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# What can we do to Fight Discrimination?

Inclusion Europe

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# What can we do to Fight Discrimination?

## **Abstract**

[Excerpt] Inclusion Europe speaks for people with intellectual disability and their families. Our members are organisations of self-advocates and parents from 33 countries in Europe.

## **Keywords**

work, disabilities, person, discrimination, consumer, independence, freedom of choice, benefit, policies, equality, law, model, involvement, intellectual disability, harassment

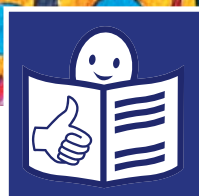
## **Disciplines**

Civil Rights and Discrimination | Comparative and Foreign Law

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# What can we do to fight discrimination?



Inclusion Europe



Report

Inclusion Europe and its 47 members in these 33 countries are fighting against discrimination:

- Austria
- Belgium
- Bulgaria
- Croatia
- Czech Re-  
public
- Denmark
- England
- Estonia
- Finland
- France
- Germany
- Greece
- Hungary
- Iceland
- Ireland
- Israel
- Italy
- Lithuania
- Luxembourg
- Macedonia
- Moldova
- Netherlands
- Norway
- Poland
- Portugal
- Romania
- Russia
- Scotland
- Slovakia
- Slovenia
- Spain
- Sweden
- Switzerland

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London EC1Y 0RT  
United Kingdom  
Tel.: (44) 207-454.04.54

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Glasgow G1 3HL  
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Art on cover page: "No Title" by Harald Rohrauer, Austria  
ISBN : 2-930078-98-7

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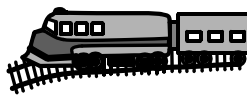
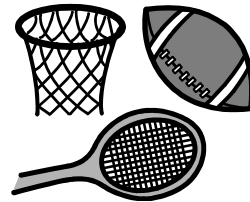
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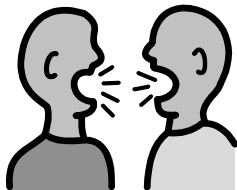
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## What is discrimination?

You want to do sports in a club.  
But the coach does not accept you.  
He says that you are not able  
to do this sport.  
He does not let you show your abilities.



You want to buy a ticket for a train.  
But there is a machine which  
you don't understand.  
That's why you don't buy a ticket.  
Later you have to pay a fine.



At school, other students  
call you names.  
They push you around.  
You tell the teacher  
but he does nothing to help you.

These are examples of discrimination.

**Discrimination is when people are treated badly  
because they are different.**

For example, because they have a disability.

Discrimination hurts deep down inside!



## What you can do against discrimination

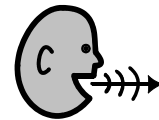
Everybody can fight against discrimination!

You can too!



Here is what you can do by yourself:

↳ Help people who are treated badly because they are different.



↳ Tell people what it is like to have a disability.



↳ Make friends with people who are different.

↳ Try to understand people who are different.



But you can do much more together!



You can try to find other people who have the same problems. Then you can do things together to stop the discrimination.

This is called campaigning against discrimination.

## Finding friends

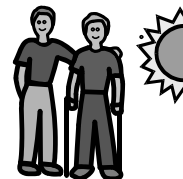
### Together we are strong!

People with intellectual disability must stand together.  
There are many self-advocacy groups.  
These are groups of people  
with intellectual disability who speak for  
themselves.  
You can join them!



But we must work together with other people too.  
They could have the same problems as you.  
They can also support you to solve the problem.

We call them allies or friends.  
Parents, family members, carers and  
disability organisations are good allies.  
Allies are people who are on your side.



#### An example:

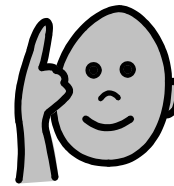
You are not allowed in your local swimming pool.  
You can find other people  
with intellectual disability who  
have the same problem.  
You can also talk about this  
with your family or your carer.  
Together you can do something.



## Knowing what you want

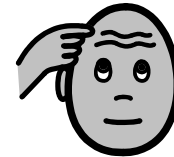
Before you choose to do something about the problem, it is important that you understand the problem.

1. First, you must understand who has caused the problem. Sometimes it is more than one person.



An example:

You have to pay a fine because you did not buy a ticket for the train. Think about it. Who is responsible? The people who run the train station should make sure that information is easy to understand.



2. Then you should describe where and when you were treated badly. If possible, you should have proof of what happened to you. This proof can be friends who have seen what happened to you.



3. You should also know what to do to stop the discrimination. You can explain how other people have stopped discrimination.

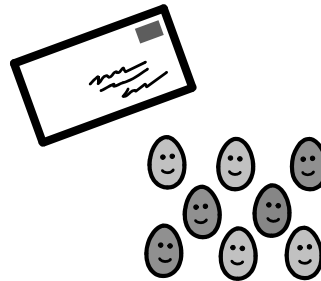
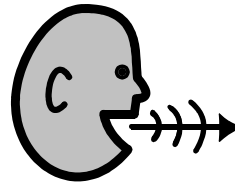




## Knowing what to do

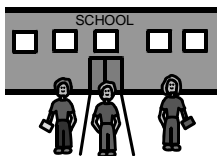
Once you know who is responsible for the discrimination, you should try to change the way the person thinks.

