggested techniques on dealing with your "triggers" or "hot buttons."

- Build genuine goodwill by being kind to everyone.
- Understand that people are naturally "wired" to respond most strongly for survival.
- Learn the Equation: $E + R = O$; to state it differently, the "Event" + "Response" = "Outcome"
- It is not the event itself which causes stress, it is the way we respond to the event that causes stress. The event is what it is.

not smiling

In appropriate situations, ask: "Is anything else you would like to add?"
Say: "What would make this situation better?"

Seek clarification of issues (what, how, when, where, and who) avoid asking "why."
Why questions seek mental processes of others and could lead to speculation.

Stereotypes: Small group exercise

Closing thoughts: *We all live on a small piece of real estate call earth. We must either learn to live and respect each other to survive or we will all perish together.*
Anonymous

What we do today will mark what our children will look back at as our history.
Aroostook Band of Micmac

You were created as different nations and tribes, not that you should despise one another but that you should know one another.
Holy Quran, Sura 49

What is a Stereotype?

A **stereotype** is a simplified and/or standardized conception or image with specific meaning, often held in common by one group of people about another group. A stereotype can be a conventional and oversimplified conception, opinion, or image, based on the assumption that there are attributes that members of the other group hold in common. Stereotypes may be positive or negative in tone. They are typically generalizations based on minimal or limited knowledge about a group to which the person doing the stereotyping does not belong. Persons may be grouped based on race, ethnicity, religion, sexual orientation, or any number of other categories

Description

Stereotype is a way of representing and judging other people. Stereotypes can revolve around a certain characteristic of the group of persons to which they are assigned. The persons of that group may even be reduced to being known and understood through a lens based on the stereotype that results from this, rather than being viewed as individuals. Stereotypes may refuse to recognize a distinction between an individual and the group to which he or she belongs. Stereotypes may represent people entirely in terms of narrow assumptions about their biology, nationality, sexual orientation, disability, or any other number of categories.

Factors Affecting Stereotypes:

- Historical factors
- Generalization
- First impressions
- Simplification
- Exaggeration
- Presentation of cultural attributes as being 'natural'
- Racism, sexism, homophobia and other forms of discrimination
- Association of persons with other groups
- An appearance or behavior (or other feature) that stands out as different from that which the observing group is used to.

Stereotypes are not only part of the culture and identity of those groups who are stereotyped, but they are also part of the culture of those who recognize and utilize them for interpreting certain groups. Stereotypes not only define and place others as inferior, but also implicitly affirm and legitimate those who stereotype in their own position and identity." Also, different cultures don't necessarily recognize the same stereotypes.

Causes

Sociologist Charles E. Hurst of the College of Wooster states that, "One reason for stereotypes is the lack of personal, concrete familiarity that individuals have with persons in other racial or ethnic groups. Lack of familiarity encourages the lumping together of unknown individuals." Different disciplines give different accounts of how stereotypes develop: Psychologists focus on how experience with groups, patterns of communication about the groups, and intergroup conflict. Sociologists focus on the relations among groups and position of different groups in a social structure. Psychoanalytically-oriented humanists have argued (e.g., Sander Gilman) that stereotypes, *by definition*, the representations are not accurate, but a projection of one to another.

For as long as there has been a human species, individuals have been different from one another. Persons have gravitated to groups of other persons like themselves. People create and develop categories of qualities by which to classify the groups; some were based on ancestry. Many of these groupings have become the key factors in determining which groups have political, social, and economic power in the United States and other cultures.

Effects, accuracy, terminology

For individual people there can be both positive and negative effects of a stereotype which is seen to apply to them. The overall effects of stereotyping are seen by many to always be negative.

Some people believe that stereotypes are generally based on actual differences. Others believe that they are always false generalizations (by definition).

For some individual people the effects of this might be positive or negative - a separate issue to whether they are positive or negative for society.

Stereotypes can be self-fulfilling to at least some extent (e.g. group 1 treats group 2 in a more hostile way because they are afraid of the dangerous nature they are supposed to display; people from group 2 accordingly react more aggressively, thus confirming the stereotype).

