

CHAPTER 1

CONCEPT OF DIVERSITY: KEY CHALLENGES

- **The Celebratory Approach**
 - Fails to address unequal power relations and histories of social exclusion, discrimination, privilege, and oppression.
- **The Difference Approach**
 - Is rooted in the social construction of differences.
 - Serves to keep the standards of the dominant group intact.
- **Privilege**
 - Benefits or advantages that are often unearned and can occur unconsciously because of social power.
 - A right or benefit that only certain people have access to as a result of their membership in a dominant social group.
- **Marginalization**
 - The process of pushing groups with less social power to the margins of society.
- **Power**
 - The ability to do what you want even in the face of opposition.
- **An Anti-Oppression Approach**
 - A framework whose strategies promote equity, justice, and inclusion while challenging patterns of oppression and discrimination.
- **Diversity**
 - An anti-oppression framework built on principles that value social equity, social justice, and social inclusion.
- **Anti-Oppression and Critical Social Theory**
 - There is no one theory of oppression nor one singular approach to anti-oppressive practice.
- **Critical Social Theory**
 - Known as a macro theory
 - Interested in those who are oppressed
 - Critiques social structures that exploit and marginalize members of a society
 - Goal is liberation from oppression

THE NATURE AND DYNAMICS OF OPPRESSION

- **Oppression**
 - The intentional and unintentional domination of NON-dominant groups by powerful dominant groups that occurs on individual, cultural, and structural levels in society.

- **Domination**
 - The systematic and continuous exertion of power by dominant groups over non-dominant groups
- **Dominant Groups**
 - Groups of people in a society who have power and privilege,
- **Non-dominant Groups**
 - Groups of people in a society without (or with less) power and privilege.
- **Cisgender**
 - A term that means having a gender perception that matches one's physical gender.

MULTIPLE LEVELS OF OPPRESSION

- **The Personal Level**
 - Negative stereotypes or prejudice toward members of a non-dominant group
 - These negative thoughts, attitudes and behaviours can be blatant and intentional acts of aggression and/or hatred, or they can be hidden and unconscious acts of aversion or avoidance.
 - Examples include bullying, harassment, graffiti, name-calling, violence, or threats of violence.
 - **The Cultural Level**
 - Involves dominant groups creating and maintaining hierarchical divisions of race, class, gender, ability, etc.
 - Universalize and impose their own culture as superior.
 - Is not ethnicity.
 - Refers to everything in the social environment learned through socialization including
 - Cultural norms, values, beliefs, ideals, attitudes, customs, practices, and symbols.
 - **The Structural Level**
 - The ways in which oppression is institutionalized and legitimated in society.
 - Consists of society's laws, social policies and practices, social institutions, economic and political systems.
 - Favours the dominant group at the expense of the non-dominant group.
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- **Internalized Oppression**
 - Occurs when targeted people internalize (begin to believe) the negative stereotypes and misinformation that the larger society communicates.
 - Either as individuals or as part of a larger group.

- **Intersectionality Theory**
 - First coined by Kimberle Crenshaw
 - She discussed the intersectionality experience of black women as more powerful than the sum of their race and gender
 - A concept to describe the ways in which various aspects of identity interconnect on multiple and often simultaneous levels.
- **Heterogeneity**
 - Having dissimilar characteristics.
 - Part of every form of oppression and every group experiences it.
- **Homogeneity**
 - Having the same characteristics.

BULLYING AS OPPRESSION

- **Bullying**
 - Is a form of direct or indirect aggression that involves a real or perceived power imbalance
- **Biased-Based Bullying**
 - Bullying motivated by intolerance or hatred toward others due to real or perceived aspects of their identity, such as race, ethnicity, religion, gender, sexuality, ability, age, etc.
- **Cyberbullying**
 - Involves the use of information and communication technologies such as the Internet, social networking sites, websites, email, text messaging, and instant messaging to intimidate or harass others

UNPACKING OUR PRIVILEGES

- **Privilege**
 - Being able to decide who gets taken seriously, receives attention, is accountable to whom and for what.
- **The “Luxury of Obliviousness”**
 - Term to describe not having to think about privilege
 - Recognition and acknowledgment of privilege can be the starting point for a larger conversation about how we “unlearn” oppression.

