

Speak up for ending workplace discrimination

Overview

Just like humans, discrimination comes in many sizes, shapes and forms. Whether it's race, gender, appearance, cultural differences, socio-economic status or sexual orientation, most of us have felt some form of discrimination at some point in our lives or careers. What's important is that we learn from those experiences and find ways to stop perpetuating those tendencies. By creating an atmosphere where everyone feels safe to speak up about discrimination, we can learn how to eradicate our biases and work together in a safe and open environment.



Insights

- Even in today's environment of heightened awareness, women are still the largest segment of the workforce affected by sexual harassment
- Most men who experience harassment report being targeted based on sexual orientation and/or ethnicity
- Similar forms of discrimination are reported in countries all over the world, with barriers to inclusion in all types of employment ranging from age, disabilities and ethnicity, to social origins, religious views and [even lifestyles](#)



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Discussion

What is your personal experience with this topic?

- Do you think people are becoming more aware of the negative impact this has on a workplace environment or community?
- Have you ever witnessed a co-worker being discriminated against? What did you do?
- Can you recognize any biases in yourself?
- Do you think there are any reasons people might treat you differently, and if so does that make you feel insecure at work?



Strategies to create a workplace free of discrimination

- Be an ally, not a bystander, if you witness discrimination
- If you find you have a hard time relating to someone, make an effort to learn more about them and try to connect based on the ways you are similar
- Put yourself in someone else's shoes. Encouraging everyone to imagine work life from each other's perspective can help create an environment of acceptance and understanding

To learn more, visit [the RBC Inclusion Learning Centre](#)



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