Social Club

BRIDGE Lab

Activity 4.1

Forms of Discrimination

This activity has been created to help you reflect on the topic of discrimination. We're going to look for those hidden patterns in our daily lives, from your classrooms to your phones, and figure out why 'good intentions' aren't always enough to make things fair.

When we look around our schools, workplaces, and communities, we see that some groups of people face more barriers and challenges than others, simply because of who they are. We are so used to seeing it, especially with how much information we scroll through on our phones sometimes we cannot recognize it. The goal of this activity is not to give you the magic solution to this problem but to give you the chance to understand how to recognize it and maybe try to avoid some actions we might think are fine, but actually aren't.

Keep in mind that nobody can tackle discrimination alone. Fighting discrimination effectively requires us to combine our strengths, knowledge, and perspective.

Step 1: Concept **clarification**

We begin by grounding ourselves in clear definitions. Take the matching worksheet 1 for each.

Here are 5 terms (-isms and -phobias):

- Sexism
- Heterosexism
- Ableism
- Racism
- Islamophobia

Work individually to match each term with its correct definition from the worksheet. Understanding a definition is just the beginning and we need to connect these concepts to real life. Write one concrete example for each form of discrimination, draw what you've observed in your schools, communities or media. Identify which group or groups are disadvantaged by each form of discrimination.

Step 2: Group work, recognizing privileges and disadvantages

Create groups of 3-4. Each group will take a (large) sheet of paper/poster and markers, divide it in two columns to address 2 questions:

A. Can you recognize which group(s) has less privilege and is disadvantaged in our society? This question is aimed at thinking more broadly about power, privilege, and disadvantage in society. Be specific.

> Guiding questions: What opportunities are limited? In which context does this disadvantage appear? Is it the same for everybody, or do factors like class, and ability create different experiences?

Make notes on the paper and create lists, mind maps or diagrams that show the connections you're making.

B. What other systems of oppression are there?

Identify other "-isms" and forms of systematic discrimination:

- *Classism (economic discrimination)*
- *Ageism (discrimination based on age)*
- *Homophobia (discrimination against LGBTQ+ people)*
- *Transphobia (discrimination against transgender people)*
- *Colorism/Shadeism = discrimination based on variations of skin pigment*

Identify also other forms of discrimination specific to your contexts or communities.

Step 3. Discussion

Each group posts the papers around the room. Walk around, read what other groups have written. See how many different forms of discrimination exist and how your peers are thinking about these issues. You might notice patterns, disagreements, or gaps. All of this feeds into the next phase.

Everyone is back together. Each one starts with an observation about what you noticed during the gallery walk.

Reflection questions:

- Which forms of discrimination did you see most often?
- Can you have an impact on tackling different forms of discrimination?
- What's ONE action you could take this week to challenge discrimination?
- Looking at the forms of discrimination we've identified, why is shared responsibility in tackling discrimination central?

"Discrimination persists through systems as well as actions, but both can be challenged"