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Responding to Bias~ Lesson 2 Stereotypes

Objective: SWBAT

- explore common biases
- identify the role of power dynamics in stereotypes
- acknowledge shared responsibility for identifying and confronting stereotypes

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Responding to Bias~ Lesson 2

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Choose A Principal

- Imagine that you are on the hiring committee to select the principal for a new school in Milton.
- You need to hire a principal to run a brand new school.
- It's an important, challenging job that will change the face of education in Milton.
- You need the right principal- someone with resilience, determination, teaching expertise, and great people skills!



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Choose Your Principal

- Place your principal chart in front of you.
- Each time I reveal a layer of information about each principal, you need to 'fire' one person by adding the number (1-6) of the round. Each time information is presented, a new round begins.
- Who will you 'fire' and 'hire'?

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Choose Your Principal

The principals...

Fire one person now so you have six candidates remaining.

Hassan	Patrick	Jamie	David	Adriana	Hannah	Jamal
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Choose Your Principal

Fire one person now so you have five candidates remaining.

Hassan Abdul	Patrick Murphy	Jamie Small	David Campbell	Adriana Carboni	Hannah Le	Jamal Bailey
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Choose Your Principal








Fire one person now so you have four candidates remaining.

Hassan Abdul	Patrick Murphy	Jamie Small	David Campbell	Adriana Carboni	Hannah Le	Jamal Bailey
						

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Choose Your Principal

Fire one person now so you have three candidates remaining.

Hassan Abdul	Patrick Murphy	Jamie Small	David Campbell	Adriana Carboni	Hannah Le	Jamal Bailey
						
Hetero-sexual	Gay	Lesbian	Hetero-sexual	Hetero-sexual	Hetero-sexual	Hetero-sexual

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Choose Your Principal

Fire one person now so you have two candidates remaining.

Hassan Abdul	Patrick Murphy	Jamie Small	David Campbell	Adriana Carboni	Hannah Le	Jamal Bailey
						
Physically fit, wears glasses, mentally fit	Physically and mentally fit	Physically fit and mentally fit	Physically disabled, mentally fit	Physically and mentally fit	Pregnant, physically & mentally fit	Physically fit and has severe anxiety

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Choose Your Principal

Fire one person now so you have one candidate remaining.

Hassan Abdul	Patrick Murphy	Jamie Small	David Campbell	Adriana Carboni	Hannah Le	Jamal Bailey
						
Assistant Principal	Bus Driver	Ex-Army	Elementary School Principal	Middle School Principal with a doctorate	History Teacher	Assistant Principal with doctorate

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Ground Rules for Discussions

1. **Respect that people have different opinions**
 - a. One voice at a time (don't interrupt/no side conversations)
 - b. Listen while others are talking
 - c. Be aware of your body language
 - d. Don't laugh at what others say
 - e. Watch tone and volume, have a civil discussion
 - f. Don't invalidate others' experiences
2. **Disagree politely**
 - a. Acknowledge the other points of view before disagreeing
 - b. Disagree with ideas not people
3. **Respect Confidentiality/Privacy**
 - a. What we discuss in here stays in here
 - b. Another's story remains their story even after you have heard it. It does not become yours to share.
4. **Anything to add?**



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Who Did You Hire?



- What hiring choice did you make?
- Are you pleased with your hired principal?
- Would you have made a different decision if you'd had the qualification information first?
- What is wrong with judging people with such little information?
- What do you think influenced your decisions?
- Do you think people often judge others similarly in our everyday life?
- What could be the consequences of pre-judging people?

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Stereotypes and Prejudice

- It is wrong to judge people based on their identity and can have negative consequences.
- In this lesson, we will explore stereotypes and prejudice.
- Today's lesson outcomes:
 - Understand that people hold negative attitudes and understand what is meant by prejudice and stereotypes.
 - Be able to recognize our own and others' stereotypical and prejudicial attitudes.
 - Be aware of the negative consequences of prejudice and stereotypes.



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Stereotypes and Prejudice cont.

How would you define or explain stereotype and prejudice?

Stereotype: thinking all people who belong to a certain group are the same and labelling them, for example: all young people who wear hoodies are thugs.

Prejudice: judging someone without knowing them, on the basis of what they look like or what group they belong to, for example: you think all Asian people are good at math (stereotype), so you ~~expect~~ the Asian students in your class to be high achieving math students (prejudice).

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Are Stereotypes Harmful?

- While most of us would agree that many stereotypes are harmful, are they *ALWAYS* harmful?
- Although some stereotypes may *seem* good (Black people are good at sports, Asian people are good at math and science, girls are good at talking about their feelings, etc.) they are still harmful.
- The problem with stereotypes is that they are based on seeing a person JUST as a member of a group, and not as an individual.

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Stereotypes and Power

Please note: you will not be asked to share any of your answers with the class.

- In the first column, write as many stereotypes as you can think of that are about heterosexual, able bodied, white, American, men (so, all of these adjectives would describe ONE person)
- In the second column, you will do the same thing, EXCEPT, change one of the descriptions (for example: change heterosexual to bisexual, or able-bodied to wheelchair bound, or white to Asian, or American to Russian, or men to non-binary, etc., ...)
- In the last column, you will do the same thing, EXCEPT, change two of the original descriptions

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Stereotypes and Power cont.

- Now, count the number of stereotypes in each column. Which one has the most?
- Why do you think that is the case?



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Stereotypes and Power cont.

Explanation:

Remember, stereotypes are any thought about specific types of people or certain ways of behaving intended to describe an entire group of people or behaviors. Frequently, the groups of people with the most power don't know as much about groups with less power (they don't need to in order to survive). Thus, the most dominant (powerful) tend to create and widely spread more stereotypes. This also results in the dominant group having fewer stereotypes about them.

In this country, heterosexual is the dominant sexual orientation; able-bodied people are more dominant than disabled people; white people are more dominant than BIPOC; Americans are more dominant than immigrants; and men are more dominant than other genders.

Did your first column have fewer stereotypes on it?

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Lesson Closer



What are some negative impacts of stereotypes and stereotyping?

What is the role of power in forming and spreading stereotypes?

What are our individual and shared responsibility for identifying and confronting stereotypes?

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