

1. **Prejudice** comes from the words 'to judge before'. It is forming an unfavourable opinion or feeling about a person or a group of people, without a full examination of the situation. In theory, it is possible for somebody to be prejudiced without anybody else knowing about it.
2. **Discrimination** is making a distinction against a person or thing based on the group, class or category they belong to, rather than basing any action on individual merit.
3. A simple distinction between prejudice and discrimination is that prejudice is to do with attitude, discrimination is to do with action.
4. Forms of discrimination: verbal slurs, failure to provide reasonable accommodation or access, media portrayal, preferential pay, hiring or admissions policies and hate crimes. Discrimination can be committed by individuals, groups or institutions.
5. **Positive discrimination** is where a particular group is given special privileges to compensate for a perceived disadvantage. For example, disabled people can often access parking spaces closest to a building's entrance. You hire the person with a protected characteristic, even though they are not suitable for the job. For example, you run a women's shelter and only hire female staff. Your profession has very few women, so you run an open day for women to raise awareness about the industry

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# Things need to change

## What is Discrimination?

*Discrimination is making a distinction against a person or thing based on the group, class or category they belong to*



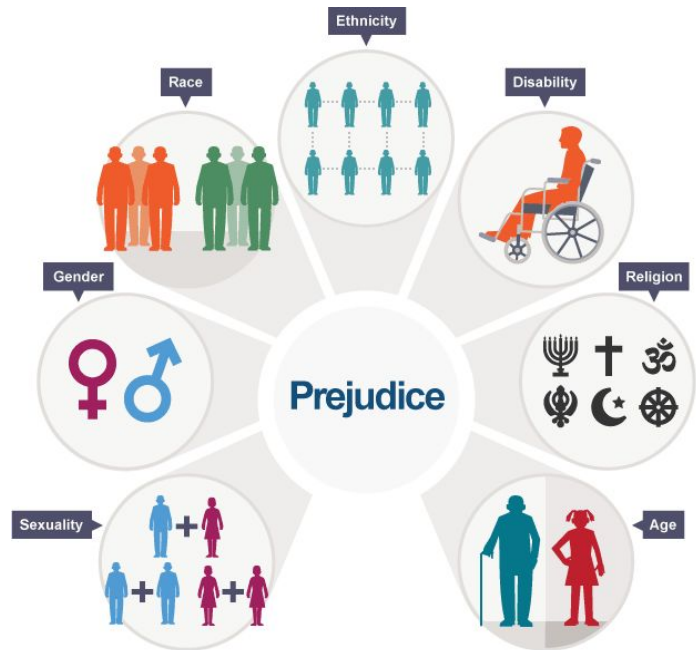
## Why is discrimination and prejudice wrong?

*Prejudice makes the victim feel less than fully human. When people are undervalued by others, their self-esteem suffers and they stop trying to improve themselves. Prejudice can often lead to bullying and other forms of discrimination. Buddhists teach that prejudice is caused by ignorance, one of the three poisons that should be extinguished.*

*Buddhists believe that there is no fundamental difference between any human. Every individual is valued and should be treated fairly and therefore with justice. Furthermore, believing that we are in some way superior to those around us is an example of craving or of fear - you desire to be better than people, and may fear those different to yourself.*

## What does prejudice mean?

*Prejudice comes from the words 'to judge before'. It is forming an unfavourable opinion or feeling about a person or group of people, without a full examination of the situation.*



## Why are all humans equal?

*Buddhists believe in equanimity, upekkha. This means an equal attitude towards everyone. Buddhists try to ensure that everyone is treated as such in society. Mahayana Buddhists believe that everyone should be treated equally because we all have tathagatagarbha, or 'Buddha Nature', ie the ability to become enlightened. It does not matter about our culture, race or background. Once enlightenment has been reached, there are no divisions at all.*

## Why should people try and reduce prejudice and discrimination?

*Buddhists believe that it is important to do what they can to avoid unnecessary suffering through their own actions. Another key belief that they draw on is karuna, compassion - so they try to reduce the suffering of others. Prejudice and discrimination creates an atmosphere of fear for what might happen at any moment and fear for what the future might hold. In extreme cases this can lead a person to take their own life*