TIPS FOR ADULTS ON TACKLING DISCRIMINATION

54 reasons

A tip sheet for adults on how you can help make spaces, activities and programs for children and young people safer and fairer.

All children and young people have the right to be treated fairly, and live free from discrimination.

(as outlined in Article 2 of the United Nations Convention on the Rights of the Child).



This means that:

- Children and young people should enjoy all their rights and should not be discriminated against, treated unfairly or punished because of their race, colour, sex, language, religion, political or other opinion, national, ethnic or social origin, property, disability, birth or other status. This includes sexual orientation, gender identity expression and sex characteristics.
- In addition, children and young people shouldn't be discriminated against or treated unfairly because of their families, parent's or caregiver's connection to any of these statuses, activities, expressed opinions, or beliefs.



Adults have a special responsibility to remove all barriers to children being treated fairly. This means tackling discrimination head on to prevent it, address it, and stop it from happening again.

Young Advisors from 54 reasons have come up with five important tips for adults working with or supporting children and young people, on how adults can make spaces, activities and programs for children and young people safer and fairer.

"It might seem like nothing, letting a child speak their mind, and it may not appear that it can have a big impact, but if every company or organisation was a safe place for children and young people to grow, express and reflect on their experiences, it will lead to a better future. By starting small, it can turn into something bigger."

1. Educate adults, children and young people on what it means to be treated fairly:

- Understand what discrimination is and isn't
- Educate yourself, children, young people and other adults on discrimination and creating a culture of fairness and respect
- Make sure you're demonstrating this and living by example

> "We need ways to raise concerns because if we don't talk about our experiences of inequality, the constant discrimination will continue."

2. Make sure there is effective supervision:

- Don't assume discrimination isn't happening because you don't see it or no one is speaking up
- Be curious about what children and young people and other adults are doing and saying

3. Make sure there are lots of ways for a child or young person to share if they're discriminated against, or witness discrimination. These should include ways that are:

- Anonymous
- In person
- Onsite (like a feedback box)
- Online (and easily accessible by children and young people)
- By phone

> "By creating easily accessible ways for children and young people to raise concerns and complaints it empowers them."

4. Take it seriously when someone shares what they've experienced or witnessed:

- Be comforting and calm
- Document it
- Listen with an open mind
- Listen before answering
- Be patient

5. Take action:

- Be unbiased
- Deal with it in a timely fashion
- Keep people who disclose in the loop
- Demonstrate accountability to children and young people

> "By stopping discrimination when [you] see it [you will] make the person who is being treated unfairly feel recognised and supported."

SCAN TO FIND OUT MORE ABOUT WHAT YOUNG PEOPLE HAVE TO SAY ABOUT TACKLING DISCRIMINATION.

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