

SPEAK UP!

RESPONDING TO EVERYDAY DISCRIMINATION

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Among Friends

Among Family

Among
Neighbours

At Work

At School

In Public

SPEAK UP! calls on everyone to
take a stand against everyday
discrimination

Objectives

- to understand the impact of everyday discrimination
- to explore barriers to responding to everyday discrimination
- to develop and practice ways to respond to everyday discrimination

Group Agreement

- Respect and listen
- Be willing to learn and be challenged
- Share air time
- Respect confidentiality
- Its ok to make mistakes!
- Speak from our own experiences

Everyday Discrimination

What is everyday
discrimination?

Everyday Discrimination

Jokes

Slurs

Ridicule

Teasing

Stereotypes

Assumptions

Impacts of Everyday Discrimination

- Take a few minutes to think of an example of everyday discrimination
 - in the classroom, at work, amongst friends or family, in residence etc.
- Write the example down (no names or details please)

Impacts of Everyday Discrimination

- How might this incident affect the people directly involved – the target, the perpetrator and any witnesses?
- How might this incident affect the health of the community (business, school, family, etc) where it happened?
- What are the emotional, social, physical, financial costs of incidents like these?

Impacts of Everyday Discrimination

At work:

- Hinders employee productivity
- Creates a legally hostile work environment
- Undermines employee safety
- Damages 'customer' experiences

Impacts of Everyday Discrimination

At school:

- Affects students' ability to learn
- Undermines student safety
- Damages the school's reputation

The Power of Words

Groups:

1. Stereotypes
2. Intentions of each speaker
3. Perceptions of each listener
4. Denotation (factual meanings of words) and connotation (implied or associated meanings of words)
6. Effects of pejorative language on each of the actors

Barriers to Responding to Everyday Discrimination

#1 - extremely uncomfortable responding

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#5 - extremely comfortable responding

Responding to Everyday Discrimination

6 Steps for Speaking Up Against **Everyday Discrimination**

Responding to Everyday Discrimination

Be ready

Identify the behaviour

Appeal to principles

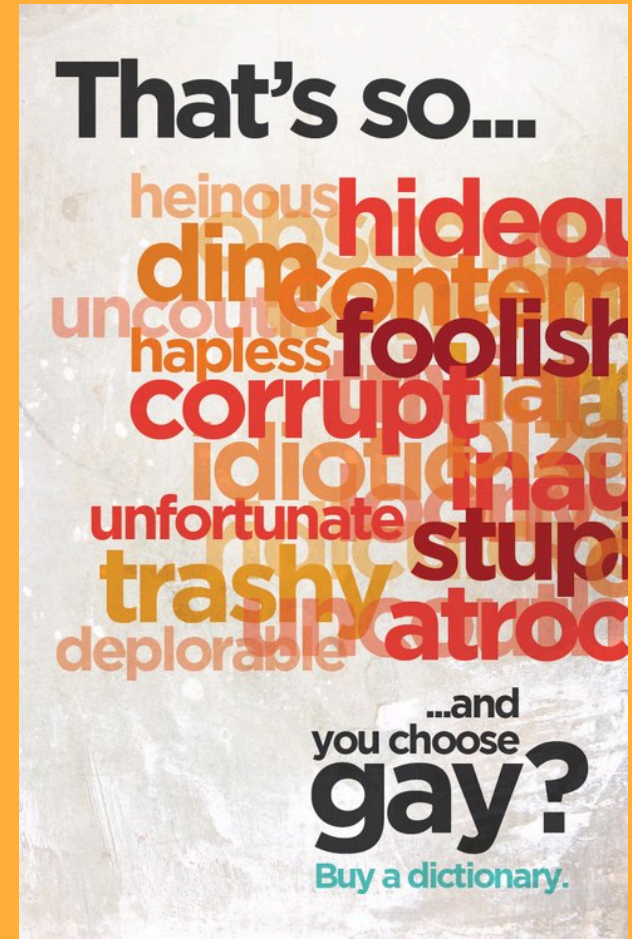
Set limits

Find an ally/be an ally

Be vigilant

Other Resources

- HREHP Office
- Code of Student Conduct
- Security Services
- NS Human Rights Commission
- www.upworthy.com



Other Resources

- [How to tell people they sound racist](#)
- [That's so gay](#)
- [That's so gay 2](#)
- <https://www.youtube.com/watch?v=DWynJkN5HbQ>
- Other ideas, programs, events, etc?

The Next Steps

Acceptance of diversity, generally understood and embraced, is not casual liberal tolerance of anything and everything not yourself. It is not polite accommodation

Instead it is in action, the sometimes painful awareness that other people, other races, other voices, other habits of mind, have as much integrity of being, as much claim on the world as you do...and I urge you amid all the differences present to the eye and mind, to reach out to create that bond that will protect us all.

We are meant to be here together.

William M Chase from The Language of Action

The SPEAK UP! Pledge

In pledging to respond to everyday bigotry, I will:

- Speak up when I hear or see bigotry;
- Question and identify bias when I see it;
- Be mindful of my own behaviours;
- Promote and appeal to higher principals;
- Set limits on what is said or done around me;
- Seek help and help others to work against bigotry;
- Remain vigilant and persistent.

SPEAK UP!

Thank you!

Questions or comments?



www.tolerance.org

SPEAK UP!

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