



British Columbia's
Office of the Human Rights
Commissioner

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

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?

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 or 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?

No

Not discrimination

Yes

Interpersonal
discrimination

Yes

Systemic
discrimination



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





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Thank you

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more resources or find us on
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