

Asians Against Racism and Hate



How to use this flowchart:

This flowchart is intended to help you identify **what type** of discrimination you may be facing, whether the discrimination you are facing is **overt/physical, a microaggression, or systemic**, **who you are** when in a discriminatory scenario, and **what you should do** when faced with discrimination. The tables below ask questions about your situation. Based on your answer, follow the instructions in the “Answer” column to the relevant tables.

如何使用此流程图：

此流程图旨在帮助您识别可能遭遇的歧视类型，包括公开/身体歧视、微侵犯或系统性歧视。它还引导您了解自己在歧视情境中的角色，以及面对歧视时应采取的应对措施。下表包含关于您情况的问题。请根据您的回答，按照“回答”栏中的指引完成相关表格。

[PDF version of the flowchart](#) [English]

[PDF version of the flowchart](#) [Chinese]

Responding to [discrimination scenarios](#)

Our ARAH youth leaders made a [series of videos](#) showing different discrimination scenarios. After watching them, think about how you might respond to that situation and be an advocate for yourself and others. You can refer to the flowchart below to see pathways for advocacy. Additionally, think about if you’ve ever encountered similar treatment and what you did. You can refer to the flowchart to see what you can do in the future when faced with racism or discrimination.

应对[歧视情境](#)

我们亚裔反对种族主义与仇恨(ARAH)项目的青年领袖们制作了一[系列视频](#)，展示了不同的歧视情境。观看后，思考你可能如何回应这些情况，并为自己和他人发声。你可以参考下面的流程图，了解如何进行有效的倡导。此外，回想一下你是否曾遇到过类似的待遇，并且当时是如何应对的。你也可以参考流程图，了解未来在面对种族主义或歧视时，应该采取的行动。

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CCNCTO - What To Do When Experiencing Discrimination

平权会(多伦多分会) - 遭遇歧视时, 我们应该怎么做?

Table 1: What type of discrimination are you experiencing?

Row	Question	Answer
1	Are you facing racism?	Yes: Move to table 2 No: Move to row 2
2	Are you facing sexism?	Yes: Move to table 2 No: Move to row 3
3	Are you facing ageism?	Yes: Move to table 2

表 1: 您遭遇了哪种歧视?

问题序号	问题	回答
1	您遭遇过种族歧视吗?	是: 转到表 2; 否: 回答第二个问题
2	您遭遇过性别歧视吗?	是: 转到表 2; 否: 回答第三个问题
3	您遭遇过年龄歧视吗?	是: 转到表 2

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Table 2: Is this discrimination overt/physical? A microaggression? Systemic?

Row	Question	Answer
1	Is this systemic : a part of systems, laws, policies, etc that impact me and others in my community?	Yes: Move to table 3A No: Move to row 2
2	Is this a microaggression : a statement, action, or incident regarded as an instance of indirect, subtle, or unintentional discrimination?	Yes: Move to table 3B No: Move to row 3
3	Is this overt/physical : done or shown openly/physically?	Yes: Move to table 3C

表 2: 您所受歧视是公开的吗? 会造成身体伤害吗? 是微歧视(不易被人察觉的细微的歧视)吗? 是系统性歧视吗?

问题序号	问题	回答
1	您所经历的歧视事件是系统性的吗? 即, 这种歧视是否源自影响您和您的社群的制度、法律或政策?	是: 转到表 3A; 否: 回答第二个问题
2	这是一种微歧视吗? 即, 这种歧视是间接的、隐晦的或无意的歧视性言论、行为或事件吗?	是: 转到表 3B; 否: 回答第三个问题
3	这种歧视是公开的/带有肢体接触吗? 即, 它是否在公众场合出现, 是否以直接接触身体的方式表现出来?	是: 转到表 3C

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Table 3: What is your role? Review this section considering your role, the type of discrimination you experienced, and the way it was experienced (ex. overt/physical, microaggression, systemic)

