

A FRIENDLY, MULTICULTURAL WORKPLACE

MODULE I:

STEREOTYPES AND PREJUDICE. Tackling discrimination at source

OBJECTIVES:

The material in this module will enable to:

- increase knowledge of **stereotypes and prejudice**;
- increase knowledge of the principles of the basic **mechanism of discrimination**;
- open a discussion on **stereotypes and prejudices active in a group**;
- increase **openness and acceptance** of diversity in a given training group.

SUGGESTIONS FOR TRAINING EXERCISES

1. **Definitions.** After dividing the participants into smaller groups, ask each group to create its own definition of terms such as "stereotype", "prejudice", "self-stereotype", "discrimination", "privilege". When the groups have finished, ask them to read out their work and invite them to a discussion, which can be summarised by presenting the definitions in the training presentation.
2. **Stereotypes are all around us.** After dividing the participants into groups, ask each group to write down the most common stereotypes in their circles: women, men, trade unions, bosses, foreigners (you can choose a specific nationality), Poles, etc. When the groups have finished, ask them to read out their results and invite them to discuss where these beliefs come from and how they affect the way we treat different groups (women, men, foreigners, etc.). The discussion can be complemented by a demonstration of how the basic mechanism of discrimination works, as described in the training presentation.
3. **Personal experiences.** Ask participants to share personal experiences and talk about situations in which they have been treated in a stereotypical way or in which they felt that someone was prejudiced against them. The discussion can be a prelude to an in-depth discussion on how people from vulnerable groups may feel.

SUGGESTIONS FOR FOLLOW-UP QUESTIONS FOR THE DISCUSSION

1. *What **stereotypes and prejudices against foreigners** do you encounter in your environment? Where do you think they come from?*
2. *What **stereotypes and prejudices do you recognise in yourself?** How do they affect your thinking and behaviour? What can you do to reduce their power?*
3. *Are you subject to **self-stereotypes?** How do they influence your choices and behaviour?*