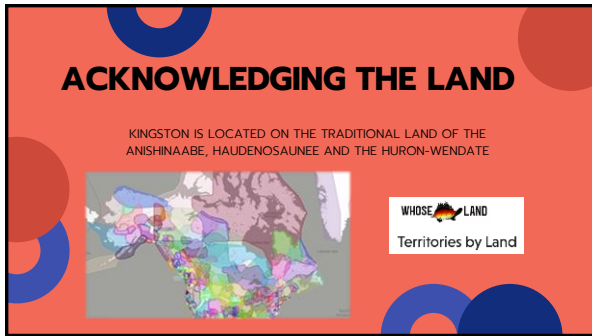


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WHO AM I?

- Manager, Education and Training – Human Rights and Equity Office, Queen's University
- Assistant Professor, School of Rehabilitation Therapy, Queen's University

BUT IS THIS MY FULL STORY?

UNPACKING POSITIONALITY

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WHY LANGUAGE?

"Oppressive language does more than represent violence, it is violence; does more than represent the limits of knowledge, it limits knowledge."

Toni Morrison (1993)

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EDI

EQUITY

Is the "guarantee of fair treatment, access, opportunity and advancement for all. It requires the identification and elimination of barriers that prevent full participation. [...] [t]here is a recognition of historic and contemporary underrepresentation and underservice."

DIVERSITY

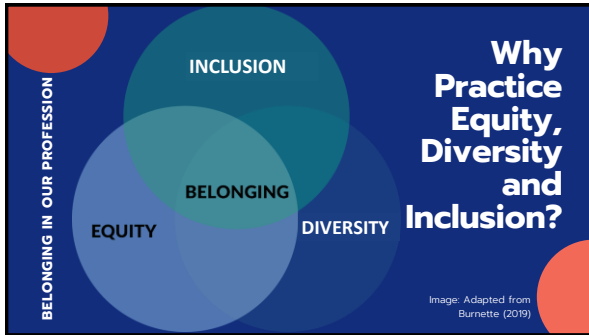
"[A]ny dimension that can be used to differentiate groups and people from one another." Respect and appreciation of differences in ethnicity, gender, age, ability, sexual orientation, faith, socio-economic status, class, etc.

INCLUSION

The "active, intentional, and ongoing engagement with diversity, where each person is valued and provided with the opportunity to participate fully in creating a successful and thriving community."

(Queen's University, 2020)

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EDI IN PRACTICE

- When you post a job advertisement, what type of language are you using? [Gender Decoder](#)
- Where are you posting your job advertisement?
- Who are your clients? Are there opportunities to produce material in multiple or predominant languages?
- Does your physical spaces (offices/classrooms/clinical settings) consider a broad spectrum of abilities (physical, mental, etc)?
- Do your intake forms/policies allow for a broad spectrum of gender identities?
- Are there plans in place for continual EDI growth and learning in the workplace?
- Have you thought about normalized policies or ways of doing things in the workplace that may advantage of disadvantage colleagues, clients, etc.?

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IDENTITY & PRIVILEGE

- Location of advantage (doesn't mean life has been "easy")
- Taken for granted and unearned
- Gentle tides and head winds

Peggy McIntosh (1989) – *White Privilege: Unpacking the Invisible Knapsack*

-"I can be pretty sure that my neighbors in such a location will be neutral or pleasant to me."
- "I can go shopping alone most of the time, pretty well assured that I will not be followed or harassed."
- "I can choose blemish cover or bandages in "flesh" colour and have them more or less match my skin."

PRESUMPTION – INNOCENCE, WORTH, COMPETENCE, SAFETY

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MICROAGGRESSIONS

Everyday, subtle, intentional – and oftentimes unintentional – interactions or behaviours that communicate some sort of bias toward historically marginalized groups.

NEED TO UNDERSTAND AND NAME

- Often minimized and/or made invisible
- Cloaked in jokes
- Cloaked in norms “just the way things are done”
- Individuals told they are being “overly sensitive”
- Can lead to “hostile” or “poisoned” environment
- Sense of belonging becomes threatened

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UNCONSCIOUS BIAS (IMPLICIT BIAS)

"[S]ocial stereotypes about certain groups of people that individuals form outside their own conscious awareness. Everyone holds unconscious beliefs about various social and identity groups, and these biases stem from one's tendency to organize social words by categorizing."
University of California, San Francisco (2015)

UNCONSCIOUS BIAS IS OFTEN INCOMPATIBLE WITH OUR CONSCIOUS VALUES

[Want to learn more: Danger of a Single Story \(TED Talk by Adichie, 2009\)](#)

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AFFINITY BIAS

"Tendency to connect with others who share similar interests, experiences and backgrounds."

CONFIRMATION BIAS

"[I]nclination to draw conclusions from initial information and look for further information to confirm."

HALO/HORN EFFECT

Regarding someone highly (placing on pedestal) after learning something impressive. Regarding someone negatively after learning something unpleasant.

(Buitin, 2019)

WHAT DOES UNCONSCIOUS BIAS LOOK LIKE IN THE WORKPLACE?

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ALLYSHIP

"An active, consistent, and challenging practice of unlearning and reevaluating, in which a person of privilege seeks to work in solidarity with a marginalized group. Allyship is not an identity – it is a lifelong process of building relationship based on trust, consistency, and accountability with marginalized individuals and/or groups. Allyship is not self-defined – our work and our efforts must be recognized by the people we seek to ally ourselves with."

(PeerNetBC, as cited in The Anti-Oppression Network, 2013. *Emphasis added.*)

STRIVING FOR PROGRESS NOT PERFECTION

Optical Allyship

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ALLYSHIP 'DOs'

- Do** be open to listening
- Do** be aware of your implicit biases
- Do** your research to learn more about the history of the struggle in which you are participating
- Do** the inner work to figure out a way to acknowledge how you participate in oppressive systems
- Do** the outer work and figure out how to change the oppressive systems
- Do** use your privilege to amplify (digitally and in-person) historically suppressed voices
- Do** learn how to *listen* and accept criticism with grace, even if it's uncomfortable
- Do** the work every day to learn how to be a better ally"

(Lamont, 2020)

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"In a gentle way you can shake the world"
Mahatma Gandhi

THANK YOU
QUESTIONS

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