**Practical ways to challenge discrimination as a mentor**

**Tips for challenging discrimination in a mentor role**

* Challenge but don’t attack, very few people will consider themselves prejudiced so acknowledge they may not realise they are being offensive.
* Don’t react too much, they might be saying something to get a reaction from you.
* Stay calm.
* Don’t give them a telling off.
* Focus on the behaviour/comments not the person. Say ‘that comment was discriminatory’ rather than ‘you’re a racist.’
* Try to get them thinking about their reasons for what they have said/done by asking questions.
* Help them to think about where their thoughts or opinions on the topic have come from.
* Generate some discussion about the topic - which should hopefully lead to showing that their thoughts/opinions are unfounded/inaccurate.
* Recognise that one challenge is unlikely to change their behaviour but consistent challenge by many and role model of alternative behaviour will raise awareness and their understanding of the issue.