Anti-Racist Service Delivery

Foundations for Speech-Language Pathologists & Audiologists

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About the Presenter - Sharia

Individual positionality can affect the way in which an individual constructs or views a topic or question. A discussion of this type of material matter requires a clear statement of positionality

- Born and raised in Trinidad & Tobago
- Use Trinidadian English
- 1st generation immigrant to Canada
- Well experienced with cross-cultural conflicts
- Working for systemic change

About the Presenter - Tegan

Individual positionality can affect the way in which an individual constructs or views a topic or question. A discussion of this type of material matter requires a clear statement of positionality

- Born in Canada
- Raised in rural Alberta, near Edmonton
- Descendent of white settlers from Germany, England, and Scotland
- Working to be anti-racist and a good ally

ACSLPA Positioning

"Although ACSLPA aims to always be fair, objective, and unbiased this does not preclude the existence of unconscious, unacknowledged or unintended discrimination or racism"

Culturally safe, equitable, and effective care

Racism and discrimination are not acceptable, and will not be tolerated

Agenda

01

Foundational
Concepts

02

Scenario
Discussion

(breakout rooms)

Sensitivity

This presentation will explore notions of race, privilege, and identity:

- No judgement
- Not an indoctrination
- Aim is to allow for better understanding of difficult issues
- No requirement to share information or feelings
- BUT questions, comments, and sharing are welcome!

Foundational Concepts

How to bridge the gap in thinking between people of good will whose experiences, perspectives, and backgrounds are radically different is a great challenge[1]

| Actively participating | ⇨ | Denying or ignoring | ⇨ | Recognizing - not acting | ⇨ | Recognizing - acting | ⇨ | Educating self | ⇨ | Educating others | ⇨ | Supporting others, preventing |

Adapted from McGibbon & Etowa (2009)

