



# RACISM / SEXISM

TASK: Define and discuss Racism & Sexism.

CONDITIONS: Question and discussion based training

STANDARDS: Understand what Racism and Sexism is and how to combat it.

REFERENCE: Army Consideration of Others Handbook



# RACISM / SEXISM

## What is Racism and Sexism?

Ask Soldiers what they think Racism and Sexism are? Then discuss.

- They are the transformation of prejudice, based on race or gender through the exercise of power and authority against the group defined as inferior by individuals and institutions with the intentional or unintentional support of the culture.
- In general, people are socialized that it's acceptable to be a little sexist, but it's not to be a little racist.
- You must understand they are both unacceptable forms of behavior and should be treated with equal importance.



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## What are some racist and sexist behaviors?

Ask the Soldiers examples of racist or sexist behaviors.

- **Ignoring** - Discounting what an individual says - not giving it credibility because they may be a minority or a female.
- **Speaking For** - Not letting a person speak for themselves.
- **Testimonials** - “ I am not prejudice, some of my best friends are black or women or other minority.”
- **Ethnic, Racist, Sexist Jokes** - Continue to reinforce stereotypes.
- **Stereotypical Language** - “ Women are just to emotional to handle the stress of this environment”. “Men only have one thing on their mind”.
- **Dubious Supervision** - Focusing on the problems or crimes of a particular group while ignoring the fact the majority may be doing the same things.



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## Strategies For Combating Racist and Sexist behavior

Ask the Soldiers what strategies they could use to combat racist or sexist behavior.

- **Education** – Empowers people to recognize behaviors related to racism and sexism. Individuals can then reflect, and check their own behavior and attitudes.
- **Awareness** – Heighten an individual or group awareness and knowledge about another group. This can be achieved by attending ethnic observances, touring museums, going home on pass with your buddy  
Non-CO2 behavior causes breakdowns in teamwork, readiness, and efficiency.
- **Participation** - Taking part in activities in which you would mix with members of different races and genders. This affords the opportunity to experience first hand that the stereotypes held toward different groups often have no basis for truth.



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- **Self-analyze** - Often, one of the hardest things a person must do is to be honest with themselves. If we harbor prejudices and fears about other groups, then it is best that we acknowledge this to ourselves. Only then can we figure out what steps we need to take to overcome these attitudes and beliefs we hold.
- **Acknowledging and understanding differences** - Different does not mean BAD. Simply accept that we are different. Look for similarities rather than differences.