GEN Z

TALK BACK 2019

A SSLP PUBLICATION

THUG

SNOW FLAKE

GHETTO

WOKE
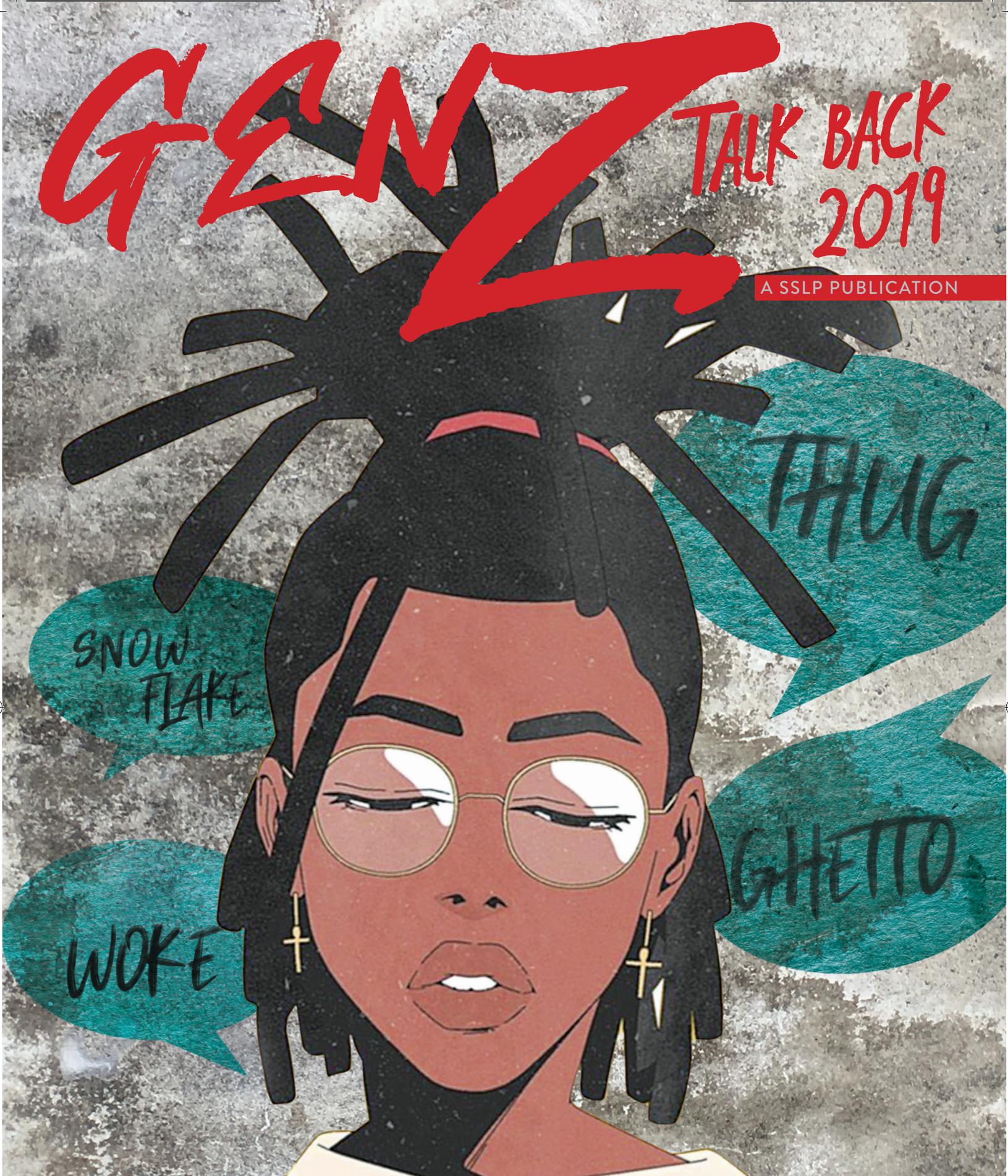
PERCEPTIONS
OF YOUTH

Thugs, snowflakes and everything in between

Editor's Comment

You may be wondering why this publication was made and how we came about making it. The theme of this publication affects our generation — Generation Z — and although every teenage generation, whether it be those listening to rock n roll in the 1950s or those embracing a hippie lifestyle in the 1960s, have faced different perceptions and misperceptions, it is Generation Z that faces these under the increasingly powerful spotlight of an all-encompassing media that influences public perception.

Deciding to focus on perceptions of youth wasn't easy. There are so many issues to shine a spotlight on. We discussed mental health, street violence and the ongoing problem of gangs. However, the one issue that seemed all encompassing was the theme of 'The Perception of Youth'. Not only that, ten different schools from across South London have contributed to the publication, so having a theme that would incorporate all of our experiences was important too. The task we set ourselves was big. We had to collaborate at the weekends and after school to fit what we had to say into one publication. Yet we still accomplished this.

