

Everyday discrimination on your team: See it, stop it

Adaptive module

~20 min

What harms teams most is not dramatic discrimination but the everyday kind: a name mispronounced, an idea mocked, a meeting slot that shuts people out—almost invisible to those who don't face it. This module gives two named tools: Sylvia Duckworth's wheel of privilege, so learners see where they stand without guilt, and the 5 Ds, which give bystanders five ways to act, from the most discreet to the most direct.

LEARNING OBJECTIVES

- 01 Recognize everyday and indirect discrimination, almost invisible to those who don't face it.
- 02 Place yourself on the wheel of privilege to see who around you faces obstacles you don't see.
- 03 Step in as a bystander with the 5 Ds: Distract, Delegate, Document, Delay, and Direct.
- 04 Act in your role: if targeted, name the discrimination; as a manager, correct practices that exclude.

WHO IT'S FOR

Anyone who wants the same respect for everyone on their team, and to know how to step in against even subtle discrimination.

- **Prerequisite:** none

HOW THE MODULE WORKS

Self-paced, with practice tailored to each learner.

- 1 **Self-assessment:** on 9 dimensions, to gauge current habits and guide the practice.
- 2 **Expert video:** 10 minutes, with 3 pauses for reflection.
- 3 **Practice scenarios:** the first 2 chosen from the self-assessment, then 16 optional ones. Every answer gets feedback: what it leads to, and one way to improve.
- 4 **Dated commitment:** one action to try, written by the learner or picked from the suggestions.
- 5 **Memo to download:** key takeaways, questions, commitment, personal notes and checklists.

ASSESSMENT AND COMPLETION

Pass mark: 80%

The score takes into account your answers to the practice scenarios, your commitment and, where relevant, any additional learning activities. Passing requires a commitment and a score of at least 80%.

METHODS & MODELS

- 5 Ds method (Distract, Delegate, Document, Delay, Direct) – Hollaback! (US anti-harassment organization)
- Wheel of privilege – Sylvia Duckworth (Canadian teacher)
- Everyday discrimination / indirect discrimination – Afthonios method

SOURCES & REFERENCES

- Sylvia Duckworth (Canadian teacher) – creator of the “wheel of privilege”, used by Immigration, Refugees and Citizenship Canada, among others
- Hollaback! (US anti-harassment organization) – “5 Ds” method for bystander intervention, documented by VAWnet, among others
- ILO, Convention C111 (1958) – equal opportunity and non-discrimination in employment
- Shore et al. (2011) – inclusion, belonging, and uniqueness within teams