

KEYWORDS: RACIAL DISCRIMINATION; BEHAVIOUR**10-15 MINUTES**

Topic: Racial Discrimination



IDEAS FOR YOUR TALK:

- *People remember stories better than raw facts: think of a personal story that you can share.*
- *YouTube is another good source of information and offers many safety videos and demonstrations. Select only videos that are high-quality.*

Explain dangers:

Racial discrimination can often be subtle, such as being assigned less desirable jobs or tasks. More obvious instances of racial discrimination can be:

- Verbal (e.g., jokes, slurs)
- Visual (e.g., gestures, mocking)
- Physical (e.g., intimidation, exclusion)
- Environmental (e.g., graffiti, posters).

Racial discrimination negatively affects workers and the work environment.

- It can damage people's physical and mental health.
- It can decrease productivity and undermine the company culture.
- It can hurt a business financially because of work disruptions, decreased productivity, and the costs of potential fines and legal action.
- It can negatively affect the relationship between coworkers and between workers and management.
- It can ruin the company's reputation with clients and undermine hiring efforts.

Demonstrate:

Review your company's workplace harassment policy with your workers. Show them the location where it's posted. Be clear about who the policy applies and what the consequences will be if they violate it.

1. SUGGESTED ENGAGEMENT QUESTIONS:

- Who has never been offended by a bad jokes ?
- Has anyone heard of an incident or accident involving Racial discrimination?

2. TALKING POINTS:

AS A WORKER, YOU CAN'T ALWAYS CONTROL THE BEHAVIOUR OF OTHERS, BUT YOU CAN CONTROL YOUR OWN BEHAVIOUR BY:

- Acting respectfully towards others while at work and during work-related activities
- Respecting the diversity of the workplace and learning to appreciate the unique qualities and strengths of a multicultural workforce
- Not engaging in or tolerating workplace racism, whether intentional or not
- Challenging any racist and discriminatory policies and practices at your workplace
- Speaking out against racist acts such as jokes, slurs, graffiti, or name-calling
- Educating yourself on the best ways to support those who are affected by racist actions and attitudes
- Challenging yourself by considering how some of your own assumptions might be influenced by racial stereotypes
- Becoming an ally by actively supporting racialized groups, which can help strengthen relationships in the workplace
- Reporting incidents of workplace racism and discrimination to HR or a manager

3. CLOSING QUESTIONS:

- Do you know of any damaged caused by racism?
- Do you have questions on this subject?
- Are you aware of a risk on this jobsite that shouldn't be?



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