We have tried to capture what people in some of our local communities think about teenagers and in doing so lay the foundations for further discussion. In that sense, the publication is the starting point for action. By being aware of how we are perceived, we will be more empowered to shape our own futures. Shop keepers were interviewed which is presented in the 'In the Community' article. We also surveyed students across the schools to find out what they think the media's influence is on perceptions of us and what we think about its influence on us as a generation. The accusation that our generation is 'soft' is addressed in the article 'Snowflake V Woke'. The importance of this publication is that it is a way of communicating ideas; setting out what people think and how we feel about what they think. Some perceptions and opinions may be reasonable, some may not, but that judgement is made by you and you alone.

We hope that you all get the message we are trying to get across as you continue to read our publication because Generation Z surely is talking back and this is our way of doing so.

Olamide Taiwo
Chief Editor

"The publication is the starting point for action. By being aware of how we are perceived, we will be more empowered to shape our own futures."

Be inspired by...

Contribution from St Michael's Catholic College

**ANNA TAYLOR
18**

Anna Taylor is an 18-year-old environmental activist. She co-founded the UK Student Climate Network (UKSCN) on 1 December 2018 when she was only 17 which is a student led organisation working to make the government apply the Green New Deal.

*"'I want to build a green society. I also want to build a fair society. An equal society. A kind society. A considerate society. What about you?'"
— Anna Taylor*

The SSLP Student Voice Team

Ten schools collaborated, contributed to and created Gen Z Talks Back. It seemed impossible at times but we did it!

This publication was made possible by:
Olamide, Syeda, Daisy, Humayra & Jide from Ark Globe Academy; Oscar & Christopher from Compass; Angelina & Anjola from JAGS; Paris, Rosie & Britney from St Saviour's & St Olave's; Toni from St Michael's; Anjali, Claudine & Matilda from Alleyn's; Milo, Mekhi & Abraham from STAC; Sebastian & Mia from Kingsdale; Katiann & Jorham from City Heights; Jesse from Dulwich College.

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Southwark Schools Learning Partnership provides opportunities to young people and those working in education across Southwark and neighbouring boroughs.

Southwark Schools
LEARNING PARTNERSHIP

In the COMMUNITY

*Contribution from
St Thomas the Apostle College*

As teenagers we often hang around in groups. Does this have an impact on how we are perceived?

With hundreds of students visiting local shops around Southwark schools every day, it is not only sweets, crisps and fizzy drinks that are exchanged. Interactions take place that lead to opinions being formed.

From speaking with local shopkeepers, it is clear that for the most part, the students who visit these shops can be quite nice and polite, being excellent role models in the community and ambassadors for their school and family. Others — not so much. These students can be intimidating, loud and very impolite, the very source of most negative stereotypes surrounding the youth.

Upon students entering these shops, often, the first thoughts that enter a shopkeeper's mind are: are they going to fight, make noise, and steal? Despite this, most shopkeepers rarely feel threatened by the students who visit and some only at the rarest of times. However, problematic behaviour mentioned by shopkeepers and staff are: fighting, swearing, loitering, and ignoring of instructions. They say that they would handle this by informing their school, trying to calm them down or just politely asking them to stop or leave —worryingly, some are too afraid to attempt to do anything.

The dynamic between students and shopkeepers doesn't always look too good. Where does the responsibility for this lie? Interestingly, when young people are by themselves, the same perception rarely applies.

There is something about groups of teenagers entering into a shop that causes concern. That may just be something that applies to groups in general but it is definitely something to be aware of, not least when travelling home.

Groups of students that board buses can be noisy but this noise isn't necessarily intended to harm. The problem is that most don't understand that their joyful conversations can be a misery for others. As we grow older, we begin to realise that we sometimes did talk really loudly on the bus. Fortunately, this is because self-awareness develops with age. For now, you just need to realise that not everyone needs to know your business. Don't be afraid to be the one to say 'Guys, please talk quieter' and don't be offended if you are asked to 'lower the noise.'

"The current youth are known to be very noisy on the bus. Is this a wrong view for the elderly and more mature members of society to have or can it be justified? People over 16 pay for their bus travel, this means that they pay for transport but also peace of mind. We as young members of society, take the bus free of charge and sometimes we can be unreasonably loud. Is this fair that we are viewed as noisy, uncontrollable kids?"

Are you aware of how you come across when you are in a group?

What do you think is an appropriate group size to hang around in/enter a shop?

Should we care about how others in the shop or on the buses feel?

What do you mean by ?

