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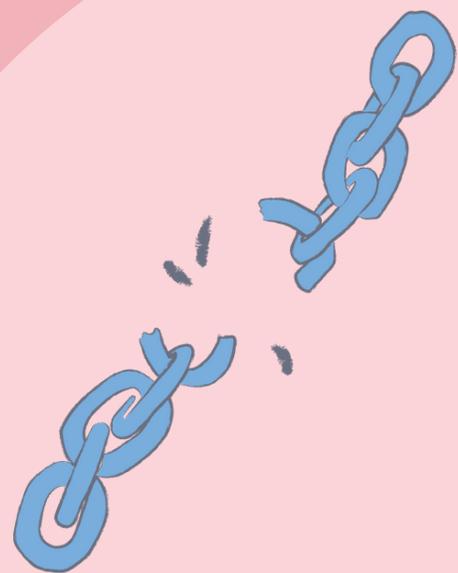


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ANTI OPPRESSIVE FRAMEWORK 101

APPROACHES AND EXERCISES

Learn about the basics of power dynamics and how they uphold injustices. This document will outline some frameworks that can be used to unpack these injustices. These approaches were originally presented in SAF and Sustainable Concordia's Anti-Oppressive Framework 101 Workshop facilitated by Duha Elmardi.



OPPRESSION

**Prompt: How would you define
Oppression?**

**The Anti-Oppression Network defines
Oppression as;**

"A pervasive system of supremacy and discrimination that makes itself through differential treatment, ideological domination, and institutional control.

Oppression depends on a socially constructed binary of a dominant group (though not necessarily more populous) as being normal, natural, superior, and required over the "other". The binary benefits said group, who historically have greater access to power.



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OPPRESSION CONT'D

How it manifests...

Individual

Individual

A person's beliefs & actions that serve to perpetuate oppression

- conscious *and* unconscious
- externalized *and* internalized

Inter-personal

The interactions between people - both within and across difference

Systemic

Institutional

Policies and practices at the organizational (or "sector") level that perpetuate oppression

Structural

How these effects interact and accumulate *across institutions* - and across history

-The lens of Systemic Oppression
developed by the
National Equity Project



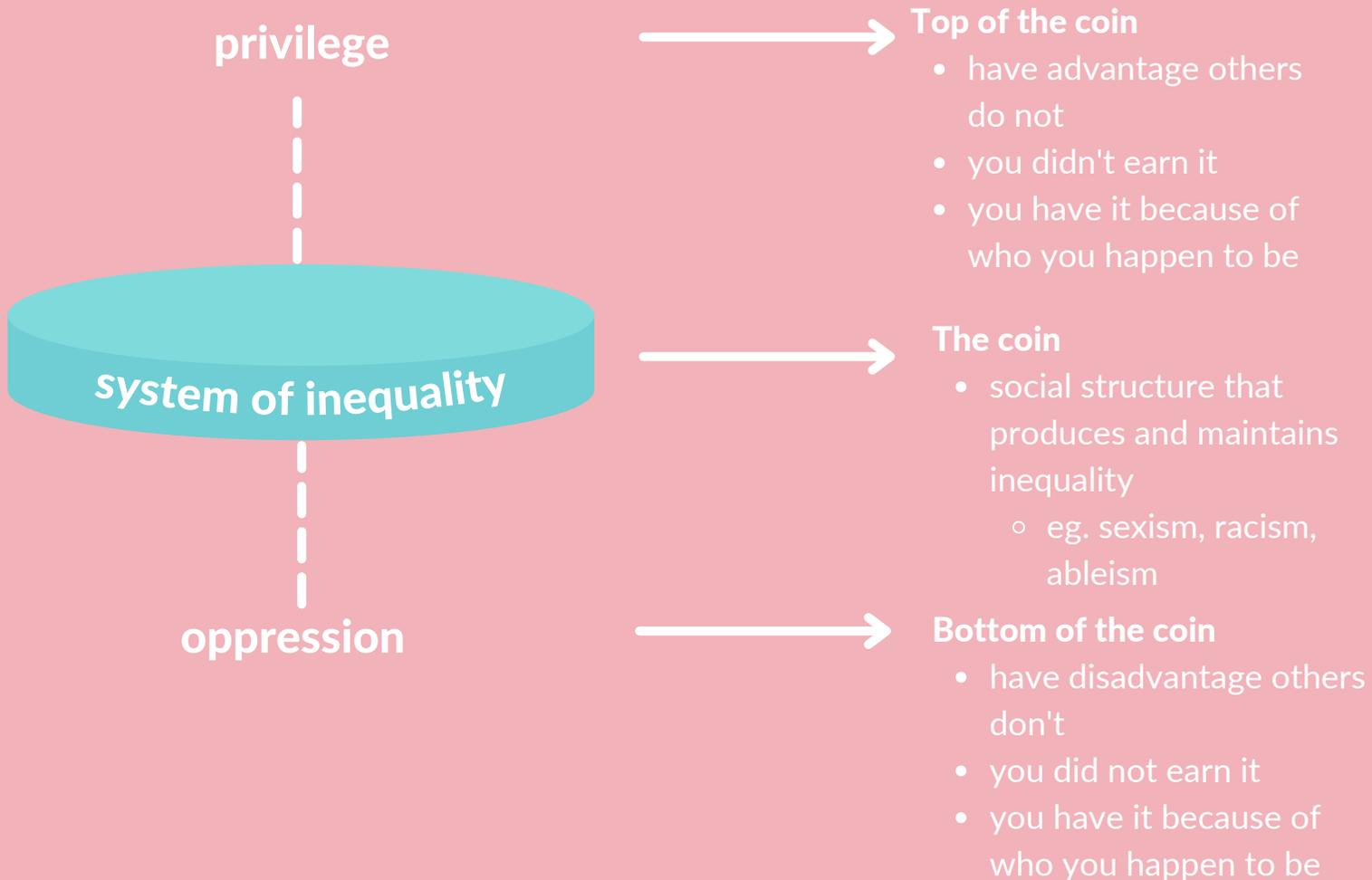
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PRIVILEGES & POWER

