

Bakau Consulting

FUNDAMENTALS OF ANTI-OPPRESSION

Welcome!

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Bakau Consulting is a full-service equity, inclusion and anti-racism consulting company based in Canada, with a global, intersectional approach.

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Vancouver, BC. April 9th 2021.



www.bakauconsulting.com

hello@bakauconsulting.com

Our Mandate

ANTI-OPPRESSION

is the driving force behind our work. We name, deconstruct and re-imagine unjust systems. Then, we strategize for the revolution - and invite you to join.

ANTI-RACISM

is not only a core value for us but an active, ongoing journey towards race-forward liberation. As a Black-led, diverse team, we use an anti-racist lens to drive all forms of equity.

INTERSECTIONALITY

is a lens through which we view the world: we see that all systems of oppression are interconnected. Inspired by the words of Kimberlé Crenshaw and the actions of intersectional feminists, we believe in a nuanced and holistic approach to social justice work.

EQUITY

is about the redistribution of power and resources. It's a process we see as crucial to fair and just workplaces.

NON-LINEAR GROWTH

acknowledges that we are all learning. We are deeply open to new knowledge - in fact, we actively seek it out - that we can share with our clients.

LIVED EXPERIENCE

is just as important as professional and educational experience... maybe even more so.

RADICAL HOPE

means that we believe (most) organizations have the capacity for change - with the guidance we're happy to provide!

LIBERATION

is the end goal. We may not reach it in our lifetimes but we work to help turn the cogs of change set into motion by our activist ancestors.

WHERE
ARE
WE



WE ACKNOWLEDGE WHERE THIS
WORK TAKES PLACE. VANCOUVER IS
SITUATED ON STOLEN, ANCESTRAL
AND OCCUPIED LANDS OF THE
XʷMƏΘKʷƏYƏM (MUSQUEAM),
SƏL'ILWƏTAPŁ (TSLEIL-WAUTUTH), AND
SKWXWÚ7MESH (SQUAMISH)
TERRITORIES.

ANTI-OPPRESSION GOALS

- **Attention to Detail:** This work is very complex. Oppression is both systemic and interactional, overt and insidious. What we aim to do is create a lens to perceive detail, so that we can think critically and act in turn.
- **Acceptance and Expectation of Non-Closure:** We will not cover everything today, nor in our broader programming. It's okay to feel unresolved and leave with further questions.
- **Right to Pass:** Anti-oppression work is best when folks are very tuned in to their bodies. Creating the right environment is highly effective for allowing us to sit in our non-physical discomfort. Listen to your bodies' cues, and pass if it's what will help you achieve the most depth.
- **Challenging Concepts, not People:** Today, our workshop's emphasis is on systems, and in turn embodiments, of oppression. We want to name them so we can locate them everywhere.

Our Journey with Anti-Oppression...



What is it?



What are some
key perspectives?

What are
the impacts?

How do we
reprogram?

What can
we do?

WHAT IS OPPRESSION?

Oppression is a state of being in which some benefit and others do not. It is an umbrella term that encompasses all different experiences of uneven power dynamics and opportunities. Those who don't benefit from the systems in place experience many repercussions that range from extremely subtle to extremely explicit; all of which are connected to the broader *systems of oppression*.



WHAT IS ANTI- OPPRESSION?

Anti-oppression is a lens and practice of noticing, naming, and dismantling oppression. It is an umbrella term that encompasses all expressions of oppression – pointing to the fact that all are connected and work to reinforce one another. Anti-oppression is both expansive and specific; systemic and small-scale. Due to the overwhelming omnipotence of oppression, we're about to work through it with a fine-toothed comb.



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LESSONS FROM KIMBERLE CRENSHAW

