



Women's empowerment against sexist harassment in public space
Project N° 2022-1-LT01-KA220-ADU-000086398



Active Listening

Biased Listening





Introduction

The FPS project is committed to fostering learning and cultivating attitudes that promote inclusion and respect for diversity. By actively challenging gender stereotypes, we support individuals in acquiring fundamental skills aimed at eliminating discrimination, inequality, and exclusion experienced by women in the EU due to entrenched gender roles and stereotypes.



Key Objectives

- 1. Empowerment:** Strengthening individuals' sense of empowerment to assert themselves in various situations.
- 2. Coping Mechanisms:** Equipping participants with effective coping strategies to navigate instances of male harassment in public spaces.
- 3. Challenging Gender Stereotypes:** Working against gender stereotypes to eliminate discrimination, inequality, and exclusion faced by women in the EU.
- 4. Skill Development:** Supporting individuals in acquiring and developing essential skills to combat gender-based discrimination.



PUHU Research & Consultancy



- A research and education organization operating in the field of Social Innovation. With a bottom-up and participatory approach, we conduct activities in research, education, and reporting to identify the needs of target communities and align proposed solutions with these needs.
- We specialize in designing projects from idea to implementation for EU-supported projects, focusing on areas such as Youth, Migration, Education, and Neurodiversity to develop solution proposals for social issues.
- Utilizing Qualitative Research Methods such as Ethnographic Observation and Listening, Coaching, Philosophy with Children (P4C), and Philosophical Counseling, we create supportive theoretical content and design educational



Table of contents

01 Introduction

- Types of Listening

02 Listening & Culture

- Collectivistic vs Individualistic
- Low-context vs High-context

03 Listening and Gender

- Gender Stereotypes

04 Barriers to Listening

- Biasses and Prejudices



01

Introduction

Types of Listening



Types of Listening

- Discriminative
- Informational
- Critical
- Empathetic



Types of Listening



- **Discriminative:**

- Discriminative listening is a **focused** and **instrumental** form of listening that primarily occurs during the receiving stage of the listening process.
- It involves **scanning** and **monitoring** our surroundings to isolate specific auditory or visual stimuli, such as listening for potential dangers while walking the dog at night or looking for nonverbal cues in a conversation.
- Despite being the most basic form of listening, it serves as the foundation for developing more intentional listening skills.



Types of Listening



- **Informational:**

- Informational listening focuses on **understanding** and **retaining information without evaluation.**
- It's crucial in various contexts like education, where students listen to lectures or directions, and in professional settings such as receiving instructions at work.
- This type of listening requires **good concentration** and **memory skills**, essential for effective learning and performance.



Types of Listening

- **Critical:**

- Critical listening involves **analyzing** and **evaluating a message based on verbal information** and **contextual clues**.
- It's crucial for assessing speaker credibility, identifying persuasive tactics, and recognizing logical fallacies.
- This skill is particularly important during persuasive interactions but should be applied across various contexts to distinguish between informative and persuasive content.



