



Erasmus+



ȘCOALA GIMNAZIALĂ

"GHEORGHE BANEA" MĂCIN



## Break carriers-No prejudices

### A WORLD OF DIFFERENCE

People should try from this day onward to do their best to interrupt prejudice and to stop those who, because of hate, would hurt, harass or violate the civil rights of anyone. We will try at all times to be aware of our own biases against people who are different from ourselves. We will ask questions about cultures, religions and races that we don't understand. We will speak out against anyone who mocks, seeks to intimidate or actually hurts someone of a different race, religion, ethnic group or sexual orientation.

We will reach out to support those who are targets of harassment. We will think about specific ways our school, other students, and our community can promote respect for people and create a prejudice-free zone. We firmly believe that one person can make a difference and that no person can be an "innocent bystander" when it comes to opposing hate.

People should try to recognize that respect for individual dignity, achieving equality, and opposing anti-Semitism, racism, ethnic bigotry, homophobia, or any other form of hatred is a non-negotiable responsibility of all people.

### THE SAME BUT STILL DIFFERENT

Multiculturalism reminds us of the two great truths about humans (numbered for your convenience): 1) we are all the same; 2) we are all different.

Maybe it's because multiculturalism gets so many things right that it feels entitled to ignore what it gets so wrong.

What is the difference between multicultural, cross-cultural, and intercultural? While they all might be under the same roof, they describe entirely different rooms. The differences in the meanings have to do with the perspectives we take when interacting with people from other cultures.

N  
E  
W  
S



L  
E  
T  
T  
E  
R



#### Tips for Breaking Down Communication Barriers

- \* Be More Self-Aware
- \* Admit that You May Not Always Know Best
- \* Appreciate Individuality
- \* Encourage Collaboration
- \* Understand THE others and BE OPEN-MIND

"The problem with communication is the illusion that it has occurred."  
George Bernard Shaw

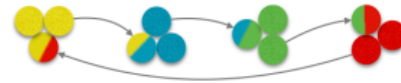


## WHAT'S THE DIFFERENCE BETWEEN MULTICULTURAL, INTERCULTURAL, AND CROSS-CULTURAL COMMUNICATION?

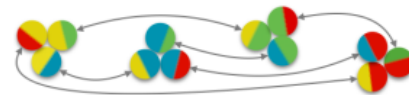
**Multicultural** refers to a society that contains several cultural or ethnic groups. People live alongside one another, but each cultural group does not necessarily have engaging interactions with each other. For example, in a multicultural neighborhood people may frequent ethnic grocery stores and restaurants without really interacting with their neighbors from other countries.



**Cross-cultural** deals with the comparison of different cultures. In cross-cultural communication, differences are understood and acknowledged, and can bring about individual change, but not collective transformations. In cross-cultural societies, one culture is often considered “the norm” and all other cultures are compared or contrasted to the dominant culture.



**Intercultural** describes communities in which there is a deep understanding and respect for all cultures. Intercultural communication focuses on the mutual exchange of ideas and cultural norms and the development of deep relationships. In an intercultural society, no one is left unchanged because everyone learns from one another and grows together.



***“Diversity is an aspect of human existence that cannot be eradicated by terrorism or war or self-consuming hatred. It can only be conquered by recognizing and claiming the wealth of values it represents for all.”***

***– Aberjhani, Splendid Literarium: A Treasury of Stories, Aphorisms, Poems, and Essays***

## GENERAL TERMS ASSOCIATED WITH DIVERSITY AWARENESS, ANTI-BIAS

### **Anti-bias**

Anti-bias is an active commitment to challenging prejudice, stereotyping and all forms of discrimination.

### **Bias**

Bias is an inclination or preference either for or against an individual or group that interferes with impartial judgment. Bigotry

**Bigotry** is an unreasonable or irrational attachment to negative stereotypes and prejudices.

### **Culture**

Culture is the patterns of daily life learned consciously and unconsciously by a group of people. These patterns can be seen in language, governing practices, arts, customs, holiday celebrations, food, religion, dating rituals and clothing, to name a few.

### **Discrimination**

Discrimination is the denial of justice and fair treatment by both individuals and institutions in many arenas, including employment, education, housing, banking and political rights. Discrimination is an action that can follow prejudicial thinking.

### **Diversity**

Diversity means different or varied. The population of the United States is made up of people from diverse “races,” cultures and places.

### **Multicultural**

Multicultural means many or multiple cultures. The United States is multicultural because its population consists of people from many different cultures.

### **Prejudice**

Prejudice is prejudging or making a decision about a person or group of people without sufficient knowledge. Prejudicial thinking is frequently based on stereotypes.