George Floyd

Eric Garner

Mike Brown

Laquan McDonald

Alton Sterling

Tamir Rice

Philando Castile

Breonna Taylor

Jazzaline Ware

Michelle Cusseaux

Rekia Boyd

Sheneque Proctor

Tanisha Anderson

Mya Hall

LESSONS FROM KIMBERLE CRENSHAW



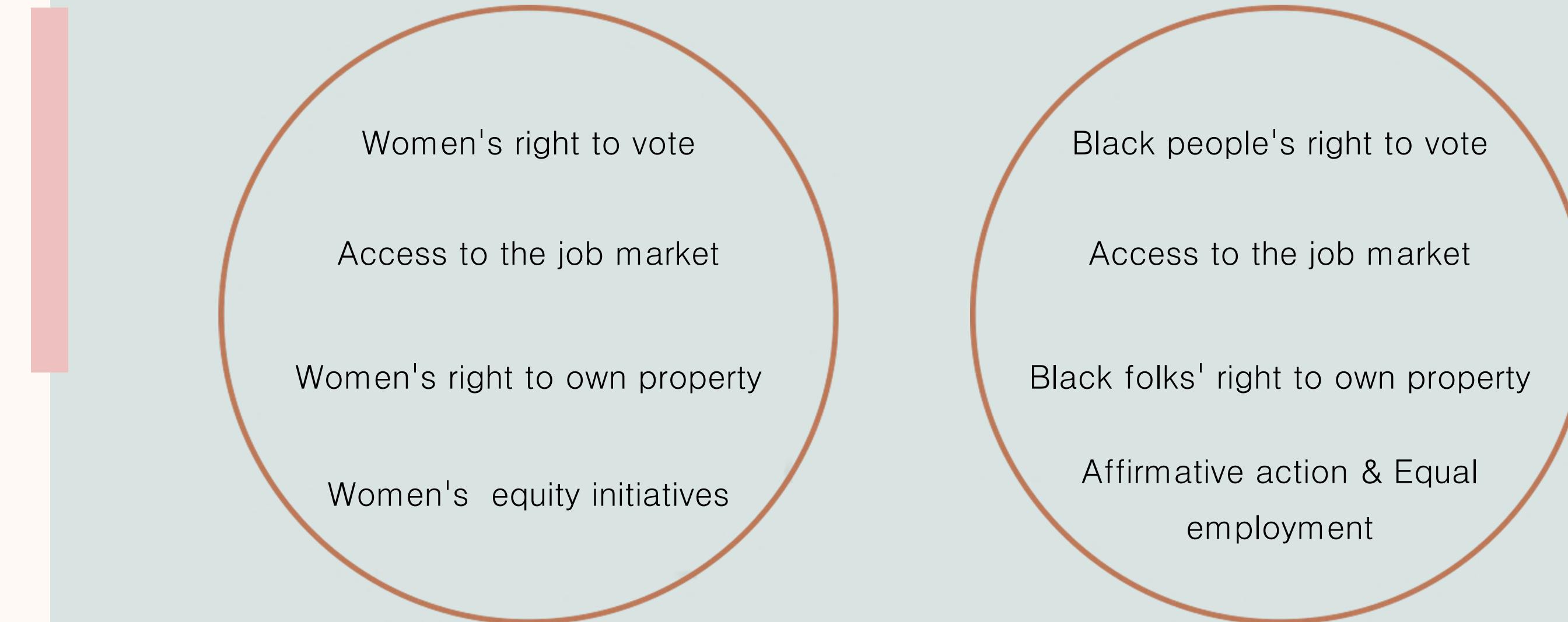
INTERSECTIONALITY

Intersectionality is a concept that describes how patterns of subordination can overlap, or ‘intersect’. Systems of oppression are interconnected and must be examined as such. People’s lives are often informed by multiple identities that need to be considered.

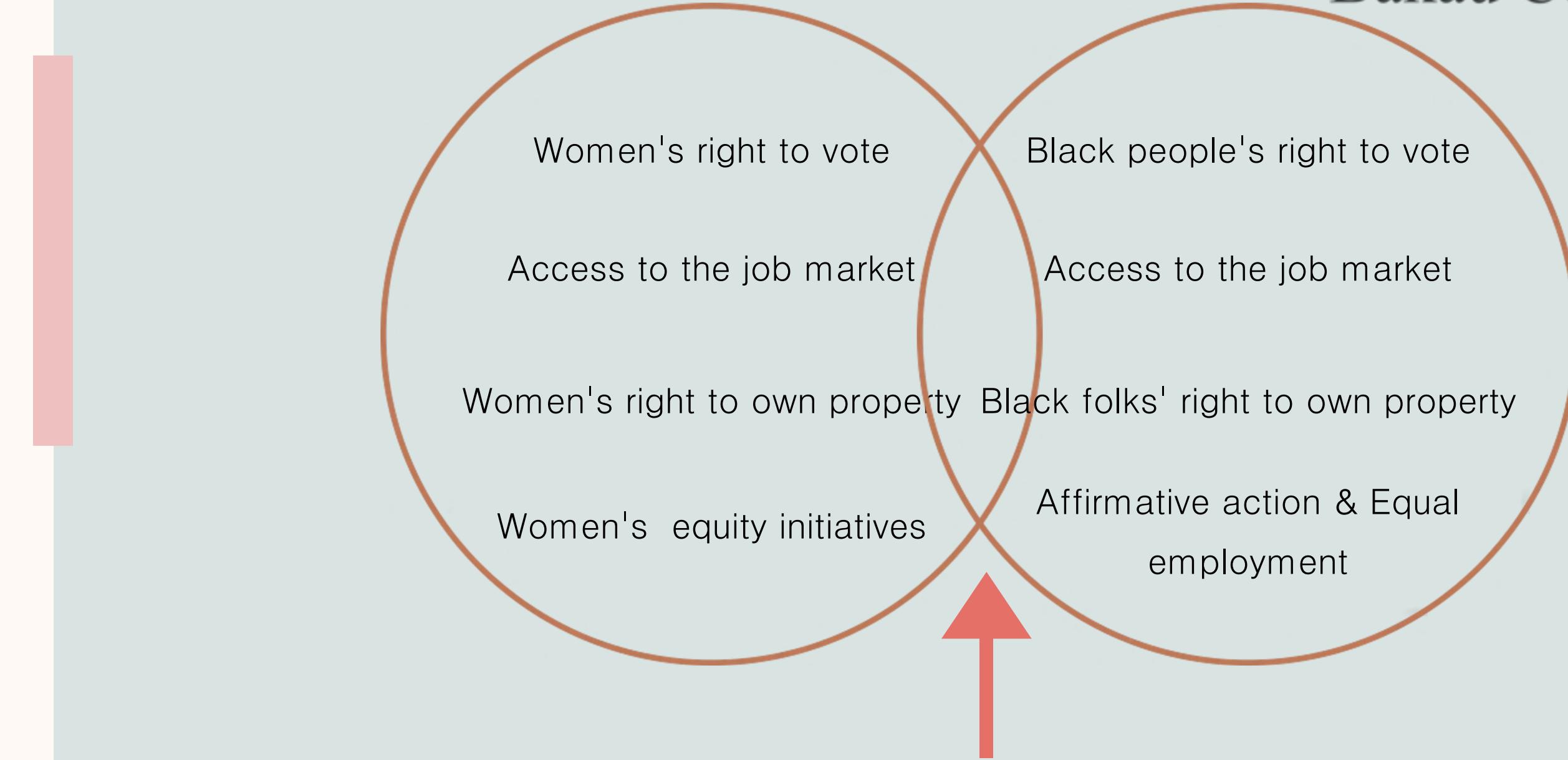
INTERSECTIONALITY IN HISTORY

- Crenshaw's theory built on the work of the Combahee River Collective, a group of Black feminists in the 1970s, who described how different forms of discrimination were interlocking; racism, classism and sexism were not only related, but reinforced one another.
- As early as 1924, published scholarship by Zitkala-Sa, a Sioux activist, examines how gender, race, and age shape women's experiences, and how colonial forces use gender, race, and age to control women's bodies and land.
- Even further back, abolitionist and women's rights activist, Sojourner Truth, made her famous 'Ain't I a Woman?' speech in 1851.

