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# CHALLENGING PREJUDICE AND DISCRIMINATION

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Center for Peace Education  
Miriam College

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## Groupings and Workshop:

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## WORKSHOP

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What messages about peoples' differences have you received while you were growing up?



### Personal Experiences

- Filipino Egg Sandwich with Fish Sauce



- Christmas Outfit of the Three Sisters



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## Definition of Terms

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### □ STEREOTYPE

- An oversimplified generalization about a particular group based on incomplete knowledge

### □ PREJUDICE

- A negative or hostile feeling/attitude toward a person or group without sufficient basis

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### □ DISCRIMINATION

- An action based on prejudice which denies individuals or groups of people equality of treatment which they may wish

### □ OPPRESSION

- An ongoing system of domination relying on an unequal and dynamic relationship between privileged and non-privileged groups



## Some Types of Prejudice

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### □ Racism

- The belief that one's own racial heritage is innately superior to that of others, hence, the lack of respect or appreciation for those who belong to a "different race"

### □ Sexism

- A system of attitudes, actions and institutional structures that subordinates women on the basis of their sex (McGinnis & Oehlberg, 1991)

### □ Heterosexism

- Negative attitudes toward lesbians and gay men

### □ Classism

- Distancing from and perceiving the poor as "the other" (Lott, 1995)

### □ Linguicism

- Negative attitudes members of dominant language groups hold against non-dominant language groups (Chen-Hayes, Chen & Athar)

### □ Ableism

- Prejudice against people with disabilities

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### □ Looksism

- Prejudice against those who do not measure up to set standards of beauty (Galace, 2003). The usual victims are the overweight, the undersized, and the dark-skinned.

### □ Ethnocentrism

- Prejudice against those who differ in culture, ethnicity or national origin

### □ Religious intolerance

- Prejudice against those who have different religious beliefs

### □ Ageism

- Prejudice on the basis of age
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## What Causes Prejudice?

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### **Group Conflict Theory** (Blumer, 1958)

- groups competing for dominance develop critical attitudes that explain their ill feelings toward each other

### **Social Identity Theory** (Tajfel and Turner, 1979)

- based on one's desire to think highly of his/her group playing up its qualities and denigrating the attributes of those outside it ("us" vs. "them")

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### **Authoritarian Personality Theory** (Adorno, et al, 1950)

- children who had punitive parents learned to shift their antagonism on to powerless groups

### **Earned Reputation Theory** (Allport, 1958)

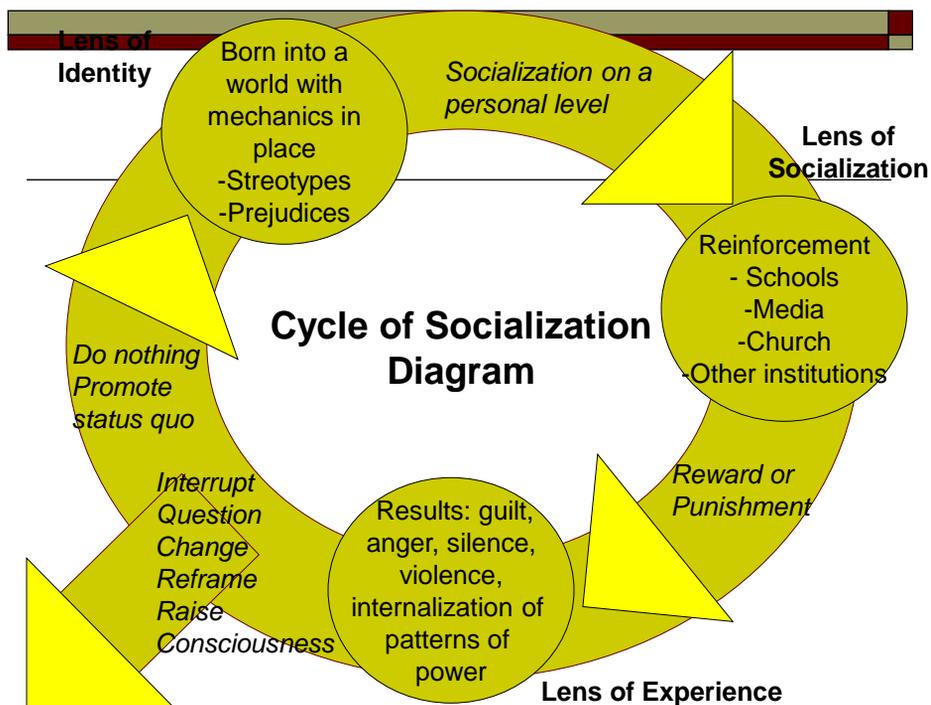
- prejudiced feelings are based on objective reality

## Social-Cognitive Developmental Theory (Piaget and Weil, 1951)

- the development of prejudice is a consequence of cognitive limitations; the less information we have about a person, the more likely we are to respond to him/her in a prejudiced manner

## Social Learning Theory (Altemeyer, 1981)

- prejudicial attitude is modeled and imitated by the child



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## BUZZ SESSION:

What are the effects of prejudice and discrimination?

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## Effects of Prejudice on Victims

- ❑ Damaged self-esteem
- ❑ Can be self-fulfilling
- ❑ Stress-related symptoms (hypertension, stroke, cardiovascular disease)
- ❑ Emotional pain that result in fear, inferiority complex, anger or violence



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## Other Effects of Prejudice

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- Marginalization and exclusion of vulnerable groups
- Violence against vulnerable persons and groups
- Actual wars and conflicts between ethnic and religious groups
- Terrorism

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## TOLERANCE

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- Respect, acceptance and appreciation of the rich diversity of our world's cultures, our forms of expression and ways of being human
- Practice of tolerance means accepting the fact that human beings, naturally diverse in their appearance, situation, speech, behavior and values have the right to live in peace and to be as they are

## Buzz Session

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1. How can I practice tolerance (respect for diversity) as a individual/peace educator?

*He prayed, it wasn't my religion.*

*He ate, it wasn't what I ate.*

*He spoke, it wasn't my language.*

*He dressed it wasn't what I wore.*

*He took my hand, it wasn't the color of mine.*

*But when he laughed, it was how I laughed.*

*And when he cried, it was how I cried.*

*-Amy Maddox*





# Don't Laugh at Me

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