JOURNEY TOWARDS JUSTICE AND EQUITY

- **Social Justice**
 - Challenges: social structures, processes, and practices associated with inequalities that lead to oppression.

- **Distributive and Redistributive Justice**
 - A social justice model.
 - Concerned with the fair distribution or redistribution of material and non-material resources between different groups within a society. Underserved
 - Disadvantaged because of structural barriers and disparities.
- **Tokenism**
 - The practice of including one or a small number of members of a minority group to create the appearance of representation without giving these members access to power.
- What is the difference between treating everyone **equally** vs. **equitably**?
 - If we treat people **equally**, everyone gets the same treatment *regardless* of individual differences.
 - If we treat people **equitably**, everyone is given what they *need* based on their individual needs.

CHAPTER 2 FORMS OF OPPRESSION

- The women's suffrage movement in Canada arose as a response to oppression.
 - The movement's goal was to address equity, justice, and human rights issues.
- **Key Achievements**
 - **1918**: Right to vote in **federal** elections
 - Right to vote in **provincial** elections
 - First Manitoba in 1916
 - Last Quebec in 1940
- **1929**: The "Persons Case"
- **"Famous Five"**—Nellie McClung, Emily Murphy, Irene Parlby, Louise McKinney, and Henrietta Muir Edwards
 - Women legally considered a "person" under the law so that a woman could be **eligible** for appointment to the Canadian Senate
- **Cyber Violence**
 - Includes online stalking, harassment, and threats
 - Has emerged as a new form of violence against women
- **Iris Young**
 - All oppressed groups will experience at least one or more of the following forms of oppression

Five Faces of Oppression

- **Exploitation**
 - The unfair use of people's time or labour without compensating them fairly
- **Marginalization**
 - An act of exclusion that forces minority groups to the fringes of society
- **Powerlessness**
 - When the dominant group has left the subordinate group with virtually no access to the rights & privileges that the dominant group enjoys
- **Violence**
 - Involves physical attacks, constant fear that violence will occur, or stigmatization of members of a subordinate group through harassment, ridicule, & intimidation
- **Cultural Imperialism**
 - Describes the condition when the dominant group has made their beliefs and values the norms of a society
- **Stereotypes**
 - Generalize about the behaviours and characteristics associated with members of those categories
- **Prejudice**
 - Is very similar to stereotyping *but*
 - Involves a **prejudging** component
 - Prejudice is often a precursor to discriminatory behaviour
- **Ethnocentrism**
 - Refers to a tendency to regard one's own culture and group as the standard
 - Thus, superior, whereas all other groups are seen as inferior
- **THE "Ism" PRISM**
 - The injustices done by the powerful to the powerless can be seen as rays of light through the lens of a prism
 - We see them refract into a set of "isms" that can contribute to the oppression of non-dominant groups
- **Ableism**
 - The set of ideas and attitudes that define "normal" abilities of people
 - Allocates inferior status and value to individuals who have developmental, emotional, physical, or psychiatric disabilities

- **Ageism**
 - Refers to the stereotyping of and prejudice against individuals or groups because of their age
- **Classism**
 - The systematic oppression of subordinate classes by dominant class groups in order to gain advantage and strengthen their own positions
- **Heterosexism**
 - The belief in the natural superiority of heterosexuality as a way of life and its logical right to social dominance
- **Racism**
 - An ideology that either directly or indirectly asserts that one group is superior to others
 - Have the power to put this ideology into practice in a way that gives advantages, privilege, and power to certain groups of people
 - Conversely, can disadvantage or limit the opportunities of racialized individuals or racialized groups
- **Sexism**
 - The belief that one gender is superior to the other
 - Discrimination against or the devaluation of that gender and the roles related to it
- **Sizeism**
 - Prejudice against individuals based on their body size, including height and weight
- **Discrimination**
 - The unequal treatment of individuals or groups based on their characteristics or behaviours
 - Involves actions or practices of dominant group members that have a harmful impact on members of a subordinate group

