

CULTURE *of* RESPECT

Every person has a right to be respected and safe.

We believe inclusiveness is fundamental to education.

We stand for equality.

Disrespectful behaviour in our classrooms, on our campus and in our community is unacceptable.

- i. **Be ready:** promise yourself to not remain silent, know that it will happen again, summon your courage – whatever it takes. Practice things to say, open ended is good: “Why did you say that?” or “How did you develop that belief?”
- ii. **Identify the behaviour:** use reflective listening, avoid labeling, name-calling or blame. Describe the behaviour, don’t label the person. I.e: “Janice, what I hear you saying is that Mexicans are lazy” etc.
- iii. **Appeal to principles:** this works well if the person is known to you like a friend, sibling, co-worker etc. “Joe, I have always thought of you as a fair-minded person, so it shocks me when I hear you say something like that.”
- iv. **Set limits:** you cannot control another person, but you can control what happens in your space. “Please don’t tell racist jokes in my presence anymore” or “This classroom is not a place where I allow homophobia to occur” and then follow through.
- v. **Find an ally/be an ally:** seek out like-minded people for support or support others in their challenges. Lead by example and inspire others to do the same.
- vi. **Be vigilant:** change happens slowly, but be prepared, and keep speaking up. Don’t let yourself be silenced.