The Cycle of Oppression

OPPRESSION

BIASED INFORMATION
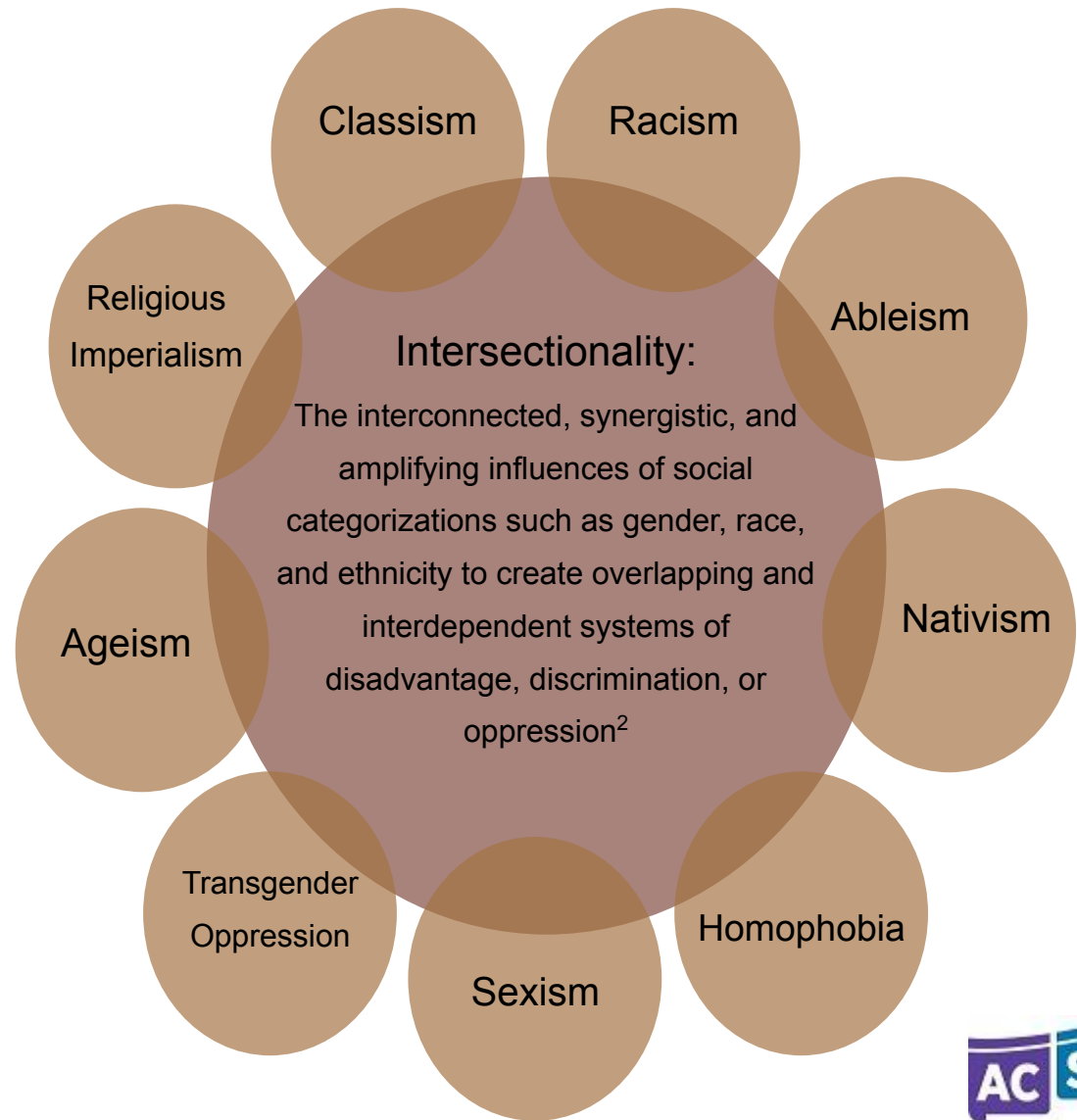
STEREOTYPE

PREJUDICE

DISCRIMINATION

Adapted from McGibbon & Etowa (2009)

AC SLP A
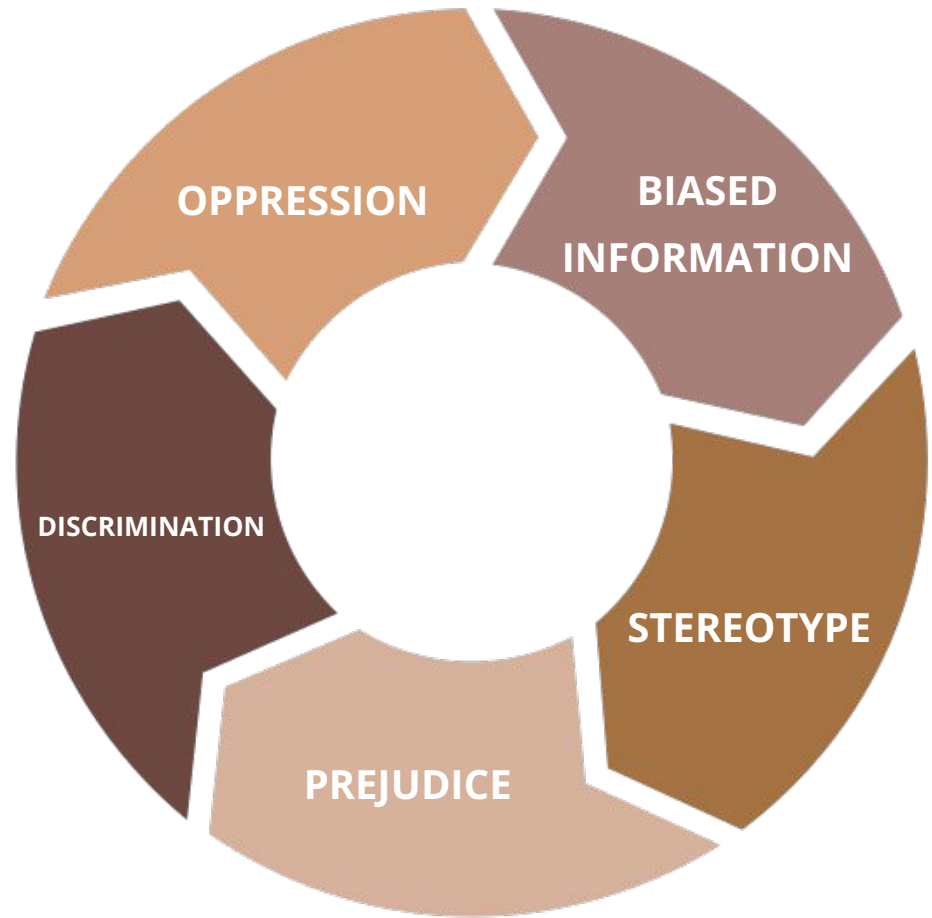
The 'isms':

