

# Stereotypes & Talking about Race

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# Overarching Goals

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- Explore this thing called stereotypes
- Look at strategies to help ourselves
  - Things that work
  - Things that don't work

# Guidelines

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- Amnesty: No shame over what you have thought, said, done, or not done in the past.
- Share your experiences: They are critical for telling the story of disability and ableism
- Listen deeply (to others and yourself)
- Practice respect: look again
- Participate, don't dominate
- We are all teachers and learners
- Fragments of thought are okay here
- Ask questions
- Be open to being moved by what is said or heard here

# The Power of Storytelling

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"Danger of a Single Story" (Adichie, 2009)

<https://www.youtube.com/watch?v=D9Ihs241zeg>

# Processing of “Danger of a Single Story”

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1. What are the characteristics of “single stories” according to Adichie?
2. What have been your experiences with racial single stories?

# Responding to your own stereotypes

- Things that don't work
- Things that work

# What doesn't work

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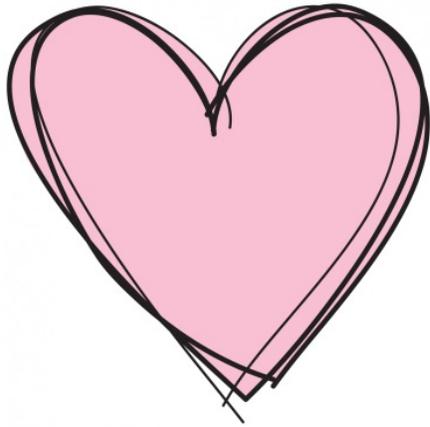
- Suppressing the stereotype thought
- Color-blindness/Group-blindness
- Believing you are “objective”

# One thing that works: Perspective-taking

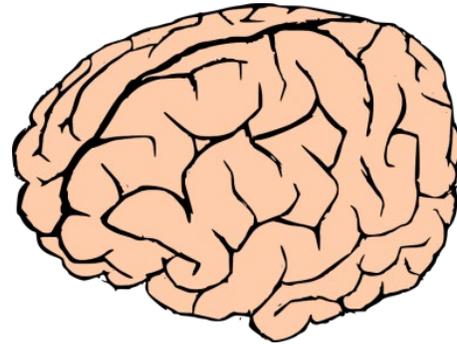
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- Perspective taking is one way to dampen down the impact of stereotypes and implicit biases
- It is a skill that can be learned
- It requires listening, paying attention, and effort to do well

# Perspective-taking as a Skill



What the person  
Is feeling



What the person  
is thinking



What the person  
Is picking up on,  
perceptually

# Other Cognitive Bias Habit Breaking Strategies

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Devine et al. (2012, 2017) tested 6 strategies:

- Detect, reflect, reject & replace
- Perspective-taking
- Seek individuating information
- Look for situational factors
- Modify the environment
- Seek opportunities for meaningful engagement