

Workplace Racism Behaviours

The following are examples of some management behaviours directed towards Indigenous, Black, Asian and other racialized workers that have been found to be discriminatory in human rights cases:

Management behaviors:

- Abusive criticism of work performance
- Exaggerated supervision
- Disproportionate distribution of work assignments
- Lack of follow through on employment commitments
- Work re-assignments
- Assignment of less desirable duties
- Denial of security clearance
- Denial of employment related opportunities (attending conferences or courses, secondments...)
- Harsh disciplinary measures
- Denial of workspace or tools
- Using “accents” to deny opportunities

The following are examples of some workplace cultural behaviours directed towards Indigenous, Black, Asian and other racialized workers that have been found in human rights cases to be discriminatory.

Workplace Culture behaviors:

- Racial jokes
- Stereotyping in the workplace
- Derogatory remarks about ethnic or racial groups
- Name calling
- Exclusion from workplace social activities
- Ridiculing race related characteristics, religious dress...



- Penalizing racialized and Indigenous persons for not getting along with others
- Sexual gestures

Symptoms of a problem:

Racism in management practices and workplace culture is in many workplaces a symptom of a larger problem. Where there is workplace racism there is also often:

- Fewer Indigenous, Black, Asian and other racialized people in the workplace
- Higher departure rates for Indigenous people, Black, Asian and other racialized people
- Segregation of Indigenous, Black, Asian and other racialized people in less desirable positions
- An absence of Indigenous, Black, Asian and other racialized people in senior positions
- Wage disparities for Indigenous, Black, Asian and other racialized people