Based on the false belief that one group is superior to another

Use of **social power** to systematically deny people access to goods, resources, services, representation, or membership in any other group

Classism

Racism

Religious Imperialism

Ableism

Intersectionality:
The interconnected, synergistic, and amplifying influences of social categorizations such as gender, race, and ethnicity to create overlapping and interdependent systems of disadvantage, discrimination, or oppression[2]

Nativism

Ageism

Transgender Oppression

Sexism

Homophobia

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Racism

"Any program or practice of discrimination, segregation, persecution, or mistreatment based on membership in a certain race or ethnic group"[1]

Structural
racism backed by systemic power

Institutional
institutional practices that perpetuate racial inequality

Interpersonal
actions directed from an agent to target

Individual
assumptions or beliefs existing within an individual

The Intersection of Racism and Culture

White Privilege

Set of advantages, opportunities, and authorities afforded, based solely on having white skin

Eurocentrism

Tendency to interpret the world in terms of European values and perspectives and the belief that they are superior

Dominant Culture

Culture whose values, language, and ways of behaving are imposed on a subordinate culture(s) through economic or political power

Colonialism

An act of political and economic domination involving the control of a country and its people by settlers from a foreign power; or the systematic subordination of one cultural identity over others

Assimilation

Process of denying and erasing the language, culture, customs, and material possessions of a group of people, forcing them to adopt the systems of the dominant group

Oppression looks like

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Inequity

Presence of systemic disparities in wellbeing or health among groups with different social advantage/ disadvantage (e.g. wealth, power)

Bias

A prejudice in favor of or against one thing, person, or group compared with another, which influences the ability to evaluate a particular situation objectively or accurately

Color Blindness

The belief that all people should be treated equally, without regard for their race, culture, or ethnicity (as a way of preventing prejudice or discrimination)

Harassment

Any unwanted physical or verbal behaviour that offends or humiliates

Microaggression

A statement, action, or incident regarded as an instance of indirect, subtle, or unintentional discrimination against members of a marginalized group such as a racial or ethnic minority

Non-Dominant Perspectives

Racialization

Process through which socially constructed racial categories are assigned and applied in ways that mark non-white individuals as different and unequal, and that lead to social, economic, and political impacts

Underrepresentation

Occurs when members of discernible groups are not consistently present in representative bodies and among measures of well-being in numbers roughly proportionate to their numbers within the population

Experiential Knowledge

Knowledge gained through differential history and experience with oppression in society and the ability of a group to articulate experience in ways unique to that group

Double Consciousness

The ability of racialized people to interpret racial events from two perspectives, that of the dominant culture, and their own, at the same time

Equity, Diversity, and Inclusion

ACSLPA

EQUALITY   EQUITY
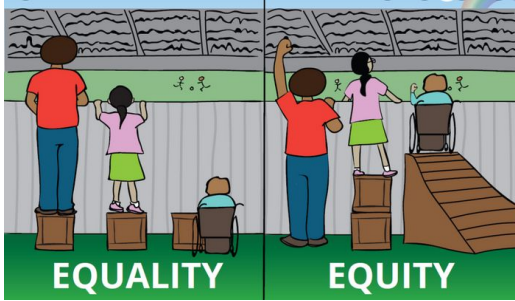
Equity

- -Ensures all members of society have fair and equal access to opportunities
- Acknowledges unequal starting points and barriers faced
- Takes proactive approach to barrier reduction

Diversity

- Characteristics that make people different from each other
- Identity-diversity: race, national origin, age, gender identity, language(s) spoken
- Also includes differences in education, opinion, skills

Inclusion

- Describes environments where every individual feels:
  - safe and welcome
  - that individual differences are recognized and valued
  - that they have equal opportunities to contribute

Anti-Racism

It is not enough to be non-racist, we must be anti-racist

(Angela Y. Davis)

- Actively opposing racism
  - ○ process of identifying and eliminating racism
  - ○ enacted through changing systems, policies, procedures, and practices so that power is redistributed and shared evenly

- Requires an understanding of:
  - ○ how racism affects the lived experiences of racialized individuals
  - ○ the systemic nature of racism

Structural
racism backed by systemic power

Institutional
institutional practices that perpetuate racial inequality

Interpersonal
actions directed from an agent to target

Individual
assumptions or beliefs existing within an individual

Allyship

- *[Allies are] individuals who strive to end oppression through supporting and advocating on behalf of the oppressed (Sabat, Martinez, & Wessel, 2013)*
- *[Allyship is] an active, consistent, and arduous practice of unlearning and re-evaluation, in which a person in a position of privilege and power seeks to operate in solidarity with a marginalized group (The Anti-Oppression Network)*

