Asians Against Racism and Hate

TAMIL CIVIC ACTION

Chinese Canadian National Council Toronto Chapter

Ontario

What To Do When Experiencing Discrimination

Are you facing Racism?

- Yes → **Seek help to understand and examine your actions. Apologize and commit to making amends**
- No → **Are you facing Sexism**

Systemic: Is this racism a part of systems, laws, policies etc that impact me and others in my community?

- Yes → **Are you the perpetrator?**
  - Yes → **Are you the bystander?**
    - Yes → Educate yourself and actively work to change harmful behaviors in the systems (ex. changing policies in your workplace, challenging the culture in your school)
    - No → **Are you the victim?** → Yes → Support those affected, and challenge discriminatory behaviors and systems
  - No → **Are you the bystander?** → Yes → Support those affected, and challenge discriminatory behaviors and systems
  - No → **Are you the victim?** → Yes → Document experiences, talk to someone for support (prioritize self-care), brainstorm how to advocate for change
- No → **Microaggression: Is this racism a statement, action, or incident regarded as an instance of indirect, subtle, or unintentional discrimination?**
  - Yes → **Are you the perpetrator?** → Yes → Recognize the harm, apologize, and make an effort to change your behaviour (question why you acted the way you did)
    - No → **Are you the bystander?** → Yes → Acknowledge the microaggression and support the affected person (oftentimes microaggressions are small and acknowledging the issue can help a victim feel seen) and consider how you could speak in the future
  - No → **Are you the victim?** → Yes → Seek support from allies and consider how you (and allies) can address the microaggression in the future
    - No → **Are you the bystander?** → Yes → Acknowledge the microaggression and support the affected person (oftentimes microaggressions are small and acknowledging the issue can help a victim feel seen) and consider how you could speak in the future
- No → **Overt/Physical: Is this racism done or shown openly or physically?**
  - Yes → **Are you the perpetrator?** → Yes → Seek help to understand and examine your actions. Apologize and commit to making amends
    - No → **Are you the bystander?**
      - Yes → **Are you the victim?** → Yes → Protect yourself, seek help, report the incident if comfortable, and document the experience
      - No → **Are you the victim?** → Yes → Seek support from allies to educate others, if you feel uncomfortable, and consider how you (and allies) can address the microaggression in the future
      - No → **Are you the victim?** → Yes → Prioritize safety, seek help from trusted places (emotionally and legally)
  - No → **Are you the bystander?** → Yes → Intervene if safe to do so, offer support to the victim, and report the incident if necessary and with the victim's consent

Are you facing Sexism

- Yes → **Systemic: Is this sexism a part of systems, laws, policies etc that impact me and others in my community?**
  - Yes → **Are you the perpetrator?** → Yes → Acknowledge your role and challenge biased systems to eliminate sexist behaviors
    - No → **Are you the bystander?** → Yes → Support those affected, acknowledge the discrimination, and challenge other discriminatory practices to promote gender equality
    - No → **Are you the victim?** → Yes → Seek support and report the issue if comfortable or speak to friends/peers/a community organization for support and next steps
  - No → **Microaggression: Is this sexism a statement, action, or incident regarded as an instance of indirect, subtle, or unintentional discrimination?**
    - Yes → **Are you the perpetrator?** → Yes → Apologize and examine the why you held these beliefs and challenge yourself the next time you have similar biases
    - No → **Are you the bystander?** → Yes → Acknowledge the microaggression and support the affected person and consider how you could address a future situation and educate others on the impact of sexism
      - No → **Are you the victim?** → Yes → Prioritize safety, seek help from trusted places (emotionally and legally)
      - Yes → **Are you the victim?** → Yes → Intervene if safe to do so and consider how to spread awareness about the impact of sexism
- No → **Overt/Physical: Is this sexism done or shown openly or physically?**
  - Yes → **Are you the perpetrator?** → Yes → Work with the victim if comfortable to figure a solution while challenging sexist beliefs
    - No → **Are you the bystander?** → No → **Are you the victim?** → Yes → Prioritize safety, seek help from trusted places (emotionally and legally)

Are you facing Ageism?

- Yes → **Systemic: Is this ageism a part of systems, laws, policies etc that impact me and others in my community?**
  - Yes → **Are you the perpetrator?** → Yes → Reflect on your bias and examine how you can create a more age-inclusive environment in your system
    - No → **Are you the bystander?** → Yes → Support those affected and challenge ageist practices (ex. ask questions about how to make things more inclusive)
      - No → **Are you the victim?** → Yes → Speak about your experiences, connect with advocacy groups focused on age equality
  - No → **Are you the victim?** → Yes → Immediately remove yourself from the situation if possible and seek medical help, if needed
- No → **Microaggression: Is this ageism a statement, action, or incident regarded as an instance of indirect, subtle, or unintentional discrimination?**
  - Yes → **Are you the perpetrator?** → Yes → Apologize and reflect on how your words or actions perpetuate false stereotypes
    - No → **Are you the bystander?** → Yes → Support the affected person and encourage others to adopt more respectful and inclusive attitudes towards all age groups
    - No → **Are you the victim?** → Yes → Seek support. If you feel comfortable, let the perpetrator know the impact of the comment to challenge ageism
  - No → **Overt/Physical: Is this ageism done or shown openly or physically?**
    - Yes → **Are you the perpetrator?** → Yes → Acknowledge the harm caused and apologize to the victim. Work to challenge your personal biases
    - No → **Are you the bystander?** → Yes → Intervene if safe to do so to de-escalate the situation and support the victim by offering assistance or solidarity
    - No → **Are you the victim?** → Yes → Immediately remove yourself from the situation if possible and seek medical help, if needed