Prompt: How do you define Privileges?



-The coin model of privilege and critical allyship: implications for health
BMC Public Health 19, 1637 (2019)
<https://doi.org/10.1186/s12889-019-7884-9>

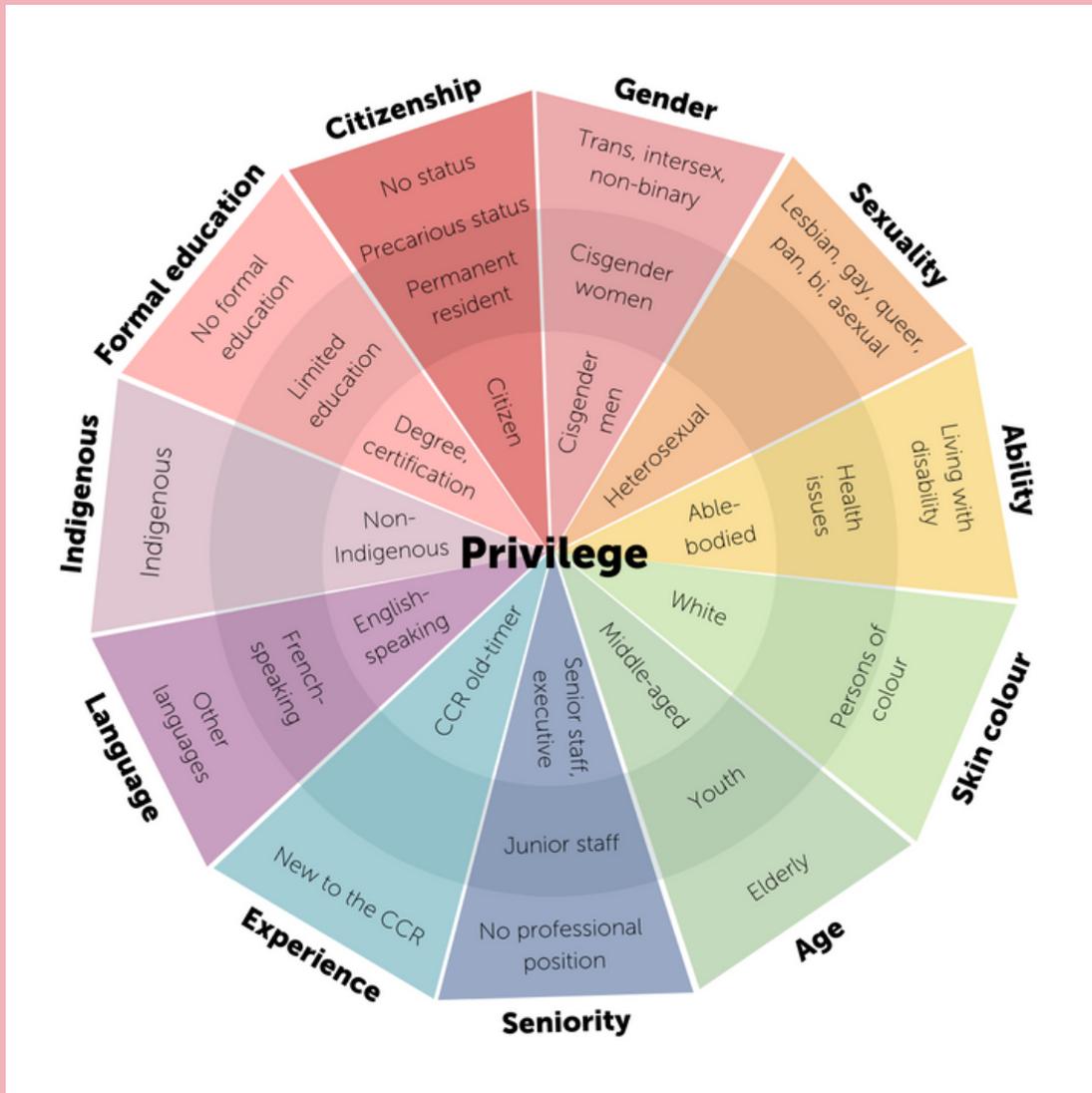


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PRIVILEGES & POWER



The closer you are to the centre of the wheel the more privilege you have.

