

Equity-based Violence Prevention: Potential Considerations for Educators Working with Diverse Groups of Youth

Key Terms

1. **Bullying** – the repeated, intentional use of aggression by a person with greater power towards a person with lesser power
2. **Power Imbalance** – some people have more power than other people, often because of some aspect(s) of their identity
3. **Discrimination** – treating someone unfairly because of who they are
4. **Oppression** – when some people with power deny the right to other people to be who they are
5. **Intersectionality** – considering all the different identity factors an individual holds, and how these intersecting identity factors shape experiences with oppression
6. **Identity-based victimization (or bias-based victimization)** – victimization that is experienced because of who somebody is

Take-Away Messages

Identity-Based Victimization

- When an individual is victimized because of who they are or a part of their identity, this is considered identity-based victimization (or bias-based victimization)
 - Individuals can experience identity-based victimization (and oppression) based on a number of different factors of their identity including:
 - Gender
 - Sexuality
 - (Dis)ability status
 - Population group (racialized/ethnic background)
 - Immigration status
 - Class
 - Religion
- It is critical to consider all of the different oppressions and privileges a child might face because of the various identities they hold (intersectionality) and the different protections they might need as a result
- It is also important to recognize that power imbalances take place in different ways and therefore require multiple solutions:
 - People can use violence (e.g., bullying and dating violence) to maintain their own power
 - Oppression is a way that one group of people maintains power over other groups
 - Larger social beliefs help maintain these power imbalances
- As educators, it is therefore important to understand your own identity and how that impacts your access to power and to recognize that identity-based victimization is rooted in larger social beliefs



Equity-Based Solutions

- Usually when we talk about bullying and victimization, solutions focus on giving the individual student skills or repairing relationships
- It is critical, however, that when developing solutions we also:
 1. Consider all the different oppressions and privileges a child might face because of their various identities
 2. Recognize that oppression and privilege don't just operate at the individual level. To prevent violence effectively, individual and interpersonal factors are important, but we simultaneously need to attend to other levels, including the community and societal level
 3. Engage in equity-based solutions:
 - a. Examine school policies, practices, and procedures for oppression
 - b. Focus on the fair and just treatment of everybody (equity) in our school policies, programs, and practices

Classroom Applications

1. *Equity Literacy in Teaching Practice:*

What is this?

- Purposefully discussing issues like racism, homophobia, and sexism
- Four abilities are required to develop equity literacy:
 1. Recognize oppression
 2. Respond to oppression in thoughtful ways
 3. Redress bias, discrimination, and violence
 4. Cultivate and sustain bias- and discrimination-free communities

How do I do this?

- Host a professional development seminar dedicated to equity literacy
- Have discussions with colleagues about how they are already doing this work
- Check out existing resources (see resource list below)

2. *Review Existing Resources for Inclusiveness:*

- Work with diverse students in your school to review practices, policies, and programs for inequities
- Consider adapting prevention programs to better fit the culture and context of the population being served, for example by:
 - Updating pictures and videos
 - Adapting role play scenarios to be more applicable for your students
 - Customizing statistics

Resource List

- Rethinking Mathematics
- Facing History and Ourselves
- Stolen Lives
- CASEL Guide
- EdChange
- Education for Liberation Lab
- GLSEN
- SoJust
- Teachers for Social Justice
- Teaching Economics as if People Mattered
- Teaching for Change
- Teaching Tolerance

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