ADDRESSING SYSTEMIC DISCRIMINATION

Barriers inherent in "the normal" functioning of an institution *affecting certain groups in a **disproportionately negative** way causing **adverse impact** or consequences.*

OHRC's *Racism* Policy identifies ***3 considerations*** for identifying and assessing systemic racial discrimination:

1. **Policies, practices and decision-making processes** *[hiring/ recruitment/ retention/ promotion]*

2. **Organizational culture [*attitudes/ norms / shared perspectives*]**

3. **Numerical data [*unemployment rates/ wage differentials*]**

EX: Black Youth Unemployment 2019

- **Youth unemployment 16-24 years is at 7% ➔ Black youth unemployment is at 25%.**

- **Black workers in general make 15% less than White workers**

- **Black second generation have double the unemployment rate (9.2%) of White workers (4.1%)**