Countering Stereotypes

Forms of stereotyping

- **Male / Female** (e.g. women historically excluded from some jobs thus unable to show ability, so some still believe they are not capable)
- **Ethnicity/ religion/ nationality** (may behave differently to peers which can lead to wariness/misunderstanding)
- **LGBTQ/ gender identity** (Agender, Cisgender, Demigender, Gender Questioning, Gender Fluid, Genderqueer, Intergender, Multi-gender, Non-Binary, Pangender, Transgender/Trans, Androgyne/Gender Neutral, Boi/Boy/ Tomboy, Butch/masc, Femme, Nonconforming, ...)
- **Neurodiversity** (ADHD (Attention deficit hyperactivity disorder), ASD (Autism spectrum disorder), OCD (Obsessive compulsive disorder), GAD (Generalised anxiety disorder), and SLD (Specific learning disorders, e.g. dyslexia) – most have a genetic component
- **Disability** (physical or mental, visible/invisible, temporary/ permanent)
- **Age**
- **Family/marital status**
- **Privilege**

Why do people stereotype ?

- Basic need to categorise & simplify to process the complexities of life

- But these thoughts/beliefs may or may not accurately reflect reality

Why should we counter stereotyping ?

- Firstly, we should treat others in the same way as we would like to be treated ourselves !!
- A diverse group of people is more creative, accurate, and innovative (Levine et al. 2014, Philips et al. 2008, Dias-Garcia et al. 2014, ...)
- Everyone has an important place in a collaboration as everyone has had different experiences and thus has different ways of seeing a problem
- Bias / discrimination can make a colleague feel under-valued or out of place
- Colleagues then feel uneasy which can have a negative impact on well-being
- This will then have a negative impact on work-performance & life

What can we do to counter stereotyping ?

- Privilige a diverse environment through hiring
  - formulate job adverts to be inclusive
  - listen to everyone regardless of their origin/race/sex
- To counter ageism, remind colleagues that they are valued at all ages
  - Reinforce the positives at every age
- To be respectful of all gender identities, try asking another individual's personal pronouns, and provide your own or use gender-neutral terms
- Healthy environments can allow neurodiverse individuals to create habits and structures that minimise the negative impact their disorders can have
  - Remember neurodiversity often means working harder to compensate

  See also resources at :
  https://www.irap.omp.eu/egalite/homepage/boites-a-outils/
- ….

What can we do to counter stereotyping ?

- See https://leanin.org/gender-bias-cards/grid/card/set-1/1

- Your thoughts ….

  Ideas proposed during the discussion session :

- Encourage colleagues at IRAP to do the tests that help you determine whether or not you are biassed against different types of people : https://implicit.harvard.edu/implicit/ as it is important to know if you have a weakness in order to be able to try and correct it

- Watch videos online that help people understand stereotypes/biasses

- Ensure that in a selection committee (or indeed any meeting) you assign dedicated committee members to be careful about bias throughout the selection procedure /meeting

- Encourage all supervisors to attend training to help them better understand the people that they supervise and any biasses

Backup slides