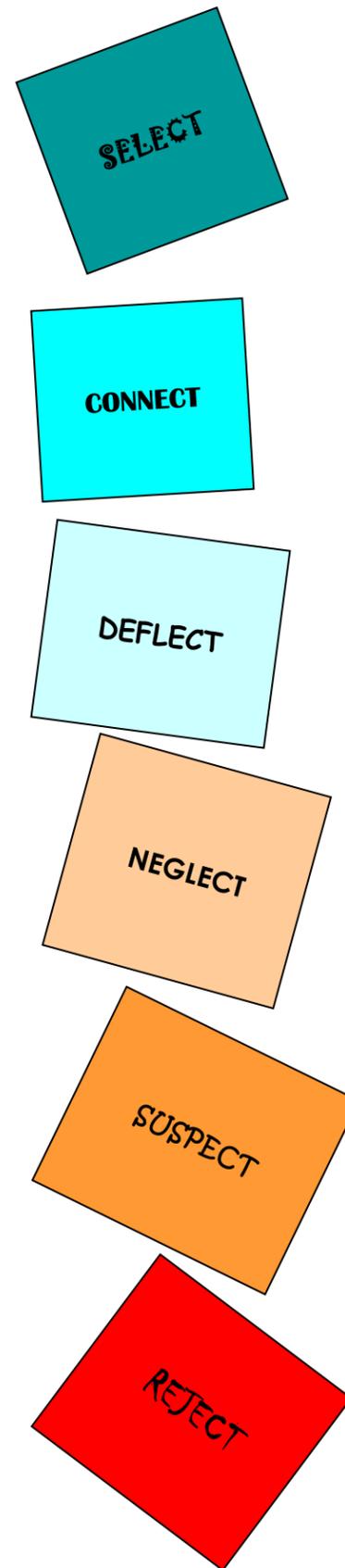


The Respect Range



What do we do with difference? Different people respond in different ways to differences among people. Some people respect diversity greatly, welcoming it as something to be valued and celebrated. Others don't respect diversity at all. They hate it and want to destroy it.

We know that respect is required in order for people to be treated equitably. And most of us are likely to say we respect others. Our challenge is that our prejudice and other forms of disrespect toward others are very often blind spots. We see it in others, but not in ourselves.

The Respect Range is a tool to help people and groups see their attitudes toward others more clearly. Taking an honest look at ourselves allows us to identify ways we want to improve. As more and more of us do this, we can change the aim of a just and peaceful society from a distant dream to a real possibility.



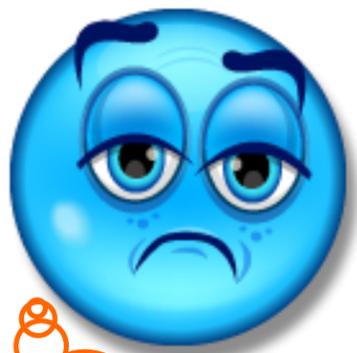
Commission on Human Relations
Department of Community and Senior Services
County of Los Angeles
3175 West Sixth Street – Los Angeles, CA 90020
(213) 738-2788 www.lahumanrelations.org

What do we do with difference?



We need to get rid of them. *All* of them!

REJECT
Try to eliminate those who are different
strong prejudice



We can't trust any of those kind of people.

SUSPECT
Try to devalue those who are different
discrimination

We're basically all the same. They just need to fit in.



NEGLECT
Ignore differences
group needs given preference over personal needs



Well they're here. I guess we'll just have to put up with them.

DEFLECT
Tolerate differences
accommodating without welcoming

CONNECT
Explore differences
mutual exchange of experiences and ideas

We could learn *so* much from each other!



SELECT
Value differences as welcome and important
win/win, synergy

All the different ideas and experiences we share with each other...it's *beautiful!*



Based on material from Lindsey, Randall B.; Graham, Stephanie; Westphal, R. Chris; and Jew, Cynthia. *Culturally Proficient Inquiry: A Lens for Identifying and Examining Education Gaps*. Thousand Oaks, CA: Corwin Press, 2007, which adapts material first published in Cross, Terry L. "Cultural Competence Continuum," *Focal Point*, Portland, OR: The Research and Training Center on Family Support and Children's Mental Health, Portland State University, Fall, 1988.