Knowledge and Awareness

Communication and Confrontation

Action and Advocacy

Allyship

- SELF-REFLECT
  - acknowledge our privilege and power, and identify our biases
  - build our capacity to receive criticism and correction as a gift
  - embrace the emotions that come with allyship
- LISTEN
  - more than we talk
  - yield the floor
  - follow and learn from a diverse group
  - don't assume we know what's needed
- SELF-EDUCATE
  - do not expect free education from racialized people
- TAKE ACTION
  - leverage our privilege
  - amplify

The Anti-Oppression Network
Pillar Nonprofit Network

AC SLP A

Breakout Rooms

1. Listen actively

2. Communicate to be understood

3. Reject name-calling, belittling, stereotyping, bias

4. Pay attention to your feelings and triggers

5. Be mindful of power dynamics

Scenario 1

J is an Audiologist/SLP at community health unit, in a diverse community with a large proportion of vulnerable families. J is feeling some apprehension about an upcoming appointment with one of their clients, X.

X and his parents are newcomers to Canada. X was assessed and identified as having a moderate hearing loss/language delay. When discussing the diagnosis with X's parents, they seemed dismissive of the diagnosis and appeared to be agitated. From experience with clients of the same cultural background, J expected this reaction, in addition to a lack of engagement in decision-making, and so knew that a more directive approach was required. However, the session ended with X's parents refusing any further services.

J has convinced X's parents to come in for one more conference. To prepare, they researched cultural competence considerations for X's cultural background but found very little useful information. Learning from the last appointment, they tried to book an interpreter but no one was available who spoke X's language. J is worried that X's file will have to be closed.

1. How are dominant culture norms affecting service delivery in this scenario? How do they come into play in your service delivery?

2. How do the concepts of equity, diversity, and inclusion apply to this scenario? How do they apply to your workplace?

EQUALITY   EQUITY
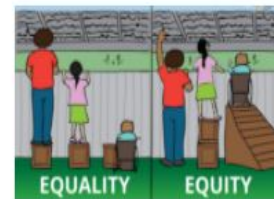
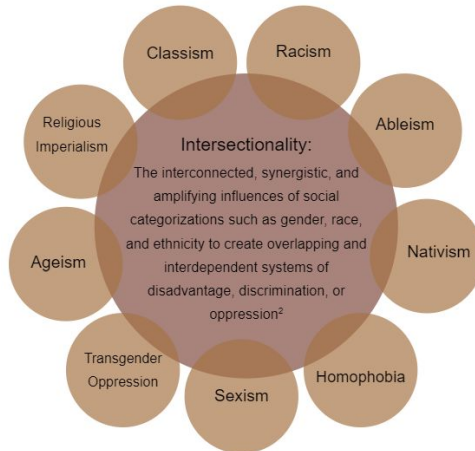Equity   Diversity   Inclusion
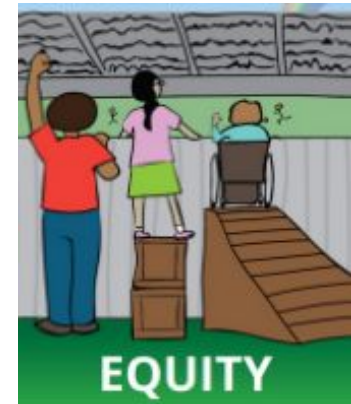
Scenario 2
(Adapted from Penn et al., 2007)

An elderly Cree woman with dementia has recently moved in to a long-term care facility. Her file lists English as her spoken language. Her initial assessment results indicate that she is speaking in jargon and her care plan is developed based on this finding.

A friend visits and realizes that the woman is speaking Cree. They explain that after their friend's experience in the residential school system, where she was punished by teachers for using Cree, she stopped speaking it altogether and only spoke in English.

1. What isms apply to this scenario?

Classism
Racism
Religious Imperialism
Ableism
Ageism
Nativism
Transgender Oppression
Sexism
Homophobia

Intersectionality:
The interconnected, synergistic, and amplifying influences of social categorizations such as gender, race, and ethnicity to create overlapping and interdependent systems of disadvantage, discrimination, or oppression[2]

2. What are the barriers to equitable care in this scenario? How might they be reduced?

EQUITY

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