

B.C. communities speak human rights: What Cranbrook said

March 2024

Participant handouts



British Columbia's
**Office of the Human Rights
Commissioner**

Where can I get support?

Below is list of resources for those experiencing distress. This list is not exhaustive and may not include the most appropriate resource to meet your needs. If you require assistance and don't see a program here that's right for you, please feel free to contact our Office for assistance by emailing info@bchumanrights.ca.

Crisis Intervention & Suicide Prevention Centre of BC

Immediate access to barrier-free, non-judgmental, confidential support and follow-up through 24/7 phone lines and online services.

Call: 1-800-784-2433 (1-800-SUICIDE)

Chat: www.crisiscentrechat.ca

VictimLinkBC

Toll-free, confidential, multilingual service available across B.C. and the Yukon 24 hours a day, 7 days a week.

Call or text: 1-800-563-0808

Email: VictimLinkBC@bc211.ca

310 Mental Health Support

Toll-free province-wide access to emotional support, information and resources specific to mental health. Available 24/7.

Call: 310-Mental Health (310-6789) – no need to dial an area code

Alcohol & Drug Information and Referral Service

Free, confidential information and referral services to people living in British Columbia in need of support with any kind of substance use issue (alcohol or other drugs). Free multilingual telephone assistance is available 24 hours a day, 7 days a week.

Call: 1-800-663-1441

KUU-US Crisis Line Society

24-hour crisis line for Indigenous adults, elders and youth. First Nations and Aboriginal Peoples helping First Nations and Aboriginal Peoples.

Call toll-free: 1-800-588-8717 **Adults and Elders call:** 250-723-4050

Children and Youth call: 250-723-2040



Indian Residential Schools Survivors Society

Crisis support for survivors, families and communities, offering emotional, mental and spiritual support. Available 24/7.

Call: 1-800-721-0066

Islamophobia hotline

Free confidential legal advice if you feel that you have been discriminated against, harassed or faced violence because you are Muslim or are perceived to be Muslim.

Call: 604-343-3828

S.U.C.C.E.S.S. Chinese Help Lines

Serves callers in the province of British Columbia who speak Mandarin or Cantonese.

For Cantonese, call: 604-270-8233

For Mandarin, call: 604-270-8222

Prideline (LGBTQ2SAI+ Helpline)

Peer support, information and referrals for anyone in B.C., available weeknights (Monday to Friday) from 7:00 pm to 10:00 pm

Call: 1-800-566-1170

Trans Lifeline

Grassroots hotline offering direct emotional and financial support to trans people in crisis. For the trans community, by the trans community.

Call: 1-877-330-6366

Battered Women's Support Services (BWSS) Crisis Line

Provides emotional support to women experiencing gender-based domestic violence and/or uncertainty during these difficult times. Takes calls from Monday to Sunday, 24 hours a day.

Call: 1-855-687-1868

Text: 604-652-1867

Email: intake@bwss.org



Levels of human rights laws

International human rights laws

International human rights law governs state or government relationships with individuals. These laws are only enforceable in B.C. when they are incorporated into domestic law. An example of international law is the *Universal Declaration of Human Rights*.

<https://www.un.org/sites/un2.un.org/files/2021/03/udhr.pdf>

Constitutional laws

Constitutional laws govern government's relationships to individuals and covers civil and political rights, such as the rights to freedom of speech and equality. Most of our constitutionally protected human rights are contained in Canada's *Charter of Rights and Freedoms*.

<https://www.justice.gc.ca/eng/csj-sjc/rfc-dlc/ccrf-ccdl/resources-ressources.html#copy>

Statutory laws

Statutory laws govern relationships between individuals. An example is B.C.'s *Human Rights Code*.

https://www.bclaws.gov.bc.ca/civix/document/id/complete/statreg/00_96210_01



B.C.'s *Human Rights Code*-protected areas

There are certain areas of daily life where the *Human Rights Code* protects you from harmful treatment.

Employment

The *Code* provides protection from discrimination in how jobs are advertised and how workers are hired, paid and treated at work.

Services

The *Code* provides protection from discrimination in access to services, facilities and accommodations in B.C. that are usually available to the public. These include hotels, stores, restaurants, schools, libraries, campgrounds and government and community programs.

Housing

The *Code* provides protection from discrimination in how property is rented and purchased.

Membership in unions and associations

The *Code* provides protection from discrimination for people who are or want to be members of trade unions, employers' organizations and/or occupational associations.

Publications

The *Code* provides protection from discrimination in publications and protects individuals and groups from hate speech. Publications include things like public signs, notices, flyers and articles. Publications can also refer to things not in writing, such as speeches, pictures and videos. Communications that are meant to be private are not covered.



B.C. *Human Rights Code* protected characteristics

The *Human Rights Code* protects you from harmful treatment called discrimination based on certain parts of your identity. These are also called “grounds of discrimination.”

Age

19 or older. This means the *Code* does not protect against discrimination based on age for those under 19. However, youth 18 years old and younger still have protection against discrimination based on other parts of their identity.

Criminal conviction

Includes being charged with or convicted of an offence under the *Criminal Code* or another law.

Family status

Includes being related to another person by blood, marriage or adoption. It also includes family type (for example, a single-parent family) and who is in your family (for example, children).

Gender identity

A person’s sense of their gender, including whether they identify as a cisgender or transgender man, woman, Two Spirit, non-binary person or otherwise. For some people, gender identity is fixed. For others, it is fluid. Gender expression includes what pronouns a person uses, such as he, she or they.

Gender expression

How a person presents their gender. It includes how a person acts and appears. It can include dress, hair, makeup, body language and voice. How a person presents their gender may be different from their gender identity. Gender expression includes what pronouns a person uses, such as he, she or they.

Indigenous identity

First Nations, Métis or Inuit peoples. Indigenous peoples have distinct languages, cultures, relationships to the land and ways of living together that are unique and predate contact with settlers. Many Indigenous peoples are also likely to identify as belonging to their specific Nations, such as Haida or Tk’emlúps te Secwépemc.



Marital status

Includes being married, single, widowed, divorced, separated or living together (common law). It also includes the identity of your spouse.

Mental disability

Occurs when a physical or social setting makes it difficult for a person with a mental condition or illness to participate. Examples of mental conditions include learning disorders and developmental disabilities. Examples of mental illness include substance use disorders, depression and bipolar disorder.

Physical disability

Occurs when a physical or social setting makes it difficult for a person with a physical condition to participate. Examples include asthma, diabetes, cancer, epilepsy and impairments to mobility, hearing and sight.

Political belief

Includes support of a political party or group that advocates political change and beliefs about the governance of communities. It also includes advocacy for a change to the law.

Race, colour, place of origin and ancestry

Often closely connected. Some or all of these may be combined to define a person or group's ethnic identity.

Race

Includes sociocultural and ethnic groups such as First Nations, Métis, Chinese or South Asian.

Place of origin

Includes being born in a particular country, group of countries, region of Canada or part of the world.

Ancestry

Includes where a person's family is from. Examples include Indigenous, Cree, Bosnian, Filipino or Persian ancestry.

Religion

Includes following the practices of a particular faith, genuinely held religious beliefs or not having religious beliefs.



Sex

Includes being female, male or intersex. This part of your identity also includes being pregnant or breastfeeding. Sexual harassment is considered discrimination based on sex.

Sexual orientation

Includes being heterosexual, gay, lesbian or bisexual.

Source of income

Refers to legal sources of income. For example, it includes income assistance, disability pension benefits and rent subsidies.



BCOHRC resources

Resources from BC's Office of the Human Rights Commissioner (BCOHRC) are available on our website, <https://bchumanrights.ca/>, and are listed individually below:

Baseline Community Briefs

The Community Briefs from all four communities are available on BCOHRC's website:

Chetwynd Community Brief

- baseline.bchumanrights.ca/chetwynd

Chilliwack Community Brief

- baseline.bchumanrights.ca/chilliwack

Cranbrook Community Brief

- baseline.bchumanrights.ca/cranbrook

Terrace Community Brief

- baseline.bchumanrights.ca/terrace

Baseline recommendations database

The baseline database is an online tool that provides access to over 1,700 human rights-related recommendations collected from over 70 reports published by civil society organizations from across the province since 2018. New items are being added to the data base over time.

Users of the database can search recommendations by issue area, groups affected, location of recommendation, source and year recommended, among other things. The database does not track whether recommendations have been implemented.

- <https://bchumanrights.ca/news/online-database-of-human-rights-related-recommendations-for-b-c-now-publicly-available/>

Baseline microsite

Look for updates on the Baseline Project on our Baseline microsite. New items, like our key issues report, will be added over time.

- <https://baseline.bchumanrights.ca/>



BCOHRC educational resources

Workshops and Webinars:

Find more information about registering for these free, public educational sessions and workshops on our Events webpage, <https://bchumanrights.ca/events>, or use the event request form at <https://bchumanrights.ca/event-request/> to request a private session for your group or organization.

Systemic Discrimination: Introductory educational sessions aim to deepen participants' understanding of this complex topic and inspire reflection and action using a human rights lens and through storytelling and real-life examples. Participants will leave the sessions with tools to identify systemic discrimination in their daily lives. The sessions also provide an overview of immediate and long-term actions participants can take to help address systemic discrimination in their workplaces, organizations and communities.

Working with BCOHRC's Grandmother's Perspective report introduces workshop participants to this report on disaggregated data collection and its applications to their work. Participants will be invited to use a sample of data they use in their work as they are guided through a series of questions highlighting key aspects of the report such as the use of disaggregated data as a tool to address systemic discrimination, the benefits and risks of disaggregated data and a framework for collecting and using disaggregated data.

Videos

Introducing Human Rights videos introduce human rights concepts in plain language. Also available are a Learner's kit and Educator's guide.

- <https://bchumanrights.ca/human-rights/what-are-human-rights-2/>

I love my human rights video series is a personal storytelling project that builds empathy and emotional connection on human rights issues. Resources include videos and conversation guides.

- <https://bchumanrights.ca/video-series/i-love-my-human-rights/>

Systemic discrimination video provides an introduction to systemic discrimination. The accompanying conversation guides can be used to facilitate conversations on this topic in your workplace, classroom or community.

- <https://bchumanrights.ca/systemic-discrimination/>



Webpages

Rights and responsibilities under B.C.'s *Human Rights Code* introduces human rights concepts in plain language.

- <https://bchumanrights.ca/human-rights/rights-and-responsibilities/>

Hate speech Q&A webpage provides general information about hate speech and protections under the *Human Rights Code*.

- <https://bchumanrights.ca/hate-speech-qa/>

Reports

BCOHRC's Publications webpage includes links to BCOHRC's reports and submissions on a variety of human rights issues. These reports provide information on specific issues and recommendations on ways to address them

- <https://bchumanrights.ca/publications/>

