

STEREOTYPES

defined

A **stereotype** is a an exaggerated or distorted generalization about an entire category of people that does not acknowledge individual variation. Stereotypes form the basis for prejudice and discrimination. They generally involve members of one group that deny access to opportunities and rewards that are available to that group (Chepp et al. 2004).

Chepp, V., Dean, P. & Andrist, L. (2012).
Stereotypes: A fundamental concept for
teaching sociology. *The Sociological
Cinema*. Retrieved from [http://
www.thesociologicalcinema.com/blog/
stereotypes-a-fundamental-concept-for-
teaching-sociology](http://www.thesociologicalcinema.com/blog/stereotypes-a-fundamental-concept-for-teaching-sociology)

STEREOTYPES

Thomas
Theorem

Thomas theorem: "if [people] define situations as real, they are real in their consequences."

In other words, when people accept stereotypes as true, then they are likely to act on these beliefs, and these subjective beliefs can lead to objective results.

CULTURAL

APPROPRIATION

defined

In the broadest sense **cultural appropriation** is the adoption or taking of specific elements (such as ideas, symbols, artifacts, images, art, rituals, icons, behavior, music, styles) of one culture by another culture.

CULTURAL

APPROPRIATION

types

According to Rogers (2006), there are **four types** of cultural appropriation.

Rogers, R.A. (2006). From cultural exchange to transculturation: A review and reconceptualization of cultural appropriation. *Communication Theory*, 16: 474-503.

- 1. Cultural Exchange**
Reciprocal exchange
- 2. Cultural Dominance**
Imposing the dominant culture on a subordinate culture
- 3. Cultural Exploitation**
Taking of subordinate culture for the benefit of dominant culture
- 4. Transculturation**
Development of cultural hybrids

CULTURAL

EXPLOITATION

defined

Cultural exploitation is the appropriation of elements of a subordinated culture by a dominant culture without substantive reciprocity, permission, compensation, understanding, or appreciation (Rogers, 2006).

There is often a prior history of discrimination or some form of marginalization.

Often the appropriation serves, intentionally or unintentionally, to perpetuate the subordinate position of the appropriated culture.

CULTURAL

DOMINANCE

defined

Cultural dominance is the use of elements of a dominant culture by members of a subordinated culture in a context in which the dominant culture has been imposed onto the subordinated culture, including appropriations that enact resistance.

CULTURAL MIS-APPROPRIATION

when is cultural
appropriation
offensive or harmful?

Ask the following questions:

Is there a history of discrimination or oppression, of the subordinate group?

Is there a power differential between cultural groups involved?

Does it perpetuate negative stereotypes?

Is the culture being erroneously depicted (cultural degradation)?

Are important cultural symbols being used inappropriately?
(Ziff & Rao, 1997)

Is the subordinate culture being “mined” and “shipped home” for consumption? Is commodification occurring? (Wallace & Malm, 1984).

Is a cultural/racial group offended or likely to be offended?

MICROAGGRESSIONS

defined

Microaggressions are the everyday verbal, nonverbal, and environmental slights, snubs, or insults, whether intentional or unintentional, which communicate hostile, derogatory, or negative messages to target persons based solely upon their marginalized group membership.

In many cases, these hidden messages may invalidate the group identity or experiential reality of target persons, demean them on a personal or group level, communicate they are lesser human beings, suggest they do not belong with the majority group, threaten and intimidate, or relegate them to inferior status and treatment (Sue et al., 2007).

Sue, D.W., Capodilupo, C.M., Torino, G.C.,
Bucceri, J.M., Holder, A.M.B., Nadal, K.L.,
& Esquilin, M. (2007). Racial
microaggressions in everyday life:
Implications for clinical practice.
American Psychologist, 62(4)
271-286.

BYSTANDER

INTERVENTION

defined

Bystander intervention is the willingness to take action and help someone in time of need. People who engage in bystander intervention are Active Bystanders.

MIT. (2004). Active bystander definition & philosophy. Retrieved from: <http://web.mit.edu/bystanders/definition/index.html>

An **Active Bystander** assesses a situation to determine what kind of help, if any might be appropriate, by evaluating options and choosing a strategy for response (MIT, 2004).

BYSTANDER SITUATIONS

may include

- Discriminatory or offensive humor
- Rude, inconsiderate, or unprofessional behavior
- Meanness, bullying
- Engaging in cultural misappropriation or displaying a stereotype
- Harassment or microaggressions
- Threats or potential violence

BYSTANDER STRATEGIES

may include

- Name or acknowledge an offense
- Interrupt the behavior
- Encourage dialogue
- Publicly support an aggrieved person
- Privately support an upset person
- Talk privately to the person engaging in inappropriate action
- Call for help and/or seek assistance

With cultural misappropriation, stereotypes and microaggressions, it is not just that the behaviors may be offensive, it's that they often facilitate and perpetuate the oppression of people who are marginalized.

