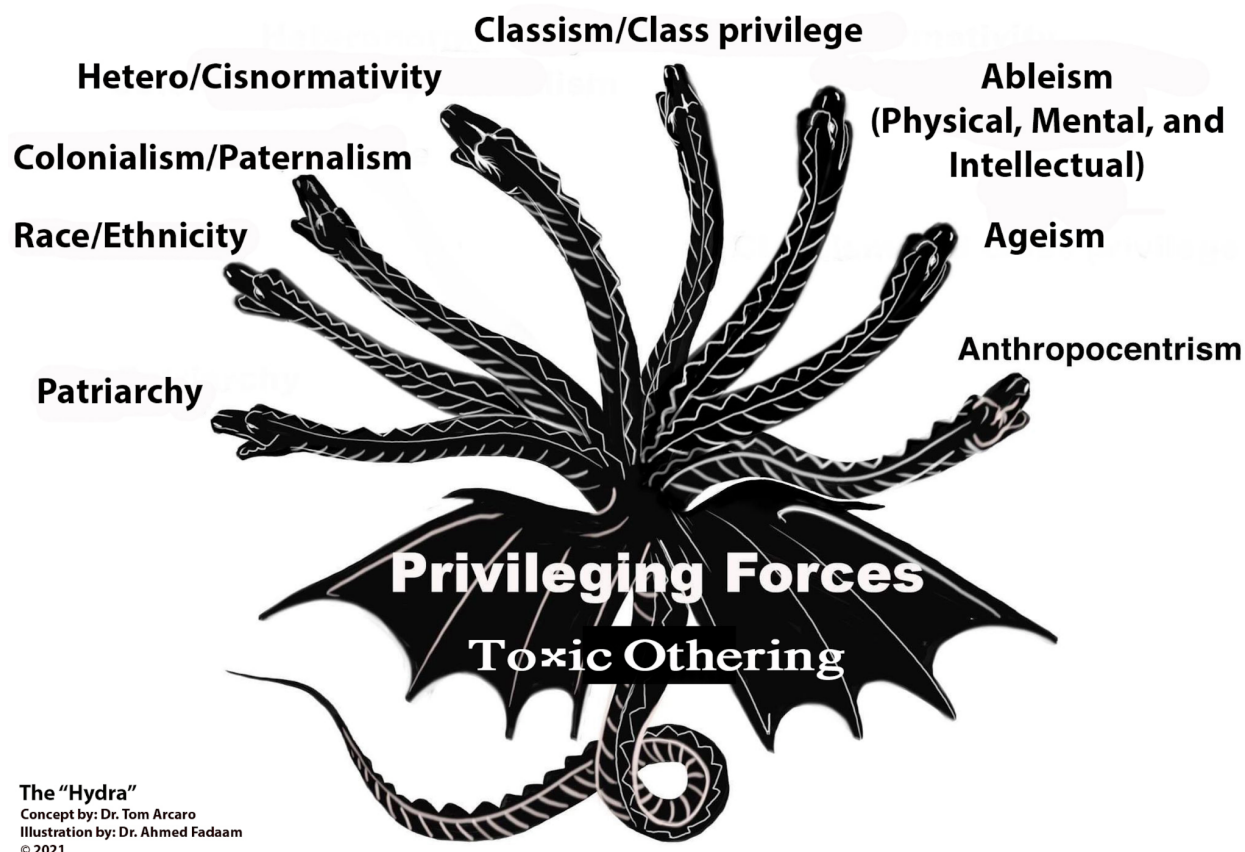


Please contribute examples of actions which have helped ‘confront toxic othering’ and bend the moral arc toward justice. Examples can be from history or recent activities. Our overall goal is to create a database of examples which may inspire others to act.



