

# Parents and Caregivers' Information Sheet

Grade 10 – 2024-25

## DIVERSITY AND INTERSECTIONALITY



### HOW DOES THIS WORKSHOP RELATE TO PREVENTING VIOLENCE AND PROMOTING HEALTHY RELATIONSHIPS?

People from minority groups are more socially vulnerable and at risk of being the victim of violence in their interpersonal relationships. The alarming numbers in the box below underscore the importance of talking about diversity and inclusion in a program to promote healthy relationships. Understanding the risks facing certain groups is crucial to curbing discrimination, correcting persistent inequalities, and providing effective solutions to situations in which human rights and dignity are threatened.

This workshop is an opportunity to celebrate diversity (racial, ethnic, cultural, religious, abilities, sexual, etc.). We seek to equip young people to see the richness of our different experiences and to treat others with dignity and respect. In addition, the JLRS program provides tools for young people to understand that sexism, racism, homophobia, and any other form of discrimination against any group present real dangers. Discussions of stereotypes during this workshop allow young people to understand how certain words and behaviours can represent acts of violence. By raising awareness, we hope to create a safe environment where young people can have healthy relationships, regardless of their differences, and where each young person will develop a sense of belonging and where each can flourish and reach their full potential.

### THE STATS

- 1 in 5 members of a visible minority (20%) say they have been the victim of some form of violence in the past five years. Among them, 63% believe they have been victimized because of their race or ethnicity.
- Since the start of the pandemic, participants from China, Korea and Southeast Asia were more likely than other groups to perceive an increase in the frequency of incidents of race, ethnicity or skin colour-motivated harassment or attacks ([source](#)).



## INTERSECTIONALITY

Each person is made up of a variety of identity markers: age, sex, sexual orientation, gender identity, race, ethnicity, citizenship, religion, ability, culture, economic status, social class, education/level of education, etc. An individual is the amalgamation of all his identities: what we call intersectionality. The intersection of a person's multiple identities gives them a unique experience. The way identities intersect and overlap can place a person in a position of privilege or oppression without asking for it.

## PRIVILEGE

Privilege, or social position, represents the set of advantages and exemptions enjoyed by a person from a dominant social group. Privilege is therefore a level of power, associated with certain identity markers, which is not accessible (or much more difficult) to an individual who does not belong to these identity categories. Members of privileged dominant social groups (by birth or by acquisition) may, consciously or not, exploit their privilege and thus discriminate and/or oppress people from marginalized social groups.

## HOW TO TALK ABOUT RACISM AND STEREOTYPES WITH MY TEENAGER?

It is crucial that young people have mentors to help them identify and choose moral values such as equality, compassion, respect, and openness. Stereotypes are generalizations and exaggerations that we make of individuals in a group. These stereotypes lead to a simplification that ignores the diversity that exists within groups that contain certain things in common. The downside is that these stereotypes can lead to many forms of discrimination. This is where the importance of discussing generalizations with your teen comes from. Asking yourself why they think this way, and if they are aware of the seriousness of what they are saying is also important.

## STEREOTYPES AND RACISM IN THE NEWS

We live in an age where the reality of the consequences of stereotypes and racism is seen in the media almost every day. Use this experience to discuss what your teenager thinks about it. Here are some suggested topics for debate:

- Do you think the media plays a role in the presence of stereotypes?
- What are the students at your school doing to fight racism?

## HOW TO ADDRESS INTERSECTIONALITY?

To strive for diversity and inclusion, it is essential to understand each person's identity markers and how these affect their experience. But above all, we must avoid reducing a person to the identities to which he belongs. We also need to understand our own social position, in order to understand how we ourselves face situations of discrimination or how to use our social power (privilege) to end discrimination experienced by others.




## HOW TO BE AN ALLY:

- Education is the first and most important thing. Read articles about the BIPOC (Black, Indigenous, and People of Colour) experience, listen to podcasts, and more.
- Chat with your family, talk about your biases, and try to understand how these biases affect your perceptions.
- Find shows that fight racism and celebrate diversity and inclusion.
- Learn from your mistakes. To combat our own prejudices, we must start by admitting that we have them. Learning from your mistakes allows you to grow and allows your teens to have an example of how we are constantly changing.

[Source: 8 Ways to be an Ally](#)

# Resources

 **Important!** If you are concerned about your adolescent's health, ask a professional for help, or call the helplines mentioned below.

Do not hesitate to communicate with the school staff: the counselor, the teacher or the principal. Your family doctor can also help, as can the following resources:

- **Kids Help Phone:** to confide in somebody, 24 hours a day, seven days a week. Anonymous and bilingual. Toll-free number: 1-800-668-6868. [kidshelpphone.ca](http://kidshelpphone.ca)
- **Phobies-Zéro (French only):** support and self-help group for people with anxiety, panic disorders, phobias and agoraphobia. 514-276-3105 or toll-free 1-866-922-0002.



## RESOURCES IN FRENCH

[Comment parler de racisme aux enfants.](#)

[Ça veut dire quoi : Intersectionnalité ?](#)



## RESOURCES IN ENGLISH

[What is Intersectionality ?](#)

[How to Navigate Your Own Privilege](#)

[A Class Divided \(Documentary\)](#)

## Contact us:

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