



British Columbia's
Office of the Human Rights
Commissioner

Systemic discrimination part 2

What we can do

Module 2: Importance of taking action



Session goals

- review the key characteristics and impacts of systemic discrimination
- consider reasons for taking action

What is systemic discrimination?

Think of some key characteristics that help to identify it.





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Key indicators

- impacts certain groups more than others
- appears in patterns
- based on *attributed* rather than *actual* characteristics
- shows up in laws, policies, practices, behaviours and attitudes
- impacts include creating barriers, harms or increased disadvantages
- unjustly attributes power to one group over another
- based on historical patterns of inequality
- often appears neutral
- may be unintentional
- has negative impacts on *all* of society



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Why do you believe it is important to take action on systemic discrimination?

- Systemic discrimination causes severe and widespread harms to specific groups.
- It harms all of society.
- It harms groups unfairly and unjustly.
- It may not be addressed unless someone notices it and takes action.
- Groups impacted with less power may find it difficult to take action alone.
- It impacts me.
- It impacts a colleague, friend, family member or people my organization serves.
- Another reason.



Next module

identifying an example of
systemic discrimination





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Thank you

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