Stereotypes

1. DEFINE THE TOPIC AND GIVE EXAMPLES

A **stereotype** is a widely held but fixed and oversimplified image or idea of a particular type of person

How to Spot a Stereotype:
- They imply that all people in a group are the same.
  EXAMPLE: "You know how men are"

- They contain a judgement.
  EXAMPLE: "Young people these days don't have any work ethic"

- They are inflexible.
  EXAMPLE: "All Asians are good at math." "All Hispanic people speak Spanish."

IMPACT

2. EXPLAIN THE IMPACT OF THE TOPIC

- Stereotyping affects both the person who holds the stereotype and the person being stereotyped. By seeing all people in a group as the same, you deny people their individuality.
- If you apply fixed beliefs about a group to an individual, you distort your ability to get a clear view of that person. This may lead you to prejudge or misjudge others.

RISE

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Expectations

3. DESCRIBE EXPECTATIONS FOR ACCEPTABLE BEHAVIOR.

LEARN to be self-aware, to understand our own cultural perspectives. Think about how our social identities have been shaped and how they, in turn, have informed our perspectives.

ATTEMPT to reduce any power imbalance between ourselves and the other person/group. This is especially important when we meet someone from a different background on our own turf, where our social group is dominant.

CHOOSE to enter a mutual relationship in which each party opens themselves up to the other. If you are learning things about someone without revealing anything of yourself in return, you are not forming a reciprocal relationship.

REFLECTION QUESTIONS

KEY TAKEAWAY

4. ASK REFLECTION QUESTIONS
What do you do if someone you are working with is the target of a demeaning stereotype? How can you speak up on their behalf?

5. END WITH KEY TAKEAWAYS
Moving past stereotypes requires a conscious choice to treat people as individuals rather than as members of a set. By doing so we can interrupt stereotypes rather than perpetuate them. Use vigilance to identify them and take the energy to address.