GHETTO

Contribution from St Saviour's and St Olave's

What do you associate with the word "ghetto"? Is it someone who is loud? Is it someone who is rude? Does that person have to be black? Most people would say that being ghetto is a derogatory word used to describe a young person who lacks manners and ethics. However, when used in a social setting, the root of the word goes much deeper than just manners.

The use of the word ghetto and its intent differs from female to male, from lower class to higher class. If someone calls a female ghetto, they are implying that they are 'ratchet', loud and often an instigator of many problems. It's the opposite for males: ghetto is usually used to describe males who are 'thuggish', problematic and intimidating. However, this isn't translated into higher classes. When those of higher classes act in the same manner, they aren't branded with the word 'ghetto'. Is this word only reserved for inner city and, in particular, black youth?

For some young black people, a successful life is something hard to envision. There are many negative voices, not pushing us to do the best that we can, but the best that society thinks we can. There is a lack of aspiration in the BAME community. When it comes to places like 'Oxbridge', it's a dream and not a goal. Why is this happening? It's because words like 'ghetto' are limiting us, but we need to overcome this and not use the words. Words are incredibly powerful and it is ironic that we should chose to use the word to each other.

The only way to challenge perceptions that hold us back is to aspire to a bright future and know who we truly are. We are capable of contributing so much more than we know to society, so we have to keep our heads high and take the word 'ghetto' out of our lexicon. Let's just focus on being successful.

Do you use the word 'ghetto'?

Why is it a problematic word?

Why don't specific words exist to describe poor behaviour of those from better off backgrounds?

Do you AGREE?

Contribution from JAGS

We asked pupils at one school their opinions on the portrayal of the youth in the media.

Many pupils thought that young people were depicted as 'snowflakes' (someone who is sensitive and could possibly take offence easily) in the media. **Do you agree?**

Pupils felt that young people were also represented as technology addicts and being 'antisocial' and 'lazy'. **Is Gen Z really antisocial and lazy? Or are we just taking advantage of new and exciting technology?**

Furthermore, students thought that young people were called derogatory terms, for example 'thug', based off of what you wear, what you look like, what you spend your time doing etc. **Have you ever been referred to in ways that you haven't liked?**

Additionally, students felt that young people have been described as 'manner less', 'spoilt' and 'self-absorbed'. In the media, young people are portrayed as violent and your age defines the way that you would behave- older teenagers are more likely to be discriminated than younger pre-teens. **What do you think? Do you think these representations are accurate? Or are they an over exaggeration of reality?**

"Young people sometimes act out because it's very rare that praise is given for outstanding behaviour in the media. If more good actions were recognised in the media, perhaps more people (both boys and girls) would be motivated to work harder."

Seeing negative connotations of young people in the media, which we see and hear constantly, can make you feel a wide range of emotions; usually bad ones. But it is important that you know these perceptions are not all that you can live up to. Remember that the bad things that are said about young people are stereotypes and are a generalisation of a huge group of people. Your friends could be feeling the same way as you — you are not alone! You are your own individual person and you have a choice: you can stay in the box that the media puts you in or rise above it and prove them wrong. Challenge these ideas and strive to do better!

Our survey says...

Data collected from STAC, City Heights, Compass and Alleyn's. Results compiled by Compass and Globe.

We surveyed over 100 students from across five schools to find out what they think about perceptions of youth. Do the results reflect your own views?

1
Do you think you are presented accurately in the media?
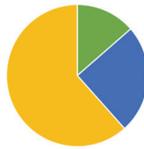
2
Do you feel as if presentations of youth affect how you are treated in everyday life?
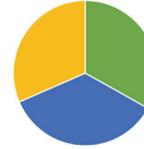
3
**Does the media influence how you see yourself when you look in the mirror?**
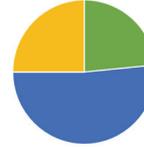
4
Do you think social media is a good thing?
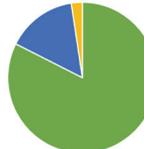
5
**Have you had negative experiences with social media?**

6
When you're walking alone, do you feel safe walking near a group of teenagers?
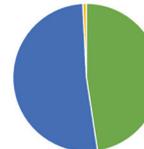
7
Do you take the public into consideration when you are with a group of friends (for example on the bus or in a shop)?
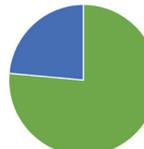
8
**Do you see yourself as someone who is polite and respectful to others?**
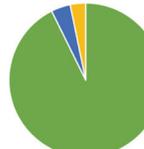
9
Do you think young people are responsible for the perceptions people have of youth?
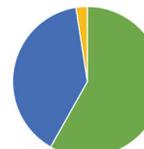
■ Yes ■ No ■ Partly