Table 3A: Systemic

Row	Question	Answer	Information
1	Are you the perpetrator?	Yes: Review the information in the column to the right No: Move to row 2	Racism - Educate yourself and actively work to change harmful behaviours in the systems (ex. changing policies in your workplace, challenging the culture in your school) Sexism - Acknowledge your role and challenge biased systems to eliminate sexist behaviours Ageism - Reflect on your bias and examine how you can create a more age-inclusive environment in your system
2	Are you a bystander?	Yes: Review the information in the column to the right No: Move to row 3	Racism - Support those affected and challenge discriminatory behaviours and systems Sexism - Support those affected, acknowledge the discrimination, and challenge other discriminatory practices to promote gender equality Ageism - Support those affected and challenge ageist practices (ex. ask questions about how to make things more inclusive)
3	Are you the victim?	Yes: Review the information to the right	Racism - Document experiences, talk to someone for support (prioritize self-care), brainstorm how to advocate for change Sexism - Seek support and report the issue if comfortable or speak to friends/peers/a community organization for support and next steps Ageism - Speak about your experiences, connect with advocacy groups focused on age equality

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表3 您在歧视事件中扮演怎样的角色？根据您的行为、您所经历的歧视类型以及这种歧视的具体形式（例如，公开场合的歧视；有肢体接触的歧视性攻击；微歧视；系统性歧视）来回答这部分问题。

表 3A: 系统性歧视

问题序号	问题	答案	补充信息
1	您是加害者吗？	是：请阅读右侧栏的内容 否：转到第2个问题	<p>种族歧视 - 自我教育，积极改变体制性的有害行为（例：改变工作场所的政策，挑战学校风气）。</p> <p>性别歧视 - 认识到自己在歧视行为中扮演的角色，挑战现存体制，最终消除性别歧视行为。</p> <p>年龄歧视 - 反思你的偏见，思考如何创造包容不同年龄的环境与制度。</p>
2	您是旁观者吗？	是：请阅读右侧栏的内容 否：转到第3个问题	<p>种族歧视 - 支持受影响的人，质疑歧视行为和制度。</p> <p>性别歧视 - 支持受影响的人，承认歧视存在，挑战其它歧视性做法，最终推动性别平等。</p> <p>年龄歧视 - 支持受影响的人，挑战年龄歧视行为（例：询问如何增强包容性）。</p>
3	您是受害者吗？	是：请阅读右侧栏的内容	<p>种族歧视 - 记录经历，寻求支持（优先考虑自我照顾），思考如何倡导变革。</p> <p>性别歧视 - 寻求支持，在合适的情况下可以报告问题或与朋友/同龄人/社群沟通，寻求支持和下一步建议。</p> <p>年龄歧视 - 分享你的经历，联系倡导年龄平等的社会团体。</p>

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Table 3B: Microaggression

Row	Question	Answer	Information
1	Are you the perpetrator?	<p>Yes: Review the information in the column to the right</p> <p>No: Move to row 2</p>	<p>Racism - Recognize the harm, apologize, and make an effort to change your behaviour (question why you acted the way you did)</p> <p>Sexism - Apologize and examine the why you held these beliefs and challenge yourself the next time you have similar biases</p> <p>Ageism - Apologize and reflect on how your words or actions perpetuate false stereotypes</p>
2	Are you a bystander?	<p>Yes: Review the information in the column to the right</p> <p>No: Move to row 3</p>	<p>Racism - 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</p> <p>Sexism - 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</p> <p>Ageism - Support the affected person and encourage others to adopt more respectful and inclusive attitudes towards all age groups</p>
3	Are you the victim?	<p>Yes: Review the information to the right</p>	<p>Racism - Seek support from allies and consider how you (and allies) can address the microaggression in the future</p> <p>Sexism - Seek support from allies to educate others, if you feel uncomfortable, and consider how you (and allies) can address the microaggression in the future</p> <p>Ageism - Seek support. If you feel comfortable, let the perpetrator know the impact of the comment to challenge ageism focused on age equality</p>

