



Equity, Diversity & Inclusion in the Workplace

Parts 1 & 2

Participant Handout

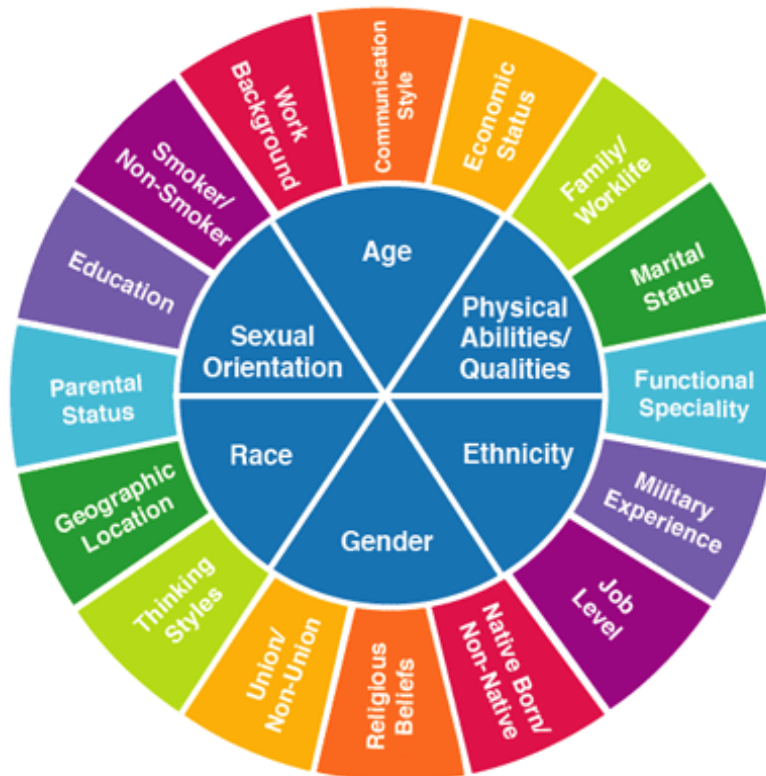
Involve Symposium | November 19, 2020

Facilitated By: Deepak Purewal & Alison Gutrath

For more information contact Alison Gutrath - Archway Diversity Education Supervisor
Alison.Gutrath@archway.ca or 604.859.7681 x270

How do you identify?

Diversity refers to all the unique characteristics that form a person's identity.



Choose five (5) dimensions and identify how you describe yourself in them.
(Example: Religious Beliefs – Sikh)

- 1.
- 2.
- 3.
- 4.
- 5.

Definitions

To assist in the reading of the Protocol and the understanding of the issues surrounding discrimination and hate crime, a list of key terms is provided.¹ The list of terms is not comprehensive and in some cases definitions vary according to the source. For more information or education opportunities and materials refer to Diversity Education and Resources Program at Archway Community Services (formerly Abbotsford Community Services).

Ableism is discrimination in favor of able-bodied people.

Ageism is discrimination on grounds of age.

Bias is an inclination, opinion or preference formed without any reasonable justification. Bias is reflected in a person's prejudices or attitudes towards a different race, class, gender, cultural background etc. and can often result in unfair treatment of individuals or groups.

Bigotry refers to the character or conduct of intolerance towards another's beliefs, religion, race, sex, mental or physical ability or sexual orientation.

Bisexuality refers to a person emotionally, romantically or sexually attracted to more than one sex, gender or gender identity though not necessarily simultaneously, in the same way or to the same degree.

Cisgender is used to describe a person whose gender identity matches the sex assigned at birth.

Cissexism is discrimination against a person who does not identify with the sex they were assigned at birth.

Classism is discrimination on grounds of socio-economic status.

Discrimination is when prejudice and bias move from a state of opinion or mind to action. Discrimination means to treat a person or group differently or negatively because of prejudice and bias. This can take on many different forms such as harassment, unequal pay or benefits, unequal conditions or service provisions, to hate propaganda.

Gender is the range of physical, mental and behavioral characteristics pertaining to, and differentiating between, masculinity and femininity (ex. woman, man, transgender, or other).

¹ Definitions have been compiled from several sources including the following: Responding to Incidents of Racism and Hate: A Handbook for Service Providers, BC Human Rights Coalition 2003; Anti-Racism: Terminology, Concepts and Training, Ministry Responsible for Multiculturalism and Immigration 1994; BC Hate Crimes Team.

Gender Expression is any and all mannerisms and personal traits, which serve to communicate a person's identity and personality as they relate to gender identity and gender roles. It is how a person expresses their gender to others.

Gender Identity is a person's private sense, and subjective experience, of their own gender. It is a person's self-identification of their gender.

Gender Non-conforming is a term used to describe some people whose gender expression is different from conventional expectations of masculinity and femininity.

