



ANTI-RACISM RESOURCE HANDBOOK

**RESPONDING TO CRITICAL
INCIDENTS OF RACISM & HATE**

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ACKNOWLEDGEMENTS

We acknowledge that our home and workplace is within the ancestral, traditional and unceded territory of the Syilx People of the Okanagan Nation, and we are grateful to be here.

ABOUT US

The South Okanagan-Similkameen Respect Network, led by the South Okanagan Immigrant and Community Services (SOICS) and South Okanagan-Similkameen Local Immigration Partnership (SOSLIP), is a part of the Thompson-Okanagan Respect Network. These networks of community organizations work against racism and hate crime and are a part of the provincial Resilience BC initiative that supports anti-racism initiatives.

The SOS Respect Network includes community agencies, RCMP, educational institutions, businesses and municipalities invested in addressing issues of racism and discrimination. It works towards organizing educational events and projects to raise public awareness about the issues and celebrate diversity in the community.

The Respect Network developed a Community Protocol (a living document) to respond to incidents of racism and hate and provide support and resources for individuals experiencing or witnessing racism.

WHAT IS A HATE CRIME?

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 and includes verbal abuse/threats, physical assault or damage to property (as defined in section 718.2 of the Criminal Code of Canada).

Hate crime is any crime that is committed with the bias and prejudice against a specific group based on race, nationality, age, gender, sexual orientation, disability, etc.

Name calling, insults, displaying hate material on your property or in public places are examples of hate incidents. If such behavior threatens a person or property, it becomes a hate crime.

EFFECTS OF HATE CRIMES

- Increased vulnerability, anxiety, anger, shame
- Personal, financial, emotional loss
- Division between neighborhoods & communities
- Raised fear & suspicion
- Decreased openness and collaboration
- Principles of democracy and equality, faith in the justice system are questioned
- Retaliating attacks by the victim groups
- Violence and social/ethnic conflict

(Adapted from www.hatecrimebook.com - Esther Lim, Afraid for her own parents' safety, Esther Lim designed a booklet explaining how to report hate crimes to address the rise in Anti-Asian hate crimes. May 2020)

WHY YOU NEED TO REPORT A HATE CRIME?

When you report a hate crime you help:

- Provide a real picture of what is happening in your community.
- Investigate an incident and prosecute the perpetrator.
- Prevent these types of crimes from happening.
- Develop tools and resources to support victims.
- Create mechanisms for education and awareness about discrimination and hate.

WHAT ARE YOUR RIGHTS?

Canadian Human Rights Act

R.S.C., 1985, c. H-6

An Act to extend the laws in Canada that proscribe discrimination

The purpose of this Act is to extend the laws in Canada to give effect to the principle that all individuals should have an equal opportunity to create the lives that they want and have their needs accommodated without discrimination based on race, ethnicity, colour, religion, age, gender, sexual orientation, marital status, family status, genetic characteristics, disability or conviction that was pardoned.

Source: <https://laws-lois.justice.gc.ca/eng/acts/h-6/page-1.html#h-256795>

In June 2021 Canadian government announced the following changes:

- “amend the Canadian Human Rights Act to define a new discriminatory practice of communicating hate speech online, and to provide individuals with additional remedies to address hate speech;
- add a definition of “hatred” to section 319 of the Criminal Code based on Supreme Court of Canada decisions; and
- create a new peace bond in the Criminal Code designed to prevent hate propaganda offences and hate crimes from

being committed, and make related amendments to the Youth Criminal Justice Act.”

(www.canada.ca/en/department-justice/news/2021/06/government-of-canada-takes-action-to-protect-canadians-against-hate-speech-and-hate-crimes.html)

Criminal Code

Public incitement of hatred

319 (1) Everyone who, by communicating statements in any public place, incites hatred against any identifiable group where such incitement is likely to lead to a breach of the peace is guilty of an indictable offence and is liable to imprisonment for a term not exceeding two years; or an offence punishable on summary conviction.

