CRAFTING SPACES FOR ADVOCACY AND ALLYSHIP THROUGH CRITICAL INTERSECTIONAL PEER DIALOGUE

Barry Trentham PhD
(he,him)
Anne Lang-Étienne Memorial Lecture
University of Ottawa
August 6, 2021
ANNE LANG-ÉTIENNE
1932-1991

“she lived by her craft and honored, as she did all of her life, the artisans’ tradition and their mode of experiential apprenticeship (Lang-Étienne, 1988 in Thibeault, 2002)
Impacts of colonialism on the lives of Indigenous Peoples
Anti-Muslim hate 'normalized' for too long, say many in Muslim community mourning deadly London attack

CBC News · Posted: Jun 08, 2021 8:17 PM ET
Covid revelations: Ageism & Ableism


https://theconversation.com/ca
“It’s hard to identify a historic moment in real time, to pinpoint it when you’re living it.”

July 7, 2021
Toronto Star

Dr. Kofi Hope
Wellesley Institute
WHERE I’M COMING FROM....

....and why that matters.
“But there is an advantage to being old. I have a role to play in the movement by saying, ‘Here’s when it was worse.’”

David Marchese New York Times, Sept 9, 2020
Bring your whole self to work. Click the labels for more info.

AN OPTION FOR WHO?
My OT self …

My other occupational self…
OT SPACES OPENING UP....
anti-oppression
queer theory
cultural safety
Two-eyed seeing
anti-racism
critical race theory
equity, diversity & inclusion
critical reflexivity
intersectionality
cultural humility
social accountability
critical disability theory
Post-colonialism
Two-eyed seeing
Critical gerontology
Difficult conversations with people I care about
A CALL TO ADVOCACY.....

DR. BONNIE KIRSH MURIEL DRIVER LECTURE 2015

Transforming values into action:
Advocacy as a professional imperative

https://youtu.be/Kol4pO0bm8U
WHAT IS ADVOCACY?

“A key enablement skill enacted with or for people to raise critical perspectives, prompt new forms of power sharing, lobby or make opinions known to key decision makers”

(Townsend & Polatajko, 2013)
Exercising senior citizenship in an ageist society through participatory action research: A critical occupational perspective

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ABSTRACT
This paper analyses the experiences of a group of senior citizens living in a large Canadian city as they engaged in advocacy focused on home care services. The methodology used was participatory action research (PAR); data were collected over a 2-year period. Findings are considered within an understanding of citizenship as an occupational role, an occupational possibility constrained by conventional ageist views on ageing as reinforced and informed by successful ageing concepts situated within a neo-liberal political context. Key themes emerging from the analysis were naming, exposing and resisting ageism; identifying oneself as a senior citizen; balancing occupational demands in light of age-related changes; and social media as an exclusionary or enabling tool for advocacy. The PAR project is described as it was experienced around several political social actions including letter writing campaigns, political dispositions, and the development of informational materials on ageism. As a socio-cultural condition constraining occupational possibilities for older adults, findings highlight how ageism shapes how senior citizens exercise their citizenship through resistance to normalizing influences. The study illustrates a transformative approach to occupational science research aimed at creating knowledge that leads to social change.

ARTICLE HISTORY
Accepted 31 October 2017

KEYWORDS
Ageism; Advocacy; Senior citizenship; Participatory action research; Occupational possibilities; Transformative occupational science research

SAY
and senior citizen advocacy: an inclusive tool to resist ageism?

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2014; accepted 16 October 2014)

...
As much as I desperately wanted to help, I needed to step back, listen and follow. The second lesson I’ve learned about is that while *allies* working in *solidarity* must follow the lead of others, we can’t blindly support. Because no one can be in solidarity with an entire community.

Kofi Hope, July 7, 2021
But when you actually get into the work, when you start meeting and building on the ground, you recognize the complexity. To build relationships with communities so that you can understand the nuances and different opinions held by the people you wish to walk with.”

“As in any relationship, it takes time to build trust and it takes attention. Sure, it’s not easy, but what of value in life is?”

(Hope, 2021-Tor Star)
TO ENABLE THIS HARD WORK.....

Relationship building!!

Towards collective action!
WATER WATER SYSTEMS
CHANGE MODEL
(KANIA, KRAMER & SINGE, 2018)
PRACTICING ALLYSHIP....

• an active, consistent, and arduous practice of unlearning and re-evaluating, in which a person in a position of privilege and power seeks to operate in **solidarity** with a marginalized group

• allyship is not an identity—it is a lifelong process of **building relationships** based on trust, consistency, and **accountability** with marginalized individuals and/or groups of people

• The Anti-Oppression Network [https://theantioppressionnetwork.com/allyship/](https://theantioppressionnetwork.com/allyship/)
If you are coming to help me you are wasting your time. But if you are coming because your liberation is bound up with mine then let us work together.

Lila Watson
Australian Indigenous

• Posted on June 8, 2016 by Nora Zaki
CRAFTING SPACES FOR ALLYSHIP THROUGH DIALOGUE??
“Dialogue involves committing one’s whole self to communicative exchange and emphasizes interpersonal relationships and trust. Its result is often not a specific answer; rather, it is enhanced understanding through the generation of new questions and possibilities and action in implementing solutions.”

