



British Columbia's
Office of the Human Rights
Commissioner

Systemic discrimination part 2

What we can do

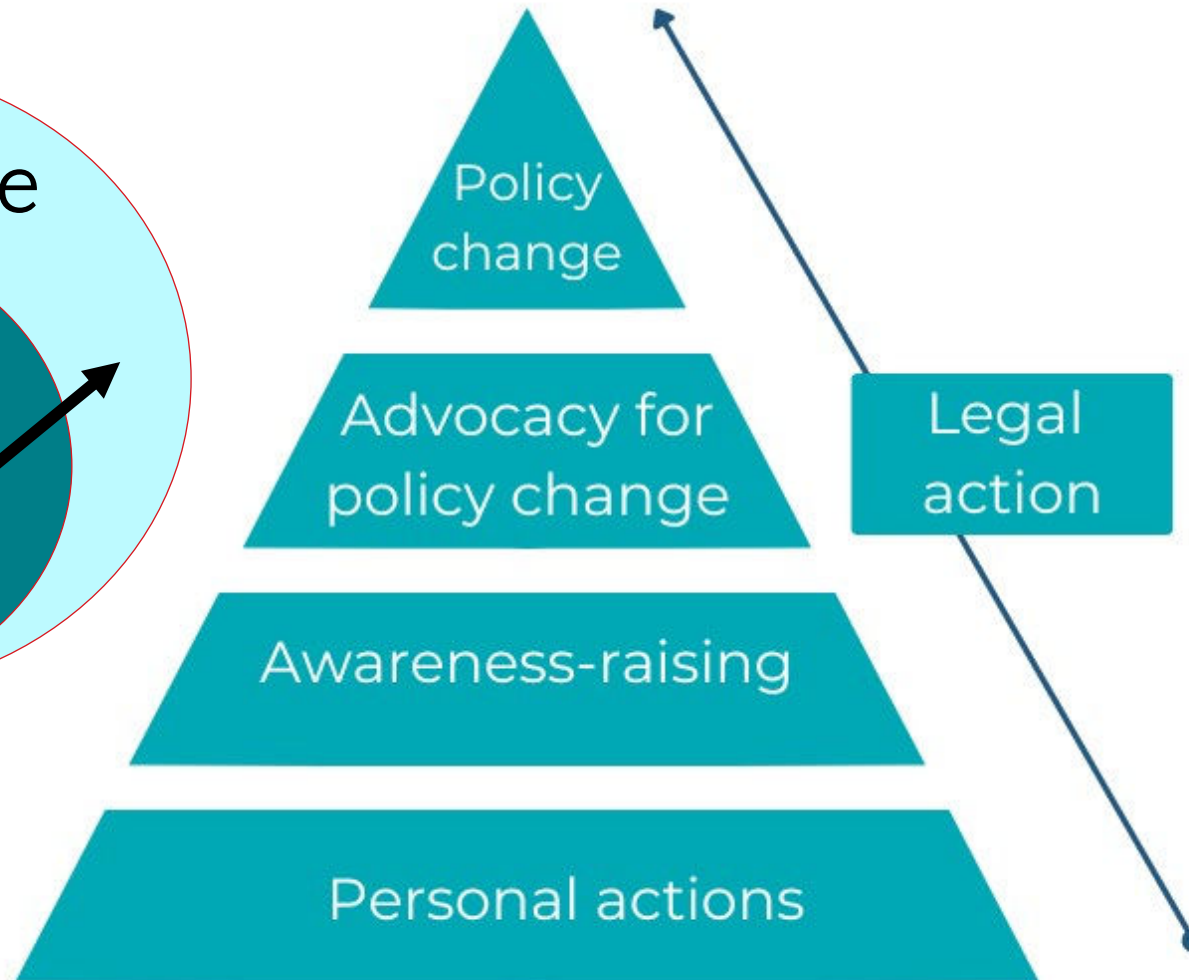
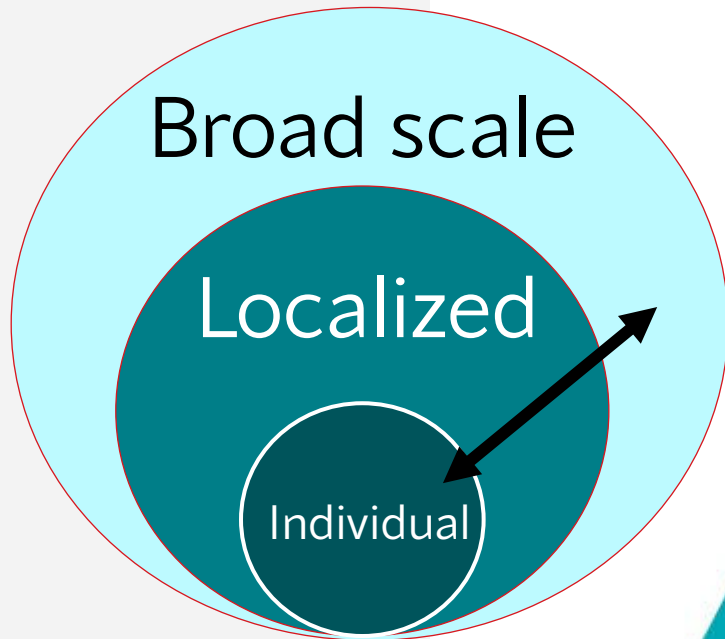
Module 4: Actions