Wilful promotion of hatred

(2) Everyone who, by communicating statements, other than in private conversation, wilfully promotes hatred against any identifiable group is guilty of (a) an indictable offence and is liable to imprisonment for a term not exceeding two years; or (b) an offence punishable on summary conviction.

Source: <https://laws-lois.justice.gc.ca/eng/acts/C-46/section-319.html>

CANADIAN CHARTER OF RIGHTS AND FREEDOMS

It is illegal to advocate genocide, publicly incite hatred or willfully promote hatred based on national or ethnic origin, race, religion, skin colour and sexual orientation. Depending on the situation, the use of racist slurs may not be illegal under the Criminal Code of Canada. However, the person using them may subject themselves to an investigation under federal human rights legislation. The use of such terms is not tolerated in Canadian society.

“Almost any type of crime committed against a person or property can be motivated by hate. These can include offences like assault, uttering threats, criminal harassment, and mischief, including graffiti.

Section 718.2 of the Criminal Code contains specific sentencing provisions relating to hate crimes. The law provides that when an offence was motivated by hate against an identifiable group, a court may consider that motivation as an aggravating factor to a criminal sentence.” Source: www.resiliencebc.ca/report-support/hate-crimes-in-bc

The law often balances competing interests and rights. In Canada, Section 2 of the Canadian Charter of Rights and Freedoms protects fundamental rights to freedom of expression, while Canadian law recognizes a reasonable limit to forms of expression that willfully promote hatred.

WHAT TO DO IF YOU FACE AN ATTACK?

It is difficult to assess the situation clearly and take the right action when you face an attack but here are some tips that may help:

- Step away and move closer to other people.
- Do not confront or get into a verbal argument;
- Scream “HELP” to get people’s attention;
- Ask bystanders for help – tell them what is going on;
- If safe, take photos or a video of the offender;
- Call 911 if attacked.

If you are physically attacked, protect your body and defend yourself as much as you can, call for help.

Adapted from - www.hatecrimebook.com Esther Lim, Afraid for her own parents' safety, Esther Lim designed a booklet explaining how to report hate crimes to address the rise in Anti-Asian hate crimes. May 2020)

WHAT CAN YOU DO AS A WITNESS/ BYSTANDER

Follow the 5 D approach developed by Hollaback

As a witness or a bystander, you are responsible to standing up against the harassment and intervene at a time when someone needs it the most. The 5 D approach are methods you can use to help someone who is being harassed.

- **Distract:** Take an indirect approach to de-escalate the situation.
- **Delegate:** Involve other bystanders and get help from someone else.
- **Document:** If possible, try to capture a video of the incident or write down the details, such as the description of the offender, time, etc.
- **Delay:** After the incident is over, check in with the victim.
- **Direct:** Keeping your safety in mind, intervene in the situation and speak up against it.

Source: www.ihollaback.org/bystander-resources

REPORTING AN INCIDENT

WHO CAN REPORT AN INCIDENT?

- Victims
- Witnesses
- Anyone with the details of the incident can report on behalf of a victim/witness

WHERE TO REPORT?

- RCMP or RCMP Hate Crime Unit: 911 for emergencies and 250-492-4300 for non-emergencies
- United Against Discrimination Incident Reporting Portal: www.soics.ca/anti-racism/incident-reporting
- South Okanagan Similkameen Respect Network: 250 492 6299

HOW TO REPORT?

Violent Incidents:

- For acts involving violence call the police immediately at 911 and give full details of the incident.
- Make sure the injured receives appropriate assistance and restore order. Be careful not to disturb the scene or any evidence.
- Listen to the victim and acknowledge what they are going through. Support the victim or targets of the violence. (This may include organizing a gathering to celebrate community unity and diversity).

Non-Violent Incidents:

- Listen to the victim and acknowledge what they are going through.
- Ask how you can help (e.g. call someone on their behalf, refer them to other supports).
- If the victim is open to getting community supports, refer them to the SOS Respect Network
- Coordinator (see the contact information in the referral list – Appendix 1).