### **Stereotype**

<sup>2</sup> A stereotype is an oversimplified generalization about a person or group of people without regard for individual differences. Even seemingly positive stereotypes that link a person or group to a specific positive trait can have negative consequence



Learn to love without condition. Talk without bad intention. Give without any reason. And most of all, care for people without any expectation.

## HOW TO OVERCOME PREJUDICE

Stigma (societal stereotypes), prejudice (negative beliefs that you think are true about a person or group of people), and discrimination (actions against a person or group due to prejudice) can result in tense surroundings and mental health issues. Having prejudice and interacting with different races can actually lower your executive brain functioning; this is due to the idea that highly prejudiced individuals must exert much energy self-regulating their behaviors. In order to fully overcome prejudice, you must work toward lessening your own prejudice as well as fighting to end prejudice on a societal level. You can overcome prejudice by challenging your own biases, increasing your social connection, and coping healthfully with prejudice.

### Challenging Your Biases

1. **Assess your own biases.** In order to combat your own biases, you first need to know what they are. In social psychology there are tools used to assess implicit feelings and beliefs about different individuals;
2. **Keep yourself accountable.** A prejudice is a kind of handicap to your perspective as it forbids you to think beyond your assumptions and builds a virtual wall around your objective thinking. Your own implicit and explicit attitudes toward individuals of a different race, for example, strongly predicts how friendly you will be toward them (both verbally and nonverbally).
  - Acknowledge your own biases and prejudices, and actively replace them with more reasonable alternatives. For example, if you think something stereotypical about a certain gender, religion, culture or race (i.e. blondes are dumb, females are moody, ), remind yourself that this is a bias against that group and that you are over-generalizing.
3. **Recognize the negative effects of prejudice.** In order to reduce prejudice or bias in yourself, it may be helpful to identify and understand the effects that your biases can have on others. Being a victim of prejudice or overt discrimination can result in devastating mental health effects.
  - Dealing with prejudice and discrimination can lead to low self-esteem and depression as well as reductions in adequate health care, housing, education, and employment.
  - Being in a situation where someone is prejudiced against you can lead to a decrease in your self-control. Remind yourself that if you have biases against others they may lead to dire consequences for those individuals.

## Increasing Social Connection to Reduce Your Biases

**1. Surround yourself with a variety of people.** Diversity may also be a factor that contributes to an ability to cope well with prejudice. If you are not exposed to different races, cultures, sexual orientations, and religions, you cannot fully accept the diversity that exists in the world. When we really get to know someone is when we stop judging and start listening and learning.

- One way to experience diversity is to travel to another country, or even town. Every small city has its own culture including popular foods, traditions, and activities. For example, people in the city may have different experiences than people in the country – simply because of the environment.

**2. Be around people you admire.** Expose yourself to individuals different from you (racially, culturally, gender, sexuality, etc) whom you look up to or admire. This may help change implicit negative attitudes toward members from different cultures.

- Even looking at pictures or reading about diverse people you admire can be helpful in reducing any bias you have toward a group they are a member of (racial, ethnic, cultural, religious, sexual identity, etc).

Try reading a magazine or book that is written by someone different from you.

**3. Avoid justifying stereotypes when interacting with others.** Prejudice may occur when previously held ideas are justified through stigma or stereotypes. This may occur because stereotypes are sometimes seen as socially acceptable. We've all heard stereotypes – good and bad. Some examples include that blondes are dumb, Blacks are athletic, Asians are smart, Mexicans work hard, etc. While some of these seem positive, they all can be turned into negatives through prejudice. If you expect a group of people to all be the same, then you may judge individuals negatively if they don't meet your standards, which can lead to discrimination.

- One way to avoid justifying stereotypes is to disagree with people when they make a stereotypical comment. An example could be if your friend says, "All Asians are terrible drivers." This is obviously a negative stereotype, and can lead to prejudice if this person actually believes it is true. You can counter your friend's stereotype by gently confronting him and saying something like, "That's a negative stereotype. You have to take into account different cultures and traditions."

## Coping with the Prejudice of Others

**1. Be open and accept yourself.** Sometimes when we feel threatened by prejudice or discrimination we can want to hide ourselves from the world so that no more harm can be

done to us. Hiding and concealing your identity may be a self-protective measure, but also may increase stress and negative reactions to prejudice.

- Know who you are and accept yourself regardless of what you believe others think about you.
- Identify who you can trust with your personal information and be open around these individuals.

**2. Join a group.** Group solidarity can help people be more resilient against prejudice and protect against mental health issues.

Any kind of group will do, but it will be especially helpful if you join a group that matches your uniqueness. This can help you be emotionally resilient (less angry or depressed and more in control) in the face of prejudice.