Canadian Charter of Rights and Freedoms (1982)

- Promises equality under the law
- Ensures everyone has the right to equal protection and benefit without discrimination based on
 - Race, national or ethnic origin
 - Colour, religion
 - Sex, age
 - Mental or physical disability

- **Human Rights**
 - How we are to be treated as human beings and what we are all entitled to, including a life of equality, dignity, respect, free from discrimination
 - Human rights in Canada are protected by international, federal, provincial, and territorial laws
- **Duty to Accommodate**
 - Human rights legislation requires employers and service providers to accommodate people's needs
 - When those needs relate to one or more grounds of discrimination
- **Undue Hardship**
 - This is referred to as the threshold as to how far your employer or service provider has to go to accommodate your needs
 - Is generally high, particularly with respect to cost
- **Grounds of Discrimination**
 - Reasons a person may experience discrimination
 - Human rights legislation specifies specific reasons why employers and service providers cannot discriminate against people

FORMS OF DISCRIMINATION

- **Direct Discrimination**
 - Denial of a right or freedom, by an individual, against another individual, institution, or group
 - Example:
 - Property owner who has space available but refuses to rent to a single woman or gay couple
- **Indirect Discrimination**
 - Refers to a rule, policy, practice, or requirement that applies to everyone
 - Has the effect of creating disadvantage for people with a protected characteristic
- **Systemic or Institutional Discrimination**
 - Policies of the dominant group's institutions and the behaviours of the individuals who control these policies
 - Tend to have a harmful or undesirable effect on the members of a minority group

CHAPTER 3

SOCIAL INEQUALITY

Social Stratification

- Division of people into categories or strata that are rewarded unequally in terms of power, property, and prestige
- **Social Class**
 - Any group of people who share the same situations in a common social structure
- **Classism**
 - The systemic oppression of subordinate classes by dominant class groups in order to gain advantage and strengthen their own positions
- **The Low-Income Cut-Off (LICO)**
 - Refers generally to what people call a poverty line
- **Low-Income Measure (LIM)**
 - A measure of poverty that is commonly used for making international comparisons
- **Market Basket Measure (MBM)**
 - Based on the cost of a specified basket of goods and services representing a modest, basic standard of living in comparison to the standards of its community
- **Absolute Poverty**
 - When an individual lacks even the basic resources that are necessary for survival
 - People who live without food, clothing, or a roof over their heads
- **Relative Poverty**
 - When an individual or group lacks basic resources for survival when compared with other people in the society as a whole
 - Relative standard of living when measured to others
- **The Working Poor**
- **Precarious employment**
 - Includes part-time, temporary, or contract work with uncertain hours, low wages, and limited to no benefits
- **Impact of Precarious Employment**
 1. More likely to experience discrimination in the workplace
 - Racial discrimination most frequently reported
 - Followed by age and gender discrimination
 2. Higher prevalence of poorer mental health
 - High levels of anxiety and depression, Low self-esteem, Difficulty sleeping

- **Homelessness**
 - Anyone who cannot obtain and sustain long-term, adequate, and risk-free shelter, for any reason
- **Absolute Homelessness**
 - Individuals who live either in emergency shelters or on the street
- **Hidden or Concealed Homelessness**
 - Those without a place of their own who live in a car, with family or friends, or in a long-term institution such as a prison
- **Relative Homelessness**
 - Those who have housing but who live in substandard or undesirable shelter and/or who may be at risk of losing their homes
- **Homelessness and Mental Health**
 - The deinstitutionalization movement started in the 1960s
 - Government removed psychiatric beds from mental health institutions and hospitals
 - Between 1960 and 1976
 - 27 630 beds were eliminated
 - Reduced the number of available beds by 57%
 - Families were not prepared to care for their loved ones
 - Social services were inadequate
 - 70% of those with a severe mental illness have substance abuse issues
 - Community supports fell through
 - Left a vulnerable population to fend for themselves
 - Estimated 25–50% of the homeless population have a mental illness