

.....

Suggestions for Using “Responding to Prejudicial and Stereotypic Comments”

Objectives:

- Gain methods to respond to stereotypes and prejudice
- Assess the effectiveness of different responses
- Empower managers and staff to positively influence the work environment

Intended Audience:

- Employees and managers who work in diverse environments
- Participants in diversity training sessions

Processing the Activity:

- Ask participants to brainstorm ways they currently deal with stereotypic and prejudicial comments.
- Give a brief explanation of any of the eight responses not mentioned.
- Ask participants to respond to the checklist, checking any of the responses they have used and jotting down the impact the response had on the situation.
- Ask participants to share their responses in pairs, triads, or small groups.
- Lead a total-group discussion of reactions, commonalities, and learnings.
- Ask participants to make a commitment to using one of the responses next time.

Questions for Discussion:

- Which responses were most effective?
- What were the impacts of different responses?
- What did you find in common?
- Which responses have you not used?
- Where might they be effective?
- Which would you consider using in the future?

Caveats, Considerations, and Variations:

- As a warm-up, you can ask participants to share the toughest situations they deal with regarding stereotypes and prejudice.
- Participants can practice the responses by writing, then sharing, statements.
- Participants can role play situations and practice responding on the spot.
- Charts with each one of the responses that require verbalization can be posted around the room (e.g., Inquire, Show Empathy, Educate). Have participants form small groups and generate and chart responses.
- Prejudicial or stereotypic comments can be written on charts (one statement on each chart) and posted around the room. Participants then form groups at the charts and discuss and chart responses.