Be inspired by...
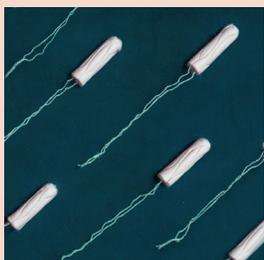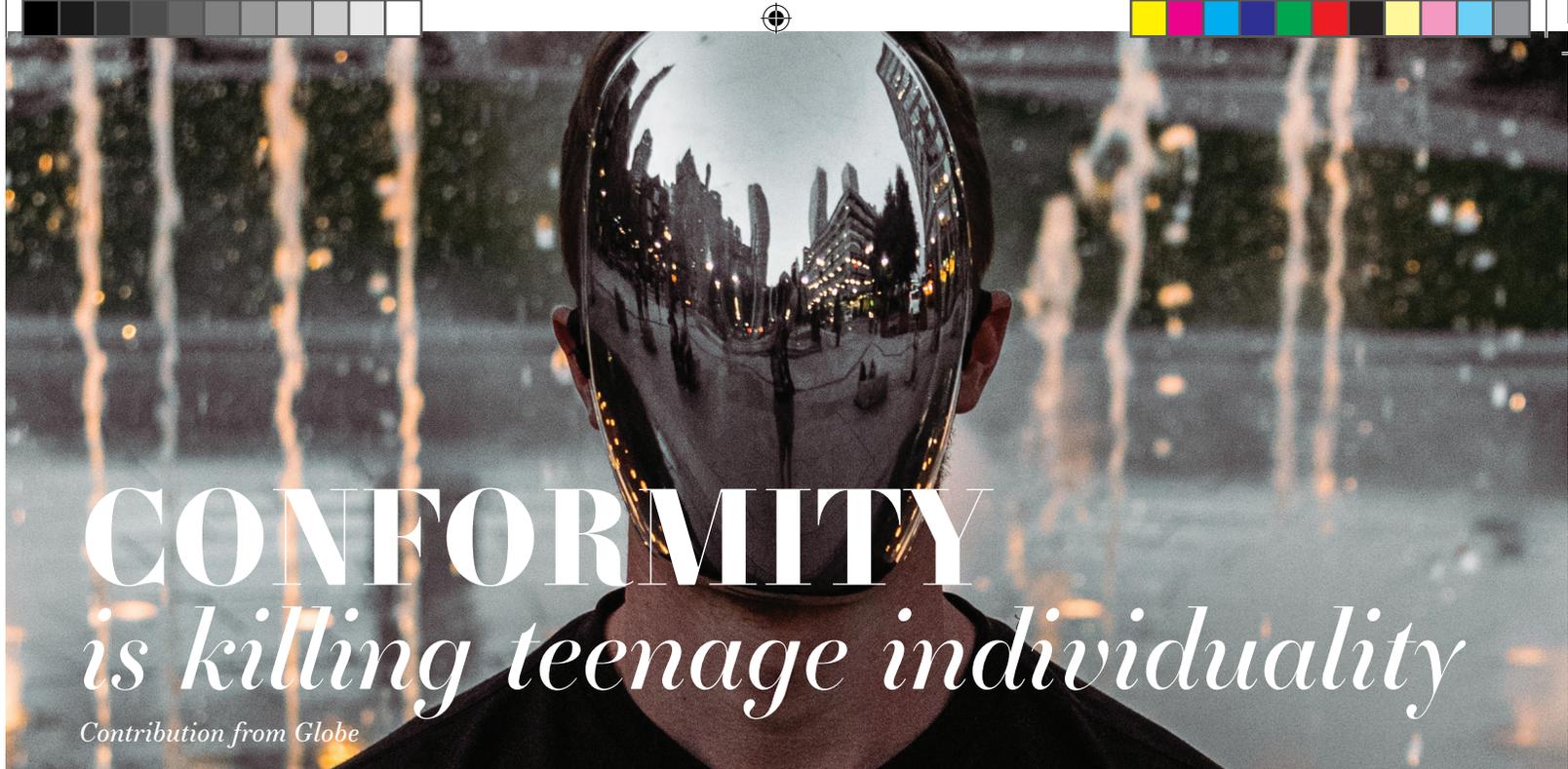
CONFORMITY
is killing teenage individuality

Contribution from Globe

There is no denying the need to be validated and appreciated. It's natural after all and that's okay. However, this innocent feeling can quickly turn into something toxic.

Conformity. What is it. It's common for us to feel the need to be socially liked. A lot of the time, to achieve this, we change our behaviour to be more similar to what society sees as normal. Opinions on this vary. Some people think it's unhealthy while others disagree and see it as completely normal and a way of us forming bonds with others. Both aren't exactly wrong but neither are they completely right. Most of the time, conformity is as a result of influences such as your peers. This influence can sometimes feel like pressure to conform.

