**How should I react?**

**Challenge discriminatory attitudes and behaviour.**

Silence can imply you agree with racist, homophobic, sexist, ethnic comments or behaviour so make sure you show your disagreement. This can be as simple as saying you disagree with their attitude, find their comments offensive, or will not tolerate that behaviour. A challenge is not an attack however, and very few people will consider themselves prejudiced, so acknowledge that their comments or behaviour might be due to personal circumstances or social background and they may not realise they are being offensive.

You do not need to convince the person to change their attitude there and then, however by stating your own stance and questioning their attitude or behaviour, you will give them an opportunity to reflect, grow and possibly change.

**Use inclusive language and behaviour**

Try to create an environment where everyone feels safe, valued and respected. Listen carefully to the individual, so they feel understood by using active listening techniques (pay attention, provide cues that show you are listening such as nodding and agreeing, remain impartial and respond appropriately) and encouraging each individual to be heard (consider different ways for people to express themselves through writing, music, art, etc. not just through speaking).

**Provide accurate information to dispel stereotypes**

Share your knowledge of other groups, and cultures or explore together to become better informed and more understanding of cultural differences.

**Respect is key**

Respect begins when people realise and acknowledge they have much in common. Respect the rights of other, including Children’s Rights, helps to build respect. If you have respect for one another is it easier to share power and share a more equal relationship. It is extremely difficult to build a positive relationship where there is no respect.

Acknowledging and valuing each other’s unique experiences and individuality helps remove incorrect generalisations and assumptions which lead to misunderstanding or conflict.

**Be a role model and set expectations about standards of behaviour**

Show you value inclusion and diversity through your own language and behaviour. Work collectively with others, support the efforts of others to increase diversity, and show you value a wide variety of skills, talents and knowledge. Recognise barriers to inclusion and where you can help to remove these. Treat everyone fairly so they can contribute their best. This is not the same as treating everyone the same.