INTERSECTIONALITY VISUALIZED

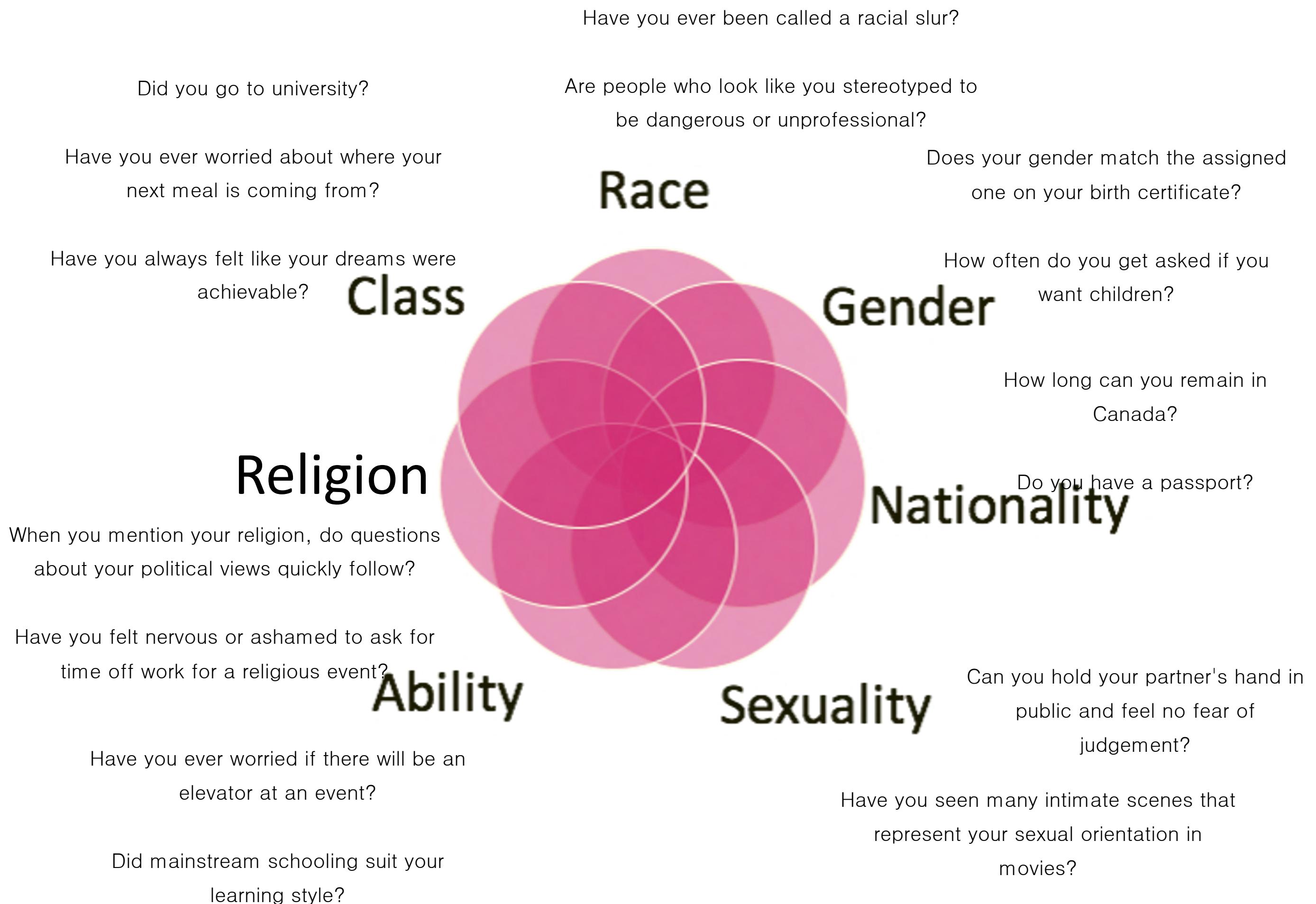


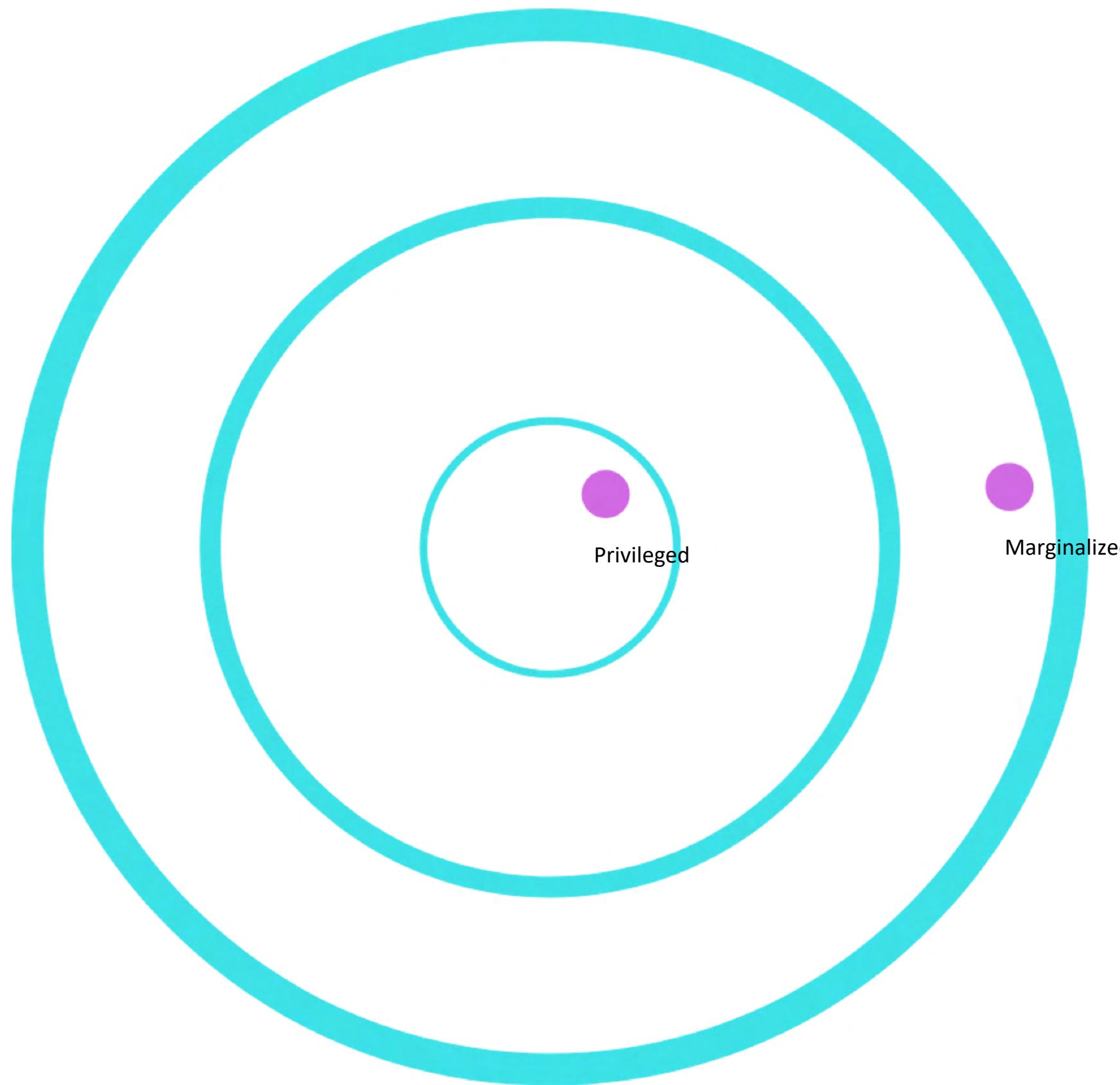
INTERSECTIONALITY VISUALIZED



Intersectionality is the space in which these categories overlap in order to complicate one another and provide necessary dimension

Intersectionality visualized





"Choosing the margins as a space of
radical openness"
-bell hooks

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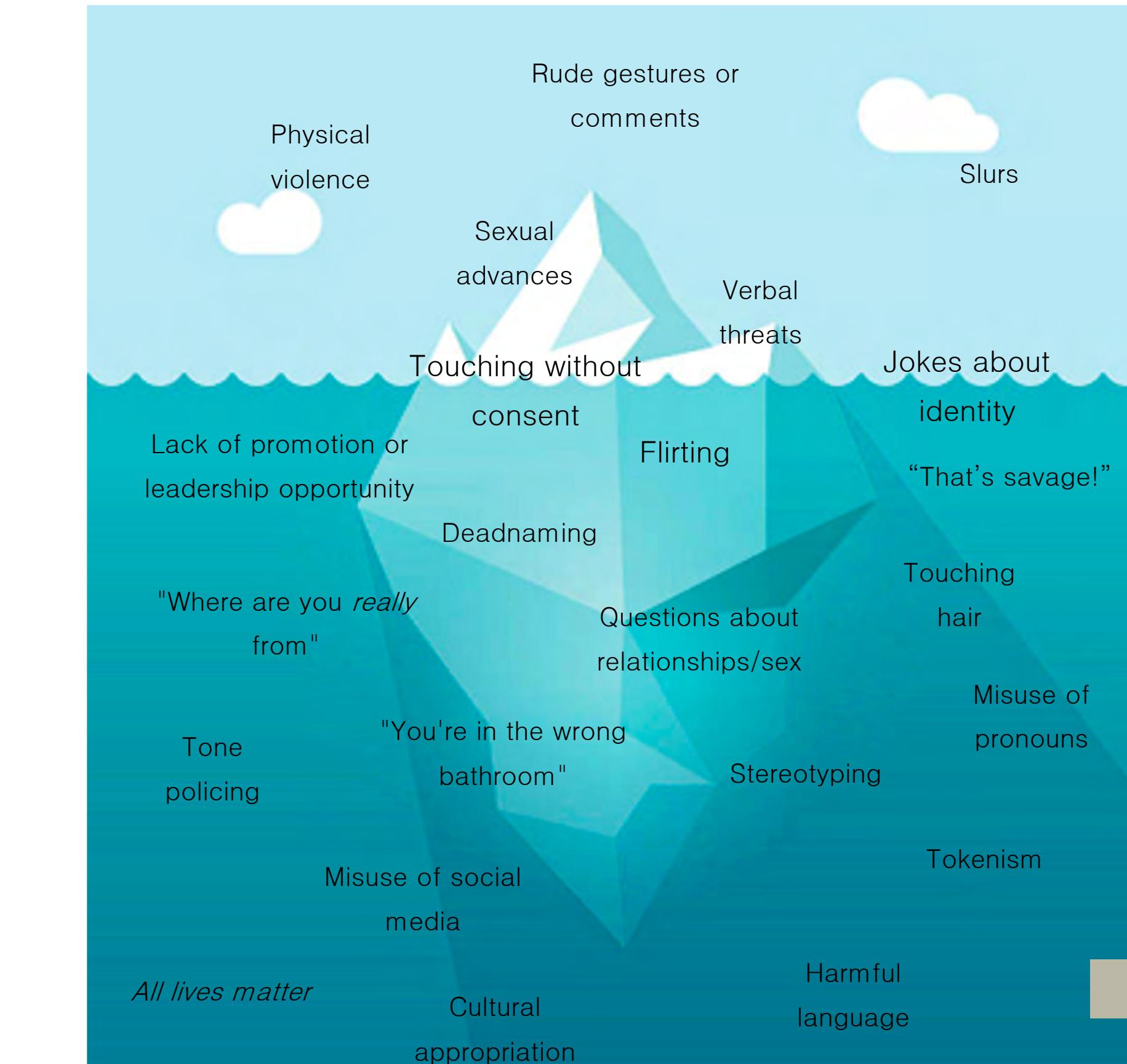
NAMING SYSTEMS OF OPPRESSION

Building self- and organizational-awareness of historical marginalization and ongoing inequality, in a local and global context, allows us to understand each individuals' experiences and barriers.

Naming helps us establish common understandings of pervasive systems. Because we all live within these systems, it's important to unpack the ways in which we are impacted by them.

What are some systems of oppression?

What do their effects look like?



