

SOCIAL AND CULTURAL FOUNDATIONS IN COUNSELING

AN EXPLORATION OF BIAS AND STEREOTYPES IN
COUNSELING

INTRODUCTIONS

Class Rules

- There are few right or wrong answers
- Listen to each other
- Respect differences
- Agree to disagree
- Speak from self
- What is said in this room **STAYS** in the room
- Contribute honestly and positively
- Expect unfinished business
- Have fun

Tell the class your name and your cultural heritage.

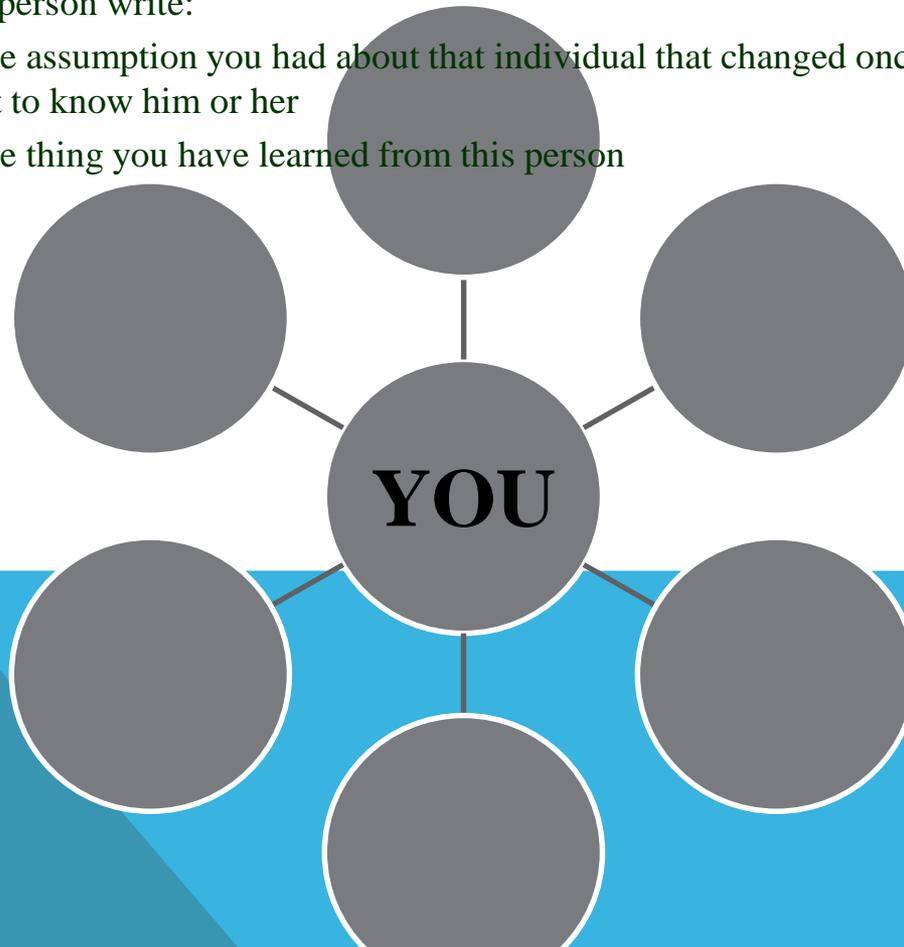
Complete the Family Cultural Questionnaire

Directions: In each circle write the name of someone with whom you work who is different from you in dimensions of diversity such as:

- | | | |
|--------------------|---------------------|--------------------|
| Race | • Age | • Primary Language |
| Gender | • Culture/ethnicity | • Religion |
| Sexual Orientation | • Education | • Physical Ability |

For each person write:

- One assumption you had about that individual that changed once you got to know him or her
- One thing you have learned from this person



PARTICIPANTS ARE RANDOMLY GROUPED IN CLUSTER OF FOUR TO SIX. THEY HAVE 10 MINUTES IN WHICH TO DISCOVER AND LIST AS MANY WAYS AS THEY CAN FIND IN WHICH THEY ARE ALIKE AND DIFFERENT. ONE GROUP MEMBER RECORDS THE LISTS ON A FLIPCHART OR CHART PAPER TAPED ON THE WALL.