Session goals

- review the key characteristics and impacts of systemic discrimination
- consider reasons for taking action
- reflect on examples of systemic discrimination
- **become familiar with potential actions for your setting**

Levels of actions





Think about an action taken to address systemic discrimination or another issue

- How successful was the action?
- What factors helped make the action successful?
- Were there barriers to success?

If your initial goals were not met, could the action still be considered successful?



Successful actions guidelines

1. Includes some or all of the following:

- centers the voices of those impacted
- addresses the root causes of an issue
- contributes to permanent, systemic change
- has flexible timelines and outcomes

2. Identifies solutions to barriers related to:

- capacity
- skills
- level of influence
- risks to safety or well-being

Personal actions

Examples of actions

- self-care
- noticing discrimination checklists
- learning: BCOHRC Systemic discrimination toolkit
- recognizing misinformation and disinformation

Scale of action

- individual

Related social movements

- variety of human rights related movements

Awareness raising

Examples of actions

- BCOHRC #Rewrite the rules campaign
- Moose Hide campaign

Scale of action

- Broad scale

Related social movements

- Disability rights
- Indigenous women's rights



Advocacy for policy change

Examples of actions

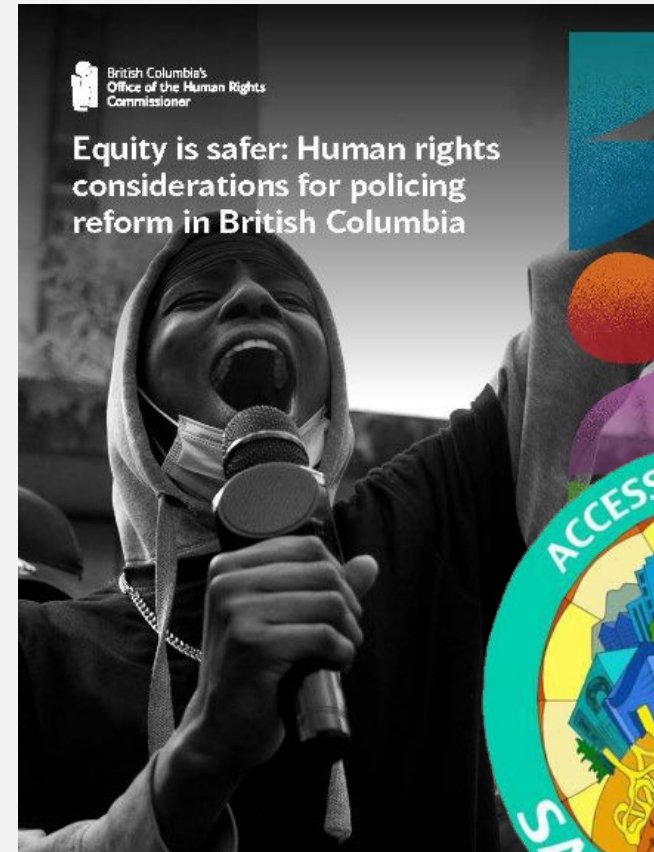
- BCOHRC Equity is safer
- Sanctuary City Vancouver

Scale of action

- Localized and broad scale

Related social movements

- Black Lives Matter
- Migrant justice



Policy change

Examples of actions

- BCOHRC Employment equity toolkit
- BCTF equity and inclusion policies

Scale of actions

- localized

Related social movements

- #MeToo
- Variety of equity-related social movements



Legal action

Examples of actions

- B.C. Human Rights Tribunal
- Canadian Human Rights Tribunal
- Constitutional challenge
- International human rights body

Scale of actions

Localized and broad scale

Related social movements

Variety of human rights related social movements

Taking action within your setting



Which level(s) of action might be effective in addressing systemic discrimination in your organization or community?

Personal actions

Awareness raising

Advocacy for policy change

Policy change

Legal action

Can you think of an action at this level that might be effective?



Next module

Getting started





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Thank you

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

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