How do we meet and treat each other?

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What are norms and how do they affect us?

- The expected, the "normal"
- Contrast to something else: "We and them"

**A matter of power:**
The people who carry the norm (by majority or authority) decide whether the minority/less common should be tolerated.
They can choose to either maintain the norms or contribute to change them.
Normative criticism/awareness

• Helps us to become aware of – and change – restrictive structures and norms, rather than getting individuals to fit in the normative framework

• Shows how power is created and re-created on different levels: in the interpersonal meeting, in organizations, in society

• Contributes to reflections on values, attitudes and expectations: Who am I with regard to this norm?

Restrictive norms

• Gender roles – the male norm

• Sexual orientation – the hetero norm

• Functions – handicap…. disability…. reduced ability…. variation of ability!
The Teflon Test

<table>
<thead>
<tr>
<th>Friction because of conceptions about:</th>
<th>Often</th>
<th>Sometimes</th>
<th>Seldom/ Never</th>
</tr>
</thead>
<tbody>
<tr>
<td>Age</td>
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<tr>
<td>Sex</td>
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<td>Sexual orientation</td>
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<td>Transgender identity or expression</td>
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<td>Disability (Functionality)</td>
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<td>Ethnicity</td>
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<td>Religion or other belief</td>
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Reflection

- How did you think/feel about taking the test?
- Have you experienced new insights about norms and privileges?
- How can you use this knowledge in your daily life?