Graffiti and Vandalism:

- In a case of major property crime, contact the police at 911 immediately.
- Document any high-profile property crime by taking photographs or videotape of the offence, if it is safe to do so.
- Make note of details such as location and time of incident.
- Graffiti on municipal/city property such as a light pole or in parks should be reported to the police and to SOICS's Project Vandal program by completing an on-line report at: <http://www.soics.ca/project-vandal>
- While waiting for authorities to arrive cover offence without disturbing it, if possible.
- Support the target or targets of the graffiti.
- Refer to and access the network of safe sites listed on reverse side of this Guide for counselling and or support for victims.

The local police and Hate Crimes Team should be contacted if you see propaganda or materials that advocate genocide or communicate hatred of any identifiable group. For more information about hate crimes visit: www.hatecrimebc.ca.

SELF CARE & DEALING WITH DISCRIMINATION

Take time to pull yourself together

Being the target of discrimination can stir up a lot of strong emotions including anger, sadness and embarrassment. Such experiences often trigger a physiological response, too; they can increase your blood pressure, heart rate and body temperature.

Try to check in with your body before reacting. Slow your breathing or use other relaxation exercises to calm your body's stress response. Then you'll be able to think more clearly about how you want to respond.

Focus on your strengths

It's a good idea to focus on your core values, beliefs and strengths. This will help you to negate the effect of the negative incident that took place. Remember to stay strong and remind yourself of all the positive traits that you have.

Don't blame yourself

It is very important for you to understand that you are not to blame. The harasser is. It is normal to feel angry, lost, anxious or lost. But remember that you are not alone. Everyone has a right to live a life free from harassment or the threat of harassment. If you are experiencing discrimination & abuse, the fault always lies with the harasser.

Seek help

The issue with discrimination is that people tend to internalize the negativity of the whole incident, even though it's not true. They start to think negatively about themselves. It is best to reach out to family and friends for emotional support. It is difficult to talk about discrimination but it can be helpful to ask friends or family on how they would have dealt with such incidents. Or you can talk to support groups or Community service centers like SOICS; we will listen and offer the support that you may need.

Seek professional help

It is important to seek emotional support and perhaps even speak to a professional who can help you to cope with the anxiety that being a victim of criminal harassment can bring. It can be tough to deal with discrimination and sometimes it can lead to depression. It's recommended to seek medical support of a psychologist to help you cope with any signs of depression or anxiety.

Source: www.apa.org/topics/racism-bias-discrimination/types-stress

COMMUNITY RESOURCES

This handbook is designed to help community members and stakeholders react promptly and effectively whenever critical incidents of racism or hate strike. Below is a list of local community resources to support victims and witnesses of such incidents.

RCMP

911

When reporting an incident, state that you are reporting a Hate Crime. Report emergencies such as attacks, assaults and threats. Report non-emergency crimes such as graffiti, vandalism and hate propaganda. The operator will connect you to the appropriate detachment to handle the situation. There is no fee when calling 9-1-1 for either emergency or non-emergency situations.

RCMP Detachment

1168 Main St

Tel: 250-492-4300

Penticton BC V2A 5E8

Fax: 250-492-4851

425 Similkameen Ave

Tel: 250-498-3422

Oliver BC V0H 1T0

Fax: 250-498-1624

16 Eagle Crt

Tel: 250-495-7236

Osoyoos BC V0H 1V0

Fax: 250-495-7416

2920 Highway 3

Tel: 250-499-5511

Keremeos BC V0X 1N0

Fax: 250-499-7854

RCMP Victims Service

Tel: 250-770-4713

VictimLINK Toll Free

1-800-563-0808

RCMP Victim Service Programs are located within RCMP Detachments across British Columbia. These programs are integrated into every RCMP Detachment, working in partnership with police to provide critical services to victims and witnesses of crime and trauma. Victim Services is an integral component within the continuum of comprehensive policing services the RCMP delivers to the citizens we serve.

The RCMP Victim Services Unit offers emotional support, information, practical assistance and referrals to victims of crime and trauma. Services are free of charge and delivered by highly trained caseworkers. If you are a victim of crime or personal trauma and feel you could benefit from our services. Please contact your local RCMP Detachment and ask for the Victim Service Unit, or call **VictimLINK**.

