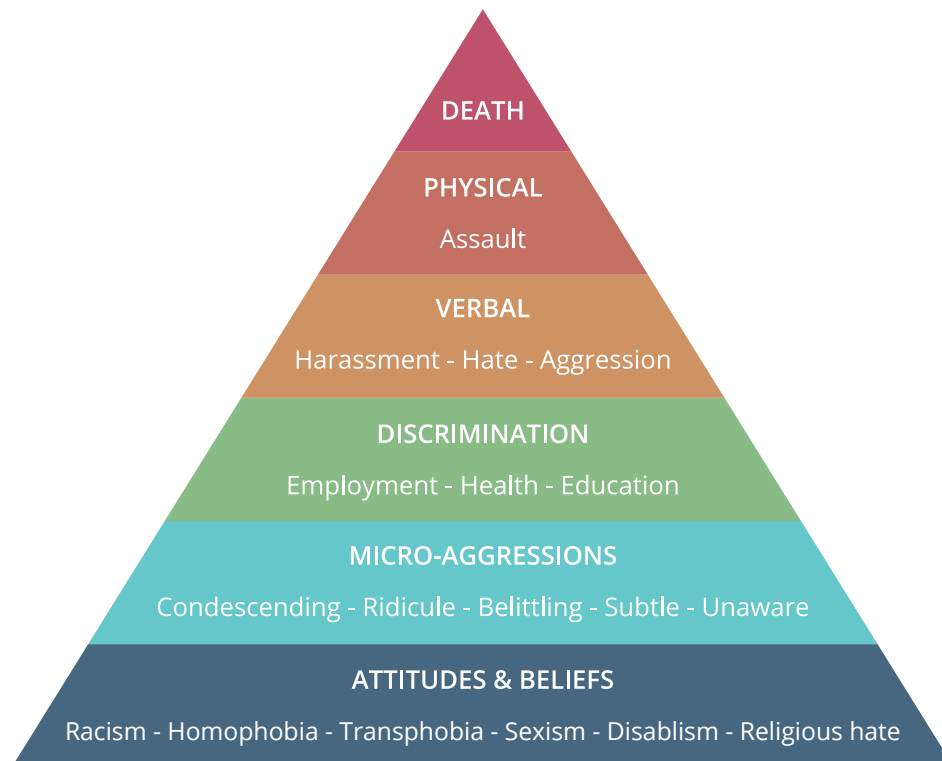


BE THE CHANGE



The Consequences of Hate



Adapted from ©2003 Anti-Defamation League; USC Shoah Foundation Institute, University of Southern California <https://sfi.usc.edu/lessons/pyramid-hate>

Physical Assault

Prejudiced attitudes can develop and manifest itself in physical violence. People who commit these acts often justify their actions because they believe the person has done something to deserve it.

Verbal Assault

Soon, people with prejudiced attitudes begin verbally expressing these feelings of difference and superiority, testing the waters with jokes or stereotypical statements about others. It can take the form of harassment or hate speech. Once this type of behaviour begins, it may remain at this level or it might escalate.

Discrimination

Discrimination is when people treat others differently because of their identity. The Equality Act (2010) sets out three types of unlawful discrimination: direct discrimination and indirect discrimination based on a protected characteristic, and discrimination arising from a disability. Discrimination can arise in an education or employment setting or in access to healthcare and other essential services. It is thought that discrimination can arise when prejudice derived from negative beliefs are combined with power.

Micro-aggressions

Micro-aggressions are everyday exchanges that can send condescending messages to individuals, because of their identity. These can be subtle insults, dismissals or statements that repeat or affirm stereotypes about certain groups. They can happen below the level of awareness and in some cases intend no offense. Left unchallenged micro-aggressions can have a negative impact on individuals and re-affirm stereotypes and prejudices.

Attitudes and Beliefs

Negative attitudes and beliefs about a person's identity are cultivated through exposure and repeated reinforcement by those around them. Stereotypes are formed and can lead to the belief that certain groups of people are simply not equal to them and this forms prejudices. Left unchallenged these stereotypes and prejudices can lead to discriminatory behaviour.