

Suggestions and Recommendations for Addressing and Unlearning Prejudice

1. Be sensitive and aware of others around you.

- ⇒ Become more aware of the diversity in your unit, section, office, SPA and Department.
- ⇒ Become more aware of the diversity in your neighborhood, community, schools, church, social activities, etc.
- ⇒ Become more aware of the diversity within your family and extended family.
- ⇒ Recognize the wide range of diversity; and the direct and indirect impact it has on life style, values, beliefs, habits, work ethic, etc.
- ⇒ Be willing to compromise, listen and learn from a diversity of perspectives.

2. Value another person's culture and diversity.

- ⇒ Learn about another culture through reading, television, video or movies.
- ⇒ Learn about another culture by attending an event or celebration.
- ⇒ Talk with someone from another culture about his or her experiences and beliefs.
- ⇒ Be open to change within yourself, incorporating new ideas and perspectives into your belief system.
- ⇒ Go to a mall with a diverse variety of people.
- ⇒ Plan and take a trip to another part of the United States or to another country.
- ⇒ Befriend people from a variety of cultural backgrounds.
- ⇒ Talk with and get to know a neighbor from a different culture.
- ⇒ Volunteer at a center serving a diverse population.

3. Remember that all of us have some prejudices; recognize and understand what those are and where they came from.

- ⇒ Take time to self reflect about your personal prejudices and stereotypes.
- ⇒ Self reflect about when, where and how you developed your prejudices and stereotypes.
- ⇒ Talk with family and friends about stereotypes and prejudices, when and how they developed.
- ⇒ Recognize that everyone has prejudices and stereotypes, what we do with them makes the difference.
- ⇒ Be kind to yourself in the process.

4. Consciously decide not to act on your stereotypes.

- ⇒ Through learning about the specific culture that you have a prejudice against, begin the process of changing your beliefs because you now know the stereotypes are wrong.
- ⇒ If you are in a situation and people are being mistreated, defend and educate others about their misconceptions.
- ⇒ Be firm about your unwillingness to tolerate discrimination and mistreatment of others.
- ⇒ Stop, think, reflect, and treat others the way you would like to be treated.
- ⇒ Don't do it!!

5. Be aware of your own fears about addressing prejudice.

- ⇒ Practice with your self or others close to you, to help overcome fear.
- ⇒ Prepare and be ready to realize that others may not be able to change their prejudices.
- ⇒ Prepare and be ready to make hard decisions about your relationships with others.
- ⇒ Prepare and be ready for people's reactions and responses.
- ⇒ Continue to become aware about your specific fears of addressing prejudice.
- ⇒ Be aware of your fears and know that others have the same fears as you do.
- ⇒ Become a leader in role modeling addressing prejudice and correcting stereotypes.

6. Do not tolerate racial/sexual/disability jokes, innuendoes, pictures or gestures of any kind. What you permit, you promote.

- ⇒ Assess the safety of the environment and either address the issue or walk away.
- ⇒ Just don't do it, because even if no malice is intended, it can be taken out of context and be offensive.