MICROAGGRESSIONS

THE ICEBERG MODEL

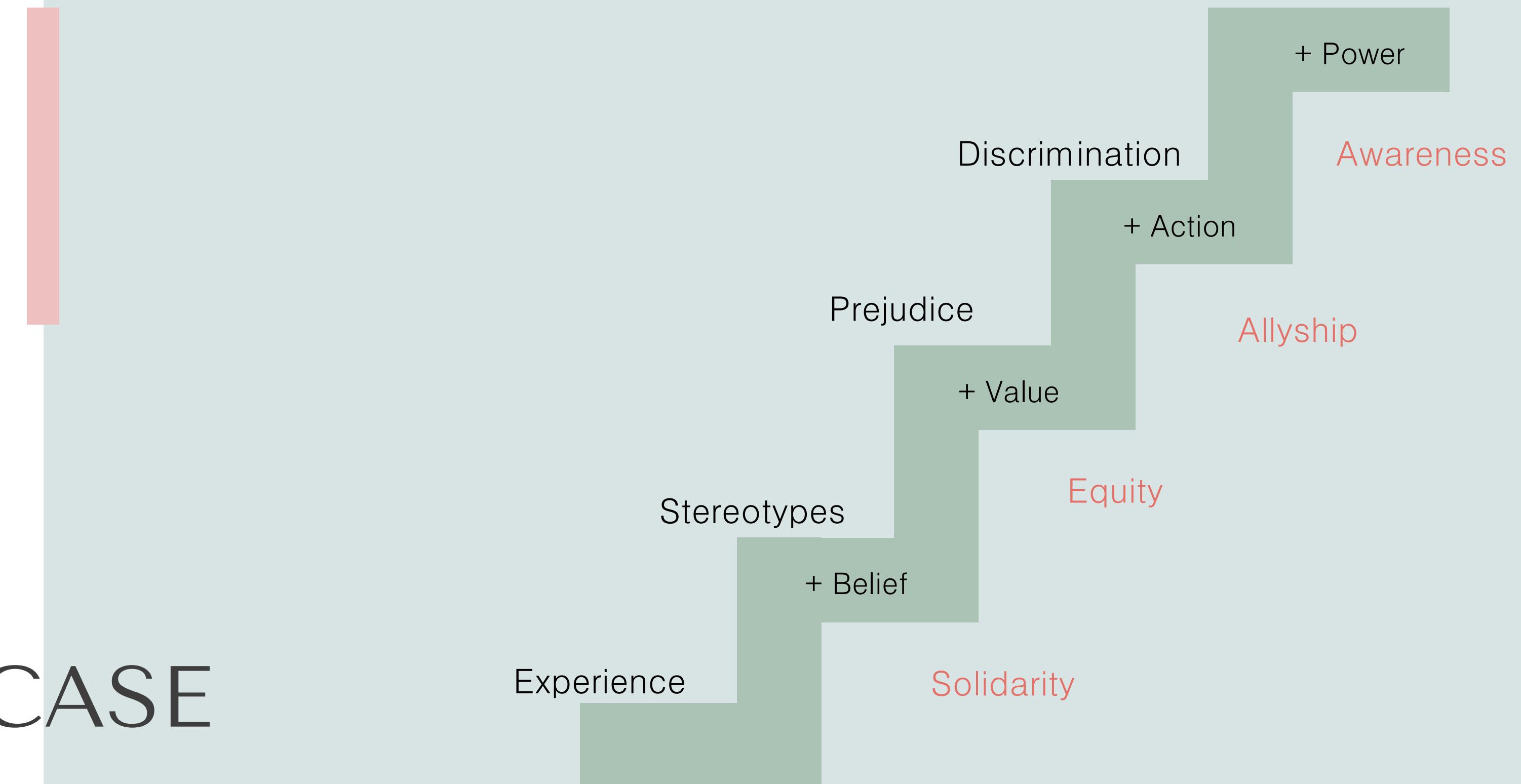
Microaggressions are subtle, insidious aggressions that are either intentional or unintentional and often recur. They dismiss, isolate, belittle, and other individuals, particularly on the basis of marginalized identities.

The term **MICROAGGRESSIONS** was coined and developed by Dr Chester Middlebrook Pierce.