You could meet this person or you could write a letter. You could organise a meeting with lots of people to complain in loud voices. You could give people papers that explain the problem.



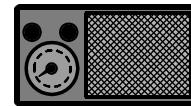
It is important that your friends and allies support you when you take action.

### An example:



To fight discrimination at school you could try to have teachers as allies. The head teacher could also be on your side.

Newspapers, radio and TV can change the way people think. You should always tell newspapers, radio and TV about your campaign. They can become your allies and support you in your campaign for changes.



## Planning a meeting

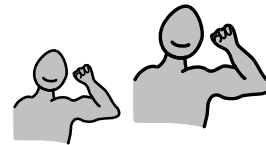
Before you meet someone,  
it is important to take some decisions.

1. **Who** goes?

Don't go alone.

Think which friends  
or allies can help you.

Remember that together we are stronger.



2. **When** should you meet a person?

You must arrange a good time to meet.

You must make sure  
you will have enough time.



3. **What** will you say?

You must have your message ready  
before you go to a meeting.

The message must be clear.

You need to explain the problem.

You need to say what things

you would like to see happening.

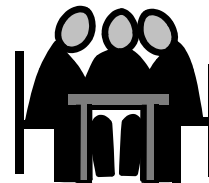
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4	<input type="text"/>
5	<input type="text"/>

4. What do you want **this person to do**?

Each person has different responsibilities.

Before you meet someone you must  
be sure of what this person can do.

You must be sure about what  
you are asking the person to do.



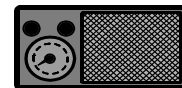
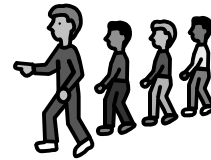
## After the meeting

After a meeting, you should send a letter to the person you met. You can thank the person for the meeting. You will also remind him to keep his promises.



You can also decide to take other actions:

- You can organise a demonstration or a meeting with lots of people to complain in loud voices.
- You can decide to talk to politicians or other important persons who take decisions.
- You can decide to talk to your local newspaper or your local radio.



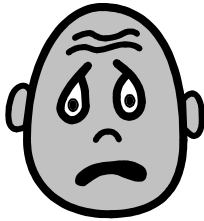
After the action you should speak about what happened. You should see what went well and what not. Did you get what you wanted? Did the people do what they say they would do? Was the problem solved?



If the problem was not solved you may have to take another action. It is important to be persistent.

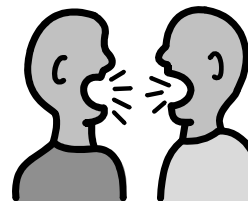
## An Example: How to organise an action

Mary is working as cleaner in a company. She likes her work and the people of her team.



But there is a place in the company where she does not like to go. There, two men call her names. They are making fun of her. She feels bad, but she doesn't dare to say anything.

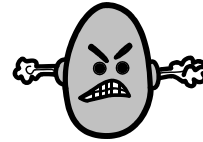
Once, she speaks to her colleagues in her cleaning team. Yasmina and Aïsha tell her that they have the same problem. They come from an Arab country and Do not speak well English. They are bullied too.



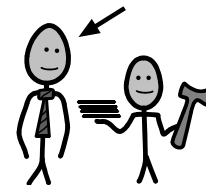
Together they decide to talk to the men who are bullying them. One morning the three of them go to the office and speak to the men. They ask them to stop the bullying.

But the two men don't listen. They continue their bad jokes.

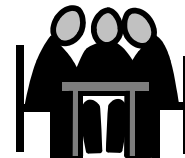
Mary and her friends feel very bad after that discussion.  
The two men did not take them seriously.



Mary and her friends decide to take another action.  
They explain the situation to the leader of the cleaning team.  
He wants to help them.  
Together, they write a letter to the director of the company.  
They explain the problem and ask for a meeting.

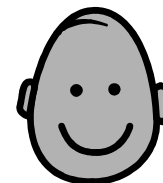


The director agrees to meet them.  
Mary and her friends prepare for the meeting.  
They decide that Mary should go with Yasmina and the leader of the cleaning team.  
They decide that Mary should explain the problem.  
Yasmina should then ask the director to meet with them and the two men.



The director listens to Mary and Yasmina.  
He organises the meeting the week after.  
He asks the two men to stop their bullying.

After the meeting,  
Mary, Aïsha and Yasmina feel much better.  
They did speak up!  
Now, the two men do not treat them badly anymore.



# Inclusion Europe

The European Association of Societies  
of Persons with Intellectual Disability  
and their Families

Inclusion Europe speaks for people  
with intellectual disability and their families.  
Our members are organisations of  
self-advocates and parents from  
33 countries in Europe.

Inclusion Europe works with  
the European Commission and  
the European Parliament.  
We tell them what our members want.

Inclusion Europe works in 3 main areas :

1. The fight against discrimination
2. Human Rights of people with  
intellectual disability
3. Inclusion of all people in society

Inclusion Europe publishes reports,  
newsletters and other documents.  
We organise conferences  
in many countries.  
We work closely together with all  
our members in Europe.



Supported by the European Commission



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