

The Isms Module Objectives

Racism

Lecture & Supplemental Material

1. Define racism, including its' dominant and subordinate groups.
2. Contrast stereotypes in the media as they perpetuate attitudes about race.

Chapter 9 – From Prejudice to Discrimination

3. Summarize the impact of racial discrimination in the hiring process.
4. Explain the “lost opportunities effect,” “sticky floor effect,” and “job tracking” as they relate to race and gender discrimination in job performance and performance evaluations.
5. Discuss the stereotype fit hypothesis and strategies to minimize its impact.
6. Discuss the influence of stereotype awareness and group respect in predicting discrimination.
7. Explain how “level of prejudice” can affect job applicant ratings.
8. Discuss the impact of microaggressions in the workplace, including how microaggressions are communicated.

Chapter 10 – The Experience of Discrimination

9. Dissect the myth of the model minority.

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Classism

Supplemental Lecture

- I0. Define classism, including its' dominant and subordinate groups.
- I1. Dissect 4 myths that perpetuate classism.
- I2. Contrast stereotypes in the media as they perpetuate attitudes about class.

Chapter 6 – Individual Differences and Prejudice

- I3. Explain the value orientation of individualism and why it facilitates prejudice.
- I4. Explain how egalitarianism works as an anti-prejudice antidote.
- I5. Summarize the relationship between conservatism, personal values, and prejudice.
- I6. Explain the attribution-value model of prejudice as it relates to prejudice towards poverty and unemployment.
- I7. Conclude the relationship between political ideology, value conflicts, and prejudice.

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Sexism

Lecture & Supplemental Material

18. Define sexism, including its' dominant and subordinate groups.
19. Contrast stereotypes in the media as they perpetuate attitudes about gender.

Chapter 10 – From Prejudice to Discrimination

20. Summarize the impact of gender discrimination, including the effects of pregnancy, in the hiring process.

Chapter 11 – Gender and Sexual Orientation

21. Explain three elements of the gender belief system.
22. Discuss the relationship between facial characteristics and stereotypical beliefs.
23. Contrast *agentic* and *communal* traits as they affect expectations of men and women.
24. Explain gender polarization and its corollary.
25. Discuss the relationship between power and stereotypical beliefs about gender.
26. Evaluate the reliability of research on gender-based stereotypes across cultures and time.
27. Explain how gender subtypes affect perceptions of warmth and competence of men and women.
28. Summarize the limitations of research on gender based stereotypes.
29. Explain the “women are wonderful effect” and discrimination-affection paradox.
30. Describe benevolent, hostile, and ambivalent forms of sexism.
31. Discuss the impact of the male gender roles on men today.

The Isms Module Objectives

Heterosexism

Lecture & Supplemental Material

32. Define heterosexism, including its' dominant and subordinate groups.
33. Contrast stereotypes in the media as they perpetuate attitudes about sexual orientation and gender identity.

Chapter 11 – Gender and Sexual Orientation

34. Discuss the relationship between the gender stereotypes and stereotypes of LGBs.
35. Explain the sexual orientation hypothesis.
36. Identify characteristics in individual differences that predict people's attitudes toward LGBs.
37. Explain how the gender belief system might affect heterosexual men's attitudes toward LGBs.
38. Evaluate attitudes toward bisexuality.
39. Identify examples of formal and informal discrimination against LGBs in the workplace.
40. Describe 2 factors that are related to people's attitudes toward transgender persons.
41. Explain one factor that improves people's attitudes toward transgender persons.
42. Identify examples of microaggressions toward transgender persons.

The Isms Module Objectives

Ableism

Lecture & Supplemental Material

43. Contrast stereotypes in the media as they perpetuate attitudes about disability.

Chapter 10 – The Experience of Discrimination

44. Explain how the characteristics of course, concealability, aesthetic, origin, and danger influence interactions toward people with disabilities (PWDs).

Chapter 12 – Age, Ability, and Appearance

45. Explain the legal criteria for a person with a disability, according to the Equal Employment Opportunity Commission (EEOC).

46. Define ableism and its dominant and subordinate groups, according to the social model.

47. Summarize the research on attitudes and behavior toward PWDs.

48. Explain four limitations of research that has been conducted on disability-related prejudice.

49. Describe the sources of the anxiety that non-disabled people experience when interacting with PWDs.

50. Describe discrimination in communication between PWDs and non-disabled persons.

51. Explain how perceptions of controllability and dangerousness influence people's reactions to PWDs.

52. Describe the consequences of mental health stigma.

The Isms Module Objectives

Ageism

Lecture & Supplemental Material

53. Define ageism, including its dominant and subordinate groups.

Chapter 12 – Age, Ability, and Appearance

- 54. Identify the advantages of positive aging and the factors that contribute to it.
- 55. Explain variations in content of age-based stereotypes and their 5 dimensions.
- 56. Explain benevolent ageism as it relates to the stereotype content model.
- 57. Explain how the fear of death and dying can contribute to ageism.
- 58. Differentiate attitudes toward older adults by subtype.
- 59. Evaluate the impact of the “double standard of aging” as it relates to gender.
- 60. Summarize media disparities in the portrayal of older adults.
- 61. Evaluate the influence of age-based stereotypes in the workplace.
- 62. Discuss the effects of patronizing speech on older adults.
- 63. Summarize the effects of self-stereotyping in older adults.