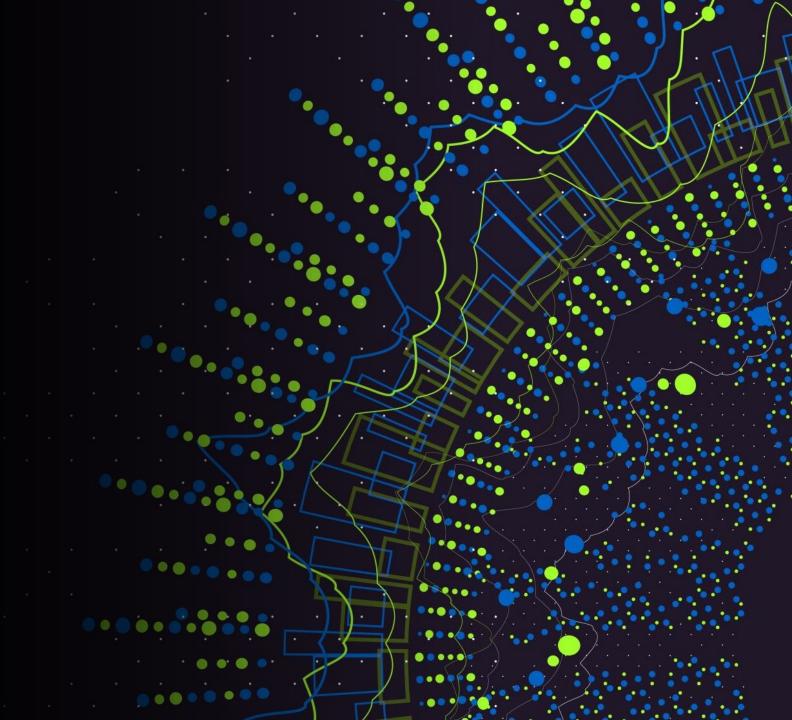


# Antioppressive Practice in Occupational Therapy

Dr Musharrat J. Ahmed-Landeryou Ph.D Associate Professor Head of Division Occupational Therapy she/her



#### Who is Dr Musharrat Ahmed-Landeryou Ph.D.?

Award winning
Occupational Therapy Educator
Leader in decolonising allied health education
Publications

Conference keynote speaker & presenter

Antiracist Occupationa

"Racism in organisations is not intentional but outcomes of designs of policies, unchecked practices, ongoing cultures, and limited accountability of outcomes from training for leaders, board members and employees. Hence antiracism is structural, it is embedding change that comes up from building foundations facing the right way and seeps into every accept of the work, and it comes from the top the leaders and board members invested in antiracism change. There is no right answer but a long-term commitment to actions for antiracism. S,o let's start..." Dr Musharrat Ahmed-Landeryou



Mapping

ccupations



#### Purpose of this session

- Form component features of antioppressive practice.
- Function why antioppressive practice is necessary and the challenges to integrate it in services.
- Meanings of antioppressive practice the values and beliefs that occupational therapy and therapists hold in the professional context that enables or hinders this practice.





### Occupational Therapy



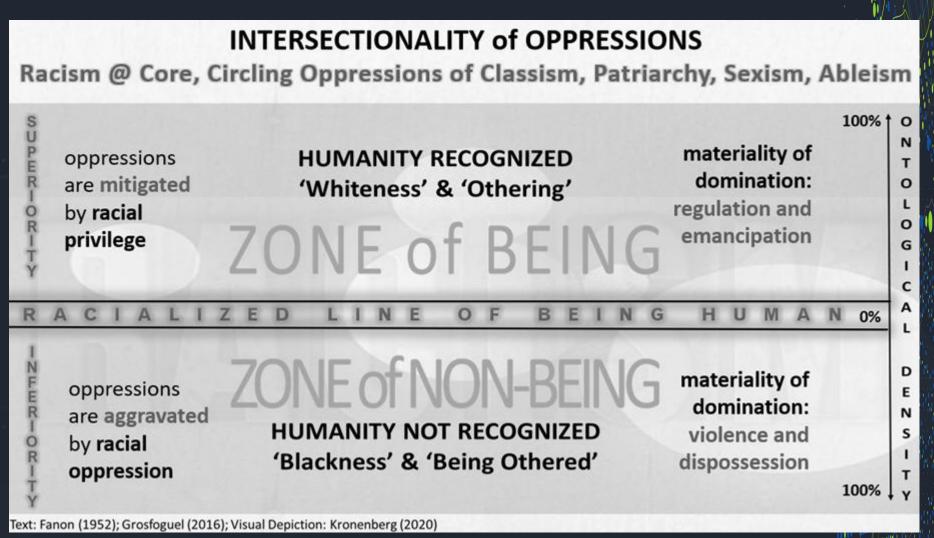
- Describe oppression
- Categories of oppression
- Describe antioppressive practice



