

Addressing Prejudice

Be curious & suspend personal judgements

Create a safe space to talk

"Do you understand that can be/is offensive?"

"What did you mean when you used that word in that way?"

Assume they mean well, but explain the impact

Actively listen

"I know you thought it was a funny joke/banter, but it is hurtful to others."

"Using this language is not acceptable- this is an inclusive club/school"

Build accountability

Encourage empathy

*For Example:
"I don't think it's gender related. I think anyone regardless of their gender is capable of doing the same thing"*

"How do you think what you said/did could have a harmful impact on someone who has this identity?"

Expand it to universal behaviour

"Now that we have talked this through, what is your understanding of your behaviour & it's impact now?"

"What would you do differently now?"

Focus on positive change & apply a solution - focused approach

Explore options together

"What have you learned?"

"What would help you understand more about this?"

Address issues of prejudice using a whole organisation approach