

**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 !



## 1st part : stereotypes

A **stereotype** is a 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/>

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](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

<b>Domination technique</b>	<b>Counter Strategy</b>	<b>Aknowledgement Technique</b>
<b>Making invisible</b>	Taking up space and time	Making each other visible
<b>Ridiculing</b>	Questioning	Respecting each other
<b>Withholding information</b>	Requiring all cards on the table	Informing others
<b>Double bind</b>	Prioritizing from within	Discussing priorities and conditions
<b>Shaming and Blaming</b>	Reflecting and self-awareness	Affirming others


## 2<sup>nd</sup> part (20'): work in groups


Gather in groups of 4-6 people

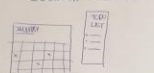
Together, discuss your experiences about these techniques, choose an example and find a way to present it to the other participants : a drawing ? A role play ? A short story ? A slogan ?

# 3d part (10'): sharing findings in plenary session

**OUTCOMES OF WSHOP "Resistance to domination techniques" →**

**FIRST BIND**  


**SECOND BIND**  


**COUNTER-STRATEGY**  


try Speak Eng — Acknowledgment Tech  
 set Rules —  
 improve Eng —

(Unintentionally) Making invisible

Example  
 Lab meeting  
 Eng → French

voice out  
 learn Fr  
 Set an agreement

**Empowerment for everybody**

Haha

ohif


"IN THE END, IT DOES NOT MATTER HOW YOU LOOK, but HOW MUCH KNOWLEDGE U HAVE."

අපිට කතාකරන්න (Sinhalese)  
 تكلم معنا

**TALK TO US**

何で毛話 ㄟ! (en japonais)  
 Parlez nous  
 请跟我们说话!! Parlez avec nous!

Noi với chúng tôi!  
 Parlo con noi!



# 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/>
- ▶ Domination techniques: What they are and how to combat them, by the Centre for Gender Equality Norway  
<https://organizingforpower.files.wordpress.com/2009/03/forms-of-domination.pdf>
- ▶ Reflections of a group of Swedish students - ENSU  
<https://www.jamstallt.se/docs/ENSU%20obekraftartekniker.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

<https://geerthofstede.com/culture-geert-hofstede-gert-jan-hofstede/6d-model-of-national-culture/>

- ▶ Le Monde selon les Femmes- squares gender & power (in French)

<http://www.mondefemmes.be/genre-developpement-outils-theories-analyse-carr-s-genre-jeu-de-cartes-carr-genre-pouvoir-sexisme.htm>

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to help me improve this session for future  
participants

Thanks 😊

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