Describe oppression

The systematic subjugation of a group of people by another group of people with access to social power, the result of which benefits one group over the other and is maintained by social beliefs and practices (Young should be 2003).

Describe oppression





Describe oppression

The systematic subjugation of a group of people by another group of people with access to social power, the result of which benefits one group over the other and is maintained by social beliefs and practices (Young should be 2003 not 1990).

Categories of oppression –
 'ecology of oppressions'

**Structural Oppression** 

Institutional oppression

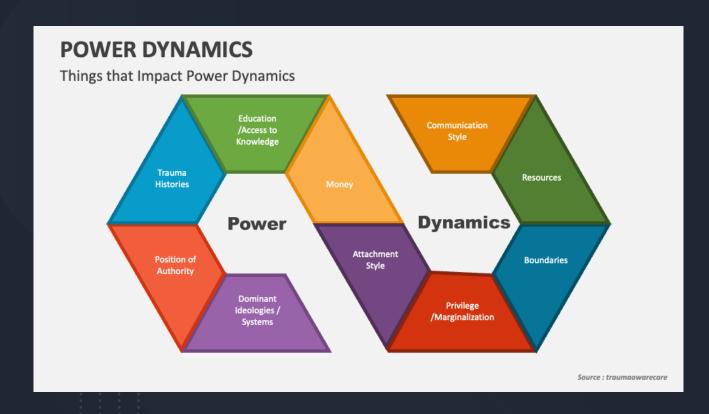
Internalised oppression





• Describe antioppressive practice Develop conditions to strategically overcome oppression, through promotion and enabling people's autonomy, agency, freedom of thought, speech & creativity and equity (Maclean and Harrison 2015).

Types of power



Legitimate power
Expert power
Referent power
Coercive power
Reward power

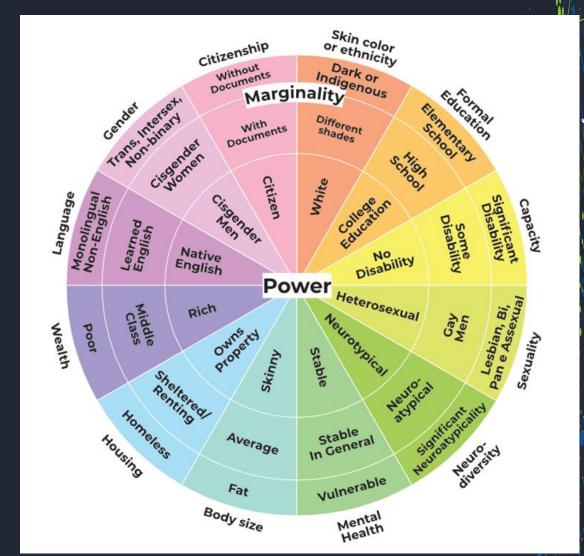
- Occupational consciousness
- Intersectionality
- Occupational justice
- Cocreation, coproduction, collaboration

Occupational consciousness

"Occupational consciousness refers to ongoing awareness of the dynamics of hegemony and recognition that dominant practices are sustained through what people do every day, with implications for personal and collective health" (Ramugondo 2015, p.488)

