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# The Seeds of Prejudice and Discrimination



A Webinar

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*Anything is possible when you have the right resources.*





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# Warm Up

Unscramble the letters below to reveal the hidden word

**y i i v s r e d t**

?

**p e r n i o c e t p**

?

?

**p y s e e r e o t t**

**r a l u p p o e r u t l u c (2 words)**



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# Today's Objectives (3)

**Diversity defined** – a brief recap

**Seeds of prejudice** - 3 types

**Do's and Don'ts** for getting along in a diverse, irrational world.



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# Quick Poll:

## When it comes to diversity, I am MOSTLY :

- a. Curious, interested to know more, and make an effort to appreciate different cultures.
- b. Uncertain, not sure what to do, how to act, or what to teach my children.
- c. Bothered by so much attention and resources spent on minorities, refugees, immigrants



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**Diversity**.....*includes those important human characteristics that impact individuals' values, opportunities, and perceptions of self and others*

Source: Loden, Marilyn, 1996. Implementing Diversity. McGraw-Hill.

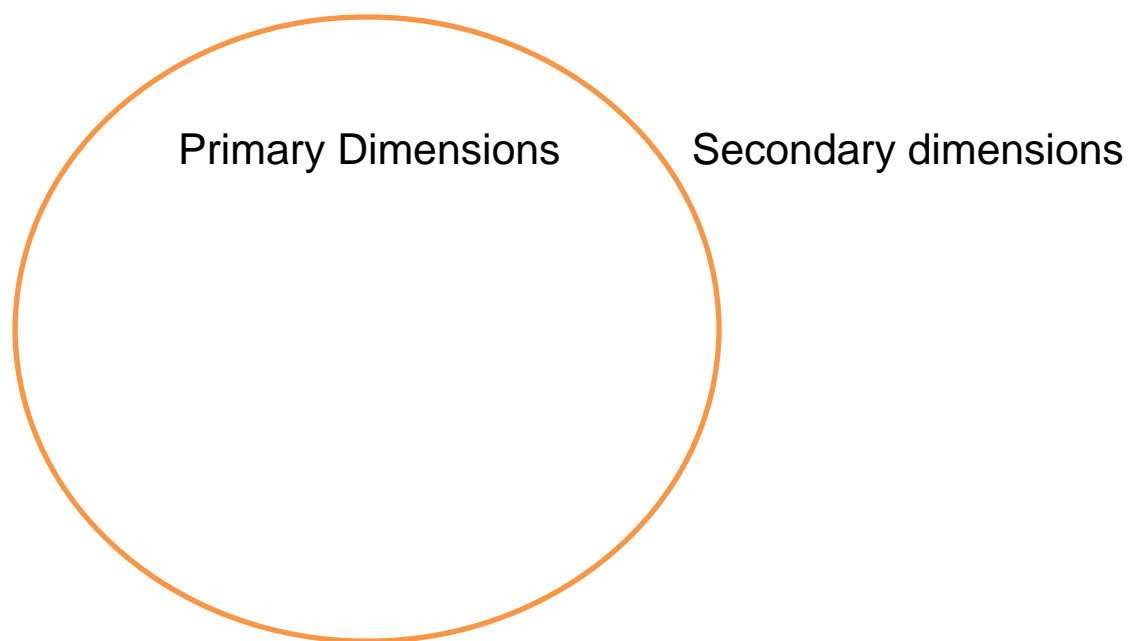




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# Diversity is about You

Diversity Wheel: Draw a large circle on a piece of paper.



## Diversity:

# Primary and Secondary Dimensions

## Primary: Genetic/permanent

Age, race, ethnicity, color, gender,  
sexual orientation, mental and physical characteristics



## Secondary: More mutable, less visible

Religion, education, income, family/marital status, communication style,  
language, residence, military experience, professional status

Source: Loden, Marilyn, 1996. Implementing Diversity. McGraw-Hill



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# Quick Poll:

**I have participated in some type of diversity training  
in the last year:**

- a. Yes
- b. No
- c. Not sure



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# Quick Poll:

**The community I grew up in was LEAST likely to welcome persons of a different:**

- a. race/color
- b. religion
- c. sexual orientation
- d. socio-economic status
- e. other



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# The Seeds of Prejudice

Fear

Bias

Stereotype

Discrimination

Violence



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# Quick Poll:

**Today, I am LEAST comfortable in my ability to interact with persons of a different:**

- a. race/color
- b. religion
- c. sexual orientation
- d. socio-economic status
- e. other



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# Three Types of Prejudice

Cognitive

Affective

Conative



# Quick Poll:

**My family/children have the MOST exposure to persons of a different:**

- a. race/color
- b. religion
- c. sexual orientation
- d. socio-economic status
- e. other



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Jokes, disses, and punk'd

# Humor and popular culture





## Quick Poll:

**In the last 90 days, I have watched a show/movie in which humor stereotyped or mocked the following groups: (Check all that apply):**

- a. race/color
- b. sexual orientation
- c. religion
- d. disability
- e. age/gender
- f. other
- g. none



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# Do's and Don'ts

## Responding to inappropriate jokes

Do not make an equally offensive remark

## Confronting someone

Use I statements

## Teaching your children

Set the rules for family and guests



## Closing Poll:

**In the future, I would appreciate information on.....**

- a. Minority buying power/consumerism
- b. Different ethnic groups
- c. Generational diversity