BC Hate Crimes Team

C/o Major Crimes Section – CIU
E Division HG- Surrey Satellite

Tel: 604-660-2659, 604-660-2617
Toll Free: 1-800-563-0808
(Victim Link) 1-855-462-5733

Complex 12992 – 76th Avenue
Surrey BC V3W 2V6

BC Hate Crimes is a provincial resource that provides assistance and support to local police departments investigating hate crimes and hate incidents. For non-emergency inquiries regarding hate crimes or hate incidents, contact BC Hate Crime.

Access Centre Penticton

#209 304 Martin Street
Penticton, BC, V2A 5K4

Tel: 250-493-6822
Toll Free: 1-866-493-6822

The Access Centre Penticton has been providing advocacy and support for people in need for over 30 years. They often get referrals from other agencies for people who have “fallen through the cracks” of conventional aid.

BC Human Rights Clinic

300-1140 West Pender Street
Vancouver BC V6H 4G1

Tel: 604-622-1100
Toll Free: 1-855-685-6222

BC Human Rights Clinic provides free representation to residents of B.C. who have, or are seeking to have, cases before the Human Rights Tribunal.

BC Human Rights Tribunal

1270 - 605 Robson Street
Vancouver, B.C. V6B 5J3

Tel: 604-775-2000
Toll Free: 1-888-440-8844

BC Human Rights Tribunal's purpose is to accept, screen, mediate and adjudicate human rights complaints.

Canadian Human Rights Commission

BC and Yukon Regional Office
301-1095 West Pender Street
Vancouver, BC V6F 2M6

Tel: 604-666-2251
Toll Free: 1-800-999-6899

The Canadian Human Rights Commission protects the core principle of equal opportunity and promotes a vision of an inclusive society free from discrimination. Everyone in the world is entitled to the same fundamental human rights. Anyone who works for or receives services from a business or organization that is regulated by the federal government can make a complaint to the Commission if you are being discriminated.

Crisis Centre BC

Anywhere in BC 1-800-SUICIDE: 1-800-784-2433
Mental Health Support Line: 310-6789
Vancouver: 604-872-3311
Toll Free: 1-866-661-3311
1-866-872-3311
Seniors Distress Line: 604-872-1234

Online Chat Service for Youth: www.YouthInBC.com (Noon to 1am)

Online Chat Service for Adults: www.CrisisCentreChat.ca (Noon to 1am)

24x7 Distress crisis lines are available in over 140 languages using a language service. Online Distress Services (YouthInBC.com, CrisisCentreChat.ca). Provide youth and adults with an opportunity to talk openly yet confidentially when in distress, or crisis, seek emotional support, and locate referral services in their community.

Youth Foundry

Tel: 778-646-2292

501 Main Street, Penticton, BC V2A 5C6

Foundry Penticton offers young people 12-24 access to mental health and substance use support, primary care, peer support and social services.

OneSky Community Resources

Tel: 250-492-5814

330 Ellis Street

Penticton, BC V2A 4L7

OneSky provides a wide range of services to children and families including, Child Care Centers, Child minding services, Counselling services to women and children who have experienced violence and sexual abuse, Family Resource Programs and Pre and Post Pregnancy Programs.

Safespace – Report Racism

Adult Crisis Line: 250-723-4050

Toll Free: 1-800-588-8717

Youth Crisis Line: 250-723-2040

Native Youth Crisis Hotline: 1-877-209-1266

BCAAFC has partnered with the Safespace Networks pilot project to give Indigenous patients across BC the ability to submit their positive and negative healthcare experiences, with the first pilot being focused on the experiences of racism in healthcare. Safespace is a safe, anonymous way to share your healthcare experiences.

SOICS

Tel: 250-492-6299

South Okanagan Immigrant & Community Services

#340, Ellis Street, Penticton, BC V2A 4L7

SOICS works with immigrant individuals and families as they adjust to life in Canada by offering settlement and integration services to help them understand, navigate and access the social and economic systems of British Columbia.