Harassment can take the form of physical, visual or verbal conduct that is unwelcome, discriminatory, involves intimidation or an abuse of power and denies the respect and dignity of an individual.

Hate/Bias Crime is a criminal offence committed against a person or property which is motivated by the suspect's hate, prejudice or bias against an identifiable group based on race, religion, sex, gender, age, mental or physical ability, sexual orientation or any other similar factor (as defined in section 718.2 of the Criminal Code of Canada).

Hate/Bias Incidents are those actions that are not criminal in nature and may be covered by the Human Rights Code of Canada.

Healthism is the narrow conceptualization of health; being healthy is attributed to merely an individual's choices rather than examining the various social determinants and systemic injustice affecting one's health.

Heterosexism is discrimination based on the belief that heterosexuality (opposite-sex sexuality) is the only acceptable and normal sexual orientation.

Homophobia is a fear or hatred of homosexuals or homosexuality.

Intolerance is not allowing, or enduring differences in opinions, teaching, worship, lifestyle etc.

Islamophobia is a dislike of or prejudice against Islam or Muslims, especially as a political force.

LGBTQ is an acronym for lesbian, gay, bisexual, transgender and queer and/or questioning.

Prejudice (Bias) means to 'pre-judge' and is an attitude towards a person or group. When applied to racism, prejudice refers to beliefs or attitudes about an individual or group based on negative or positive stereotyping. Internalizing prejudice leads to bias,

which is a predisposition to build on stereotypes. Together prejudice and bias form the motivation for discrimination. Prejudice and bias are a state of mind and there are no laws to prohibit them.

Privilege is a special advantage, immunity, permission, right, or benefit granted to or enjoyed by an individual, class, or caste.

Propaganda is the systematic propagation of a doctrine or cause or information reflecting the views and interests of those advocating such a doctrine or cause.

Racism refers to a set of beliefs that asserts the superiority of one 'racial' group over another (at the individual as well as institutional level), and through which individuals or groups of people exercise power that abuse or disadvantage others on the basis of skin colour and racial or ethnic heritage.

Individual Racism is any action or practice which denies equality to any person because of their race, religion, ethnicity or culture.

Systemic Racism refers to the social and organizational structures, including policy and practices, which whether intentionally or unintentionally exclude, limit and discriminate against individuals not part of the traditional dominant group. Systemic Racism is most often an unconscious by-product of ethnocentrism and unexamined privilege.

Racialization is to differentiate or categorize according to race and to impose a racial character or context on.

Relevant Service Providers are service providers that offer services and resources that are directly related or useful in the event of a hate crime or critical incident involving discrimination.

Sex is the biological distinction between male and female.

Sexism is discrimination on the grounds of sex.

Stakeholders in context of the Abbotsford Protocol refer to the service providers, organizations and institutions within Abbotsford who have invested interest in the health, safety and vitality of the community.

Stereotype is a false or generalized conception of a group of people which results in the unconscious or conscious categorization of each member of the group, without regard for individual differences. Stereotyping may relate to race, age; ethnicity, linguistics, religious, geographical or national groups; social, marital or family status; physical, developmental or mental attributes; and or gender.

Transgender is an umbrella term for people whose gender identity and/or gender expression differs from what is typically associated with the sex they were assigned at birth.

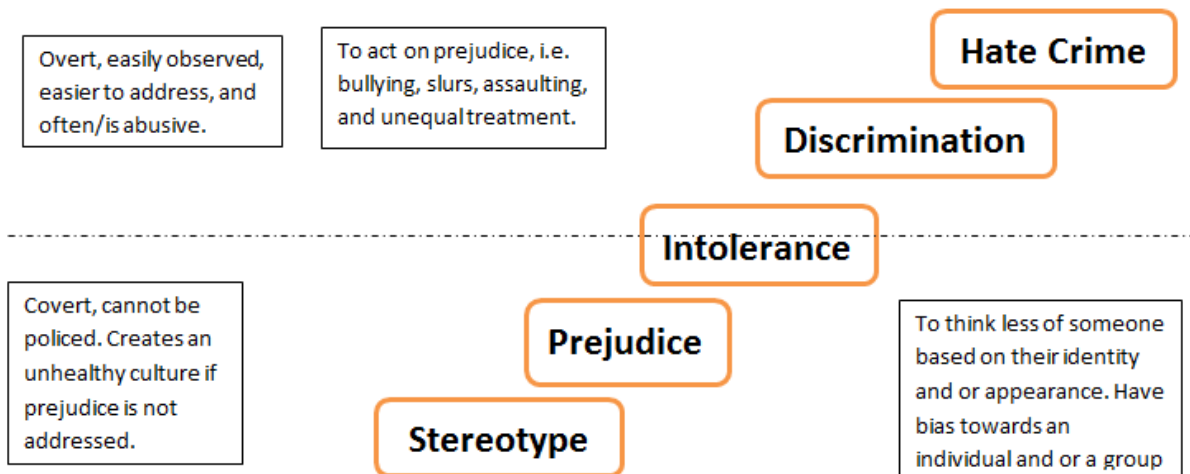
Transphobia is the fear and hatred of, or discomfort with, transgender people.