Adolescence. It's a stage in our life that can be described as both enlightening and confusing. At this point, we are beginning to find our identity but are also under a lot of social pressures and are more likely to break under peer pressure. The most common type of conformity we experience is compliance which is conforming but only in the public eye. Conformity isn't a completely bad thing and is normal in humans as it keeps us protected. By being in a group, the strength in numbers protects us. However, the conformity seen in teenagers can be seen as toxic at times and not in the name of self-preservation or general well being. Compliance can be a problem for our individualism when it stops us from expressing ourselves. Conformity also can lead to teens partaking in reckless activities such as drinking, smoking, using drugs and other activities that could damage their health, get them badly hurt and or affect their chances of a good future. This is all in the effort to be perceived as normal and be accepted, liked, validated and loved.

There is a danger that by not being able to express ourselves, we are unable to explore and find our identity. Erik Erikson, a German Psychologist, argued that if a strong sense of identity was not established whilst a teenager, a person would end up with an identity crisis later in life. It is not a secret that no one is the same, but time and time again we feel that to be different is a bad thing. We are told this through history and even from the actions of those around us towards people who are considered different in the present day. With this mindset of different being bad and the strong desire to be liked, we are leaving our individualism behind in pursuit of peer validation.

Is conforming really worth it? Losing out on the opportunity to be your own person, to be unique and be you. We are our own individuals so why not show it? Conformity is killing people slowly but inevitably. People follow the crowd like sheep and never get the opportunity to be their own person, but in the long term is that really worth it? Trends always change, they come and go as they please; so are they really worth following? Be your own person, be who you want to be and most importantly be you! Don't be the person you are told to be or follow the stereotypes. Who says you don't have a choice?

> *"Just because adults didn't necessarily go through the same things that we currently go through, they are unable to understand that we handle things differently. For example, we turn on our phones and gadgets to fix our problems but that doesn't mean from time to time, we don't seek human interaction and advice from reliable people around us."*

Why do people often give in to peer pressure?

How do you treat those who are different to you?

Is it important for people to be a individual or should everyone try and fit in?

Be inspired by...

SANTAN DAVE, 20
A talented musician that displays his vulnerability through his music frequently, has admitted attending therapy sessions but says it does not have to be with someone who has a notepad, it can be in the form of friends you can speak to. His album 'psychodrama' narrates that it is okay for young males to reveal their innermost thoughts or difficulties they are facing.

"It's like I'm happy for a minute then I'm sad again / Until my fans, the reason I could get to this / You're the drug, my instrumental, my therapist" – Santan Dave
Contribution from St Michael's Catholic College

Have you ever been in a situation where someone, maybe an older relative, has used an out of date and culturally insensitive term and you've had to correct them? Or someone makes a joke and it isn't funny, in fact it's downright offensive and you've said so? Or maybe you didn't have the courage, and were scared of the consequences?

It's definitely happened to me. Sometimes my comment has been well-received, but other times I have been called 'too sensitive' or 'a snowflake'. Am I unable to 'take a joke' or am I just more 'woke' than they are?

'Woke' is defined by Urban Dict as 'being pretentious about how much you care about a social issue'. I personally feel that this is overly harsh. I would define 'woke' as being aware of social/cultural issues and speaking up for those whose voices are often ignored. I believe that this is something that we should all aim to do. However, I often receive backlash for doing this.

I can see why the backlash happens. By speaking up, the offender grows defensive or feels the need to attack. Embarrassment also contributes to their response, especially as they may not have understood why the 'joke' was offensive, or are scared by rapid power shift that calling them out creates. Phrases such as 'too sensitive' and 'snowflake' are often used to express this emotion.

This response, whilst understandable, is problematic because it negates the opinions of those who are aware, by calling their point of view wrong and too extreme. Your sensitivity is the problem, not their hurtful words.

Many other terms have also fallen victim to the idea of being too extreme, and now

Snowflake Generation or Just PLAIN WOKE?

Contribution from Alleyn's

"A lot of young people are often frustrated because they aren't being listened to. They are often referred to as "immature and irresponsible" when they make a mistake but actually they want to show the character growth they've experienced by learning from their mistake."

have bad connotations that they did not have before. Terms such as 'social justice warrior' and 'feminazi' were created only to give the causes they are associated with a bad reputation. These names discourage others from standing up for these beliefs, as they are scared of being branded with a hateful term, so are forced into silence.

These expressions are primarily used by people to describe members of marginalized groups, as a way of dismissing their ideas and beliefs generally in favour of freedom of speech. However this shift in 'wokeness' is the opposite of a threat to freedom of speech; it expands on this right and extends its meaning to encompass views that were historically ridiculed or silenced. Or, more

simply put by the journalist Natasha Devon, 'It doesn't threaten freedom of speech — it broadens debate.'

