

Introduction to systemic discrimination

Module 5 handouts



BCOHRC learning resources

Systemic discrimination toolkit

BCOHRC has developed a toolkit of educational resources on systemic discrimination. The toolkit elements require varying degrees of learner engagement and time and help achieve different learning outcome.

- **Video:** This introductory video is available on our systemic discrimination webpage. It supports people with limited time to invest in developing a basic understanding of systemic discrimination. The video comes with a conversation guide to support ongoing learning in communities.
<https://bchumanrights.ca/systemic-discrimination/>
- **Introduction to systemic discrimination workshop:** This workshop is available in several formats. It is offered several times a year as a 90-minute, free public webinar. Five, self-directed learning modules are also available on our systemic discrimination webpage. Groups can also request a longer, more interactive version of this workshop, both through in-person and virtual sessions. More information is available on our events webpage.
<https://bchumanrights.ca/events>
- **Systemic discrimination part two: What we can do workshop:** By considering real-life stories and examples of successful actions, participants will reflect on how systemic discrimination shows up in their communities and organizations and consider strategies to address it. This workshop is offered through virtual public sessions and is available for specific groups both virtually and in-person. Virtual, public sessions are offered three times a year. Five, self-directed learning modules are also available on our systemic discrimination webpage.
More information is available on our events webpage. <https://bchumanrights.ca/events>
- **Xenon 2: Your experience awaits:** In this in-person session, participants will be guided through a simulation that helps those not impacted by systemic discrimination to experience, to some degree, what systemic discrimination feels like. Through guided reflection and conversations, participants will begin to identify examples of systemic discrimination in their own lives. BCOHRC will train volunteers to facilitate these sessions in their communities.
- **Webpage:** The systemic discrimination webpage on BCOHRC's website includes a variety of resources to support learning, including a video, infographic, conversation guides, and examples of systemic discrimination in different settings and impacting different groups.
- **How Systemic Discrimination Works infographic:** This resource provides a visual tool to explore how systemic discrimination is developed, who it impacts and how they are impacted. The accompanying conversation guide can be used to support group conversations. <https://bchumanrights.ca/systemic-discrimination/>



[Human rights system videos and learner packs](#)

These videos introduce basic information about human rights. You'll learn what human rights are, how human rights are protected and how the human rights system works in B.C. Each video is short and helps make complex information and ideas easy to understand. Both videos come with a learner pack and educator's guide to support groups in taking their learning further.

[I love my Human Rights videos and conversation guides](#)

Our "I love my human rights" project uses video storytelling as a tool to help personalize complex human rights concepts and encourage empathy and action. Each video comes with conversation guides for adults and for use in schools.

[Human Rights Code educational webinars](#)

These sessions are available to the public several times throughout the year. Three educational sessions are available; all sessions focus on employment, services and housing. Follow us on social media via @humanrights4bc to learn about the latest webinars.



How systemic discrimination works



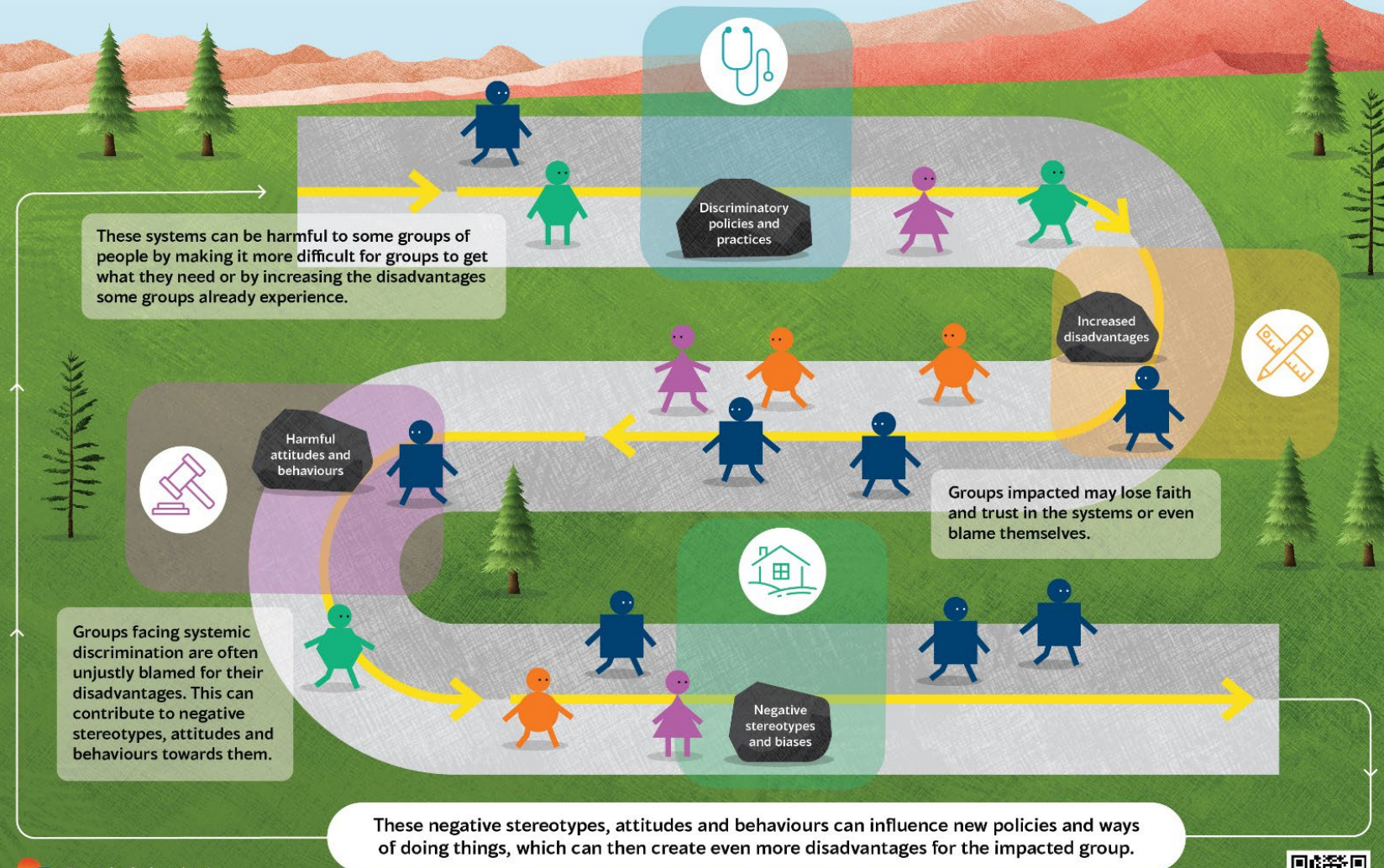
Over time, societies have built systems such as health care, education, justice, and housing.



The groups that develop these systems often intentionally or unintentionally design them to benefit themselves.



Other groups of people may experience negative impacts based on the way these systems are designed, built and maintained.



British Columbia's
Office of the Human Rights
Commissioner

To learn more:

