Université de Liège, Administration R&D

« Every PhD Candidate Matters: an Introduction to Stereotypes Analysis »

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60 minutes session,
3 parts:

- Presentation of stereotypes and domination techniques
- Work in small groups
- Sharing of experiences

... plus 5 minutes to fill in the feedback form!
THE PERFECT EUROPEAN

SHOULD

COOKING...
LIKE A BRIT
AVAILABLE...
LIKE A BELGIAN
FLEXIBLE...
FAMOUS...
SOBER...

BE...
TALKATIVE...
HUMOROUS...
PATIENT...
HUMBLE...

LIKE THE FRENCH

...LIKE A PORTUGUESE
...AS A SWEDEN
...AS A LUXEMBOURGER
...AS AN AUSTRIAN
...AS THE IRISH
...AS A SPANIARD
...AS A DUTCHMAN
...AS A GREEK
...AS A DANE

DRIVING...
TECHNICAL
CONTROLLED
DISCREET

Drawn by J.N. Hugues-Wilson @
1st part: stereotypes

A **stereotype** is a prior assumption many people have about a group, a culture or a race, which may be only partly true.

**Implicit bias** stems from our natural tendency to make associations to help us organise our social worlds. Our fundamental way of looking at and encountering the world is driven by a ‘hardwired’ pattern of making unconscious decisions about others, based on what feels safe, likeable, valuable, and competent.

Most people believe that they hold fewer biases than the average person. Virtually every one of us is biased towards something, somebody, some group. Test yourself: IAT [https://implicit.harvard.edu/implicit/](https://implicit.harvard.edu/implicit/)
From **categorisation**: sorting information to help us behave in society

To **stereotypes**: categories present in our brain, through which we interpret reality

To **prejudices**: negative vision of a group based on a rigid and wrong generalization

To **discrimination**: negative behaviour towards this group (domination techniques)
Domination techniques are manners of offensive discrimination, i.e. repeated unjust and negative actions towards one or several individuals in which the person(s) exposed are excluded from the working community. Via these strategies of social manipulation an individual or a group holding some power maintain their position in a hierarchy (established or hidden)

Reference:
https://staff.ki.se/master-suppression-techniques-equal-rights-at-lime?_ga=2.94906844.1746621014.1578474485-255614796.1578474485
1st part: domination techniques

For each domination technique, Berit As presents a counter strategy for the person who is the target.

Once you learned to identify the recourse to a domination technique in a group, you are able to help the person who is the target. These are the acknowledgement techniques (strategies de renforcement). These will drive the institution to evolve towards more equality and openness to diversity.

So let’s try to identify these techniques together.
Technique n°1: Making invisible
Technique n°2: Ridiculing
Technique n°3: Withholding information
Technique n°4: Double bind – Damned if you Do and Damned if you Don’t
Technique n°5: Shaming and Blaming
<table>
<thead>
<tr>
<th>Domination technique</th>
<th>Counter Strategy</th>
<th>Acknowledgement Technique</th>
</tr>
</thead>
<tbody>
<tr>
<td>Making invisible</td>
<td>Taking up space and time</td>
<td>Making each other visible</td>
</tr>
<tr>
<td>Ridiculing</td>
<td>Questioning</td>
<td>Respecting each other</td>
</tr>
<tr>
<td>Witholding information</td>
<td>Requiring all cards on the table</td>
<td>Informing others</td>
</tr>
<tr>
<td>Double bind</td>
<td>Prioritizing from within</td>
<td>Discussing priorities and conditions</td>
</tr>
<tr>
<td>Shaming and Blaming</td>
<td>Reflecting and self-awareness</td>
<td>Affirming others</td>
</tr>
</tbody>
</table>
2nd part (20’): work in groups

Gather in groups of 4-6 people

Together, discuss your experiences about these techniques, choose an example and find a way to present it to the other participants: a drawing? A role play? A short story? A slogan?
3d part (10’): sharing findings in plenary session
References

- Lovkrona & Brage: Core values work in academia
  [https://eige.europa.eu/sites/default/files/core_values_work_brage_lovkrona.pdf](https://eige.europa.eu/sites/default/files/core_values_work_brage_lovkrona.pdf)

- Janine’s blog: philo comics in French
  [http://janinebd.fr/5-techniques-de-domination/](http://janinebd.fr/5-techniques-de-domination/)

- Domination techniques: What they are and how to combat them, by the Centre for Gender Equality Norway

- Reflections of a group of Swedish students - ENSU
  [https://www.jamstallt.se/docs/ENSU%20bekraftartekniker.pdf](https://www.jamstallt.se/docs/ENSU%20bekraftartekniker.pdf)
References

- Royal society: Understanding unconscious bias – a 3 minutes cartoon
  https://royalsociety.org/topics-policy/publications/2015/unconscious-bias/

- Loden & Rosener Diversity wheel
  https://gomishopperwordpresscom.wordpress.com/2016/02/02/diversity-in-education/

- Geert Hofstede: the 6-D model of national culture

- Le Monde selon les Femmes- squares gender & power (in French)
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Please fill in the anonymous assessment form to help me improve this session for future participants
Thanks 😊

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