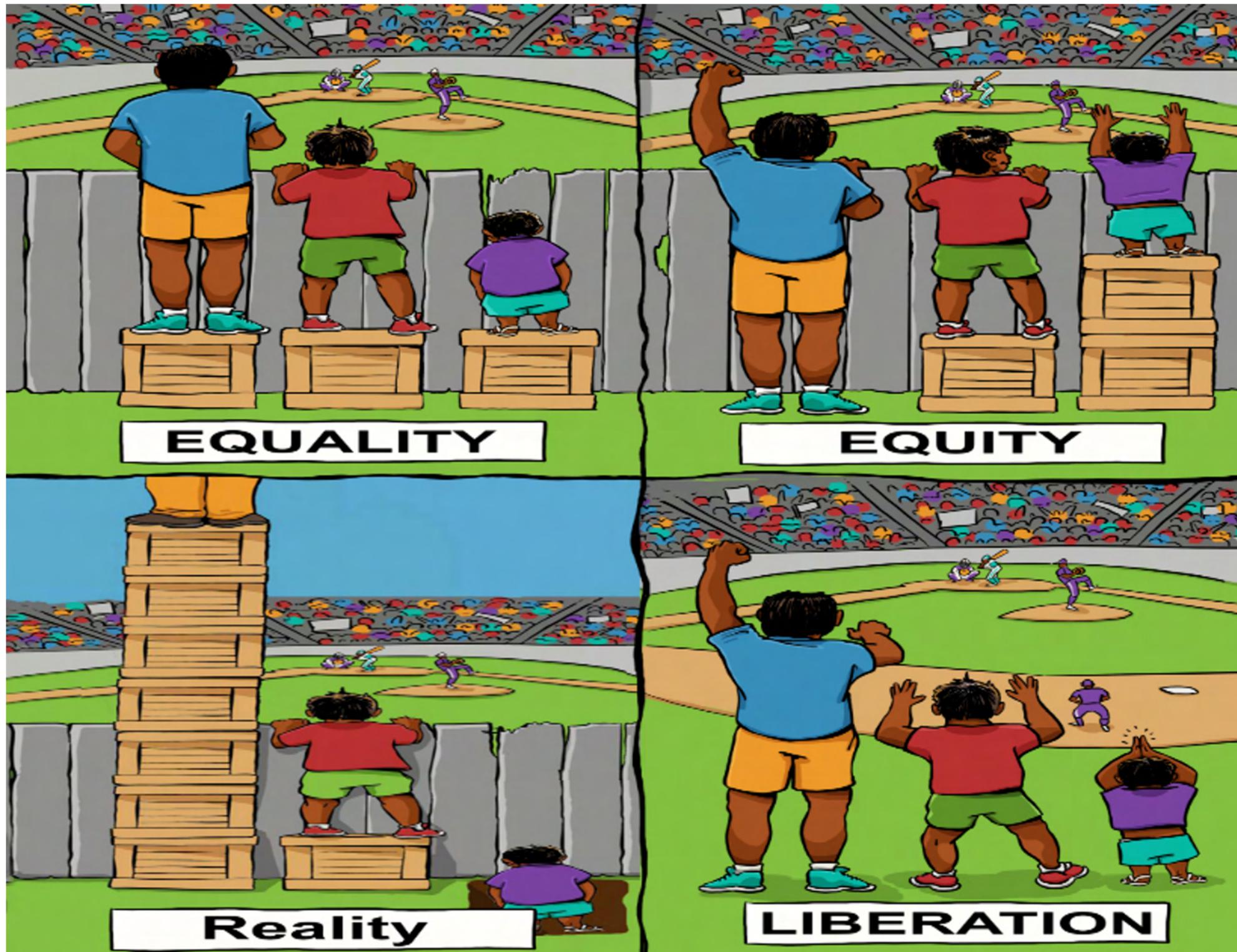
STAIRCASE OF OPPRESSION

Bakau Consulting Inc.