**3. Get family support.** If you have experienced prejudice or discrimination, social support can be crucial in coming to terms with these issues and healing from them. Family support can help reduce the negative mental health effects of prejudice.

- Talk with your close family or friends about the injustice you have experienced.

**4. Expect a positive or neutral outcome.** If you have experienced prejudice or discrimination in the past it is understandable that you would be wary of experiencing this again. However, expecting for others to be prejudiced against you, or thinking others will act a certain way can lead to increased stress.

- Don't expect to be rejected. Try to look at each situation and interaction as a new experience.
- Expecting that others will be prejudiced against you can become a prejudice in itself. Try not to generalize and label others as a certain way (including as prejudiced, judgmental, racist, etc). Remember that if you pre-judge people and expect them to be prejudiced, then you may be the one with the bias.

**5. Cope healthfully and creatively.** Some people may have negative ways of coping with prejudice, including aggressive behaviors or unnecessary confrontations. Instead of sacrificing your values to cope with prejudice, use ways of coping that help to release or process your emotions related to prejudice.

- Express yourself through: art, writing, dance, music, acting, or anything else that is creative.

**6. Get involved.** Being active in reducing prejudice may help give you a sense that you are making a difference.

- One option is to become an advocate or volunteer at an organization which aims to reduce prejudice and discrimination.
- If you can't volunteer for an organization, you can donate money or even supplies. Many homeless shelters will accept canned food, clothing, and other items.





What is Discrimination?

*“Prejudice is a burden that confuses the past, threatens the future and renders the present inaccessible.” - Maya Angelou*

### What is Discrimination?

Have you been to a busy city center where there are lots and lots of people? You will notice that no two people are the same. There are religious people, non-religious people, tall, short, people with long hair, others with short hair, women, men, young girls, young boys, elderly people, babies in strollers, people with dogs, hoods, short skirts, tight dresses, suits, people with different skin colors, speaking different languages and so on. Some people have some disability and others do not have any disability. **We are all VERY different.** But looking carefully, all these different people have many things in common. We all eat, drink and have feelings. Many of us have families and loved ones, and we all breathe the same air.

**We are one people** and no one is more human than the other.

It is very important that you realize that the world is a very big place and there are humans living in many other places, very far from you. Because of that, people do things differently and are brought up differently. That means what you think is cool

may not be so for another person, because of where they come from. Being different is a good thing. Can you imagine if every human was just like you?

Learn to appreciate diversity and respect people who are different in any way. People may be disabled, transgender, dark-skin or have a different hair color. No one chose to be that way. If even people choose to believe or join specific groups, they have a right to belong and a right to believe what they want. We **MUST** learn to respect that, just as you would like others to respect you for who you are.



## BREAK BARRIERS—NO PREJUDICES

We are usually different and that's the beautiful part of the world. Diversity makes life beautiful. If everyone looked like exactly the same and thought in the same way, life would be boring, somehow. Well, it would be a little bit weird, wouldn't it?

We are all the same, being humans-beings, but still different because we have different appearances, lifestyle, customs, traditions, beliefs, culture. We must accept each other as we are, that we are different and this is the way things should be. These differences should bring us closer and closer, instead of running from each other. I really like colours! Imagine that there isn't any difference between our races, skin colour, religion type, river colour, physical appearances, languages, nature colours... (the world is quite colourful!) How the world would be? I think it would be just black and white! Don't you think, the world is beautiful in its colours? I think so!

Perhaps, we must break all these barriers between us and get to know each other exactly the way we are and not to judge anybody before that. We shouldn't judge people because they think differently from us, and we shouldn't persuade them we think better and we are right. When you talk to people it is important to accept different opinions and find out a solution that is convenient and available to all. We must try to get on each other and become friends. In that way we can live together, building a peaceful atmosphere and making a better world.

Nobody is perfect, so, on the outside, everyone may seem strange in one way or another, but the soul of each of us is clean and sensitive, so we should not have prejudiced in any way. We just should love each other in a world of normality! Normality means accepting people and the world as it is, with its differences and colours. In a colourful world, love has no colour!

I think it's time to love everybody as they are, helping them anyway, that means breaking barriers, and stopping to have any prejudices, not to judge by appearances, not to reject because of certain differences. In this way we will be ourselves!

Lombardi Xenia, 15 years old  
Romanian Team

**YOU'RE ONLY AS STRONG  
AS YOU ALLOW  
YOURSELF TO BE.  
BREAK BARRIERS.  
PUSH DON'T LET  
LIMITS. THE FEAR OF  
STRIKING OUT  
KEEP YOU FROM  
PLAYING THE GAME.**

