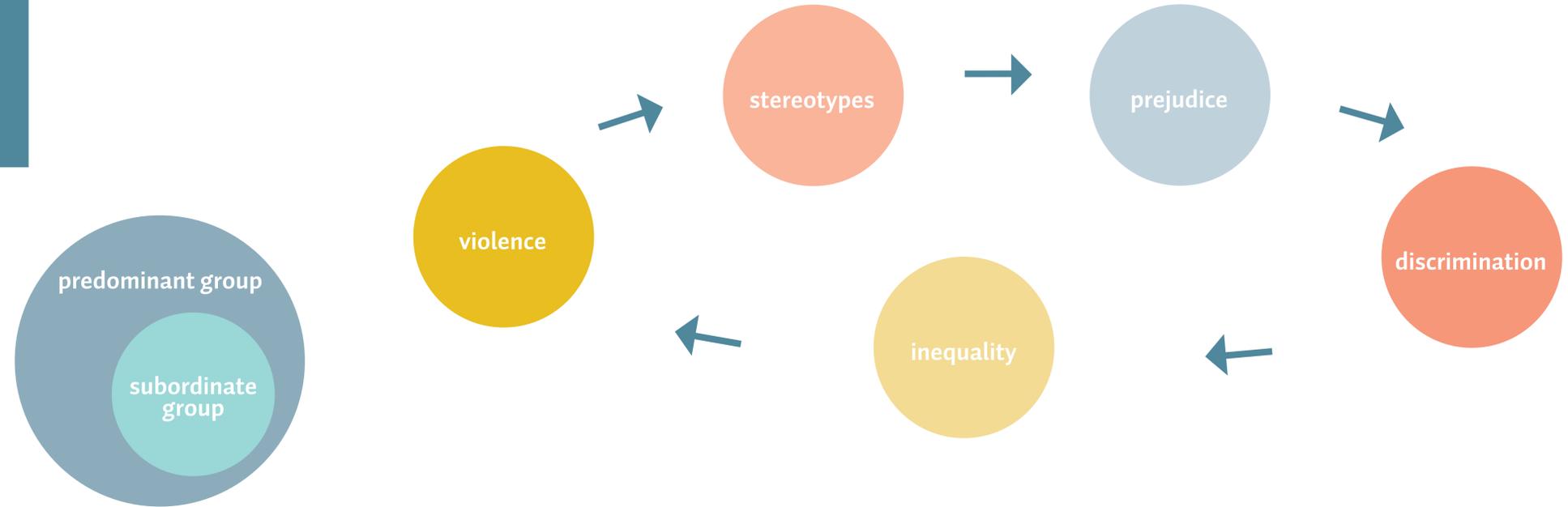


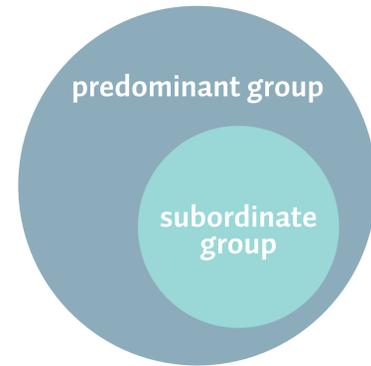
# TOWARDS A NEW DISCOURSE AND DIALOGUE



Bu proje Avrupa Birliği ve Türkiye Cumhuriyeti tarafından finanse edilmektedir.  
This project is co-funded by the European Union and the Republic of Turkey.



The predominant group, defines what is acceptable and 'normal' within society, sets the rules for and defines the subordinate group, labels them using the characteristics of their most negative members, generating and disseminating propositions such as "Members of group X are thieves", "Members of Groups Y are hostile".



**Stereotypes** refer to generalisations about social groups which we learn through the process of socialisation (at home, school, outside). For instance, believing that all women are 'sentimental', that Albanians are 'stubborn' and that Germans are 'cold' stem from stereotypes about these groups.

**Prejudice** refers to subjective and conditional opinions and expectations about a person or a group. Combining stereotypes with strong emotional expressions such as love or hatred play a significant role in generating prejudice.

**Discrimination** results from transforming prejudice into behaviour. There are three different types of discrimination. **Direct discrimination** consists of discrimination against a person or a group justified due to prejudice. **Indirect discrimination** refers to negative impacts resulting from seemingly impartial and universal systemic arrangements and practices affecting certain people or groups. **Associative discrimination** refers to discrimination based on the characteristics of an individual or a group they are associated with.

**Inequality** often results from discrimination. Groups that are subjected to discrimination cannot exercise their rights in the same manner as other groups do.

**Violence** is one of the most severe consequences of discrimination based on prejudice as well as a human rights violation.

**Re-fencing:** If we have strong and entrenched stereotypes about a group, we may consider individuals belonging to this group who have behaviours or characteristics that contradict our judgments about that group as an exception. While we may accept this individual and 'fence them off' from the rest of the group we would still be excluding other members of the group, i.e. have prejudice against them.

Stereotypes, prejudice, inequality and violence interact in a vicious circle, feeding off discrimination while causing further discrimination. We need to bear in mind the way in which this cycle operates in order to understand the impacts of discriminatory attitudes and behaviour and to struggle against discrimination.

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