

An aerial photograph of a historic city, likely in Italy, showing a dense cluster of buildings with terracotta roofs. In the foreground, a large, prominent green dome with a lantern on top is visible. The background shows a hazy view of the city extending to the hills.

Relationship between personal and group identity

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Training courses for education staff



Identity and Groups

Let's start with two main thoughts about groups:

1. Groups are inevitable and we can't live without them
2. Groups don't exist

1. Groups are inevitable

- If we look at ourselves and at our own lives we can probably identify a large number of groups that we are a member of.
- We belong to groups in which we share same values
- Sharing same values give a sense of legitimacy

1. Groups are inevitable

TYPES OF GROUPS

- A formal group is a group that defines its members:

Ex: If you join the army, they will not change according to your likings. Rather the other way around, you will have to adapt to how things are done in the army.

- An informal group is defined by its members

Ex: If you move to another city, your circle of friends will not be the same anymore because you are missing.

Ex: A voluntarily theatre group can only do plays that correspond with the skills of its members.

1. Groups are inevitable

SUBSCRIPTION TO GROUPS

- Involuntary group

Ex: You cannot decide where you were born. You cannot decide which sexual orientation you have.

- Voluntary group

You can leave some groups that you become a member of voluntarily, but it can require great effort and radical change of life

Ex: If you move to another city, your circle of friends will not be the same anymore because you are missing.

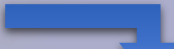
Ex: A voluntarily theatre group can only do plays that correspond with the skills of its members.

1. Groups are inevitable

POWER RELATION BETWEEN GROUPS

- Groups are important to us and they serve us well by giving us physical and emotional security.

But

- Groups can also be a source of conflict fighting for superiority 

it is not so much the group that we are in, but **how important** this group is to us, that determines our behaviour.

2. Groups **DON'T** exist

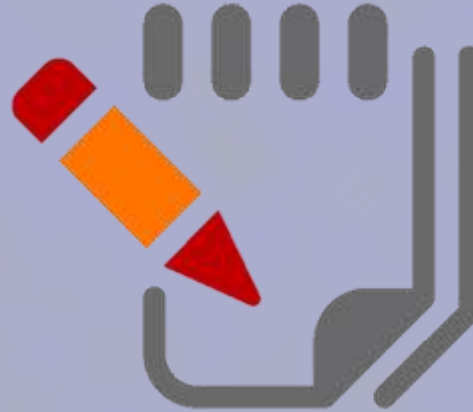
1. Groups as such do not exist.
2. Groups are made up of individuals – they do not exist independently.
3. Just like the personal identity, a collective identity is a process of negotiation, development, change and discourse.
4. Groups come into existence and also stop existing because they serve, (or stop serving), a need for people

2. Groups **DON'T** exist

5. Any group that is too big for every person in that group to know everyone else, is basically an “imagined community”.
6. They are communities that exist theoretically and through discourse, but not mediated through meetings and common experiences.
7. Because they are imagined, both by their members and ‘outsiders’, they become much more easily a projection surface for stereotypes.
8. The membership of an individual to such large groups is a very shaky ground for making assumptions about this person’s values or preferences in life.

Activity

- OUTSIDERS



Activity

- UNDERSTANDING THE CODE



Activity





FIGHTING PREJUDICE AND discrimination

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Introduction

1. Our identity is determined by 2 factors, Who we are (personal identity) and Where we come from (social identity)
2. To make it easier to understand reality we use mechanism of categorization of what we perceive
3. Perception is a process that allows us to store a great deal of information by using labels: it makes our meeting with reality simpler.

ADVANTAGE: we learn from past experiences to better react to future similar situations

DISADVANTAGE: we stereotype all information

4. We use the categorization process also with groups

stereotypes

- **Stereotypes** can be defined as simplified thoughts and mental generalizations of some group of people when we assume that all individuals in that group have same characteristics (stereotypes can be both – positive or negative).

My classmate with glasses is the most intelligent 😊

The classmate always grumpy that wears in black loves Metallica 😞

The new Muslim student is not good at any subject and don't speak my language 😞

The people from a professional school always have behavior issues 😞

They help us to have stable and predictable picture of the world and make our coping with reality easier

stereotypes

- There are 2 kinds of stereotype:
 1. 'hetero-stereotypes' (about another group)
 2. 'auto-stereotypes' (about our own group)

Auto- and hetero-stereotypes depend on each other. Every hetero-stereotype someone has about another, actually tells something about the stereotypes they have about themselves.
- Stereotypes are a product of the collectiveness and are passed on through socialisation
- They can turn into prejudices

Stereotype

- Think about 2 stereotypes that are real and present in your daily life/school/community/country...

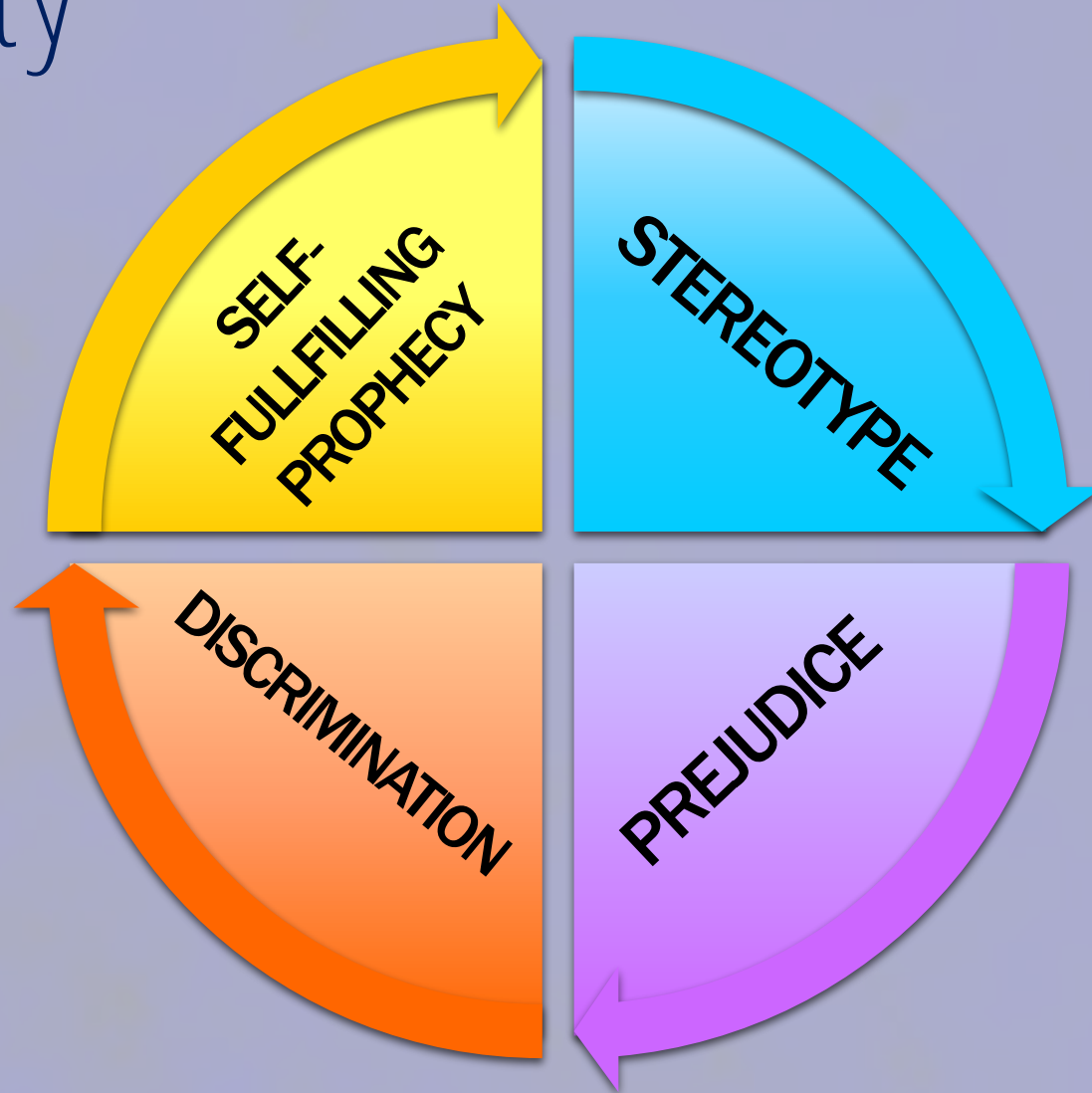
Prejudice

- **Prejudice** are stereotypes + emotions. They also can be positive or negative, but we often use this word to describe strong negative emotions towards some group of people.
- Stereotypes and prejudices are part of socialization
- We often adopt them on unconscious level and they often act unconsciously

DISCRIMINATION

- ***Discrimination*** is prejudice (stereotype + emotions) leading to action. When we have negative stereotype towards some group, and have negative emotions, then if we got power it is very likely that we'll discriminate that group of people on many ways.

Activity



The importance of Teaching empathy

Empathy is about finding echoes of another person in yourself.

Mohsin Hamid



What empathy is



Key concepts of empathy

by Edith Stein:

- It cannot be force to occur, but it can be facilitated
- It's not an event, it is an experience
- It is not teachable, but it can flourish on certain **attitudes** and **knowledge**

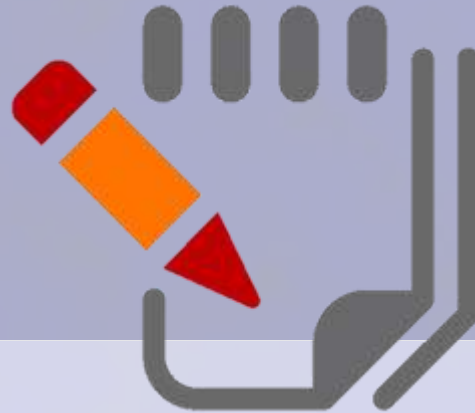
- ✓ Self-awareness
- ✓ Listening-skills
- ✓ Self-confidence

- ✓ Concept of prejudice
- ✓ Anti-discrimination



HANDICAP RACE

1. Pass a stick around the circle for 3 times. Each person has to hold it for 10 sec
2. Build a tower with paper sheets + tape: use all of them, don't attach the tower to the floor.
3. Create a portrait of the group using newspapers, scissors and glue



HANDICAP RACE

Write on a piece of paper how you felt during the activity:

- try to be specific about the emotions and thoughts you have
- do not mention clearly if you had a handicap (for example, do not say “I felt blind” if you couldn’t see)

HOTEL glocal