Oppression

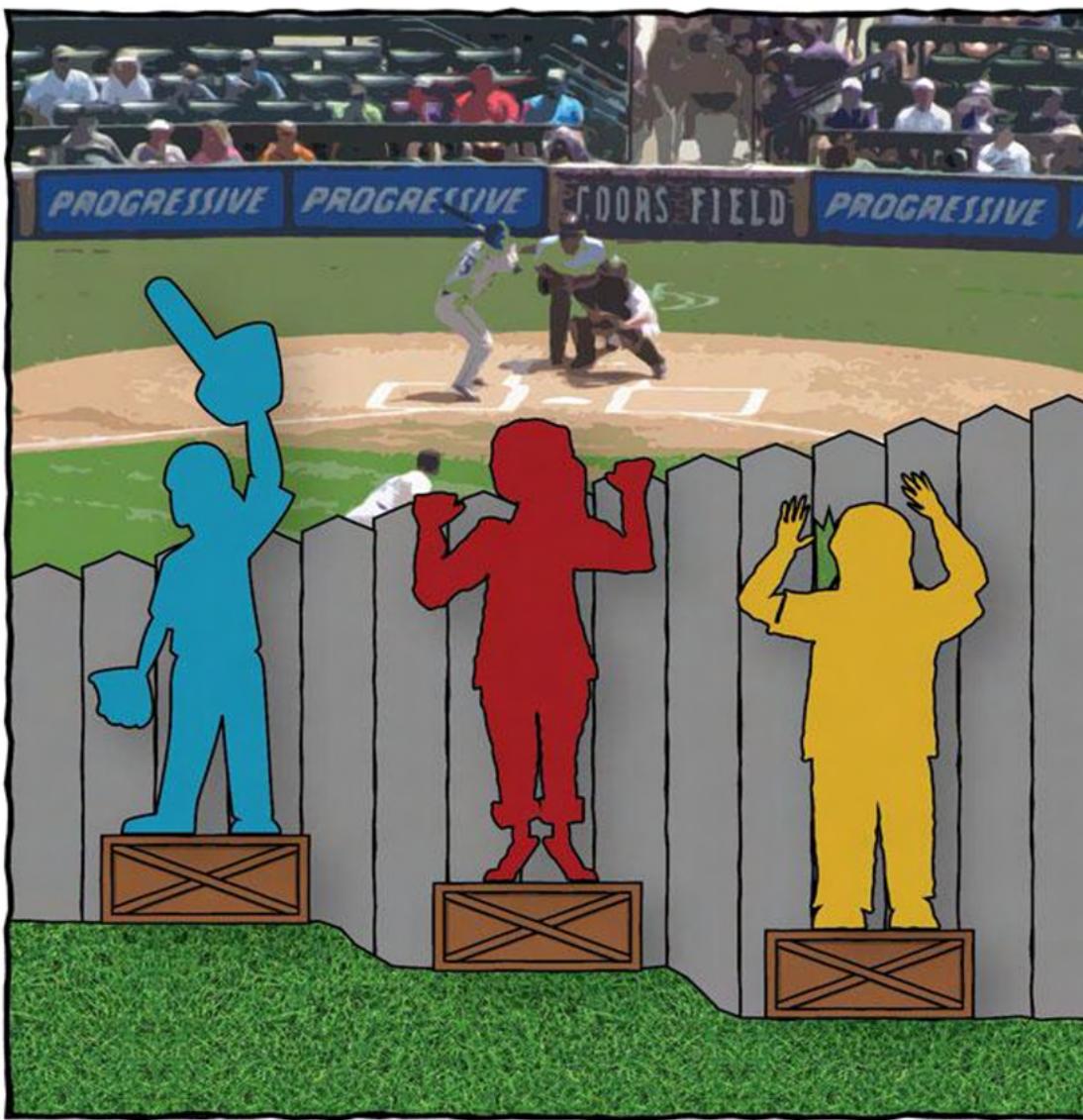


EQUITY VS EQUALITY

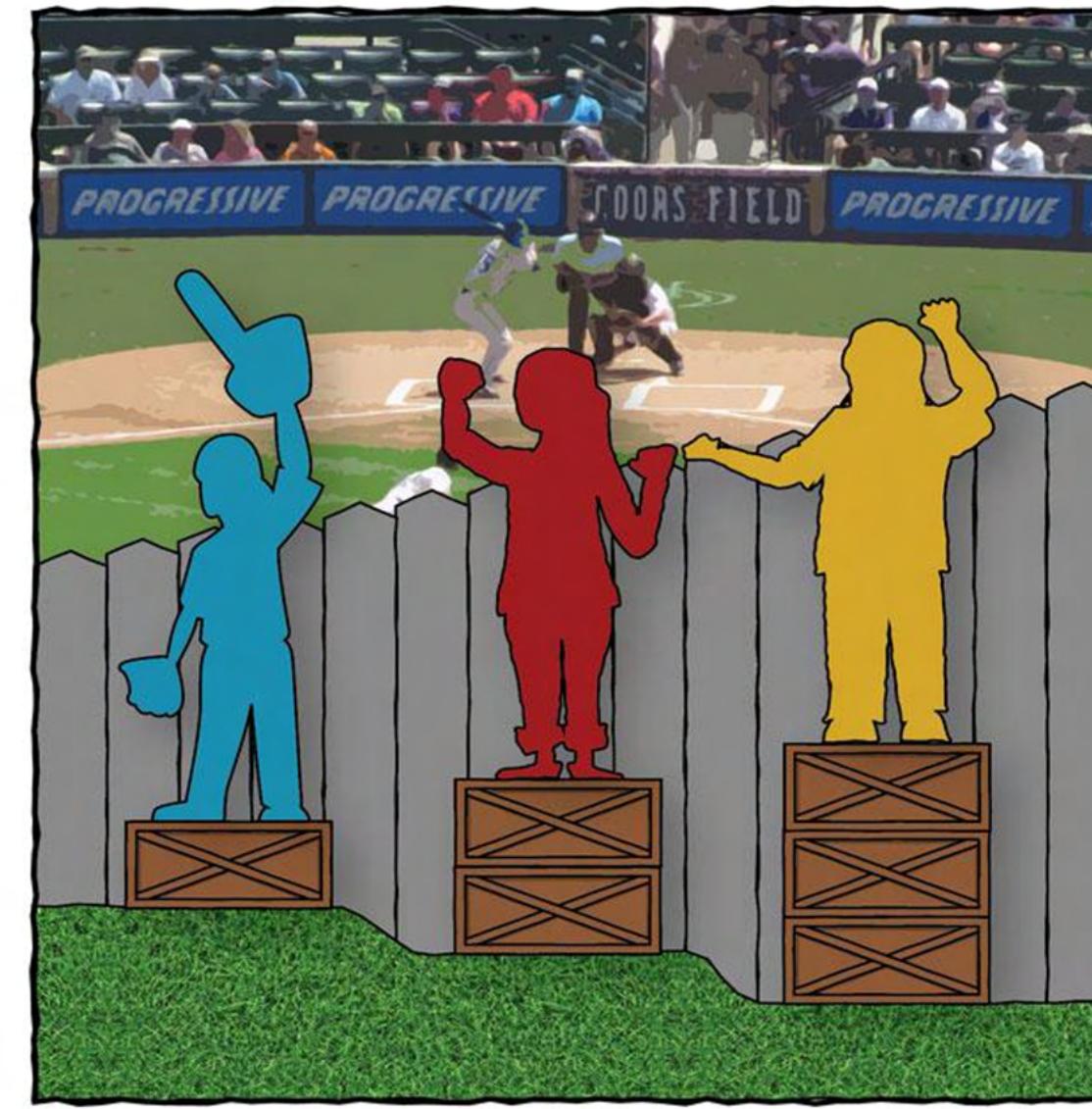


EQUITY VS

EQUALITY



EQUALITY



EQUITY

Break



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UNCONSCIOUS BIAS



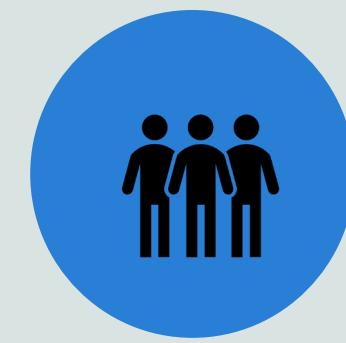
НЛХ ЎНЧФИВ

Heuristics are **mental shortcuts** to ease the cognitive load of making decisions. Examples of this method include using an educated guess, an intuitive judgment, or common sense.



COGNITIVE BIAS

A bias is a tendency, inclination, or prejudice toward or against something or someone. Such **cognitive shortcuts** can result in prejudgments that lead to rash decisions or discriminatory practices.



STEREOTYPES

A stereotype is a simplified assumption about a group based on prior experiences or beliefs. Stereotypes can not only lead to faulty beliefs, but they can also result in prejudice, discrimination and exclusion.



EXCLUSION

The act of leaving someone out or creating barriers for certain people or groups. Exclusion is a form of discrimination, typically based on unconscious and unfounded biases about a person or group.

If unconscious bias goes unchecked, it can lead to a narrow pool of people being hired and promoted.

It hinders creativity, diversity and inclusion in the workplace.

This stunts innovation, productivity and growth.

Confirmation bias leads us to always search for or interpret information that confirms our preconceptions.

"They remind me of myself, they'll fit in here!"

Halo effect means we translate one good thing about a person to mean they will succeed in many other areas.

"They turned up early which must mean they will be good with deadlines"

Cloven Hoof effect means we generalize one negative trait to someone's whole personality.

"I don't like the way they dress, they must be unmotivated and unprofessional."

UNCONSCIOUS BIAS

1



2



Applying Anti-Oppression: *A Lesson on Intentions*

- The first acknowledgement was one of pain, and the reaction was accepted as valid.
- Sarah went further, acknowledging pain might be amplified by Laurie's previous experiences. This dictated Sarah's response.
- By learning about the intricacies of anti-oppression, we become more tuned in to impacts of our actions, whether or not they were intentional.

*When we talk about being intentional,
that is to narrow risk of perpetuating
oppression. Our intentions never
absolve us of harm caused.*

Clio was attending a conference on Diversity & Inclusion. She had signed up for each workshop before the event to make sure she secured her spot before they ran out. In the morning, she attended a workshop on Inclusive Communications, which she was passionate about because she worked in Communications at an engineering firm. She had been struggling to find ways to integrate more inclusion in her work, so this session felt really meaningful. Halfway throughout the session, Clio had to use the washroom. She exited the room and scanned the hallway for a bathroom. She wandered along and couldn't find any, until she finally turned a corner and spotted the bathrooms. Neither of the gendered bathrooms had wheelchair accessible stalls, so Clio turned around and headed for the elevators. She tried the ground floor and scanned around again. Finally, she was able to find an accessible washroom. Afterward, she made her way back to the workshop, only to find that it was nearly over, and she had missed the part discussing practical skills.

