

Systemic discrimination part 2

What we can do

Module 3 handouts

Noticing systemic discrimination within your organization

1. Before answering these questions, reflect on the following:

- ☐ Did your organization consult with groups with histories of lesser power?¹
- ☐ Did your organization track negative impacts for different identity groups?
- ☐ Did you reflect on how these policies, practices and behaviours might impact groups with a history of lesser power?

2. Examine your policies and practices

- ☐ Were voices from all groups included in developing them?
- ☐ Was feedback from all groups included in the final policies?
- ☐ Are there reasons other than habit or tradition for doing things this way?
- ☐ Has your organization considered alternate practices?

3. Examine the impacts

- ☐ Are all groups able to participate?
- ☐ Are groups who have histories of lesser power experiencing the same levels of harm or penalties as other groups?

4. Examine widespread and accepted behaviours

- ☐ Do these behaviours have either no impact or positive impacts on groups who have histories of lesser power

¹ Groups with histories of lesser power include those protected under BC's *Human Rights Code*, among others, such as those identified under the category of social condition. Social condition could include factors such as income, employment, housing status, education and literacy levels. Note that when a policy or practice is developed to meet the needs of one specific group, such as a policy to decrease barriers to employment for Indigenous people within an organization, it is important to consult with representatives of this group, and not with those of all groups with histories of lesser power.



Noticing systemic discrimination in daily life

1. Before answering these questions, reflect on the following:

- ☐ Were groups with histories of lesser power consulted?²
- ☐ Were impacts for different identity groups considered? (What do I need to know about other peoples' experiences to be able to understand impacts for them?)
- ☐ Was there consideration given to how these behaviours and ways of doing things might impact groups with a history of lesser power?

2. Consider how things are done in a given setting

- ☐ Were voices from all groups considered when deciding to do things this way?
- ☐ Do the ways things are done reflect from groups with histories of lesser power?
- ☐ Are there reasons other than habit for doing things this way?
- ☐ Were alternate ways of doing things considered?

3. Examine the impacts

- ☐ Are all groups able to participate?
- ☐ Are groups who have histories of lesser power experiencing the same levels of harm or penalties as other groups?

4. Examine widespread and accepted behaviours

- ☐ Do these behaviours have either no impact or positive impacts on groups who have histories of lesser power?

² Groups with histories of lesser power include those protected under BC's *Human Rights Code*, among others such as those identified under the category of "social condition." Social condition can include factors such as income, employment, housing status, education and literacy levels. Note that when a policy or practice is developed to meet the needs of one specific group, such as a policy to decrease barriers to employment for Indigenous people within an organization, it is important to consult with representatives of this group in particular (not with representatives of all groups with histories of lesser power).



Systemic or interpersonal discrimination?

