



Anti-Defamation League
A WORLD OF DIFFERENCE® Institute

***STRENGTHENING THE BONDS
OF OUR COMMUNITY***

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MAY 21, 2019



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SOUTHBURY COMMUNITY PROGRAM
MAY 21, 2019
AGENDA
5:30-8:30

- I. Tenure Timeline: Group Introductions**
- II. Welcome**
Guidelines for discussion
Agenda & Goals
- III. Diversity Iceberg: What is diversity?**
- IV. Pair Shares: Sharing experiences, building relationships**
- V. Pyramid of Hate: Examining bias and its impact on the community**
- VI. Planning for the Future: Small Group Meetings**
- VII. Closing Remarks, Evaluation**

GOALS FOR THE DAY

- To begin to nurture a climate in this community that fosters trust, understanding and solidarity across the broad spectrum of racial, ethnic, religious and other differences.
- To find commonality among our differences
- To critically examine the impact of stereotypes and assumptions on our dealings with neighbors, colleagues and the community.
- To learn the value of being able to respectfully disagree across a spectrum of opinions and beliefs
- To learn the roles everyone plays in incidents of bias (target, perpetrator, bystander and ally) and explore how to be an ally.
- To identify individual and community actions that will continue the work we begin today

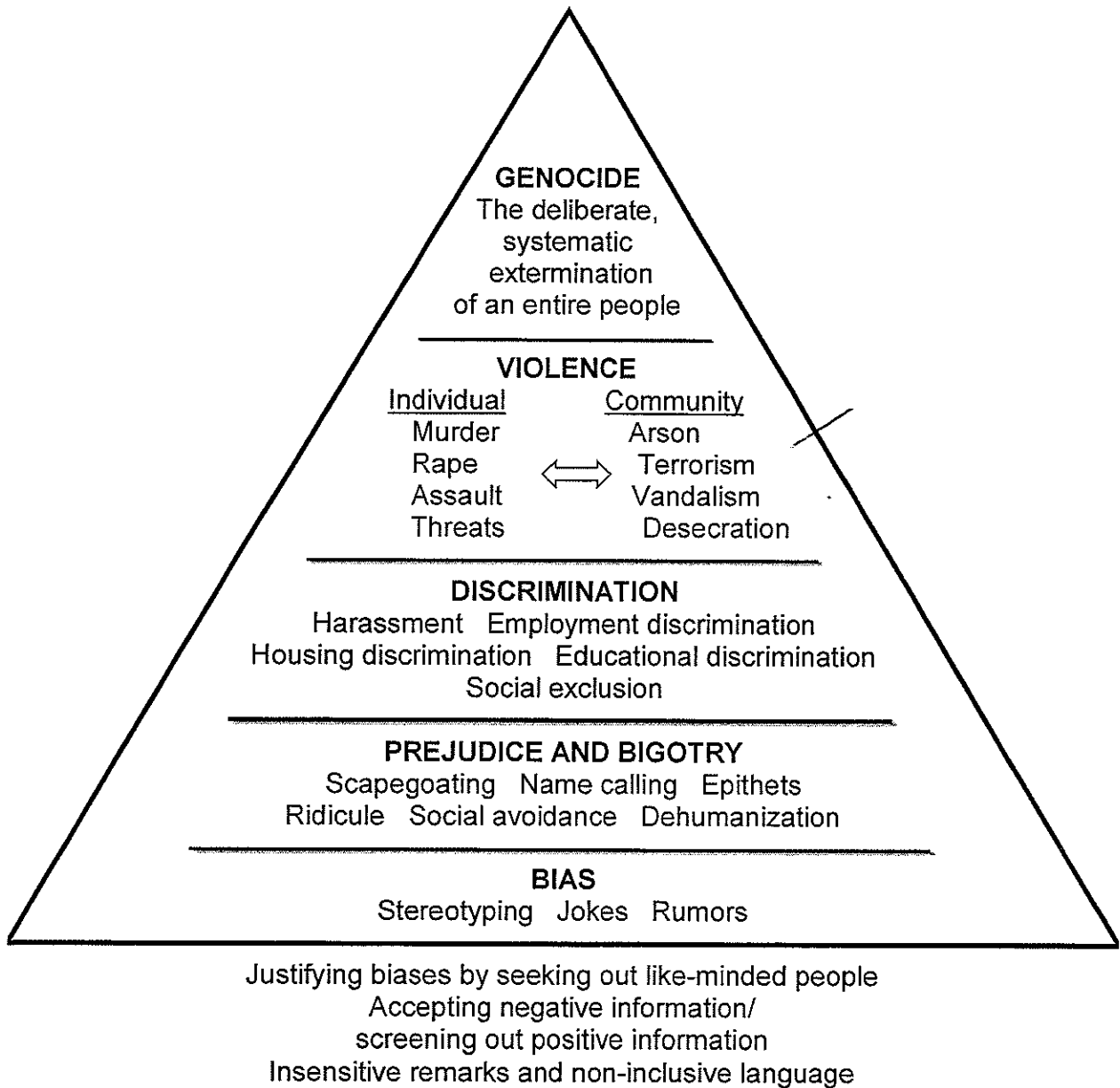
THE DIVERSITY ICEBERG MODEL

Gender Race Age/Generation Physical Ability
Physical Appearance Clothing/Attire

Marital Status, Religion - Spirituality

Military Experience Ethnic Background Nationality
Education Socioeconomic Class Language
Sexual Orientation Relationship Identification
Career Position Political Affiliation Hobbies
Geographic Origins Family Roles/Composition
Volunteering Health Learning Ability
Others?

PYRAMID OF HATE



Acts of violence may be directed at individuals, institutions or entire communities. Community violence has a direct impact on individuals and violence directed at individuals also affects the community.

SKILLS THAT FACILITATE RESPECTFUL COMMUNICATION

DIVERSITY AND INCLUSION SKILLS:

1. The ability and willingness to ask questions.
2. The ability and willingness to give answers.
3. Creating the environment that allows for skills #1 and #2 to develop and be practiced.

