

Systemic discrimination part 2

What we can do

Module 3: Identifying an example



Session goals

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

Checklist: Noticing systemic discrimination in organizations

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?

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?

Examine widespread and accepted behaviours

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

Reflect on how you answered these questions

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

Systemic or interpersonal?

Are there barriers or harm based on a personal characteristic such as race, gender or ability?

Yes 🕌

Did this occur in a single or a few isolated incidents?

AND

Are only one of a few members of a group impacted?

No 👢

Is there a pattern of discrimination? Has it occurred repeatedly over time?

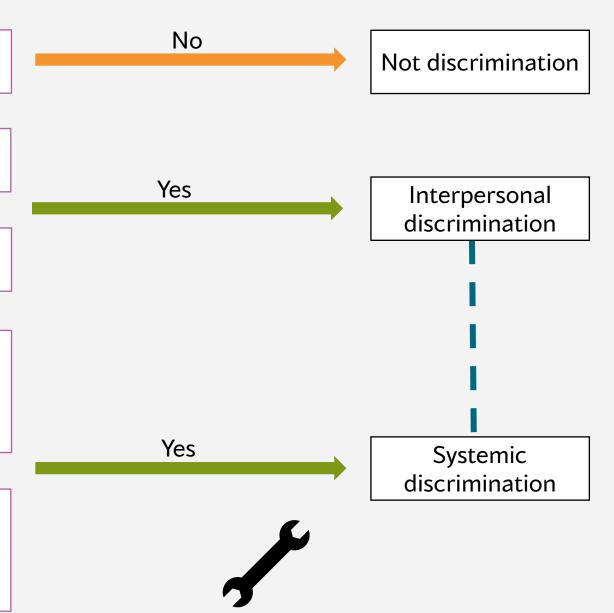
AND

Does it show up in policies, practices or widely accepted behaviours?

Are all or most members of a group impacted?

AND

Are these groups historically in positions of lesser power?



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



Where are you now in identifying an example of systemic discrimination in your organization or daily life?

- I have identified more than one example that I would like to see addressed.
- I have identified one example that I would like to see addressed.
- I want to see issues of systemic discrimination addressed, but I haven't identified an example.
- I don't think there are any examples of systemic discrimination that need to be addressed.



Next module

Actions to address systemic discrimination





Thank you

Visit **bchumanrights.ca** for more resources or find us on social media **@humanrights4bc**

Contact:

info@bchumanrights.ca

