

Anti-
Oppressive
Practice at
Durham CAS


TAHMENA BOKHARI

- Power, privilege and power imbalances
- Social location --- race, gender, class, religion, sexual orientation, ability, etc
- Concepts such as ‘diversity’ and ‘multiculturalism’ necessarily may not address power imbalances
- Oppression is systemic as well as perpetuated by individuals

What is AOP?

- **Diversity** – broad range of difference, ‘just is’
- **Multiculturalism** – idea of different cultures living in mosaic
- **Inclusion** – response to increase in diversity to help people feel included
- **Cultural Competency** – Ability to work within specific cultural paradigm
- **Anti-oppression** – power/privilege, systemic oppression, recognizing and changing power relations, often related to inequities based on diversity, impacts all, moves us from ‘colour-blind’ approach

Key Concepts



We are committed to anti-oppressive practice in which we challenge the impacts of power and privilege, eliminate barriers, and are inclusive of the broad range of diversity in our community.

Anti-Oppressive Practice Directional Statement

1. Power is inherent in Child Welfare system
2. Minoritized groups are overrepresented in the Child Welfare system (Indigenous, Black, lower socio-economic status)
3. The system is broken for many individuals and system has done significant damage to families and communities (60s Scoop, current overrepresentations of Black children, etc)
4. Ethical practice up-to-date with social work research
5. Mandated integration of AO in Social Work curriculum
6. Service excellence & ensuring we realize DCAS Vision for all
7. Being a leader in our field
8. Equity is the right thing to do!
9. Refer to OACAS AO Framework
10. See AO Q and As on our website

Why are we doing this?

Levels of Stakeholders	Phased AO Roll-Out Plan at Durham CAS				
	Year 1	Year 2	Year 3	Year 4	Year 5
Executive Director and Leadership Team	Dark Blue	Dark Blue	Dark Blue	Dark Blue	Dark Blue
BOARD OF DIRECTORS	Light Blue	Dark Blue	Dark Blue	Dark Blue	Dark Blue
Management	Light Blue	Dark Blue	Dark Blue	Dark Blue	Dark Blue
Staff	Light Blue	Light Blue	Dark Blue	Dark Blue	Dark Blue
Foster/Kin/Adoptive Caregivers	Light Blue	Light Blue	Dark Blue	Dark Blue	Dark Blue
Volunteers**	Light Blue	Light Blue	Dark Blue	Dark Blue	Dark Blue
Community Partners	Light Blue	Light Blue	Light Blue	Dark Blue	Dark Blue
Children, Youth and Families & Community at large	Light Blue	Light Blue	Light Blue	Dark Blue	Dark Blue

AO Roll-Out at DCAS

1. 2-day intense AO Training for all staff, foster parents and board
2. Hired external consultant to conduct AO Needs Assessment for entire agency
3. Hired in-house AO subject-matter expert to lead the AO journey
4. Developed AO Vision, AO Overarching Policy, AO Roll-Out Plan & AO Equity Lens Tool for Policy Review
5. AO Needs Assessment recommendations being formulated into AO Road Map to be implemented over next several years
6. Developed in-house AO Steering Committee structure to build employee champions and allies, develop staff AO capacity, ensure AO is part of specific job functions and expectations
7. Regular AO management meetings, ongoing AO Learning Series for all staff
8. Created Living Wall to reflect AO in reception area
9. Launched AO Journey into community (June 2)
10. Begun engaging and collaborating with equity-seeking communities

A bit about our AO Journey



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**ANTI-OPPRESSIVE PRACTICE
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More thoughts? Email us