GROUND RULES FOR ASKING QUESTIONS

1. Do not ask one person to express an opinion on behalf of a group of people or entire culture.
2. Timing, privacy, tone and body language all play a role in how comfortable a person will be in answering the question you pose.
3. Some questions are just inappropriate.

OUCH!

HOW TO SPEAK UP AGAINST STEREOTYPES

STRATEGIES

Assume Good Intent and Explain Impact

How do you speak up against stereotypes without putting someone else down?

Assume good intent – assume the other person is a decent human being. There are effective ways to speak up without attacking someone

“I know you mean well, but that hurts.”

“I know you mean well, but that really bothers me.”

Ask a Question

You can change the outcome of a situation through the use of a non-blaming question. The question must be sincere and open-ended. Refrain from questions that judge or entrap.

“What do you mean?”

“What are you saying?”

“I don’t think I heard you correctly. What did you say?”

Interrupt and Redirect

This changes the direction of the conversation abruptly without necessarily soliciting further conversation. This works well when someone begins to tell a joke that you suspect will be derogatory.

“Let’s not go there.”

“Let’s not assume that...”

Broaden to Universal Human Behavior

Next time someone attributes a trait to one particular group, consider broadening the description to universal behavior. Try to show that it is a human trait, not limited to a stereotyped group.

“I think that applies to everyone.”

“I don’t think that’s an (age/race/gender) thing. Other people do that.”

Make It Individual

The goal is to break through the thought process of clumping people together in stereotypes. While a certain behavior or characteristic may be true of an individual, it is not true of everyone in the group.

“Are you speaking of someone in particular?”

“Do you mean all ____ or someone in particular?”

Say Ouch!

It communicates a lot with a little effort. It says, “Your words had a negative impact on me.”

“Ouch, that hurt.”

Adapted with permission from Leslie C. Aguilar, *Ouch! That Stereotype Hurts*
(Flower Mound, TX: The Walk the Talk Company, 2006). © Leslie C. Aguilar

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