

You are at a Board Meeting and are discussing starting each meeting with a land acknowledgement. After some debate the board votes in favour of this.

Someone suggests that the Chair of the meeting should be responsible, you notice that the Chair seems uncomfortable with this. Another suggestion is to rotate the responsibility amongst all the board members so that everyone takes a turn.

The majority of the board likes the idea of rotating the task and starts a list/schedule of when each board member will take a turn. While doing this the Chair indicates that they do not want to be in the rotation.



You notice that two children in your classroom are fighting over a doll they both want to play with. There is another doll available to them but they both want this doll because “It’s prettier than the other one.”

The only difference between the dolls is the skin colour, and both children want the lighter skinned doll.



During a lunch break, while sitting with a number of colleagues, the topic of unemployment comes up.

During the discussion one person shares the view that immigration policies are to blame.

They elaborate with their belief that newcomers are taking jobs away from “real” Canadians and if we just stopped letting immigrants in, there would be plenty of jobs to go around.

There is lots of lively conversation at a gathering with extended family in your home.

The topic of trans gender athletes comes up and a few family members express very strongly that “you don’t get to choose if you are male or female” and if a person is born a male they should not be allowed to compete in women’s sports.

You are a supervisor and get a complaint from a staff member that some co-workers are having conversations in another language (not English).

They proclaim that this is rude and they are probably talking/gossiping about them/others who only speak English.

They indicate they would like to see a policy that states that only English should be spoken in the workplace.



A new family is moving to the neighbourhood, they are Black.

While you are out walking your dog a neighbour strikes up a conversation about the new family saying they are concerned that this family will “bring down the property values”.

They insist that something needs to be done about this before more of “those people” move in and push out all the white people.



At a workshop about Indigenous culture and the impact of colonization a participant brings up the topic of monetary settlements to land claims.

They are not happy that First Nations people are getting “free” money and express some negative opinions about how the First Nations are using/spending the money.

They insist that the Indigenous leaders (Chief and council) should not have distributed the money to each band member. but rather use the money as part of the First Nation’s operating budget.



You are in attending a committee meeting for the first time. Before the meeting starts, informal discussions are taking place and you hear someone use the phrase “they’ve gone off the reservation” to describe a colleague who does not conform to established workplace guidelines

You decide to talk about it in the meeting and are told “you are being oversensitive” and “there is such a thing as free speech.”





While planning a staff holiday party you are discussing your research on available venues with your supervisor.

There are four venues you are considering and you highlight costs and accessibility of each. The most affordable option is not accessible because there is no elevator or lift and a flight of stairs to reach the dining area.

Your supervisor decides on this venue saying “there is only one person on staff with a mobility disability and we can have volunteers help them get up the stairs.”

You invite some neighbours over for tea and conversation and the topic of Black Lives Matter and police use of force comes up.

One of the neighbours is a police constable. They get very defensive and proclaims “not all cops” are like that. They begin to cry and say they are hurt and “a few bad apples” doesn’t mean they are like this.

They further state that even though people talk about racial profiling the stats show that racialized people are more likely to commit crimes – “just look at how many of them are in prison”

A colleague opines that they shouldn't have to take JEDI training and it shouldn't be mandatory.

They continue to say that they are not racist and don't want to be made to feel guilty just because they are white. They end with their belief that this is a form of "reverse discrimination."