

The EIC Herald

EQUITY INCLUSION DIVERSITY



ANTI-OPPRESSION IN SERVICE

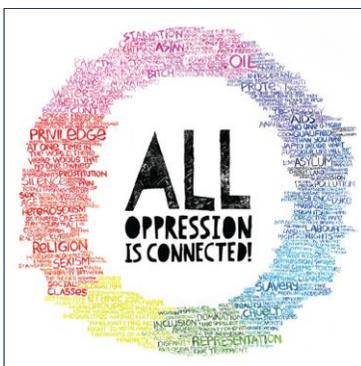
At SLMH, we engage with multiple intersections of privilege and oppression. We see the multilayered systems in our personal and professional lives. We see it play out and influence our colleagues as well as those we serve. If you are new to anti-oppression work, it may seem overwhelming and daunting to challenge systems that have been in place for generations. It takes time, dedication and curiosity... continued to page 3.

CURIOSITY CORNER

ASK THE EIC?

Have a question? We may be able to answer it!

Email us or drop your question in any EIC box (coming soon)! We'll do our best to respond to all queries while honoring your privacy!



WHAT IS OPPRESSION?

What does this word mean? How does it apply to me as an individual? How does it apply to our work? How does it apply to our community? - According to the Anti Oppression Network, "Oppression is the use of power to disempower, marginalize, silence or otherwise subordinate one social group or category" ... (cont. on page 3)

What is Anti-Oppression?

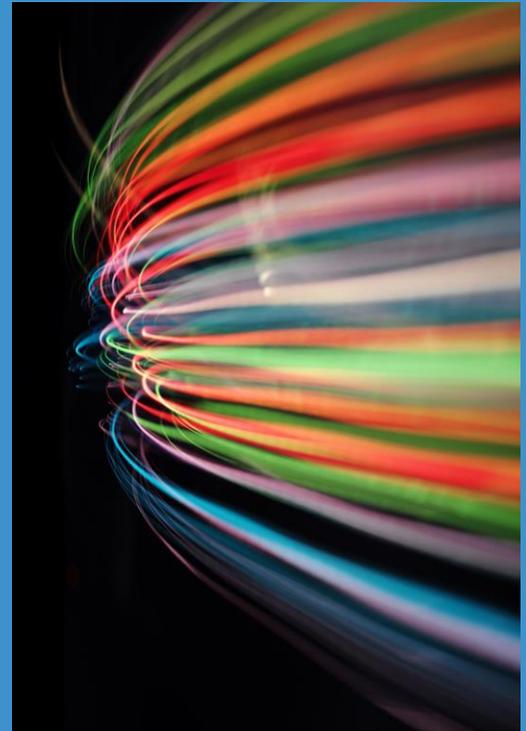
According to the National Council of Jewish Women, there are at least types of oppression:

“Oppression: “The use of power to disempower, marginalize, silence or otherwise subordinate one social group or category, often in order to further empower and/or privilege the oppressor.” [AON](#) Oppressed groups may consist of people who share a historically marginalized identity like people of color, or individuals of a certain religion or gender.

Systemic Oppression: Discrimination that is omnipresent in our societal structures, like our laws, education, and customs.

Anti-Oppression: Actions that seeks to provide equitable approaches and practices to mitigate the effects of oppression.”

See more definitions [HERE!](#)



TAKING ACTION

PERSONAL AND PROFESSIONAL ACCOUNTABILITY

There are many ways to engage with anti-oppression material. You can click through the links on this newsletter. You can attend a training. You can join a group that supports anti-oppression work. At the end of this newsletter, we have listed multiple training and continuing education options for broadening your understanding of anti-oppression work!

For additional information, you are invited to click any or all the links attached to articles and photos!

SERVICE IN ACTION:

INTENTIONAL ANTI OPPRESSION PRACTICES FROM YOUR COLLEAGUES:

“I use gender-neutral language when talking about peoples' partners or love interests until a gender is specifically identified. And I mentally note that people may be attracted to more genders, or have more partners, than we have previously discussed (unless specified otherwise). “



See more tips below! Find out how to share your own anti-oppression strategies in action, too.

CONT FROM PG 1

ANTI-OPPRESSION IN SERVICE

It takes time, dedication, and curiosity to alter our habits and to make lasting change. The first step is to observe. Notice thoughts and feelings when these types of topics are brought up. How do we feel when our automatic thoughts aren't lining up with our values? How do we feel when discovering an unacknowledged or internalized belief about a person or group? Did we just hear ourselves tell a joke or use a word that may be insensitive? Taking an inventory of our biases, habits and privilege will help us identify potential areas of growth as well as areas of strength. During this phase of our growth, we get to identify when we feel defensive, angry, embarrassed, and confused. What would happen if we were curious about our own defensiveness? What if we were curious about our biases? What if we were curious about our core beliefs and the origin of our biases? Do our biases line up with our values?

Once we have identified areas of growth, we get to read, talk to others, and engage with media and materials that shift and move us into anti-oppression work. Small changes can have a big impact!

You are invited to review SLMH's Anti-Oppression Policy in SharePoint!

What is Oppression? Cont. from pg 2

Oppression is a heaviness, a weight upon a person's mind and spirit. When we consider the context of power, oppression is the use of privilege to reduce power and freedom, limit options and access to resources, as well as punish those that act outside of the prescribed limitations. Discrimination, racism, sexism, xenophobia, and homophobia are used along with violence to promote one group and oppress another.

TAKING ACTION

CONTINUED

Anti-Oppression Resources

[Artful Anti-Oppression Workbook](#)

[The Anti-Oppression Network](#)

[Ontario Association of Children's Aid Societies.](#)

[The Anti Violence Project](#)

Terms and Definitions

[The Nation Council of Jewish Women](#)

Useful Concepts in Anti-oppression

[Anti-Oppressive Practice in Health and Social Care CH. 2](#)

Racial Trauma

[Cultural Somatics Ecourse on Racial Trauma](#)

Microaggressions

[Youtube Video Link](#)

Additional Information and Resources:

Simply click the links and use the search function to find anti-oppression classes and workshops that are often free!

[CE's For Less](#)

[Clearly Clinical Podcast](#)

[Eventbrite](#)