Pulling Together

Week 6 - Promoting Systemic Change

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Agenda for Today

1. Check in...

- 2. Talking about Privilege, Oppression, and Bias
- 3. Any other questions?
- 4. Final Comments and Graphic Recording
- 5. Pet Happenings



Week 6: Thursday, February 16 (pg. 58-65) O Promoting Systemic Change

Collection Development - Indig. Lit

- Indigenous Literatures are their own thing. It is not a subgroup of CanLit
- Indigenous Literatures frame experiences of Indigenous histories, colonization, and contemporary realities
- The audience is for Indigenous readers and provide non-Indigenous readers with context for these realities
 Indigenous Literatures extend Traditional Stories and Oral Traditions that have existed long before CanLit

Collection Development - Cont'd

Evaluating a GOOD Source:

 Relationality - Relationships are dynamic and interconnected. The resource includes First Nations, Métis and Inuit understandings of the balance among all things (animate and inanimate) in the world within appropriate contexts.

 Language, Cultural Identity and Voice - Language, cultural identity and voice are elements of identity; a sense of belonging; and the roles of women, men and children. The resource includes the beliefs, traditions, contributions and practices of First Nations, Métis and Inuit with contextually appropriate language, cultural identity and voice.

Collection Development - Cont'd

- Experiences and Worldviews Experiences and worldviews of Indigenous peoples demonstrate a holistic perspective of the world. The resource includes the experiences and worldviews of First Nations, Métis and Inuit in appropriate contexts.
 Ancestors, Time and Place: The resource includes
- accurate and contextually appropriate origins and histories and the historical and contemporary contributions of First Nations, Métis and Inuit.
- Guiding Voices TOOLKIT

Why Indigenous Literatures Matter



Daniel Heath Justice

Why Do Indigenous Literatures Matter?

BECAUSE WE MATTER



Introducing the Anti-Oppression Theory



Exploitation based on perceived difference of a group of people who share a social category (such as race, class, cultural background, religion gender, sexuality, age, language, or ability)

Characteristics of Oppression

- **Systemic**: is systemic and societal. It is not just individuals with prejudiced beliefs and actions, but rather is embedded within the structure of society
- **Power Imbalance:** involves a dominant or more powerful group exploiting a less powerful group based on perceived differences between the groups. There is always a power imbalance at play
- **Denial:** The powerful group often denies that oppression exists or accepts it as being normal or right.

Forms of Oppression

- Personal oppression: the thoughts behaviours, and actions that constitute a negative judgement or treatment of an oppressed group.
- Cultural oppression: includes shared societal values and norms that allow people to see oppression as normal or right
- **Structural (or systemic) oppression:** manifested in societal institutions (such as governments, religions, education

Biases – We've All Got 'Em!

Bias is a prejudice in favor of or against one thing, person, or group compared with another usually in a way that's considered to be unfair. Biases may be held by an individual, group, or institution and can have negative or positive consequences.

Biases are key to working with Indigenous Peoples since our biases affect everything that we do including: hiring, management, mentoring, etc.

Recognizing Your Own Biases

Conscious Bias (Explicit) It is at a conscious level!

Unconscious Bias (Implicit)

- Unconscious biases develop at an early age: biases emerge during middle childhood and appear to develop across childhood (Dore, 2014).
- Unconscious biases have real world effects on behavior (Dasgupta, 2004).
- Unconscious biases are malleable-one can take steps to minimize the impact of unconscious bias (Dasgupta, 2013; Dasgupta & Greenwald, 2013).

Addressing Unconscious Bias

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Individual Strategies

- Promote Self-Awareness
 <u>Take the test!</u>
- Understanding the concept of bias
- Have discussions with others in formal and informal settings

Institutional Strategies

- Develop concrete, objective indicators & outcomes for hiring, evaluation, and promotion to reduce standard stereotypes (Fiske & Taylor, 1991; Heilman, 2001; Bernat & Manis, 1994)
- Develop standardized criteria to assess the impact of individual contributions in performance evaluations (Heilman & Haynes, 2005)
- Develop and utilize structured interviews and develop objective evaluation criteria for hiring (Martell & Guzzo, 1991; Heilman, 2001)
- Provide unconscious bias training workshops for all constituents

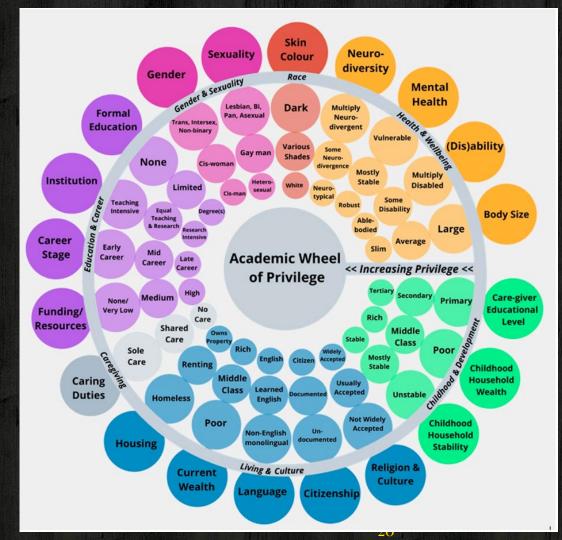


- Someone from a privileged group who is aware of how oppression works and struggles alongside members of an oppressed group to take action to end oppression
- An ally does the following:
 - O Does not put their own needs, interests, and goals ahead of the Indigenous people they are working with
 O Has self-awareness of their own identity, privilege, and role in challenging oppression
 O Is engaged in continual learning and reflection about
 - Indigenous cultures and history



Privilege, bias, and intersectionality are all related concepts

Privilege: An advantage that only one person or group of people has, usually because of their position.



Where do you see yourself in this wheel?

Cautions of Doing Exercises Like These...

Make sure that these are private!

We do not need to perpetuate violence against minority folks to teach others.

What is the point in doing exercises like these?

We all need to understand our position within mainstream society.

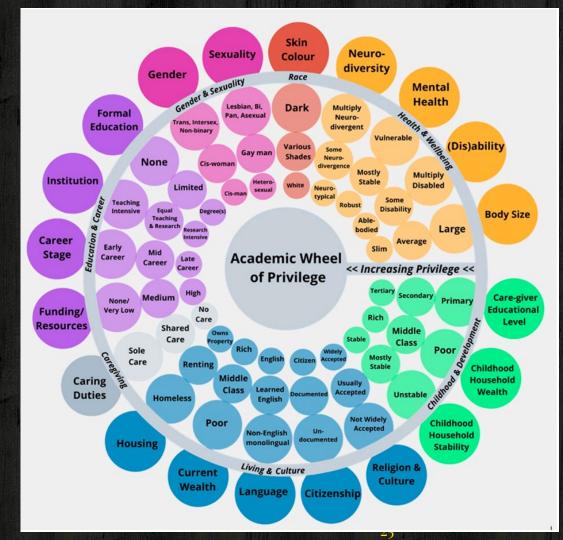
By doing exercises like these, we can be more aware of our strengths within our chosen library fields, which are a microcosm of society in general (except more intensified).

Once we are aware of our privilege, we can start viewing them as **opportunities to stand up** and speak for those who do not have the same advantages.

What can we do to create space for Indigenous Peoples?

You Can Do It!





What can we do to create space for Indigenous Peoples?

Don't know where to begin?

Here are **100 IDEAS** to get you started

"150 Acts of Reconciliation for the last 150 days of Canada's 150"

By Crystal Fraser and Sara Komarnisky