SOWINS

Tel: 250-493-4366

South Okanagan Women in Need Society

#102-1027 Westminster Avenue West,

Penticton, B.C. V2A 1L4

SOWINS programs and services provide shelter, safety and support by helping individuals recognize, understand and overcome the impacts of abuse. Their services are provided to individuals who have experienced, or who are at risk of experiencing violence or abuse in the South Okanagan.

COMMUNITY RESOURCE LIST

Immediate Responders:	Contact Information
RCMP Detachment	250-492-4300
RCMP Victims Service	250-770-4713
Victim LINK toll free	1-800-563-0808
Local Agencies & Counselling:	Contact Information
Aboriginal Health Liaison	1-866-766-6960
Alcohol use disorder resources	www.cauds.org
BC Human Rights Clinic	1-855-685-6222
BC Human Rights Coalition	1-877-689-8474
BC Human Rights Tribunal	1-888-440-8844
Canadian Human Rights Commission	1-800-999-6899
Crime Stoppers	1-800-222-8477
Crisis Centre BC	1-800-784-2433
Culturally Sensitive Crisis Line for Aboriginal Peoples	1-800-588-8717
Desert Sun Counselling & Resource Centre	250-498-2538
Fraser Health Crisis Line	1-877-820-7444
Human Rights Issues & Complaints	1-888-440-8844
Kids help phone	1-800-668-6868
Law LINE	1-866-577-2525
Mental Wellness Centre	250-493-7338
Ombudsperson	1-800-567-3247
Pathways Addictions Resource Centre	250-492-0400
Penticton & Area Access Centre	866-493-6822
PrideLine	1-800-566-1170
Reporting Children abuse	1-800-663-9122
Seniors Advocate	1-877-952-3181
Sunshine Coast/Sea to Sky	1-866-661-3311
United Against Discrimination	250-763-8008
Victim Assistance Society	250-493-0800
Youth Against Violence Line (YAV Line)	1-800-680-4264

EDUCATIONAL RESOURCES AT A GLANCE

<p>The Resilience BC Anti-Racism Network website provides tools & resources to help you build a future free of racism and hate and make this vision a reality. The network wants to promote that Hate has no place in British Columbia.</p> <p>www.resiliencebc.ca/learn-more-about-racism/anti-racism-tools</p>	<p>BC Human Rights addresses the root causes of inequality, discrimination and injustice in B.C. by shifting laws, policies, practices and cultures. We do this work through education, research, advocacy, inquiry and monitoring.</p> <p>www.bchumanrights.ca</p>
<p>BC Human Rights Coalition Free legal information, education, and resources for newcomers to Canada and the people working with them. Email: info@bchrcoalition.org</p> <p>www.justiceeducation.ca/sites/default/files/pdfs/english/Human-Rights.pdf</p>	<p>Canadian Anti-Racism and Research Society (CAERS) The Canadian Anti-racism Education and Research Society's main purpose is to provide victim support services for hate crime and systemic racism.</p> <p>Email: caers@telus.net www.stopracism.ca</p>
<p>BC Human Rights Tribunal Learn about Human Rights and responsibilities, complaint process. Find decisions and other information from their website.</p> <p>Email: bchumanrightstribunal@gov.bc.ca http://www.bchrt.bc.ca</p>	<p>Canadian Race Relation Foundation The Canadian Race Relations Foundation is Canada's leading agency dedicated to the elimination of racism and all forms of racial discrimination in Canadian society.</p> <p>Email: info@crff-fcrr.ca www.crff-fcrr.ca/en/</p>