**RACIALLY THEMED
PARTIES AS
MICROAGGRESSIONS**

why are
they harmful?

Racially themed parties:

- Reinforce and perpetuate negative stereotypes.
- Dehumanize and invalidate the appropriated culture by reducing entire groups of people to a caricature.
- Allow for commodification and cultural degradation of the culture.

- They create a hostile and unwelcoming educational environment with potential legal liability.
- They can negatively impact the appropriator(s), e.g. when future employers or grad programs discover their participation in these events online.

- Adds to microaggressions experienced by members of subordinate groups, which impacts learning.

LATINA HIDDEN HEROES

1. **Elizabeth "Betita" Martinez:** Activist, author, and mother of the Chicano Movement
2. **Emma Tenayuca:** Workers rights advocate, leader, and educator
3. **Olga Talamante:** Social justice activist and founder of the Chicana Latina Foundation in California
4. **Luisa Moreno:** Guatemalan labor leader and social activist; considered a major figure in the pre-Chicano movement
5. **Gracia Molina De Pick:** Women's rights activist and Founding Member of SDSU Women Studies Department
6. **Jessie Lopez de la Cruz:** Farmworker activist
7. **Cherrie Moraga:** Activist Author and Playwright
8. **Gloria Anzaldua:** Poet, writer, and Chicana feminist scholar
9. **Frances A. Cordova:** Astrophysicist, NASA chief scientist, and university administrator
10. **Julia Alvarez:** Author, poet, novelist, and essayist

More Latina hidden heroes? Share their names and stories on the gallery pledge wall.

LATINO HIDDEN HEROES

1. **Cruz Reynoso:** Civil rights champion and first Latino California Supreme Court Justice
2. **Dr. Alfredo Quinones:** World-renowned neurosurgeon, former undocumented farmworker
3. **Junot Diaz:** Author, MIT professor, and Pulitzer Prize winner
4. **Albert Baez:** Physicist, inventor of the X-ray microscope, and humanitarian
5. **Rodolfo Acuna:** Author, Professor of history, Chicano Studies scholar
6. **Jose Angel Gutiérrez:** Activist and founder of La Raza Unida Party (Activist)
7. **Burt Corona:** Labor leader and civil rights activist
8. **John J Herrera:** Attorney Activist, brought Hernandez v Texas, Minerva Delgado and shipyard discrimination cases
9. **Tom Flores:** Super bowl winning coach, NFL Quarterback
10. **Rudolfo “Corky” Gonzales:** Boxer, poet, and civil rights activist

More Latino hidden heroes? Share their names and stories on the gallery pledge wall.

ASIAN AMERICAN HIDDEN HEROES

1. **Philip Vera Cruz:** Filipino American labor leader, contemporary of César Chávez
2. **Vincent Chin:** Hate crime victim and activist
3. **Ronald Takaki:** Ethnic studies scholar and professor
4. **Roman Gabriel:** NFL Quarterback
5. **Steven Chu:** Nobel Prize winning scientist
6. **Justin Lin:** Movie and TV Director
7. **George Takei:** Famous actor and LGBTQ advocate
8. **Ellison Sjoji Onizuka:** Astronaut, first Asian American astronaut to reach space
9. **Dr. Wen Ho Lee:** Scientist, falsely accused of being a spy for China
10. **Jose Antonio Vargas:** Undocumented American activist, Pulitzer Prize winner, director and actor for “Documented” film

More Asian American hidden heroes? Share their names and stories on the gallery pledge wall.

ASIAN AMERICAN HIDDEN HEROES

1. **Grace Lee Boggs:** Activist, author, philosopher and feminist
2. **Maxine Hong Kingston:** Author and writer
3. **Yuri Kochiyama:** Human rights activist
4. **Helen Zia:** Journalist and scholar
5. **Tani Cantil-Sakauye:** California Supreme Court Justice
6. **Thuy Vu:** Award winning journalist, anchor, and reporter
7. **Amy Tam:** Novelist and author
8. **Patsy Mink:** Congresswoman from Hawaii, Presidential Medal of Freedom recipient
9. **Michelle Kwan:** Most decorated figure skater in the U.S.
10. **Angela Oh:** Attorney, teacher, and community leader

Other hidden heroes? Share their names and stories on the gallery pledge wall.

