













# Is this discrimination?

**Discrimination:** any action or behaviour that treats a person in an unfair, hurtful way or in a way that is different from others, solely because they are members of a particular group.

Discuss each situation and decide whether or not it is an example of discrimination.

Physical activity such as jogging, sports teams, walking, hiking, cycling.

Women cannot wear a hijab in public places.

The orientation for a non-physical office job requires participation in physical team building activities.

A university realizes it has a very low number of students from minority groups studying there. They create a support program with scholarships just for students from minority groups and advertise more in minority communities.

The interview for a physical job like fire fighting involves a fitness test.

People over 80 must renew their driver's license every year and successfully complete a road test. Everyone else can renew their license every 5 years with no test requirements.

Girls cannot play hockey on a boys' team.

Employees working in the food service industry must take a food safety course.

To apply for a job as a server in this resort, you must pay \$200.

Women will be paid less than men for the same work.

# Through my eyes

**Discrimination:** Any action or behaviour that causes a person to be treated in an unfair, hurtful way, or in a way that is different from others, solely because they are members of a particular group.

## **VICTIM**

Describe a time when you felt you were discriminated against.

## **PERPETRATOR**

Describe a time when you said or did something that discriminated against someone else.

## **OBSERVER**

Describe a time when you saw someone else being discriminated against.

## **INTERVENOR**

Describe a time when you intervened in an act of discrimination.



# Scenarios I

Read each situation and then discuss the following questions:

- What is the act of discrimination taking place?
- How are all the people (e.g., the perpetrator and the victim) in the situation affected?
- What is the role of stereotyping or prejudice in this situation? How might these attitudes have been learned?
- Have you experienced a similar situation?

Bill was hit in the arm with a floor hockey stick. To everyone's surprise he started to cry. Serge felt bad for him but laughed along with the other guys.

Some ESL students asked Linda to join their group to do a Math project. She thought because their English wasn't very good they were not smart so she joined another group. Their group got an A. Linda's did not.

Jason was a great dancer. His gym teachers suggested Jason might want to study ballet. Jason liked the idea but the more he thought about it the more he was afraid the others guys would make fun of him. He didn't pursue it.

Janet was preparing for auditions for a school play. Her neighbour, Mr. Smith, who is 82, offered to help her. Janet said "No thanks" because she thought Mr. Smith was too old to be helpful. Later she found out Mr. Smith used to be an actor. Janet didn't get the part.

Loleen is having trouble in math class. She wants her parents to get her a tutor for extra help. Her dad tells her not to worry about it because girls can't do math.

Jeff hurt his arm and went to a walk-in clinic to see a doctor. When he got there, he noticed that the doctor's name was Weinstein. Jeff assumed the doctor was Jewish and went to another clinic the next day.

Elaine's family did not have a lot of money and lived in a trailer park. When Janice was invited to Elaine's birthday party, she thought the house would be messy so she didn't go. Later everyone told her they had a great time.

George applied for a job at a local fast-food restaurant. He knew they were hiring and the manager was very encouraging over the phone. He was pleased George had work experience. When George arrived to hand in his application form, the manager looked shocked when he saw George weighed 240 pounds. He said they were no longer hiring.

Name: \_\_\_\_\_

Image: \_\_\_\_\_

## Deciphering the implicit message

Source of clues	Observations
<b>Spatial composition or arrangement</b> <ul style="list-style-type: none"><li>• who or what is the main focus</li><li>• where objects are located</li><li>• relative size of various objects</li><li>• elements that are contrasted or opposed with one another</li></ul>	
<b>Visual techniques</b> <ul style="list-style-type: none"><li>• colour</li><li>• light and shadows</li><li>• close up or wide angle views</li><li>• clear or blurred focus</li></ul>	
<b>Profiled features or details</b> <ul style="list-style-type: none"><li>• expressions on people's faces</li><li>• key details that are highlighted or hidden</li><li>• gestures, poses and actions</li><li>• textures and surface features</li></ul>	

	Possible conclusions	Supporting evidence
Attitudes towards key people, events, and objects		
Overall message		

### Criteria for a reasonable interpretation:

- **Detailed and revealing observations:** precisely identifies helpful observations about the image's composition, visual techniques, and profiled features;
- **Plausible and well-supported interpretations:** offers believable conclusions about the artist's perspective and supports them with evidence from the image.



# Gathering evidence

Area of investigation:

Source(s) of information:

Evidence discrimination is present

Evidence discrimination is not present

# Connecting facts to conclusions

**Conclusion:**

**What do I need to prove?**

**Type of evidence required:**

**Fact clusters:** What is the best title for each fact cluster? Be sure the title explains the connection between the facts and the conclusion.

**#1 Title**

**#2 Title**

**#3 Title**

**Facts**

**Facts**

**Facts**

**Concluding sentence:** Be sure your sentence re-emphasizes the conclusion.

**Write a cohesive paragraph that clearly connects facts to conclusions.**

## Scenarios II

Ellen hangs out with some girls who are very popular. They often tease and laugh at Jessica, a girl in their class who does not have much money. Ellen hates the way they pick on Jessica, but goes along because she really wants this group of girls to like her.

Maysa is new to the school and does not speak much English. Other students ignore her. PE is the worst class for Maysa. Everyone must wear gym strip and Maysa considers this inappropriate dress. Carlie has observed that Maysa either sits out because she does not have gym strip or goes to the washroom before gym and stays there until after class. Carlie feels bad for Maysa but does not know what to do.

Jon is at his uncle's house on Sunday afternoon. He is sitting with all the men in his family watching a hockey game. One of his uncles starts to say racist things about some of the players on the team. Jon is uncomfortable, but doesn't know what to do. His father doesn't say anything either. Jon thinks, "If I don't say anything, he will stop. I'll just let it go. It's his house."

Before school a group of students are making jokes about gay men and talking about Sam, a boy in their class who they think is "part of the pink team". Mike is not part of the conversation but overhears it. Mike doesn't really know Sam but he thinks the comments the students are making are hurtful and may lead to Sam being bullied. He wants to say something but can't.

Simon was listening to Bill, his friend's dad, talk about buying a new car. Bill was very excited because he felt he got the car he wanted at a good price. Simon winced when he heard Bill say, "I just kept working the guy on the price and managed to Jew him down another 500." Simon is Jewish and found the racial slur really offensive. Bill does not know Simon's heritage.

As an end-of-year activity, the class is going on an overnight campout and hike up Mount Seymour. Everyone is excited. Sam, who is in a wheelchair because of a physical handicap, is unable to participate. Bill thinks this is unfair to Sam, but doesn't know what to do about it because the class voted for the activity.

## Exploring possible responses

Expand your toolkit of possible responses for responding in the moment by writing a short script for each of these types of responses.

Possible Response	Sounds like... (What would you say?)	Looks like... (What would you do? – e.g. body language, facial expression, etc.)	This would probably work when...	This probably wouldn't work when...
Use humour / make a joke				
Provide a reason				
Firmly state your opinion				
Walk away				
Make an excuse				