(Kumagai et al, 2018)
CRITICAL INTERSECTIONAL PEER DIALOGUE

Engaging in reflexive discussions across differences

• Powers at play
• Historical relationships
• Multiple identities

(Trentham et al, 2020)
CRITICAL REFLEXIVITY

Here, reflexivity is meant to be a habit that comprises introspection, intersubjective reflection and collaboration, and a critical analysis of social conditions and injustice.36,37 (Kumagai & Naidu, 2015)
craft (n.)

- Old English *craeft* (West Saxon, Northumbrian), -creft (Kentish), "power, physical strength, might," from Proto-Germanic *krab-/*/kraf- (source also of Old Frisian kref, Old High German *chraft*, German *Kraft* "strength, skill;" Old Norse *kraptr* "strength, virtue"). The ultimate etymology is uncertain.

- Sense expanded in Old English to include "skill, dexterity; art, science, talent" (via a notion of "mental power"), which led by late Old English to the meaning "trade, handicraft, employment requiring special skill or dexterity," also "something built or made." The word still was used for "might, power" in Middle English.

- Use for "small boat" is first recorded 1670s, probably from a phrase similar to vessels of small craft and referring either to the trade they did or the seamanship they required, or perhaps it preserves the word in its original sense of "power."

Online Etymology Dictionary
(https://www.etymonline.com/word/craft)
• **space (n.)** c. 1300, "extent or area; room" (to do something), a shortening of Old French *espace* "period of time, distance, interval" (12c.), from Latin *spatium* "room, area, distance, stretch of time").

• Online Etymology Dictionary ([https://www.etymonline.com/search?q=space](https://www.etymonline.com/search?q=space))

**Giving time and holding space**
SAFE SPACES?

BRAVE SPACES?

RESPECTFUL SPACES?
LESSONS FROM IPD STUDY

- Problematizing the notion of diversity
- Storytelling and 1st person accounts
- Integrating placement experiences into classroom EDI discussions
CRAFTED SPACES:
FACULTY AND STUDENTS SPACES

Equity, Diversity and Inclusion
Curriculum Committee

Dr. Ruheena Sangrar
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EXAMPLES OF EDI-RELATED CLASS FLOW

- Introduction to Equity, Diversity and Inclusion
- Voices of historically marginalized groups
- Intersectional Peer Dialogues in the Classroom
- Dealing with Discrimination in Practice Settings
- Anti-Oppression and Mental Health
CRAFTING CIPD NORMS

Strategies for Inclusivity 2016-18

The strategies for inclusivity serve as a foundation to actualize the vision of a self-space that fosters self-experience, intercommunication and preparation for future practices.

Advocate for the Inclusion of Multiple Voices and Perspectives
1. Start the conversation. Take initiative and proactively incorporate others in meaningful dialogues. No one has all the answers.
2. Be genuine and receptive when listening to others. Take advantage of conversations to better understand others’ perspectives.
3. Committed to being self-reflective and valuing the experiences of all professionals.
4. Validate others’ experiences as separate from your own to support inclusive dialogues.

Commit to Being Self-Reflective and Challenge Your Assumptions
1. Understand the critical perspective and the importance of emotions and interactions.
2. Be reflective of your experiences and how your personal biases influence these interactions.
3. Be conscious of your privilege and self-awareness.
4. Understand where others are coming from and be true to yourself.

Strengthen and Celebrate Diversity in All Its Forms
1. Accept that all people differ in strengths and weaknesses.
2. Always identify feedback and learning opportunities.
3. Acknowledge visible and invisible differences.
4. Recognize how different identity inflects and informs diversity experiences.

Take Initiative for Continuous Learning
1. Demonstrate a willingness to learn by maintaining an open mind.
2. Be open to learning about different experiences, perspectives, cultures, and industries.
3. Explore your personal growth to engage with others.
4. Accept that all are growing and that growth starts in our lives and becomes your education.
CRAFTED SPACES: PRACTITIONERS

- Mentoring
- Support
- Advocacy

Dr. Sachi Wijekoon
Chair OTEA
CRAFTED SPACES: STUDENT INITIATED

Inclusion  
Diversity  
Equity  
Accessibility

Unlearn

- Reading circles
- Critical dialogues

• awareness raising events
• speaker series
• student reps on faculty committees
CRAFTED SPACES: STUDENT INITIATED

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BOTDA
Black Occupational Therapists of Ontario Association

Contact Patrice de Peiza at: BlackOTsOntario@gmail.com
CRAFTED SPACES: RESEARCH

Occupational Transitions and Inclusive Communities (OTIC)
SO MANY EQUITY CHALLENGES!!

Religious intolerance
Climate change
Indigenous treaty rights
Ageism & Ablism
Transphobia
Systemic anti-Black racism....
SUSTAINING AND NURTURING OUR CHANGE EFFORTS

Long-time advocate finding pleasure in friendship and shared purpose.

Bea Levis 1918-2018
Care Watch Ontario Co-Founder
“My view is that reconciliation is a way of life and requires work every day. Reconciliation is getting to know one another.”

July 26, 2021

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** 35+ years of brilliant OT students, too many to mention, who have taught me so much!**
REFERENCES


