

### Guidelines for positively acknowledging difference

It is important and often relevant to find ways of acknowledging people's individual differences and group membership without ascribing negative values.

#### *Do:*

- § Focus on the characteristics of individuals
- § Address individuals by name. Persevere with names that you find difficult so that you can all learn to pronounce each other's names correctly and address one another without hesitation
- § Use the words racism, sexism, ageism etc. when appropriate e.g. when you want to confront someone about their behaviour
- § Review your teaching materials to ensure that these reflect a range of views and social identities. For example, topics such as sexuality should be looked at from the point of view of lesbians and gay men and not simply heterosexual people

#### *Don't:*

- § Make derogatory remarks about people from other groups
- § Generalise apparent group characteristics to individual members of the group e.g. don't ask a black student in a seminar what black people think about the topic under discussion

Taken from: Lewis, V. and Habeshaw, S. (1990) 53 interesting ways to promote equal opportunities in education, Technical and Educational Services Ltd., Bristol