



SELECT SOURCES

Personal Assessments Anti-Bias Behavior ADL

<http://www.adl.org/assets/pdf/education-outreach/Personal-Self-Assessment-of-Anti-Bias-Behavior.pdf>

Race and Faith Website:

JohariWindow-A Personal Look.doc

Personal Values Inventory.doc

What I Believe - Personal Questionnaire.doc

Challenge Stereotypes with Facts:

Tim Wise 's essay on how to counter stereotypes and inaccurate information with facts.

<http://www.timwise.org/2013/08/deflecting-the-dream-right-wing-lies-about-black-america-and-the-facts-to-counter-them/>

Hispanics/Latinos--

<http://www.gru.edu/diversity/hhm/facts.php>

Immigrants--<http://www.immigrationpolicy.org>

Muslims--<http://www.tolerance.org/lesson/debunking-stereotypes-about-muslims-and-islam>

Jews—ADL Confronting Anti-Semitism

http://archive.adl.org/education/curriculum_connections/spring_2006/myths%20and%20facts%20pdf%202006%20final.pdf

Asians

Native Americans

Beware of websites that seem to be an unbiased but are actually sources of misinformation and prejudice.



TALKING TO FRIENDS & FAMILY ABOUT RACISM

QUESTIONS FOR FRIENDS AND FAMILY MEMBERS:

- When were you first aware of race?
- Who most shaped your early childhood views and values about race?
- What family conflicts have you experienced related to issues of race?
- Describe a time when a friend or family member told a racist joke. How did you respond?
- Sometimes friendships are formed by the mutual rejection of a person who is different in some way. Why do you think this happens?

TECHNIQUES FOR ACTIVE LISTENING

Active listening allows for the respectful exchange of ideas.

- » Listen in order to fully understand what is being said to you.
- » Rephrase what you heard the person say so you can be sure you heard correctly.
- » Ask questions that help you get more information. For example, “What did you mean when you said...?”
- » Offer encouragement and support
- » Note verbal and non-verbal cues
- » Ask how the person feels. Be careful not to assume that you know how the person feels.

COMMUNICATION BLOCKERS	COMMUNICATION ENHANCERS
Blaming and attacking.	Asking for more information and problem solving together.
Being distracted or using other body language that is non-attentive.	Making eye contact, leaning toward the other person, giving full attention.
Dismissing or making light of someone’s problem.	Showing empathy, validating the other person’s feelings.
Interrupting.	Staying silent until the person is finished speaking.
Lecturing/moralizing.	Withholding judgment.
“Yes...but” statements.	“Yes...and” statements.

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Ask open-ended questions using “I” messages not “everyone” thinks, or “we” all think.

DISCUSSION GUIDELINES

- Gain an awareness of your own prejudices and be willing to talk about them.
- Adopt an attitude of curiosity and compassion, confronting issues without blame or guilt. You were born into societal structures and did not create them. You were probably taught stereotypes before you were able to evaluate them.
- Use active listening techniques so you can really hear what others have to say and so you can listen without judging.
- Avoid confrontation and defensiveness. Calling someone a racist leads to defensive behavior and the conversation stops.
- Focus on how you can make changes in the future rather than dwelling on guilt about past issues.
- Research facts to counter stereotypes