



What are your biggest challenges when it comes to intervening on issues of racism bias and/or hate in schools and at work?

Little time to address what is sometimes nuanced in a public workshop

responding to the incident in a calm, thoughtful way

knowing not everyone is on board with anti-racism

being able to do so effectively. I just don't have enough background and current knowledge and understanding to feel I could do this well.

Being told I'm overreacting.

Courage.

Structural/institutional limitations

Addressing the issue - verbalizing the issue

Having the skills to address racism while maintaining professional working relationships

What are your biggest challenges when it comes to intervening on issues of racism bias and/or hate in schools and at work?

Blame is often placed on the marginalized group to overcome barriers and issues

Working through the system and dealing with the barriers put in place

If I need support from management, will I get it?

When you don't have enough background knowledge about that race.

Working in adult ESL it is language issues. Cultural differences

Recognizing small acts of aggression and being able to call people on it. We are in a culture where a lot of comments have been considered to be not that serious.

The Admin members often downplay of racism

inconsistent institutional support if not indifference

The biggest issue I have is that the person with the most power is often displaying racist bias

What are your biggest challenges when it comes to intervening on issues of racism bias and/or hate in schools and at work?

I worry about causing more offense, messing it up somehow

Getting support from families. Knowing how to move students in their learning

Don't want to seem confrontational but want them to understand it's not okay.

Knowing how far to take the investigation/actions. Some people do not want a very public process, so it can be difficult to find a middle ground between action and respecting the wishes of the victim.

Wanting to be respectful of the learners agency...how much do I do?

lack of training

respectful without hurting or offending

verbalizing the issue constructively and not judgementally

I think about individuals' starting point, openness, using words that are neutral enough to result in movement in thinking

What are your biggest challenges when it comes to intervening on issues of racism bias and/or hate in schools and at work?

Varying degrees of awareness. Some are further along while others are unaware.

I struggle to make sure that I say the right things. I am an administrator so that carries authority

How does your social identity influence your thinking on human rights issues?

That I need to learn more

more understanding and patient with our differences

I have white privilege but I truly try to be empathetic and understanding of where others come from

As a CIS white man, there are many issues that I do not see in my day-to-day life. It is important to keep recognizing these issues and assist where I can, without taking over the discussion.

I am trans, therefore I experience marginalization. I am white, therefore I have privilege. I am teacher, therefore in the classroom I have power.

As fall into multiple minority groups I feel I am more openly aware of issues than some peers

Sometimes human rights issues feel more personal because they impact me

I am one of the colonizers and the "haves" so I know I come from a position of power.

Bcs I am white able-bodied, I believe I am influenced with white superiority,

How does your social identity influence your thinking on human rights issues?

I come from white privilege, so I don't have those lived experiences, but I am the parent of biracial teen, so need to be aware

Empathy and compassion, need to continue listening and learning

I am "average" for this area - white, straight, Christian and need to be more aware because human rights is not something I think of on a daily basis.

My lived experience as a woman has sensitized me to human rights issues

the dignity and equal worth of all beings

I think I am most sympathetic to and aware of issues facing those with a similar social identity to mine. Which leaves lots for me to learn

You go through life with your parents thoughts/principles until you get trained

I have lived a life of privilege and need to be on a lifelong journey of learning. I do not need to consider my race on a daily basis---so much that I take for granted.

CIS white middle aged female in STEM - my experiences give me a deep seated belief that all deserve respect . And how subtle anddamaging micro agressions are

How does your social identity influence your thinking on human rights issues?

My social identity is the marker for my resistance against systemic oppression and racism

As a woman I have empathy but my whiteness also gives me advantages that I am not always aware of, I am sure

What skills and knowledge would help you better understand how to uphold human rights and equity in your schools and workplaces?

Who is marginalized and what are the barriers in this area preventing us from living as one people?

participating in events like this

Understanding how white fragility impacts others and developing the skills and knowledge to be an effective ally

Training sessions.

Policy and procedure from the top-down at my institution, so there is consistency in how we prioritize needs proactively, and respond reactively

Phrases, words to begin to address racial, sexual, equity biases

EDI training/workshops

Understanding the role of leaders in organizations to model human rights and equity

how to approach a situation where it could be explosive but it needs to be addressed - I worry about violence erupting

What skills and knowledge would help you better understand how to uphold human rights and equity in your schools and workplaces?

First person stories of discrimination to understand the experience of others. Opportunities to role play and understand what we can do to put a stop to racism in our schools and workplaces.

Some language to address an immediate issue. Some language to open a conversation around perspective.

Increase knowledge of conveying empathy examples .

I want to know what types of interventions are actually effective/wanted by marginalized groups.

finding ways to keep it top of mind - almost need a daily thought provoker

Policies and procedures. Structural navigation and strategic planning is key

Hearing lived experiences can give a personal connection to an issue, etc.

How do we share it at home so that we aren't repeating mistakes

back up

What skills and knowledge would help you better understand how to uphold human rights and equity in your schools and workplaces?

training and institutional change/shift

a deep understanding, appreciation and ability to animate and help realize the equity and human rights frameworks that apply in our spaces

Building people-first frameworks for relationships (personal, institutional and power), outcomes and accountability.