White supremacy culture is the idea (ideology) that white people and the ideas, thoughts, beliefs, and actions of white people are superior to People of Colour and their ideas, thoughts, beliefs, and actions. White supremacy expresses itself interpersonally as well as structurally (through our governments, education systems, food systems, etc).

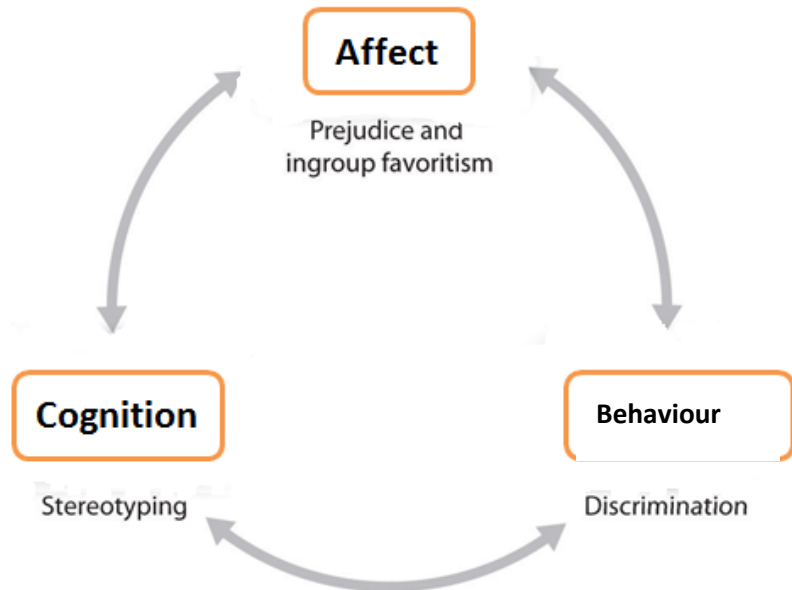
Xenophobia is fear of other people, groups, or cultures that are different from one's own. The term is usually used to describe the phenomena where the dominant group of a country feels fear of 'foreigners', their customs and culture.

Forms of Discrimination

The following illustration depicts discrimination and summarizes events ranging from covert and subtle to overt and violent. This Protocol is a response to address incidents that fall on the top half of the stairs - incidents of discrimination and bias that are overt and violent. The examples below may be familiar, as some are adapted from actual events in the Fraser Valley and Lower Mainland.



The below diagram further illustrates the relationship between discrimination, stereotyping and its affect being prejudice and in-group (within your own group) favoritism.



² Figure image was taken from BC Open Text, Principals of Social Psychology Chapter 11: Stereotypes, Prejudice, Discrimination by Dr. Rajiv Jhangiani and Dr. Hammond Tarry licensed by Creative Commons *Examples of Key Terms*

Intolerance:

Not allowing someone to marry/partner with whoever the person chooses to marry/partner.

Stereotype:

“White people do not care about their parents”
“Asian people cannot drive properly”

Prejudice:

A female thinking that she would never date an Indo-Canadian male because she thinks Indo-Canadian males are aggressive.

Discrimination:

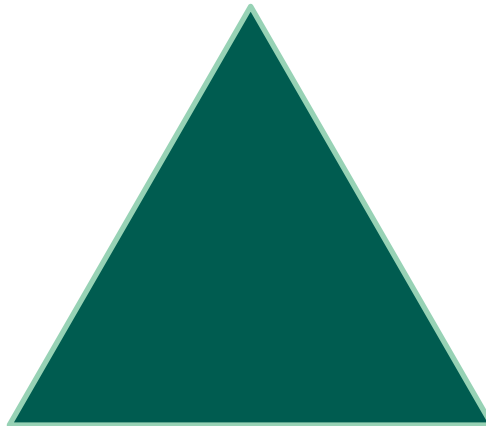
A local technology company preferring to hire those less than 30 years old feeling they are more knowledgeable of cutting edge technology.
A local restaurant refusing services to same-sex couples.

