



13.11.  
Eeva-Liisa Kiiskilä

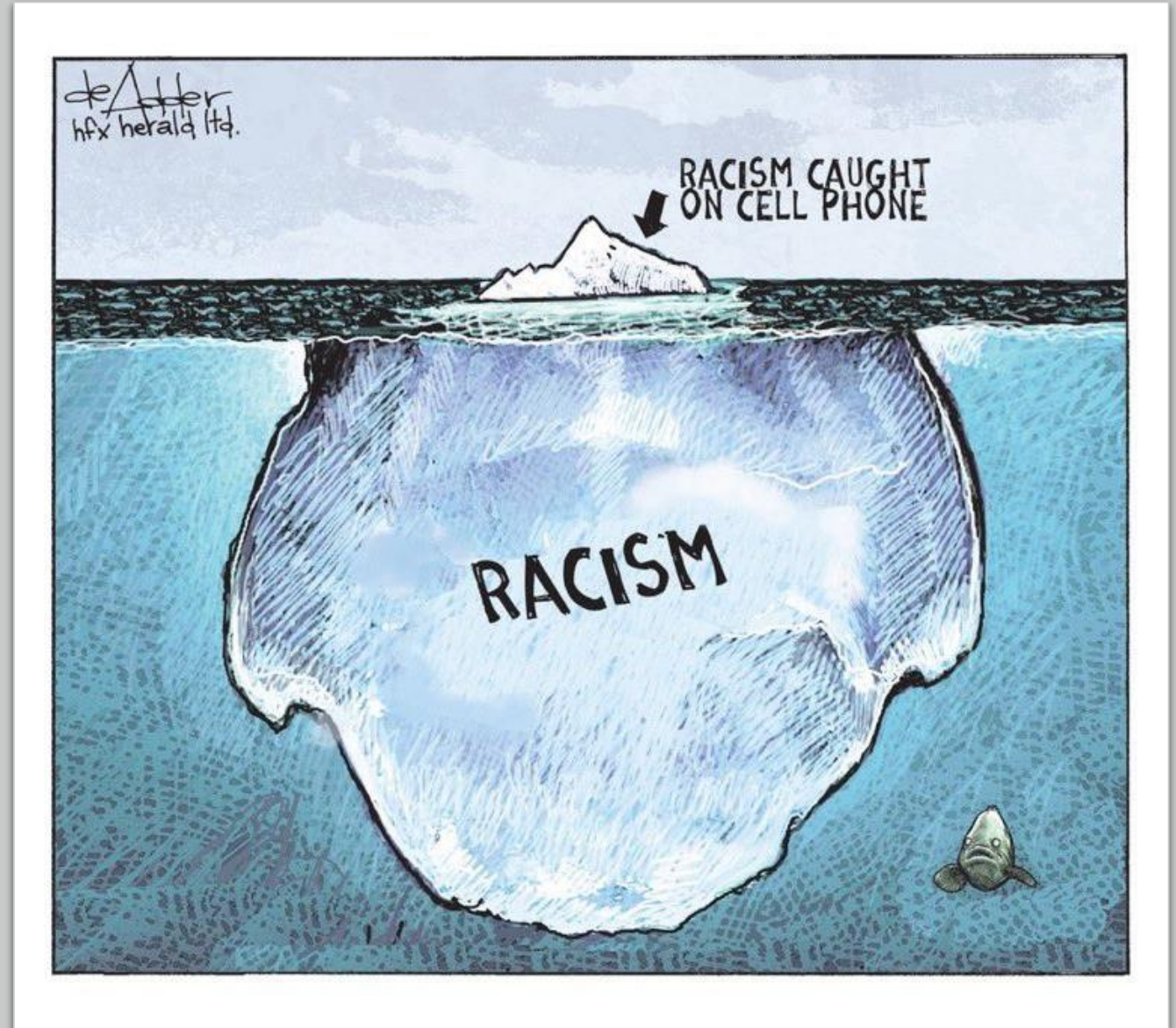
**[SAFER: Tackling Hate Speech and Discrimination in Schools" An Erasmus+ project promoting equality and equity in schools](#)**

# Hate speech and discrimination

(picture Michael de Adder,

<http://volewica.blogspot.com/2020/06/the-racism-iceberg.html>)

How to tackle hate speech and discrimination?  
One practical teachers' guide?



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# Combination



SELF-REFLECTION (Are you ready to feel also uncomfortable?)



THEORETICAL INFORMATION



CONCRETE METHODS AND TOOLS



EVERY DAY EXPERIENCES FROM YOUR WORK CONTEXT



INNOVATIONS DEVELOPED IN A GROUP



REALISTIC ACTION GOALS



SUPPORT FROM MENTORS OR PEER GROUP

# Language

Unfamiliar concepts?  
Definition?

- **group agreement**
- **needs, feelings, behaviour**
- **comfort zone, learning zone, danger zone**
- **power, privilege, prejudice**
- **stereotype, assumption, systems of oppression**
- **P.O.C (people of colour), BIPOC (black, indigenous, people of colour), racialized**
- **pyramid of hate**
- **racism, nationalism, heterosexism, sexism, cis-sexism, ableism, anti-gypsyism, anti-semitism, classism, islamophobia**
- **white fragility, hate speech, discrimination, intersectionality, equality, equity, ally**

We need **a safer environment** to create and practise together **how to use the concepts** and use them in our everyday life in an **inclusive way**. If we do not have the words, how can we understand the phenomenon?