Alike	Not Alike

Factors that affect our perceptions of other:

- Values
- Biases
- Auras
- Projection
- Behavioral Styles



What's the difference?

In the dictionary, **aphasia** and **dysphasia** have different meanings:

aphasia means 'total inability to communicate'

dysphasia means 'impaired ability to communicate'

Aphasia - the partial or total inability to produce and understand speech as a result of brain damage caused by injury or disease

Dysphasia - difficulty in speaking and understanding spoken or written language, caused by brain injury or disease

GRAFFITI EXERCISE

What kinds of comments did you see?

Was there any theme or common thread that ran through all the charts?

Which Groups had the most positive statements? The most negative? Which produced the strongest reaction in you?

What surprises did you have?

How did you feel reading the comments on the charts?

How did you feel reading the chart(s) of groups / labels with which you identify?

Where do these stereotypes come from?

What's wrong with positive assumptions and stereotypes?

How do these beliefs and assumptions impact you? Your co-workers? Your interactions with others at work?

What can you do to resist the “second-hand smoke” effect of these stereotypes?

What can you do to change or challenge some of these assumptions?

KEY TERMS & DEFINITIONS

Assumptions:	Taking something for granted; presuming something is true without proof
Bias:	A highly personal and often unreasoned distortion of judgment; to give a settled and often prejudged viewpoint
Color Blind	The denial of another's race as a factor, which contributes, to how one responds to the world around him or her. It is a philosophy, which promotes treating people the same way despite cultural differences
Confirmation Bias	Resisting new information about others and trying to fit new information into old categories
Culture	A way of life developed and generated by a group people, consciously and unconsciously from one generation to the next; it consists of ideas, habits, values, belief systems, food, dress, musical and artistic tastes, traditions, customs, language, social norms, and general styles of behaving
Cultural Awareness	The recognition that culture affects perception and that culture influences values, attitudes and behaviors
Cultural Diversity	A set of shared ideas about the way we live and behave toward others with an emphasis on how the unique qualities of age, gender, race, physical abilities, and sexual orientation impact interaction
Discrimination	Actions and/or institutional practices which subordinates (puts down) a person or group of people because of membership to a particular group.
Ethnicity	Belonging to a group with unique language, ancestral, religious, and physical characteristics
Ethnic Group	A group of people who see themselves as being alike because of their common ancestry, language, and/or physical appearance
Ethnocentrism	The belief that the behavior of others can be interpreted according to the rules and values of one's own culture; believing "our way is the only way" of thinking and/or behaving
Intercultural	An interaction that takes between two or more people who are ethnically, culturally, and/or racially different; age, gender, religion are also included under intercultural interactions
People with Disabilities	Term "people with disabilities" is the acceptable term for people with physical and/or mental disabilities
Perception	An interpretation of an event of situation based on information from our senses
Prejudice	A set of attitudes, opinions, and/or feelings formed without adequate prior knowledge, thought, or reasons; prejudgment
Racism	An attitude, or action, or practice backed by institutional power which "puts down" an individual or group of people because of their race or color of skin
Sexism	An attitude, action or practice backed by institutional power, which subordinates individuals because of their gender
Stereotypes	Fixed and distorted generalizations made about members of a particular group; prejudgment

THE COLD WITHIN

**Six humans trapped by happenstance
In black and bitter cold
Each one possessed a stick of wood,
Or so the story's told**

**Their dying fire in need of logs,
The first woman held hers back
For of the faces around the fire
She noticed one of them was black.**

**The next man looking cross the way
Saw one not of his church,
And couldn't bring himself to give
The first his stick of birch**

**The third one sat in tattered clothes
He gave his coat a hitch.
Why should his log be put to use
To warm the idle rich?**

The rich man just sat back and thought
Of the wealth he had in store
And how to keep what he had earned
From the lazy, shiftless poor.

The black man's face bespoke revenge
As the fire passed from his sight,
For all he saw in his stick of wood
Was a chance to spite the white

And the last man of this forlorn group
Did naught except for gain.
Giving only to those who gave
Was how he played the game.

The logs held tight in death's still hands
Were proof of human sin.
They didn't die from the cold without,
They died from the cold within.