Hate Crime:

An elderly Sikh man is beaten by a group of people connected with a white supremacist group.
A group of people deface a lesbian-led family’s home with bigoted graffiti

Responding to Discrimination 4 Types of Witnessing

Witnesses and Co-Witnesses



Person Who Has Harmed
(Offender)

Person Who Has Been Harmed
(Victim)

1. **Dis-witnessing** (joining the offender, blocked awareness, disengagement, avoidance, dismissal, denial) *“No hear, no see, no feel and no say”*
2. **Passive witnessing** (covert responding, silenced witnessing, hesitation to act, preparation for active witnessing) *“Hear, see feel, but no say and no do”*
3. **Active witnessing** (overt behavioural responding, immediate or delayed responses) *“Hear, see, feel, say, and do”*
4. **Ethical witnessing with social action** (ethical social action, recognizing social injustice and taking action for confronting and educating self and others, becoming an agent for community, societal and institutional change)

Adapted from Anti-Racism Response Training, Isu Ishiyama, 2002.

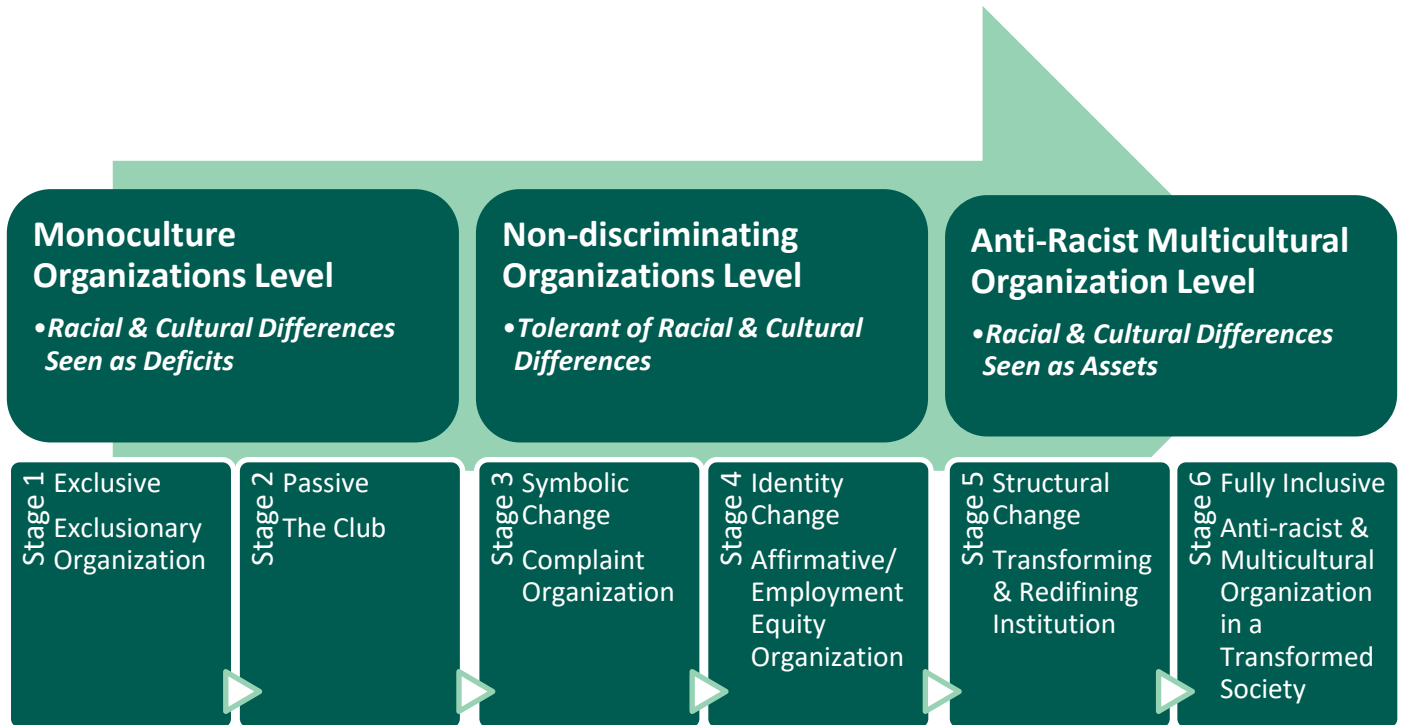
What can you do when you witness discrimination?

Eleven Active Witnessing Response Types

1. Interrupt
2. Express upset feelings
3. Call it “discrimination”
4. Disagree
5. Question validity
6. Point out how it offends and hurts people
7. Put the offender on the spot
8. Help the offender to self-reflect
9. Support the victim
10. Ask others for involvement and help
11. Approach other witnesses at the scene

F. Ishu Ishiyama (Anti-racism Response Training Manual 2002)

Continuum on Becoming an Anti-Racist Organization



Key interventions used during continuum model:

- Change Agents
- Readiness Assessment
- Assess and Benchmark

“Continuum on Becoming an Anti-Racist Multicultural Organization” Adapted from original concept by Baily Jackson and Rita Hardiman, and further developed by Andrea Avazian and Ronice Branding; further adapted by Melia LaCour, PSESD.