

**reflection:** What are you taking with you from this discussion? What could you learn more about to help you do this work?

## resources.

- Anti-Racism & Cultural Diversity Office
- Accessibility Services
- Accessibility for Ontarians with Disabilities Act (AODA) Office
- Family Care Office
- First Nations House
- Multi-Faith Centre
- Sexual & Gender Diversity Office
- Sexual Violence Prevention & Supports Centre: 416 978 2266
- Good 2 Talk: 1-866-925-5454
- Student Life: Máiri McKenna Edwards [mairi.mckennaedwards@utoronto.ca](mailto:mairi.mckennaedwards@utoronto.ca)

[www.equity.utoronto.ca](http://www.equity.utoronto.ca)



# dalla lana sppg:

a conversation about **anti-oppressive practices**

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november 2017 | university of toronto

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*“Oppression refers to systemic constraints on groups that are not necessarily the result of the intentions of a tyrant. Oppression in this sense is structural, rather than the result of a few people’s choices or policies. Its causes are embedded in unquestioned norms, habits and symbols, in the assumptions underlying institutional rules and the collective consequences of following those rules.”*

-Iris Young , 2000

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clubs & leadership development: equity, diversity & inclusion

student & campus community development



*“Certainly there are very real differences between us of race, age, and sex. But it is not those differences between us that are separating us. It is rather our refusal to recognize those differences, and to examine the distortions, which result from our misnaming them and their effects upon human behavior and expectation.”*

- Audre Lorde

## inclusion.

- Question and challenge normalized behaviours and actions which exclude people
- Reduction or removal of systemic barriers to increase participation
- Reallocating resources to increase access
- Creating spaces, environments and attitudes that are welcoming, positive and non-discriminatory
- We give credit for both originating ideas and their incubation

This definition is from Anti-Racism & Cultural Diversity Office, Sexual & Gender Diversity Office, Equity Studies and Student Life (Student Campus Community Development).

## oppression.

Young (2004) describes 5 types of oppression:

1. **Exploitation** is the act of using people’s labor to produce profit while not compensating them fairly.
2. **Marginalization** is the act of relegating or confining a group of people to a lower social standing or outer limit or edge of society.
3. **Powerlessness** links to the idea that some people “have” power while others “have-not,” and “cultural silence” when people become so deeply oppressed that they don’t even talk about the oppression anymore.
4. **Cultural Imperialism** involves taking the culture of the ruling class and establishing it as the norm.
5. **Violence** is probably the most obvious and visible form of oppression.

## intersectionality.

*“The failure of feminism to interrogate race means that the resistance strategies of feminism will often replicate and reinforce the subordination of people of color, and the failure of anti-racism to interrogate patriarchy means that anti-racism will frequently reproduce the subordination of women.”*

-Kimberlé Williams Crenshaw

## anti-oppressive practices.

### ten themes in anti-oppressive practice

1. Macro-and Micro-social relations generate oppression
2. Everyday experience I shaped by multiple oppressions
3. [this] work is a contested and highly political practice
4. [this] work is not neutral, caring profession but an active political process
5. Social Justice-oriented [workers] assists individuals while simultaneously seeking to transform society.
6. ...needs to build allies and work with social causes and movements
7. ...theoretical practical development must be based on the struggles and needs of those who are oppressed and marginalized
8. Participatory approaches are necessary between practitioners and “clients”
9. Self-reflective practice and ongoing social analysis are essential components of AOP
10. A blended heterodox social justice perspective provides the best potential for politicized, transformative social work practice.

-Donna Baines, 2011

