

***A note on using this resource May 2019**

We are not suggesting there is a 'right' or 'wrong' place to be on this spectrum. This is a tool to bring awareness to where we are and what we are choosing in any moment, connecting deeply to where different experiences we have sit on this spectrum is the important thing, at what that means for us.

Please hold all experiences are plural and dynamic as opposed to fixed and static, each place represents on a part, or an experience, not the whole story. You are welcome to use this resource and we would love to hear about it contact details below.

Attitudes to Difference statements/spectrum

Hostility:

They ('the other') are unsound, dangerous. Steps to change them are needed and necessary.

Pity: They only know that way. They need to be educated (to my/our way) to help them know better.

Tolerance: They will grow out of it as they develop. They need protection and tolerance as they are still learning.

Support: They have needs that must be respected and safeguarded, despite my/our challenges around them.

Acknowledgement: In society there is so much difference and divergence in values, experiences and perspectives. I am willing to look at myself and my own prejudices towards those who are different to me.

Appreciation: Despite it being difficult, I value differences in experiences, values, perspectives. I want to go beyond 'sameness' and walk towards people who do not share the same experiences and values as me.

Nurturance: I experience difference and divergence within all groups. I change my relationship with 'difference' to invite it at all opportunities and reach out towards others with compassionate curiosity, as a way to enhance and enrich my understandings, experiences and choices.

Interdependence: We are part of a complex adaptive system and difference is essential to life.