-Wheel of Power

<https://ccrweb.ca/en/anti-oppression>

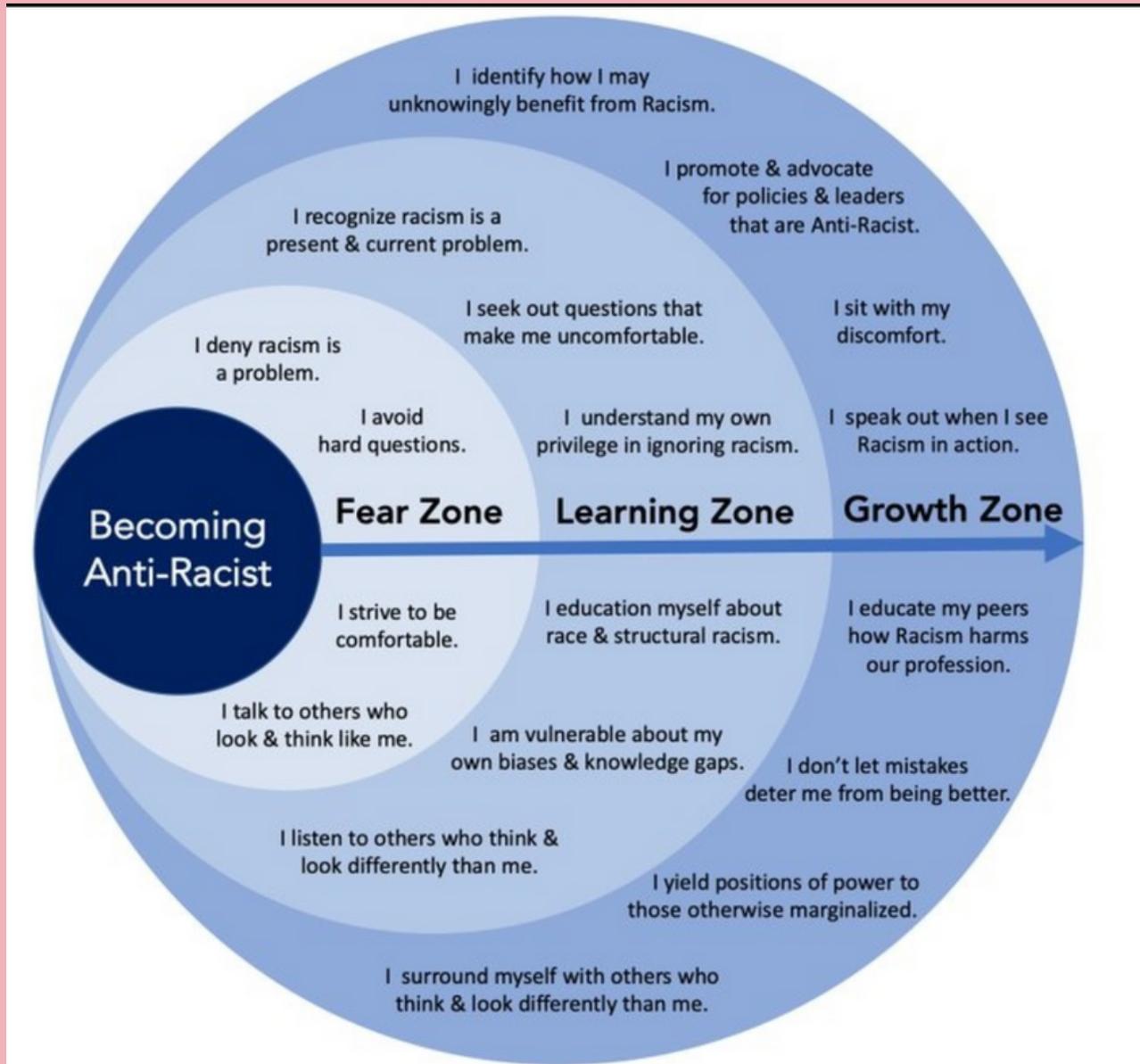


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CONTINUE LEARNING...



- Andrew M. Ibrahim, MD, MSc



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CONTINUE LEARNING...

- <https://native-land.ca/>
- <https://reseaumtlnetwork.com/>
- <https://www.jimchuchu.com/oppresion>
- <https://theantioppressionnetwork.com/>
- <https://artreachtoronto.files.wordpress.com/2016/01/artful-anti-oppression-1-roots.pdf>
- <https://www.nationalequityproject.org/frameworks/lens-of-systemic-oppression>
- <https://www.pbslearningmedia.org/resource/cb19-ss-types.microaggressions/microassult-microinsults-and-microinvalidation/>
- <https://bmcpublichealth.biomedcentral.com/articles/10.1186/s12889-019-7884-9>
- https://www.americansforthearts.org/sites/default/files/pdf/2019/cultural_equity/Identity%20and%20Social%20Location%20Wheel.pdfq



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KEEP LEARNING AND TAKING ACTION!

