Critical Listening Guide:
Just Because You Always Hear It, Doesn’t Mean It’s True
Hello
my name is
Critical Listening Guide: Just Because You Always Hear It, Doesn't Mean It's True

Use this guide to help identify common misunderstandings that surface when people talk about how to increase the participation of women. Learn to spot "red flags" that indicate a particular discussion is headed in a direction that may not be research-based or effective.

View online.

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Audience(s): K-12, Higher Education, Workforce, Startup, Academic / Research, Industry / Government / Other
Short URL: www.ncwit.org/criticallistening
Type(s): Other
Objectives

- Identify problematic statements
- Analyze problematic statements
- Evaluate one or more ways to respond to different types of problematic statements
- Demonstrate responses to problematic statements, including in stressful situations
My sister gets teary-eyed when her kids give her flowers.
Women are emotional.
Jadyn’s probably on food stamps.
More white people receive SNAP benefits than any other racial or ethnic group.
Parental leave programs can help retain employees.
We don’t need a parental leave program, because only Jennifer would use it.
May I give you feedback?
Well?
Essentialism

Statements that overgeneralize or exaggerate similarities among women (or men) or racial groups.
Fix ’em

Statements that rely on a “fix the person who’s part of a group” approach as opposed to a “fix the environment” or “fix the system” approach.
Not my problem

Statements that frame issues as a different group’s problem.
It’s glue time!

- Find three sheets in the big envelope (one for each “bucket”)
- Find a smaller envelope labeled “hear this”
- Use your glue stick!
It’s still glue time!

- Find another smaller envelope labeled “ask this”
- Use your glue stick!
I LOVE GLUE STICKS!

- Find a smaller envelope labeled “research”
- Use your glue stick!
feedback
The Problem: Essentialism

Hear any of these problematic statements?

- "Women are such great collaborators."
- "Women bring communication or people skills."
- "Men are such linear thinkers."
- "Women and men have different leadership styles."
- "Women manage like _____; men manage like_____."
- "Women won’t apply for the job unless they have all the qualifications; but, men will apply if they only have a few."
The Problem: Framing Diversity Issues as "Women's Issues"

Hear any of these problematic statements?

- "Women want a family-friendly workplace."
- "Women need flexibility in their jobs."
- "Women usually want/choose to spend more time with their families."
The Problem: Fix the Woman Approaches to Diversity

Hear any of these problematic statements?

- "Women need to learn to be more confident."
- "Hey ladies, we need to stop holding ourselves back."
- "Learn to take up space, and toot your own horn."
- "Don't be afraid to negotiate; just waltz in there, and ask for what you deserve."
- "Take charge of your career."
• 3-min role play with guide
• 2-min analysis

What bucket? How did the interchange go? Could you replicate it IRL?
● 3-min role play with guide
● 2-min analysis

What bucket? How did the interchange go? Could you replicate it IRL?
- 2-min role play without guide
- 2-min analysis

What bucket? How did the interchange go? Could you replicate it IRL?
● 2-min role play without guide
● 2-min analysis

What bucket? How did the interchange go? Could you replicate it IRL?
• Series of 1-min role plays without guide

dance scene!
What was hard?
What was easy?
Did it “work”?
Can you replicate?
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Real-Time Feedback Needed

1. Pull up the Summit app or go to: bit.ly/summit2018wkshps
2. Answer 4 questions