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表3B: 微歧视

问题序号	问题	答案	补充信息
1	您是加害者吗？	是：请阅读右侧栏的内容 否：转到第2个问题	<p>种族歧视 - 认识到自己造成了伤害，向受害者道歉，并努力改变自己的行为（反思自己为何这样做）。</p> <p>性别歧视 - 道歉，反思自己持有这些信念的原因，并在下次产生类似偏见时挑战自己。</p> <p>年龄歧视 - 道歉，反思自己的言行如何加重了错误的刻板印象。</p>
2	您是旁观者吗？	是：请阅读右侧栏的内容 否：转到第3个问题	<p>种族歧视 - 肯定微歧视的存在，并支持受影响的人（微歧视通常不明显，承认问题能帮助受害者感到受关注），并思考将来如何针对此类议题发声。</p> <p>性别歧视 - 肯定微歧视的存在，并支持受影响的人。思考如何在未来处理类似情况，并让其他人了解性别歧视的影响。</p> <p>年龄歧视 - 支持受影响的人，并鼓励他人对所有年龄群体采取更尊重和包容的态度。</p>
3	您是受害者吗？	是：请阅读右侧栏的内容	<p>种族歧视 - 寻求支持者，并思考未来如何应对微歧视（可以得到支持者帮助）。</p> <p>性别歧视 - 如果感到不适，寻求支持者的帮助以教育他人。思考未来如何（在支持者的帮助下）面对微歧视。</p> <p>年龄歧视 - 寻求支持。如果你觉得合适，则可以考虑告诉加害者这种行为的影响，来挑战年龄歧视。</p>

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Table 3C: Overt/physical discrimination

Row	Question	Answer	Information
1	Are you the perpetrator?	<p>Yes: Review the information in the column to the right</p> <p>No: Move to row 2</p>	<p>Racism - Seek help to understand and examine your actions. Apologize and commit to making amends</p> <p>Sexism - Work with the victim if comfortable to figure a solution while challenging sexist beliefs</p> <p>Ageism - Acknowledge the harm caused and apologize to the victim. Work to challenge your personal biases</p>
2	Are you a bystander?	<p>Yes: Review the information in the column to the right</p> <p>No: Move to row 3</p>	<p>Racism - Intervene if safe to do so, offer support to the victim, and report the incident if necessary and with the victim's consent</p> <p>Sexism - Intervene if safe to do so and consider how to spread awareness about the impact of sexism</p> <p>Ageism - Intervene if safe to do so to de-escalate the situation and support the victim by offering assistance or solidarity</p>
3	Are you the victim?	<p>Yes: Review the information to the right</p>	<p>Racism - Protect yourself, seek help, report the incident if comfortable, and document the experience</p> <p>Sexism - Prioritize safety, seek help from trusted places (emotionally and legally)</p> <p>Ageism - Immediately remove yourself from the situation if possible and seek medical help, if needed</p>

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表3C: 公众场合/带有肢体接触的歧视

问题序号	问题	答案	补充信息
1	您是加害者吗？	是: 请阅读右侧栏的内容 否: 转到第2个问题	<p>种族歧视 - 主动寻求帮助, 了解并审视自己的行为。道歉并承诺弥补受害者。</p> <p>性别歧视 - 如果双方都觉得合适, 可以与受害者一起找到和解决方案, 同时挑战自己性别歧视的观念。</p> <p>年龄歧视 - 认识到自己带来的伤害并向受害者道歉。努力挑战自己的偏见。</p>
2	您是旁观者吗？	是: 请阅读右侧栏的内容 否: 转到第3个问题	<p>种族歧视 - 在保证个人安全的前提下进行干预, 向受害者提供支持。必要时, 可以在征得受害者同意后报告事件。</p> <p>性别歧视 - 在保证个人安全的前提下进行干预, 并思考如何提高大家对性别歧视影响的认识。</p> <p>年龄歧视 - 在保证个人安全的前提下进行干预以平息事态, 支持受害者并提供帮助或表示声援。</p>
3	您是受害者吗？	是: 请阅读右侧栏的内容	<p>种族歧视 - 保护自己, 寻求帮助, 如果觉得合适, 可以报告事件并记录经历。</p> <p>性别歧视 - 优先考虑个人安全, 向可信的个人与机构寻求情感支持与法律援助。</p> <p>年龄歧视 - 如果可能, 立即脱离该场景, 并在需要时寻求医疗帮助。</p>