In an era where we are attempting to approach equality, and it is finally becoming socially unacceptable to stigmatise marginalised groups, there are always going to be people who feel their own place in society is threatened, and are scared of these changes.

These terms offer exactly what this group of people is looking for; a way of evading the necessary conversations concerning important societal issues.

What is acceptable to say has changed very drastically over the last ten years, let alone forty, and many people, especially older people, are unaware of what is now considered offensive, from cultural appropriation to trans rights. The only way of knowing what is offensive and what isn't, is to be told by other people, to listen to what they have to say, and make a change in your own attitude and behaviour.

The truth is that, as much as we like to pretend it's not true, we aren't born 'woke'. It's something that develops over time. What is important is how you get there. The only way to do this is by overcoming the fear of being ignorant, and being open to the possibility of sometimes being wrong.

Our generation has been branded the Snowflake Generation. We have been told that we are too weak to cope in the real world, as we hate to have our opinions challenged, and therefore can only thrive in very controlled environments, much like snowflakes. Claire Fox, author of I Find That Offensive!, is one of many people who believe that we are a "namby-pamby generation".

I think the opposite. Children across the world are striking against climate change, and acting where adults would not, on issues that primarily affect them. We are willing to do what others have not; we want to fix what has been broken in the past, and to do that we have to be bold.

Negates: makes ineffective; nullify

Social justice warrior: someone who has obnoxious anger surrounding social issues

Marginalised: treat a person, group, or concept as insignificant

Stigmatise: describe or regard as worthy of disagree or great disapproval

Namby-pamby: lacking energy, strength, or courage

What do you think about the idea of 'the snowflake generation'?

How do you react when someone disagrees with your opinion?

How often do you come across someone with a different view to your own?

DODGY AREAS:
How Perceptions Shape Our Opinions

Contribution from Alleyn's

According to Metropolitan police data, Southwark is the fifth most crime ridden Borough of London (2017-2018). For young people living and going to school in Southwark, mugging and theft seems to be a regular event, stabbings endemic, and emails and texts advising how to get to and from school safely fill up parents' inboxes.

Young people's views of the safety of their local environment is directly influenced by the media. Negative news articles about our neighbourhoods feed into our feelings of insecurity, creating perceptions that may not be the whole truth.

When we asked students in years 7-13, eight out of ten stated that they had heard negative news stories surrounding their neighbourhood. 75% of these students said that these articles and headlines affected their perceptions of their own neighbourhoods negatively, making them 'more cautious', especially when alone. 80% said that their perceptions of other neighbourhoods were also influenced by the media, as it makes places 'seem dangerous' and 'the stories make [them] feel a bit uncertain and cautious'.

When crime happens in an area, it is assumed to be 'dodgy', but a heinous act of violence occurring in a community does not mean the neighbourhood is specifically unsafe. A list of locations of stabbings in 2019, which include the affluent areas of Kew, Kensington, and Park Lane, show that knife crime is clearly not limited by postcode.

It doesn't even require crime to make some people feel unsafe. Two vloggers, Lia Hatzakis and Joel Woods, from the channel Being British, posted a video in which they discussed which areas of London they found most dangerous. The video sparked outrage, as they made snap judgements, naming and shaming areas they found unsafe, without ever referring to crime statistics. President Trump also retweeted comments that London had 'no-go' areas of Islamic extremism, even though crimes in those areas were no higher than average for London, and areas mentioned had no acts of Islamic terroism.

It was clear that in both cases, their feelings of 'unsafeness' were due to the high proportion of BAME (black, asian and minority ethnic) communities rather than crime statistics; clear examples of everyday racism. While many areas labelled as 'dodgy' or dangerous, have high unemployment rates and a lack of economic opportunities, leading to economic decline and urban decay, crime statistics in these places are not as high as in Central London, yet no one refuses to go to Oxford Circus on the grounds that it is 'dodgy'.

The association between high BAME statistics and 'unsafeness' contributes to the stigma of an area and the reinforcement of negative stereotypes. So people avoid these 'dodgy' areas rather than understand the area's cultural heritage, its diversity, and communities. They trust the presentation that they have been fed their whole lives, whether it's conscious or unconscious, and believe these areas to be exactly what they are depicted as; dangerous. For the majority of people who live in these areas, rather like the buildings, they are overlooked and stigmatised.

Appearances also influence ideas of 'dodginess', as demonstrated by the broken windows study. The theory was that broken windows, and other signs of neglected buildings, communicated an environment that is not monitored and where criminal behaviour would face little risk of detection, leading to higher crime rates, and a less cohesive community as residents feel less safe. Police Commissioner William Bratton proposed that crime in New York City in the 1990s was caused by disorder and without it serious crimes would not occur. His proposition to combat this theory was successful, and by his resignation felonies were down almost 40 percent in New York, and the homicide rate had been halved.

