

British Columbia's
Office of the Human Rights
Commissioner

Introduction to systemic discrimination

Module 4:

Noticing systemic discrimination

Learning goals

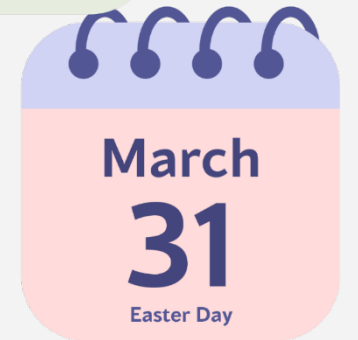
- identify the key elements of systemic discrimination
- explain the differences and relationship between systemic and interpersonal discrimination
- become familiar with the nature and extent of impacts
- identify *who* is impacted by systemic discrimination and *where* it appears
- **notice systemic discrimination in your daily lives**

Reflection

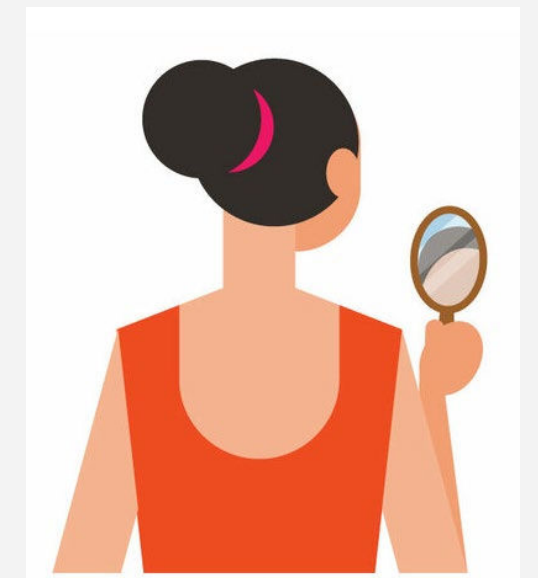
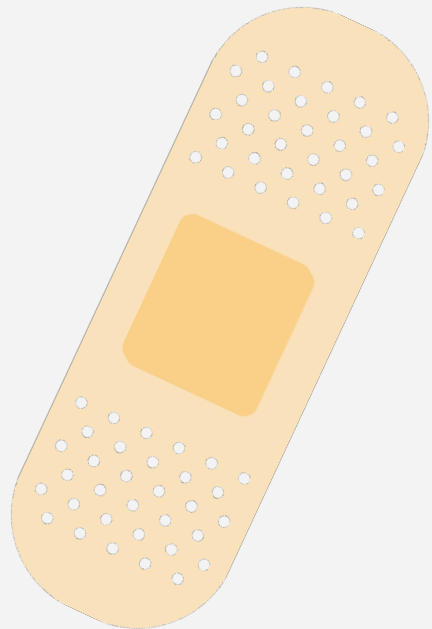
Have you noticed examples of systemic discrimination before participating in this session?

Was it easy to see?





Why can systemic discrimination be difficult to notice?

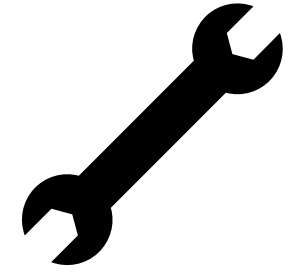


Why we may not notice systemic discrimination

- it is difficult to see when we are not directly impacted
- it may appear neutral
- it becomes normalized over time
- identifying it can be uncomfortable
- concern for resistance and repercussions
- noticing it takes practice



Checklist: Noticing systemic discrimination in organizations



1. Examine your organization's policies and practices

Were voices from all groups considered in developing policies and practices?

Is there a good reason you do things this way?

2. Examine the impacts of the policies and practices

Are all groups with histories of lesser power able to participate?

Do all groups experience harms or penalties equally?

3. Examine widespread and accepted behaviours

Do they have either no impact or positive impacts on groups with histories of lesser power?

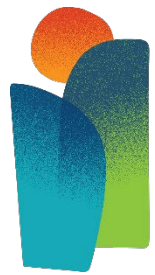
4. Reflect on how you answered these questions

Did your organization observe, track, consult and consider impacts on different groups?

Next module

What can we do?





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Thank you

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