Who defines the concepts?  
Train your language muscle! 😊



# Inclusive school

Equality-Equity

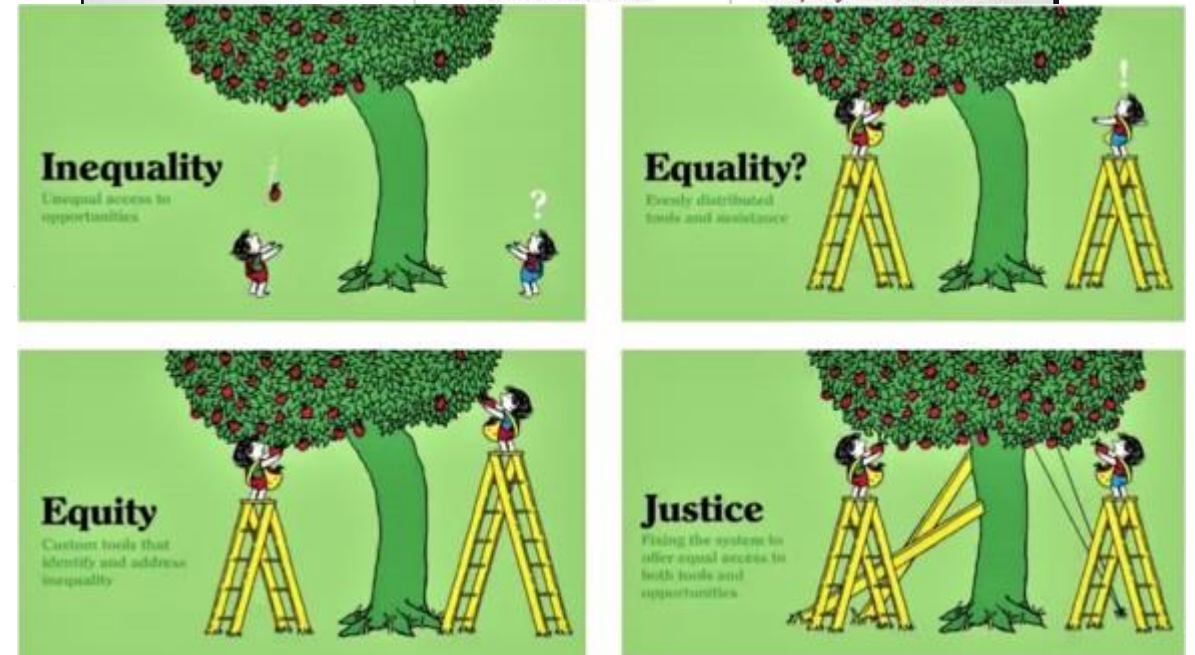
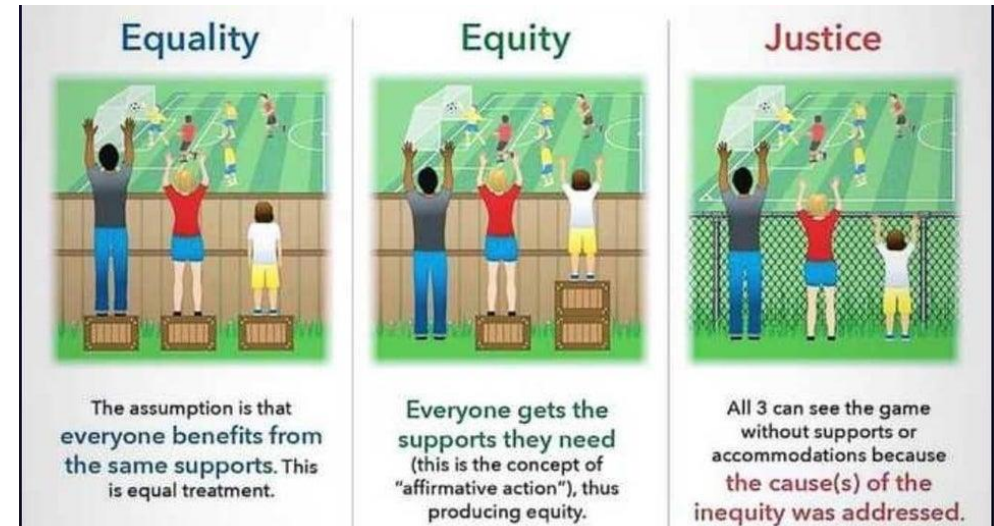
How do we understand inclusiveness at schools?

What is inclusion to you?

Pic 1. [https://www.cawi-ivtf.org/sites/default/files/publications/advancing-equity-inclusion-web\\_o.pdf](https://www.cawi-ivtf.org/sites/default/files/publications/advancing-equity-inclusion-web_o.pdf)

Pic 2. <https://designintech.report/2019/03/11/%F0%9F%93%B1design-in-tech-report-2019-section-6-addressing-imbalance/>

Challenges and understanding in both pictures. >>>







Recognize, manage,  
transform

**SELF-REFLECT  
SEE YOUR FRAME**

*Never ending process*

(Picture: Nautilus pearlboat  
[https://www.wikiwand.com/fi/Logaritminen\\_spiraa  
li](https://www.wikiwand.com/fi/Logaritminen_spiraa_li))

