

Mapping through obstacle screening

Obstacle screening is an opportunity to identify challenges and risks in your organization that are related to cyber hate. For example, this can be different types of obstacles, jargons, exclusionary rules/routines, cultures of silence, shaming, inaccessibility, invisibility, etc. No one knows your organization better than you do, and by allowing many people from your organization speak, you will get a variety of useful experiences that will teach you to become even better. This workshop plan is a suggestion on how to conduct such a discussion at your organization.

Get started:

- Start by making a list of all of your internet-based forums. Sort out which are internet, external, and which are both.
- Start from the forums that you listed and the grounds of discrimination when you are mapping obstacles in your organization. There are seven grounds of discrimination according to the law: ethnicity, disability, sex, transgender identity or expression, religion/belief, sexual orientation, and age. Consider other relevant factors such as economy, geography, and private life.
- Discuss one forum at a time, for example your instagram or internal Facebook group. Consider if there are obstacle that exclude people or risks related to the grounds of discrimination.
- Choose 3-5 of the obstacles that you identify in the different forums, and come up with different ways of counteracting them. One way of doing this is to start with the headings “start, stop, and continue” to identify things that you will start doing, stop doing, or continue doing.

Identified obstacle:	Start doing:	Stop doing:	Continue doing:
Hard jargon in internal Facebook group. The more experienced people often make fun of the newer members' lack of knowledge.	In the group's rules, bring up the fact that it is not okay to be rude to someone who knows these than ones self.	Be silent when we see someone else making fun of a newer member.	Include the code of conduct as part of the introduction of new members / employees.
Offensive comments remain on our Instagram for a long time.	Discuss clear examples of where the boundaries are and what comments should be removed because they are offensive.	Let offensive comments remain visible for longer than necessary.	Have a rotating schedule for those who have the task to keep track of our channels, especially when we make “sensitive” posts.

Think about:

- Try to have people with different backgrounds, identities, or experiences participating in your obstacle screening. This way, it will be more likely that you will pay attention to different obstacles and thresholds than if you all were the same.
- Asking the people who have chosen to leave the organization, or who may never have been active in the first place, can also be a way to gain important experiences of obstacles and exclusion at your organization. Those of you who are active in the organization have by definition been able to join (and been able to stay at) the organization. What has made the others leave? Or never try to join?
- Save energy to get rid of the obstacles! Do not get stuck in the mapping phase. Be brave, and take the step towards actually making a change.