AMERICAN INDIAN HIDDEN HEROES

1. **Winona LaDuke:** Activist, environmentalist, economist, and writer
2. **Sandra Sunrising Osawa:** Award winning filmmaker and producer
3. **Suzan Harjo:** Poet, writer, lecturer and advocate for Native American rights
4. **Buffy Sainte-Marie:** Internationally renowned singer, songwriter, educator and political activist
5. **Wilma Mankiller:** The first female chief of the Cherokee Nation, author
6. **Marie Tall Chief:** Prima ballerina and Kennedy Center Honoree
7. **Amanda Blackhorse:** Social worker, activist, lead plaintiff in Blackhorse v. Pro-Football, Inc
8. **Dr. Susan La Flesche Picotte:** The first American Indian woman in the United States to receive a medical degree
9. **Carole S. LaFavor:** Novelist, activist and nurse, founding member of Positively Native, an organization that supports Native American people with HIV/AIDS.
10. **Mary Ross:** Educator and aerospace engineer

Other hidden heroes? Share their names and stories on the gallery pledge wall.

AMERICAN INDIAN HIDDEN HEROES

1. **John Herrington** (Chickasaw Nation): Astronaut, the first Native American to walk in space
2. **Billy Mills**: Olympic gold medalist, Presidential Citizens Medal recipient
3. **Vine Deloria Jr.**: Activist, writer, historian, and lawyer
4. **Charlie Hill**: Comedian, actor, and writer
5. **Charles D. Curtis**: The first Native American elected to the U.S. Senate and Vice President of the United States
6. **Charles Alexander Eastman aka Ohiyesa**: Physician, writer, reformer, helped found the Boy Scouts of America
7. **Oren Lyons**: Activist for indigenous and environmental justice
8. **Leonard Peltier**: Artist, writer, and an indigenous rights activist
9. **Sherman Alexie**: Writer and poet
10. **Jim Thorpe**: Athlete and Olympic gold medalist

Other American Indian heroes? Share their names and stories on the gallery pledge wall.

AFRICAN AMERICAN HIDDEN HEROES

1. **Mary McLeod Bethune:** Educator and Civil Rights leader
2. **Ida B. Wells:** Journalist, Newspaper editor, suffragist and sociologist
3. **Zora Neale Hurston:** Author, folklorist, and anthropologist
4. **Toni Morrison:** Pulitzer and Nobel prize winning author, editor, and professor
5. **Ashley Walker:** Local (San Diego) civil rights activist
6. **Audre Lorde:** Writer, feminist, civil rights activist
7. **Sojourner Truth:** Abolitionist and women's rights activist
8. **Phillis Wheatley:** One of the first published Black poets
9. **Angela Davis:** Civil rights activist and professor
10. **Mae C. Jemison:** Physician and NASA astronaut

More African American heroes? Share their names and stories on the gallery pledge wall.

AFRICAN AMERICAN HIDDEN HEROES

1. **Martin R. Delaney:** Abolitionist, journalist, physician, considered grandfather of Black Nationalism.
2. **W.E.B. Du Bois:** Sociologist, historian, civil rights activist, and Pan-Africanist
3. **Langston Hughes:** Poet, social activist, novelist, and playwright
4. **Dr. Charles L. Drew:** Surgeon, medical researcher, pioneered improved techniques for blood storage.
5. **James Baldwin:** Novelist, essayist, playwright, poet and social critic
6. **Marcus Garvey:** Publisher, journalist, entrepreneur, and proponent of Black Nationalism
7. **Medgar Evers:** Civil rights activist
8. **Paul Robeson:** Singer, actor, and civil rights advocate
9. **John Carlos:** Bronze medal winner in the 1968 Olympics, civil rights advocate, and coach
10. **Nat Turner:** Leader of the Southampton Slave rebellion

More African American heroes? Share their names and stories on the gallery pledge wall.

PLEDGE WALL

Sign your name to the Civility and Diversity Pledge.

Leave your thoughts, comments, and questions about the exhibit.

Tell your own stories with cultural appropriation and stereotypes.

Share other “hidden heroes” and their stories.

Practice civility by respecting the comments of others on this wall.

MEDIA STATION

These three short video clips use humor to tackle stereotypes, cultural misappropriation, and microaggressions.

1. What kind of Asian are you? Exploring the “exotification” of minorities, this clip shows a situation in which the offender makes an attempt to be culturally aware without realizing he/she may be engaging in micro aggressions and stereotypes.

- How many micro aggressions did you count?
- What did the jogger mean when he said he was just a “regular American?”

2. The Redskins’ Name - Catching Racism. On this Daily Show clip, Jon Stewart takes on the controversy surrounding the Washington Redskins name and logo.

- What does “redskin” mean, what was it proof of?
- Why do many see the redskin name and logo as offensive?
- How does the logo commodify and degrade Native American cultures?

3. African Men: Hollywood Stereotypes. This lighthearted video addresses Hollywood stereotypes of African men and asks people to “change the perception.”

- What is the last movie you saw that contained a stereotype?

- What can you do to change the perception?

What do you think of these video clips? Share your thoughts on the gallery pledge wall.