Intersectionality

A concept that explores how different social identities and categorisations, intersect to create unique systems of discrimination or disadvantage for an individual/groups (Crenshaw 1989)



l/en/justice-equity-

Occupational justice

"Based on the idea that participation in occupation can affect health, occupational justice is underpinned by a belief in the right to engage in diverse and meaningful occupations to meet people's individual needs and develop their potential" (Durocher et al. 2013, p.418)

- Cocreation  $\bigcirc$  Shared input from service users to design their intervention journey from start to finish is fundamental.
- Coproduction  $\hookrightarrow$ To have an equal influence in shared participation and deciding together enables people with lived experience to have an equal relationship when planning, designing and identifying outcome success of intervention and activities.

- Belonging
- Justice
- Inclusion
- Person centredness

Belonging

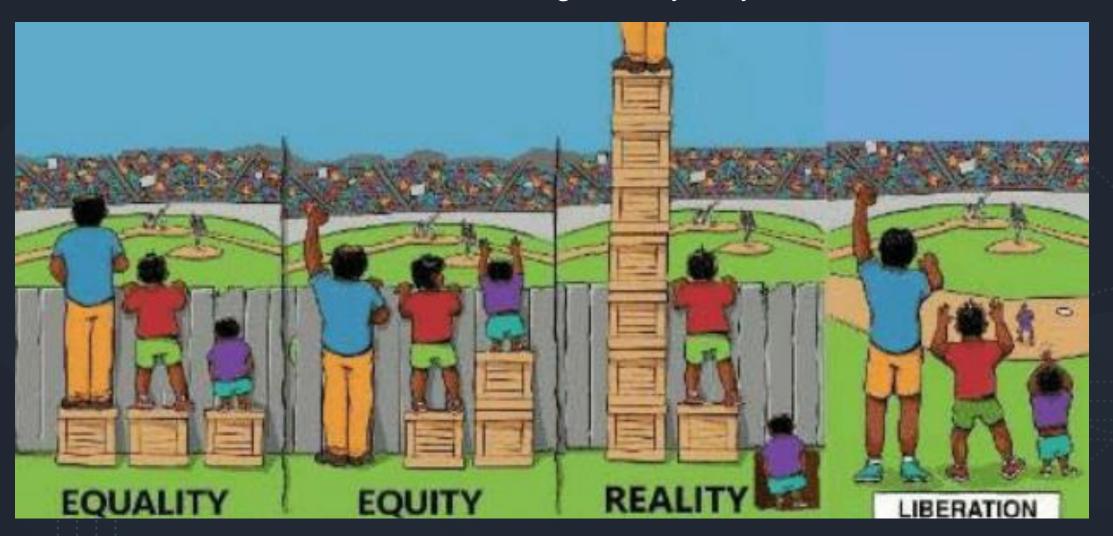
Justice

Person centredness



#### Antioppressive approach improves practice LSBU

Liberation, universal design, everybody welcome



#### References

Crenshaw, K. (1991). Mapping the Margins: Intersectionality, Identity Politics, and Violence against Women of Color. Stanford *Law Review*, Jul, 43(6), 1241-1299

Durocher, E., Gibson, B. E., and Rappolt, S. (2013). Occupational Justice: A Conceptual Review. *Journal of Occupational Science*, 21(4), 418–430.

https://doi.org/10.1080/14427591.2013.775692

Young, I. M. (2003). "Five Faces of Oppression" (p. 37-63) in chapter Oppression General Theories (p.5-63) in Privilege & Resistance: Theoretical Perspective On Racism, Sexism, And Heterosexism edited by Lisa Heldke and Peg O'Connor (published by McGraw Hill in Boston, 2003)

Maclean, S. and Harrison, R. (2015). Social work theory: a straightforward guide for practice educators and placement supervisors. Kirwin Maclean

Ramugondo, E.L. (2015). Occupational Consciousness. *Journal of Occupational Science*, 22, 488 - 501.



#### Thank you

Dr Musharrat J. Ahmed-Landeryou Ph.D Associate Professor Head of Division Occupational Therapy she/her