<p>Report Hate Crime: Hate has no place in BC, to learn more about what hate crimes are and what you can do if you are victim or a witness to a hate crime, information is available in several languages</p> <p>www2.gov.bc.ca/gov/content/governments/multiculturalism-anti-racism/anti-racism/reporthatecrime</p>	<p>Anti-racism is the deliberate act of opposing racism and promoting a society that is thoughtful, inclusive and just. This is the society British Columbia aspires to be. The link below will help you explore a lot of resources and dig deeper into the important topic of Anti-Racism.</p> <p>https://antiracist.gov.bc.ca</p>
<p>The BC Hate Crimes Team works with local police detachments to investigate the criminal offenses and to protect sense of self and identity. For non-emergency questions about hate crimes, resources, trainings or education, please contact the BC Hate Crimes Team through the following link:</p> <p>https://ocre-sielc.rcmp-grc.gc.ca/trailandgreater/en</p>	<p>Call it Out: Racism, Racial Discrimination & Human Rights This 30-minute interactive e-course by the Ontario Human Rights Commission allows you to learn about the history and impact of racism in Canada. It helps you unpack terms like 'race', 'racial discrimination' and 'white privilege' and how you can prevent and address racism and hate.</p> <p>www.ohrc.on.ca/sites/default/files/media/html/call-it-out_en/index.html</p>
<p>BC Anti-Racism Engagement The B.C. government is undertaking a variety of anti-racism initiatives to make B.C. a safer and more inclusive place for everyone.</p> <p>https://engage.gov.bc.ca/antiracism</p>	<p>BC's Office of the Human Rights Commissioner: Addresses the root causes of inequality, discrimination and injustice in B.C. by shifting laws, policies, practices and cultures.</p> <p>www.bchumanrights.ca</p>

<p>Hollaback! is a global, people-powered movement to end harassment — in all its forms and transform the culture that perpetuates hate & harassment.</p> <p>www.ihollaback.org/resources</p>	<p>Unlearn Racism resource is designed for youth 12-16, about challenging the status quo, questioning the one-sided narrative that's presented to us every day of our lives and putting aside the practice of discrimination that's fueled by historical events and past perceptions.</p> <p>www.unlearnracism.ca</p>
<p>A Guide to responding to Microaggressions:</p> <p>www.advancingjustice-la.org/sites/default/files/ELAMI_CROA_Guide_to_Responding_to_Microaggressions.pdf</p>	<p>Challenging Racist British Columbia: 150 Years and Counting" is an educational resource written by co-publishers of the University of Victoria (UVic) and the Canadian Centre for Policy Alternatives (CCPA)</p> <p>www.challengeracistbc.ca</p>
<p>Calgary Anti-Racism Education provides a space for facilitators to engage self-guided learners in challenging racism, including developing an anti-racism vocabulary, becoming an anti-racism facilitator and adopting learning actions for further engagement.</p> <p>www.challengeracistbc.ca</p>	<p>Change Agent Handbook: Myths and Facts About Racism</p> <p>www.issuu.com/embracebc/docs</p>

<p>I am the Bridge Anti-Racism Campaign: Anti-racism education is essential in order to identify racism and effectively work towards the elimination of racial discrimination and inequality.</p> <p>www.saskatoon.ca/community-culture-heritage/cultural-diversity/anti-racism-public-education</p>	<p>Welcome to our Homelands introduces viewers – particularly newcomers – to the vast richness of Indigenous people’s values and views, and the accompanying guide provides helpful information, links and terminology to increase awareness of Indigenous peoples in Canada.</p> <p>www.issbc.org/blog/welcome-to-our-homelands</p>
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USEFUL TERM DEFINITIONS

To assist in understanding of the issues surrounding discrimination and hate crime, a list of key terms is provided. 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 the SOS Respect Network Coordinator.

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.

Prejudice means to ‘pre-judge’ and is an attitude towards a person or group. 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 that belongs to a certain group.

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.

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

Discrimination is when prejudice and bias move from a state of opinion or mind to action. It can be direct (treating someone inequitably) or indirect (a policy, practice or process puts someone at an unfair disadvantage). This can take on many different forms such as harassment, unequal pay or benefits, unequal conditions or service provisions, to hate propaganda.

Forms of Discrimination

The following illustration depicts discrimination and summarizes situations and events that range from the covert and subtle to the overt and violent.



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 color, racial or ethnic heritage, religion, or legal status.

Individual Racism is any action or practice which denies equity 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.

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.

Find out more at:



www.soics.ca



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