Clio headed into lunch, comforted by the fact that the Intersectionality 101 workshop she had signed up for was scheduled soon. She made her way to the boardroom, only to find that there were two steps leading up to it, and a very narrow doorway. She had attended the conference alone and didn't feel comfortable asking strangers to lift her in her chair and help her squeeze through the doorway. She decided to attend the workshop on Disability Justice instead, which was on the ground floor with no steps.

Clio found an event organizer and let them know of her disappointment. They replied, "I'm so sorry to hear that, that really sucks!"

When Valeria showed up to work one morning in a sweater, their colleague Michael joked, “Aww no sundress today? And I thought Mondays couldn’t get any worse!” Valeria began to say “Well it’s autumn so...” but their colleague had already winked at them and made an exit. Later on, he approached them and said, “I didn’t mean to give you a hard time, I like the sweater. Girl, you make anything look good.” He placed his hand on their arm, and when they flinched, he said he just wanted to see if the fabric was as soft as it looked.

When Valeria was heating up their lunch, Michael asked them if it was “something exotic like you.” They tried to ignore him, but he chuckled and said, “Oh come on, learn to take a compliment.”

Valeria approached their manager’s office but noticed through his open office door that he was meeting with someone else. They came back later, and as he ushered them in, he closed the door behind them. Valeria confided in their manager about the incidents with Michael, but he told them they should feel honoured to receive the validation. He added, “You’re a beautiful woman, you deserve comments like that.” He grabbed their hands and squeezed them as he said, “Live a little!” Valeria thanked him for his time and went back to their desk.

Our Journey with Anti-Oppression...



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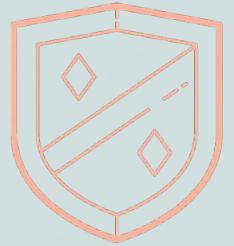
What are
the effects?

How do we
reprogram?

What can
we do?



*Folks often want to know what they can do.
Why might the collective instinct to do
be harmful?*



DEFENSIVE



DEFLECTIVE



PRESUMPTIVE



DISINGENUOUS



Frequency Bias

Frequency bias occurs when you notice something new, and all of a sudden you see it everywhere.

Anti-oppression training helps produce a sort of intentional frequency bias.

Accompliceship is a responsible and ethical use of privilege and power.



- It requires grappling with our own privileges and understanding how they impact our blank spots
- It requires recognizing the harm caused by privileged people (including ourselves) now and historically
- It requires taking a step back and reflecting often
- It requires knowing when to speak up and when not to
- It requires following leadership from marginalized groups
- It requires sacrificing comfort for collective liberation
- It requires restructuring how we distribute our resources
- It requires an equitable lens that frequently picks up on intricacies of anti-oppression, and imagines inclusive alternatives

ANTI-OPPRESSION

IN ACTION

- Momentum
- Curiosity
- Critical Thinking
- Gratitude



Bakau Consulting

THANK YOU!!

FUNDAMENTALS OF ANTI-OPPRESSION

EDI in Research - A Framework

Created by Rachael E. Sullivan Ph.D.
UBC Equity & Inclusion Office

Sept 2, 2020

Components of Research Design & Methods

	Parts of Research Design	Assumptions	Impact(s)	Antidotes
Research Design	<ul style="list-style-type: none">• Research Questions• Population & Recruitment<ul style="list-style-type: none">◦ Indigenous peoples◦ Insider/Outsider• Methodology• Data Collection & Testing• Deliverables	<ul style="list-style-type: none">• Western/colonial bias in STEM disciplines• Research area(s)• Bias in questions asked• Power differential with research population	<ul style="list-style-type: none">• Limited results• Missing populations• Misalignment between methods used and population or data sets	<ul style="list-style-type: none">• Incorporate diverse 'worldviews' to ensure the results and deliverables meet a greater/broader need• Diverse literature/research• Draw on diverse research networks and clusters
Research Materials	<ul style="list-style-type: none">• Research Materials<ul style="list-style-type: none">◦ Tests & Instruments◦ Equipment• Data Collection & Testing• Deliverables	<ul style="list-style-type: none">• Alignment between methods used & research questions• Research Tools are exempt from EDI analysis• Everyone has the same access to tools, equipment and lab time	<ul style="list-style-type: none">• Misalignment between methods used and population or data sets• Research tools can potentially be exclusionary to those who this work is trying to benefit	<ul style="list-style-type: none">• Review access to tools, equipment, instruments and data collection methods using EDI & GBA+ lenses• Utilize diverse research networks to review their use of tools and materials in different contexts

Research Team(s) and Lab Culture

	Parts of Research Team	Assumptions	Impact(s)	Antidotes
Research Team & Lab Composition	<ul style="list-style-type: none"> ● Demographics: <ul style="list-style-type: none"> ○ Identities ○ Education ○ Expertise ○ Lived experience ● Hiring practices ● Onboarding & expectations 	<ul style="list-style-type: none"> ● All researchers will have the same access to resources, training, and experiences ● Biases & stereotypes ● Same or similar schedules 	<ul style="list-style-type: none"> ● Lack of diverse thought, perspective, and problem solving ● Limits the impact of research findings 	<ul style="list-style-type: none"> ● Utilizing EDI in hiring: <ul style="list-style-type: none"> ○ Development of JD's ○ Selection & Interviews ○ Decision making .
Research Team & Lab Composition	<ul style="list-style-type: none"> ● Mentorship & Promotion ● Training & Professional Development ● Communication ● Accomodations <ul style="list-style-type: none"> ○ Disability ○ Schedules ○ Celebrations 	<ul style="list-style-type: none"> ● All supervisors treat research trainees the same (lack of bias in team/lab) ● Mental health is not a concern among researchers by either supervisors or trainees ● Same or similar schedules 	<ul style="list-style-type: none"> ● Serious disruptions to lab dynamics and research productivity if supervisors do not recognize and respect the inherent differences among their trainees (i.e., religion, race, gender, sexuality differences, etc.) ● Ignoring mental health concerns can be detrimental to wellbeing of researchers and research productivity 	<ul style="list-style-type: none"> ● Begin each research team introductions with an overview into what EDI is, how to mitigate bias ● Create a process for engaging in conflict and microaggressions ● Establish clear work/life boundaries to increase wellbeing ● Establish clear work/life boundaries to increase wellbeing.