Types of Listening



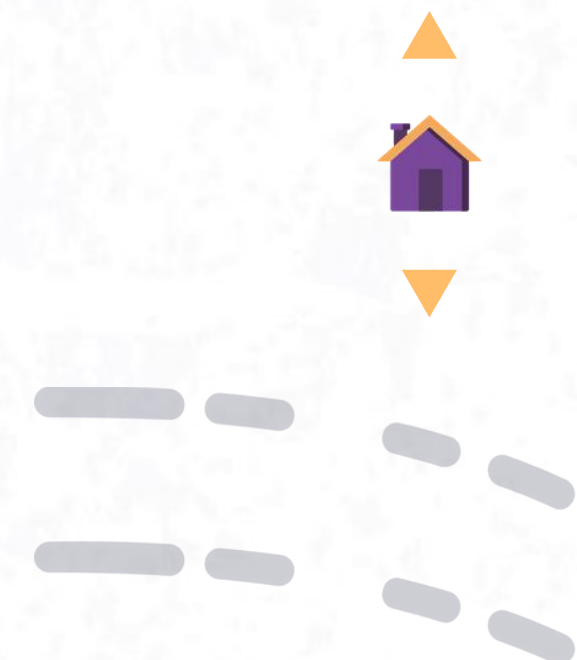
- **Emphatatic:**

- Empathetic listening involves **understanding** and **experiencing a speaker's thoughts or feelings**, distinct from sympathy which is more self-oriented.
- It's crucial for **maintaining relationships** and **fostering dialogue**
- Empathetic listening requires **genuine openness** and **a commitment to civility**, allowing individuals to empathize while still advocating for their own beliefs.



02

Listening & Culture





Listening & Culture



- Cultures vary in their emphasis on listening, with **collectivistic** cultures valuing it more than **individualistic** ones that focus more on speaking.



Listening & Culture

- Cultural differences also affect communication styles, with **low-context cultures** relying more on verbal communication and explicit details, while **high-context cultures** derive meaning from nonverbal and contextual cues.
- This distinction impacts how listeners interpret messages and respond, leading to potential misunderstandings or frustrations between individuals from different cultural backgrounds.



Listening & Culture

- Cultural orientations towards time influence listening styles.
 - Monochronic cultures, like the United States, prioritize time management and action-oriented listening in professional settings.
 - In contrast, polychronic cultures, often more collectivistic and high-context, prioritize people and content-oriented listening, valuing flexibility over strict adherence to schedules.



03

Listening & Gender



Listening & Gender

- Recent studies debunk the belief that men interrupt more than women, showing similar interruption frequencies across genders in cross-gender interactions.
- Gendered communication patterns vary based on context, with competitive behaviors like interrupting more prevalent in same-gender interactions
- Understanding these nuances is crucial for effective communication across genders and avoiding misinterpretations





04

Barriers to Listening

Biases & Prejudices



Barriers to Listening

- **Receiving Stage:**
 - **Noise can block or distort incoming stimuli.**
- **Interpreting Stage:**
 - **Complex or abstract information may be difficult to relate to previous experiences, hindering understanding.**
- **Recalling Stage:**
 - **Natural memory limits and challenges to concentration can interfere with remembering.**
- **Evaluating Stage:**
 - **Personal biases and prejudices can lead to blocking out or assuming what the speaker will say.**
- **Responding Stage:**
 - **Lack of paraphrasing and questioning skills can result in misunderstanding.**

Environmental, physical, cognitive, and personal factors, along with bad listening practices, contribute to these barriers.



Barriers to Listening

Types of Prejudiced Listening:

1. Selective Listening: Addressing only parts of a message that align with personal beliefs or avoiding controversial topics.
2. Denial Listening: Avoiding subjects or individuals altogether to protect existing views.
3. Assumptive Listening: Assuming one knows what a person will say based on identity factors like race, age, or appearance.

Barriers to Listening

- Prejudiced listening hinders active and ethical engagement, limiting understanding and communication.
- Keep an open mind and practice perception checking to identify biases and shift towards more competent listening practices.

Bibliography

- Dindia, Kathryn. (2006). The Effects of Sex of Subject and Sex of Partner on Interruptions. *Human Communication Research*, 345–371.
- Lustig, M. W., Koester, J., & Halualani, R. (2017). *Intercultural Competence: Interpersonal communication across cultures*, Pearson. (8th ed.). Pearson.
- McCornack, S. , & Morrison, K. (2021). *Reflect & Relate: An Introduction to Interpersonal Communication* (6th ed.). Bedford/St. Martin's.





Women's empowerment against sexist harassment in public space

Project Num: 2022-1-LT01-KA220-ADU-000086398



Thank you!



The European Commission's support for the production of this publication (work) does not constitute an endorsement of the contents, which reflect the views only of the authors, and the Commission and National Agency cannot be held responsible for any use which may be made of the information contained therein.

