

The Triangle model to analyze racism & discrimination

Racism and discrimination are difficult to deal with. Sometimes they are difficult to recognize, especially if you are not the person affected.

However difficult it is, workplace safety and health committees must recognize that racism and discrimination are health hazards and may affect how health and safety is dealt with in the workplace. They may show up in terms of:

- who's on the committee
- who comes forward — or doesn't — to name symptoms or hazards
- how committee members, supervisors or others respond when racialized people report symptoms, hazards, etc.
- who does what kind of task in the workplace and the hazards they face (e.g. workers of colour are more likely to face verbal and/or physical violence)
- how other language and cultural practices are recognised in the workplace
- harassment of individuals or groups of workers, or
- conflict about particular health and safety issues.

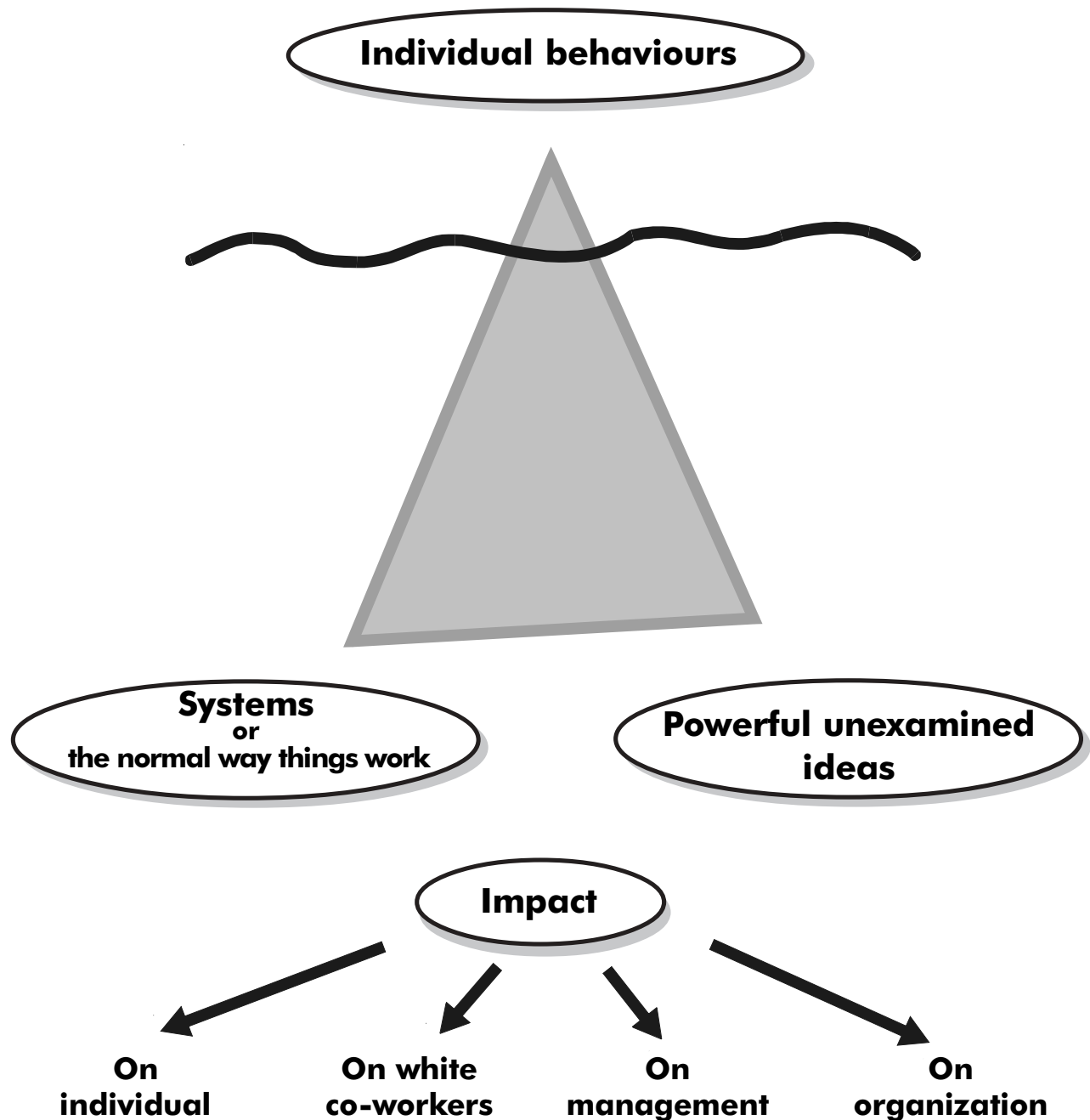
The Triangle model provides a way to identify:

- individual behaviours — comments, feelings and actions that send a message of discrimination and racism (e.g. "those people always ...")
- the larger systems at work (e.g. hiring, promotion and supervision practices, what seems "normal"), and
- unexamined ideas — the "elephant in the room" that we ignore or assumptions don't want to mention (e.g. who's trustworthy or lazy, what "they" can do or not do physically).

The tool is on the next page. See the Committee Activity on page B-17 about one way to use it. For more information, also see *Dancing on live embers: Challenging racism in organizations*; published by Between the Lines in 2005, by Tina Lopes and Barb Thomas.



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Based on a graphic from "Dancing on Embers - Challenging Racism in Organizations" by T. Lopes & B. Thomas, *Between the Lines* - 2006