[\(link to Extending the Hydra\)](#)

Find examples of changes in norms, policies, or laws which have helped ‘tame the Hydra’

Recent and past changes at all levels

Privileging Forces	Local-recent	Local-past	National-recent	National-past	International-recent	International-past
Patriarchy	Gov. Cooper Exec. Order 93 attacking gender wage gap (2019)	1977: Isabella Cannon became first female mayor of a major NC city (Raleigh)	2017: Women’s March in Washington, DC broke record for largest one-day	First women’s rights convention in Seneca Falls, NY, 1848	Women were granted the right to drive a vehicle in Saudi Arabia in July 2018	Convention on the Elimination of all Forms of Discrimination against Women 1979

			protest for women's rights in US history Lebanon makes progress to end child marriage https://www.unwomen.org/en/news-stories/feature-story/2021/12/sixteen-defining-moments-for-gender-equality-in-2021		Scotland makes feminine hygiene products free for all citizens https://www.thedenvierchannel.com/news/world/scotland-and-makes-feminine-hygiene-products-free-for-citizens	
Race/ethnicity	“Unlearn” Documentary from Elon (2021): independent film that captures the fight for racial justice in Alamance County Renaming building names on Elon campus.	NC Equal Employment Opportunity Act (1965): prohibits employment discrimination based on race, color, national origin, religion, age, sex, or handicap.	The Black Lives Matter Movement (The George Floyd Protests) (2020) Obama becoming president The Equality Act of 2010	Civil Rights Movement Civil Rights Act of 1865	The UN brought world leaders together to mark the twentieth anniversary of a declaration passed under the theme of “Reparations, racial justice and equality for People of African Descent.”	Ending of apartheid in 1990 in South Africa International Past: International Convention on the Elimination of All Forms of Racial Discrimination (CERD), 1965

					(2021)	
Colonialism/ Paternalism	Elon University holds a symposium on restorative justice for racial disparities	2002 State Board of Education directive that required North Carolina schools to review Indian mascot names	Sports teams changing names, ex. Washington Redskins now Washington Football Team	Civil liberties act of 1987 that granted reparations to Japanese Americans who had been interned by the United States Government during World War 2	Barbados slave trade reparations	Germany reparations following the Holocaust
Hetero/cisnormativity (both positive and negative examples)	North Carolina law following 2015 same-sex legalization: "Medical Decision-Making Authority for Married Same-Sex Couples Steparent Adoption for Married Same-Sex Couples Joint Adoption for Married Same-Sex Couples"	"North Carolina's employment non-discrimination laws do not include sexual orientation or gender identity, leaving LGBT people in the state vulnerable to discrimination"	Same-sex marriage legalization on (June 2015)	"December 10, 1924 The Society for Human Rights is founded by Henry Gerber in Chicago. The society is the first gay rights organization as well as the oldest documented in America."	Certain parts of Australia has implemented adding a policy to add talking about hetero/cisnormativity to their curriculum. (August 2018) https://www.wissenschaften.com/science/article/pii/S0742051X18305407	The Netherlands were the first country to allow transgender people into the military in 1974. https://www.cnn.com/2017/07/27/us/world-transgender-ban-facts/index.html

				https://www.pbs.org/wgbh/americanexperience/features/stone-wall-milestones-american-gay-rights-movement/		
Classism/ class privilege	The difference between the class privilege in the Elon bubble and the towns outside of Elon.		AOC wore a dress with the words “Tax the Rich” to the Met Gala, causing an enormous surge in search results of the phrase. Hard to tell if this symbolism translates into real change however as the criticism still took place at an elitist event. The new understanding that happiness does not stem from how much money one has.	The US outlawed slavery post civil war. In response what were slave patrols essentially became the KKK and perpetrated violence against black citizens to prevent them from gaining more freedom. This is an example of a cultural value attempting to compensate for a lost cultural norm, as well as intersectionality as racism was used to	The British royals command an enormous amount of wealth and prestige in Britain. They are large immune from several laws and likely could escape tricky legal situations due to their immense wealth and influence. This is essentially the classic case of classism. There is also intersectionality here with colonialism due to the fact that much of the wealth of the British Royal Family comes directly from	Apartheid in South Africa was overthrown in the 1990s essentially ending white rule in the nation. Interestingly this did little to change the class system socioeconomically. Those who took power from the white colonists largely consolidated their wealth and formed a new elite wealth ruling class, replacing one classist and racist system with a new classist system. The system is still largely racist as even though a black elite may have been formed white people still control the majority of wealth in the nation.