Stereotypes can be so deeply embedded in a culture. The term 'stereotype' is more often used once those perceived truths are put into arguments.

There are some complicating factors which arise when the accuracy of stereotypes is discussed. One of these is that a factor leading to stereotyping can be the existence of a

group of people who do share a characteristic. For instance, there might be a reasonably significant number of men working in sales roles, and showing little integrity and honesty ('significant' in this context does not imply a majority). This can lead to the creation of a stereotype of a 'salesman' figure. In this limited sense it might be seen that the stereotype is based on a real group of people (i.e. salesmen who behave with little integrity).

Possible prejudicial effects of stereotypes are:

- Justification of ill-founded prejudices or ignorance
- Unwillingness to rethink one's attitudes and behavior towards stereotyped group
- Self-fulfilling prophecy for both stereotyping and stereotyped group
- Preventing some people of stereotyped groups from succeeding in activities or fields

Often the terms 'stereotype' and 'prejudice' are confused. Stereotypes are 'standardized' and 'simplified' conceptions of groups, based on some prior assumptions, and shared among a group of people. Stereotypes are created based on some idea of abstract familiarity. Prejudices are like stereotypes, but might be held only by one individual rather than a group.

History of ethnic stereotypes in the United States

The stratification and separation of groups, especially racial minorities, in the United States began in the nation's earliest years of colonization. With the colonists' first contact with the Native Americans, the stereotype of "the savage" was born. The idea of a "savage" was the framework the colonists used to judge and interpret the Native Americans. As colonization continued in the US, groups were separated into categories like "Christians" and "heathens" and "civilized" and "savage". It took merely decades for these attitudes and ideas to firmly plant themselves with the minds of Americans; today's stereotypes of Native Americans are rooted in the colonists' initial thoughts. The media perpetuates these stereotypes by portraying Native Americans in a negative light, such as savage and hostile. Many Whites view Native Americans as devoid of self control and unable to handle responsibility. Malcolm D. Holmes and Judith A. Antell hypothesize that such ideas about Native Americans form the ideology that is used today to justify the disparity between Whites and Native Americans.

The early Anglo-Saxon colonists had a very different relationship with the first African Americans in the United States than they did with the Native Americans. Their initial thoughts were shaped by popular "English views of Blacks as evil, animalistic, uncivilized, and un-Christian." White colonists commonly believed that the Blacks were inferior to Whites; these thoughts helped justify slavery and the institution of many laws that continually condoned inhumane treatment and perpetuated the keeping of Blacks in a lower socioeconomic position. The first American settlers' thoughts on African Americans were shaped by those of the English; and many of their same initial thoughts still permeate the thoughts and stereotypes of African Americans today. Like it does with the stereotypes of Native Americans, the media continues to perpetuate the stereotypes of

African Americans. Not only are African Americans present less frequently in the media than Whites, they are often portrayed negatively. In the past African Americans have been depicted as subservient, lazy, violent, and maybe "slow;" it is clear that such negative stereotypes like these would grow out of the thoughts of slaveholders.

The most clear historical basis for today's stereotypes is seen in those stereotypes used for viewing Native Americans and Blacks; however, other minority groups are also subject to stereotypes that are based in history. Mexican Americans and Asian Americans are typically seen within a very fixed, rigid framework. Since Mexican Americans, like other Hispanics, have traditionally been immigrants to the United States for the purpose of doing agricultural work, they were often seen as inferior and dispensable. Even now, the stereotypes of Mexican Americans revolve around this idea of desperate laborers, many of whom struggle with speaking English, flocking to the United States illegally to work. Groups of Asian Americans have also experienced stereotyping and unequal treatment, especially when the events of Pearl Harbor were piled on top of years of negative thoughts about Asian laborers. However, groups of Asian Americans came out of the years of unfair treatment with a very different image than the Hispanics. Today, Chinese Americans are viewed as groups of model citizens. Many Chinese Americans rival Whites in their levels of education, earnings, and social prestige. Today's media often depict Asian Americans as a "model minorities," whose lives are built on values of education and family values.