Having been born and raised in Lewisham, but attending a school in Dulwich, I have had people tell me I live in a 'dodgy' area repeatedly. Whether it's subtle comments like, "Lewisham Shopping Centre is really dangerous!" or the more direct, "Yeah, but where you live is really dodgy!" they still sting. In reality, last year Lewisham's crime rates only increased by 1.29%, compared to wealthier Wandsworth's increase of 10.65%, and crime rates in Lewisham and Wandsworth are not that different. As Lewisham has 173.1 general crimes per 1000 people, and Wandsworth has 165.8 (according to the Metropolitan Police Crime Data Dashboard from February 2017 to February 2019). However, this doesn't change the fact that when my friends come to my house, I'm embarrassed about all the chicken shops, the litter, and the unkempt houses down the road, and am constantly trying to prove that the place I live is not as dangerous as it is perceived.

One solution to this would be to address broken windows, abandoned buildings, and neglected spaces, to provide the appearance of a more cohesive and law-abiding community. Turning these disused areas into something more trendy and clean not only provides these appearances, but also is beneficial to the community as a whole, as they offer creative spaces and community outreach.

An example of this is Peckham Platform, an art organization in Peckham that works to encourage creativity and engagement in the local area. Their goal is to address and identify wider issues facing Peckham and channel this into their contemporary art, and influence policy making and sector development. They help to build a positive atmosphere in Peckham and embrace the multi-cultural society that they are based in; in particular they try to increase youth action through their youth panel. However, this needs to be inclusive of the community.

Our perceptions of areas are often based on false facts and misconceptions. In order for us to be the best we can be, we need to overcome these perceptions and see reality.

Endemic: regularly found and very common among a particular group or in a particular area.

Heinous: utterly odious or wicked

Affluent: having a great deal of money; wealthy

Urban decay: the decay or deterioration of an urban area due to neglect or age

Stigma: a mark of disgrace associated with a particular circumstance, quality or person

Broken windows study: the idea that where there is one broken window left unreplaced there will be many

Felony: crime regarded in a judicial system as more serious than a misdemeanour

Homicide: the killing of one person by another

Cohesive: the action or fact of forming a united whole

Are there times when you feel you should consider an area's reputation?

What would you call a 'nice' place?

Knife Crime in London: The issue of **TODAY** and the solution for **TOMORROW.**

Contribution from City Heights and Dulwich College

Young people. We have always been poorly represented in the media. Now more than ever the youth are being presented as the main problem of our society, the ones who cause a disruption of peace and rise in crime. The media tends to focus on what some of us do and never why it happens. Therefore, this article will touch on the issue of knife crime and how it could be addressed.

Young people have been branded as the main cause of knife crime in London contributing to our "Thug" image.

Last year and this year has seen the rise of ruthless knife crime in the streets of London. In 2018, the government were heavily criticised by those who felt they were not doing enough to tackle knife crime. It then led to a surge in campaigns and public outcry. That year alone, 135 people died from knife violence. One method the government has turned to is to increase stop and search. This is a familiar and sensitive topic for the youth. Although this is an extremely effective prevention method theoretically, many racial and cultural issues inevitably arise, along with a growing tension between the police force and BME communities. In 2017/18, the home office found black people were over 3 times as likely to be arrested as white people.

A lack of funding has not been particularly helpful, either. The government spent £1.35million on the #KnifeFree campaign, a move which has been widely criticised for being a colossal waste of money not actually targeting the problem, but taking a weak stab at its symptoms. The erasure of clubs and youth organisations has played a key role into why the youth turn to illegal activities. Youth clubs provide a safe space for us, they enrich our creativity, nourish our interests and help us create strong bonds with people in our community. If they're not being funded, they can no longer afford to run, thus depriving us of such amazing opportunities.

Therefore, the solution must lie in more investment in youth services and in the families of those who are most at risk. It involves different services taking a joined up approach. It is possible. We have an example of it happening right here in the UK. In Scotland in 2005, the Violence Reduction Unit was set up to tackle knife crime. It treated the issue as a 'public health' issue like obesity and worked with the NHS, social services and schools. Targeted policing, which included everything from visiting known gang members to drawing chalk outlines of a body and a knife once in 15 areas identified as gang trouble spots, took place. But this also went along with education and more opportunities. It isn't rocket science but it is money and investment. Aren't these lives worth saving?

Our key proposals are:
1. Increase police officers
2. Open more youth clubs
3. Education campaign (especially for parents so that they are aware of the signs of possible gang affiliation).
4. Make reporting easier and safer.
5. Funding for youth services and social care
6. More opportunities (especially for those not wanting to go to university).

Key proposals compiled by Kingsdale.

"Often class is associated with the behaviour of young people. People from middle/upper classes with better education and better housing are often seen as less likely to engage in threatening behaviour. But that isn't always the case. Likewise, some people from deprived backgrounds use this as motivation to strive for a better life, it just happens to be that they are affected by more street violence. It shouldn't be that way."

Is knife crime too accepted as something that 'just happens' in inner cities?

What do you think should be done to tackle knife crime?

Who has responsibility for the problem?

PUZZLES *Created by JAGS*

Youth Representation in the Media

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C Z O P E W A Q I Q E P G V U P Y V X Z X A D J U
E J C K W V N T S A W J T N H N D U B O I E T E U
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P W G I D X V C L H X W F E O B I D C I R Z U M R
A Y D N G I D F A J Z T J V A J O M R R V C M D D
F E D N Q I O F T A B K B P F M L U R M T B B U L
D Z J A O N O K E F F H C I Q R S F K J E A K N L
K Z N E Z C T B D Q X U Z B D S Q Y Q B C Z L F F
H W F O L E S E K X G D H J E U U P Y Q O P F G W
P N O Q M R R D D A F X K R N A X I C L I E V Y F
N O J G S T E R E O T Y P E D V A E L R C J A X E
D E O L D R D H X G E R A V H Z O V M X L N V W R
U E J J Z N N I H F D I S D X P Z B F Z F G L A U
G K T L X D U C G X E U M A F Q E B Y D U Y E M H
H A T E E S S L J R F G J K N C S B W K Z V C N P
C S U L R Z I S B B H Y B X M E A F D U S P X Y Z
V R M D Y P M R N T W M D Q R A X B B B O E A Q Q
R Q O Q Q B R Q N O I T A N I M I R C S I D Y L L
F E Z N F O Z E G Z W U Z N S A R Z N C F W X Z L
S S P Y R Y U V T S Y F S P Z R I N P C I N Q B L
N E B Q I O T L R N L P L R F R A R H W G Q U M M
T H U G W H N U Y M I G E A H E F A J H T X C G K
J Q D U O K Z W M F C S Q J K C N G W F K X H Y B
D E P U O R G N Y Q M D I Z K E U U O T A H I W Q
B M I U A O K S A H F V L M X W N U H X A O A S Z
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AVOIDED
DISCRIMINATION
GROUPED
ISOLATED
JUDGED
MISINTERPRETED
MISUNDERSTOOD
PRESSURISED
STEREOTYPED
WOKE
SNOWFLAKE
UNFAIR
THUG
GEN Z

We Are Different

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B P W E U O W D U E M E F F W H H D G C G H Q R S
U B X U L I E L I S I P V D O Y U P P V L Z V R X
E Z Q P Y G L R N R O E Q U K J G U I E K B R Y Z
S V T Z A H R E D E U V A L F W G R P P K Y A I P
J Z I G A Z A V E V H A M M Q L E D T G L R U P E
I K N T D U Z F P I R N I E B S H M C X U B Q V Y
G E G W A O J G E D C H A C P A G X I V J Z I O B
J T N V P E X B N N S W D O I F S B A R K E U Z S
V H P U D Y R B D I X R N X X G S S T O G X N R I
J X H F P R S C E D S S D E G X F K A N Q V M V A
A U G Y W V W A N C I T S I T R A G A D F G M F O
W D F Z O I Z V T B Q I O R V W M H I W O B J N X
I R M P W R X C L D U F P S A W C V K T H R B P U
P E S Q X Z C E C A R I N G X F V D F G B S S T G
A N L K Q H I Q B H W P N X O I U R W Q H V P Z V
S W O G T D A Z J Y Y Q O S I F U N K D W A X B D
M E A K P T P V Q V V S E N B W T G I U C X Q I J
U C B R H E U I E H J C K D G G M A S V G C E J Y
Q H H X E W O W F E R C Y A Q B D L R P B J X Y Y
Z O Z M B R P U X O C V Y F D W J M A N T J E U E
R Y U H B R Y A F Q V F K G I Z M H N R X U X C H
R I V E D S Q B P K S R O J N Q A G G G V A Q P Q
J P V S Z O V I N T X I F Y Y T L D W W V Y X P H
V S X O V H M Z K L Y H N C A Z E N Z O X A Q M U
N A Z M Z Z G T U N D E R S T A N D I N G L K Y W
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ARTISTIC
AMBASSADORS
AWARE
CREATIVE
CARING
DIVERSE
ENGAGED
FORCES OF CHANGE
INDEPENDENT
RESPONSIBLE
UNDERSTANDING

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