				perpetuate classism. Here, racism was essentially used to illegalize being black so that wealthy white landowners could continue to oppress and exploit poor black people as much as possible without the explicit use of slavery.	colonialism and the exploitation and oppression of people in England and in England's colonies when it had them.	
Ableism	Availability for a counselor on campus is booked until October 4th. https://www.elon.edu/u/health-wellness/counseling-services/make-an-appointment/ TimelyCare is continuing	Just days before welcoming the class of 2022 to campus, Book announced plans to promote mental health and wellness. Elon hired three counselors in the Koury Center, launched the six-week long "Well Connected" campaign and changed Campus Recreation into Campus Recreation and Wellness.	Mental Health America (MHA) announced today that it is reducing the application fee and streamlining the application process for its <i>Bell Seal for Workplace Mental Health</i> certification program. The <i>Bell Seal for</i>	Americans With Disabilities Act (1990) https://adata.org/factsheet/ADA-overview	The pandemic had a serious impact on the accessibility of frequent and effective mental health care worldwide. As the world recovered,	World Mental Health Day was first celebrated in 1992. World Foundation for Mental Health founded in 1948 in partnership with the World Health Organization (WHO)

	this year.	https://www.elonnewsnetwork.com/article/2018/09/mental-health	<i>Workplace Mental Health</i> is a certification program that recognizes employers committed to creating mentally healthy workplaces. https://mhanational.org/mental-health-america-announces-reduced-fee-streamlined-application-process-bell-seal-workplace https://www.whitehouse.gov/briefing-room/statements-releases/2022/03/01/fact-sheet-president-biden-to-announce-strategy-to-address-our-national-mental-health-crisis-as-part-of-unity-agenda-in-his-first-state-of-the-union/		accessibility remained low due to higher demand and raised prices and staffing shortages at mental health facilities. https://www.mind.org.uk/information-support/legal-rights/mental-capacity-act-2005/overview/	
Ageism	Elon University does not discriminate on the basis of age, race, color, creed, sex, national or ethnic origin, disability, sexual		Ageism seeps into many institutions and sectors of society including those providing health and social	401(k) was instituted in 1978 The Age Discrimination in Employment Act of 1967 is a US labor	Aside from the impact on health and wellbeing, ageism also costs billions of dollars to economies	The United Nations established the International Day of Older Persons in 1990.

	orientation, gender identity, or veteran's status (collectively, "Protected Categories") in the recruitment and admission of students, the recruitment and employment of faculty and staff, or the operation of any of its programs." (2021)		care, in the workplace, media and the legal system. Healthcare rationing based solely on age is widespread. A systematic review in 2020 showed that in 85 percent of 149 studies, age determined who received certain medical procedures or treatments. https://www.who.int/news/item/18-03-2021-ageism-is-a-global-challenge-un	law that forbids employment discrimination against anyone at least 40 years of age in the United States. https://www.eeoc.gov/statutes/age-discrimination-employment-act-1967	globally. According to the report, a 2020 study in the United States of America showed that ageism in the form of negative age stereotypes and self-perceptions led to excess annual costs of US\$63 billion for the eight most expensive health conditions, for those over the age of 60 for one year. https://news.umn.org/en/story/2021/03/1087672	
Anthropocentrism	Elon STARS program and sustainability		Appalachian Trail was Convicted	First national park receive	The Paris Agreement / accords (2016)	World Charter for Nature of the United

	y master plan https://www.elon.edu/u/for/sustainability/		d in 1921 and completed in 1937 North Carolina (U.S. National Park Service) (nps.gov)	was yellowstone in 1872	https://unfccc.int/process-and-meetings/the-paris-agreement/the-paris-agreement	Nations General Assembly 1982 https://link.springer.com/article/10.1007/s10806-018-9711-1
			Implementation of the Inflation reduction Act ; money allocated towards green spending (2022)			

Please contribute examples that fit into each cell above.

Here are some examples, mostly from the US.

Patriarchy: At the national level in the US, [Title IX](#) states that "No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance." This law had the intended impact, not fully realized at yet of literally 'evening the playing field' for female athletes in the US.

Race/ethnicity:

