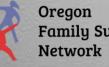
Challenging the Way We've **Always Done It**

Strategies for replacing stigma embedded in organizational culture and relationships

CHALLENGING STIGMA THROUGH **UNDERSTANDING & INTENTIONAL ACTION**



Family Support



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Have you ever

assumed that someone is good or bad at something based only on their age or gender (for instance: who do you think is good at fixing a car)?

Do you ever say

things like, "Stop acting like a girl?" or "Man Up!," or refer to all your friends as "guys"?

When you see a

person who has a physical or mental disability, do you ever avoid making eye contact?

Do you ever

justify using derogatory language or slurs because you think everyone else uses them?



Have you ever remained quiet when hearing a racist joke?

When you

picture someone beautiful in your mind, are they wearing fancy clothes and of a high socioeconomic class?

Do you spend

much of your day surrounded by people who are similar to you? Same religion? Sexuality? Body shape?

Do you catch

yourself judging

yourself or others about body shape and weight? Do you make automatic assumptions about their behaviors and health?

Have you ever

referred to a neighborhood as safe or unsafe based on the racial (or socioeconomic) demographics of that neighborhood?

Do you ever

speak louder and more slowly to someone who speaks with an accent?

"Not everything that is faced can be changed, but nothing can be changed until it is faced."

- James Baldwin



We have a choice!

- What assumptions are you making?
- Can you challenge them?
- Can you replace them?







Every family deserves to be heard and understood

SUPPORT EDUCATE ADVOCATE EMPOWER