



British Columbia's
Office of the Human Rights
Commissioner

Systemic discrimination part 2

What we can do

Module 5: Getting started



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
- **consider and identify resources to support next steps**

Think about a strategy you have seen or used to initiate or engage in challenging conversations.

Was it successful?

Why or why not?



Initiating and engaging in challenging conversations

What helps:

- recruit allies
- identify shared goals and values
- highlight negative impacts
- share real-life stories and data
- be curious about alternative perspectives
- clarify desired outcomes
- offer to be part of the solution
- be responsive to reactions

What doesn't help:

- blaming individuals, not the system
- information overload
- speaking on behalf of someone without permission
- unmanageable expectations

Which of the following strategies might help you to initiate and engage in challenging conversations?

- Recruit allies
- Identify shared goals and values
- Highlight negative impacts
- Share real-life stories and data
- Be curious about alternative perspectives
- Clarify desired outcomes
- Offer to be part of the solution
- Be responsive to reactions



Which of the following will you try to avoid when initiating and engaging in challenging conversations?

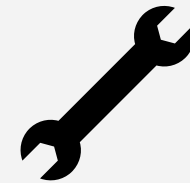
- Blaming individuals
- Information overload
- Speaking on behalf of someone without permission
- Setting unmanageable expectations



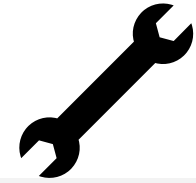
Think about a challenging topic related to systemic discrimination that you would like to bring up in your organization or community.

Identify one strategy to use and one to avoid.

Practice with a partner.



Session takeaways



Element	To consider
Identifying issues	Is it systemic discrimination? Why is it important to take action?
Scale and level of actions	Individual, localized or broad scale Personal, awareness, advocacy, policy change or legal
Components of successful actions	Address root causes, centre voices of groups impacted, work towards systemic change and set flexible timelines and outcomes
Barriers and solutions	Identifying barriers and solutions related to skills, capacity, level of influence and risks
Additional supports	Considering examples of actions and strategies for initiating and engaging in conversations.

Review of session goals

- review the key characteristics and impacts of systemic discrimination
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Reflect and compare

- How interested are you **now** in taking action to address systemic discrimination?
- Can you identify examples of systemic discrimination in your organization or community that you would like to see addressed?
- Are you aware of actions that could be taken to address systemic discrimination in your community or organization?



Feedback survey



<https://forms.office.com/r/rDDV07N1sH>





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Thank you

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