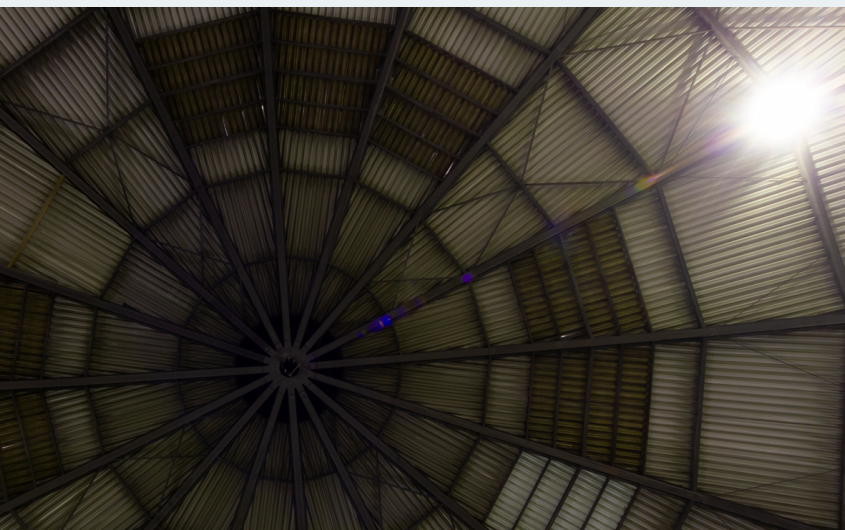


# WHAT IS ANTI-OPPRESSIVE FACILITATION, ANYWAY?

Anti-oppressive education is premised on the notion that many traditional and commonsense ways of engaging in "education" actually contribute to oppression in schools and society.

## EFFECTIVE ANTI-OPPRESSIVE FACILITATION:

- Ensures the group is empowered as a whole
- Ensures everyone participates
- Prevents or interrupts overpowering (conscious or unconscious)
- Mitigates and interrupts social power dynamics
- Helps group come to decisions that are best for whole group
- Ensures group follows agreed upon norms or agreements



## CASE #1

During your course a radiologist shows a CT-head where braids are visible and asks the audience to identify the race of the patient, commenting that you can tell she is Black because of her hair, which can sometimes get in the way of interpreting the CT scans. No one comments. After the lecture while teaching your small group session two students of color mention the incident and express concern. A white student responds by stating: "It wasn't such a big deal, clearly she was Black so what's the problem?"

## CASE #2

In a lecture on nutrition and metabolic diseases, a lecturer refers to patients as "demented", "mentally retarded", and "alcoholic". He also refers to "urban mothers" when discussing overuse of Ipecac leading to nutritional disorders. Many students in the class subsequently email you as the course director with complaints. You decide to meet with the students and feel unprepared to have this conversation because you are not the "expert."

## CASE #3

The following text is part of a slide on stroke and risk factors. A white student raises her hand and demands an apology, stating that this slide is racist and demonstrates the school's widespread white supremacy culture. Multiple studies across the US, using varying methodologies, have repeatedly shown the same results:

- Incidence of stroke is much higher in patients identified as black or hispanic than in those identified as white
- Length of hospitalization after stroke is longer in the groups identified as non-white
- Probability of getting tPA or mechanical thrombectomy or acute ischemic stroke is lower among patients identified as blacks and hispanic than among those identified as white
- Functional recovery after stroke is worse for patients identified as black or hispanic compared to those identified as white

# **CASE EXAMPLES**

WHAT ANTI-OPPRESSIVE  
TECHNIQUES WOULD YOU USE IN  
EACH OF THE CASES?

**REAL PLAY WITH SMALL GROUP  
AND DISCUSS YOUR REACTION TO  
THE TECHNIQUES**

Be prepared to teach back techniques  
when we return as large group

# 5 ANTI-OPPRESSIVE TECHNIQUES

## #1 NAME IT WHEN IT'S HAPPENING

- “I’m noticing...” “that we have heard from mostly the white students.” “that there’s a lot of interrupting happening, and that it’s happening along gender lines. I want us all to work to become more aware of that and change it.”
- “What you just said is hurtful to people.”





# 5 ANTI-OPPRESSIVE TECHNIQUES

## #2 ASK QUESTIONS TO SUPPORT SELF-INQUIRY

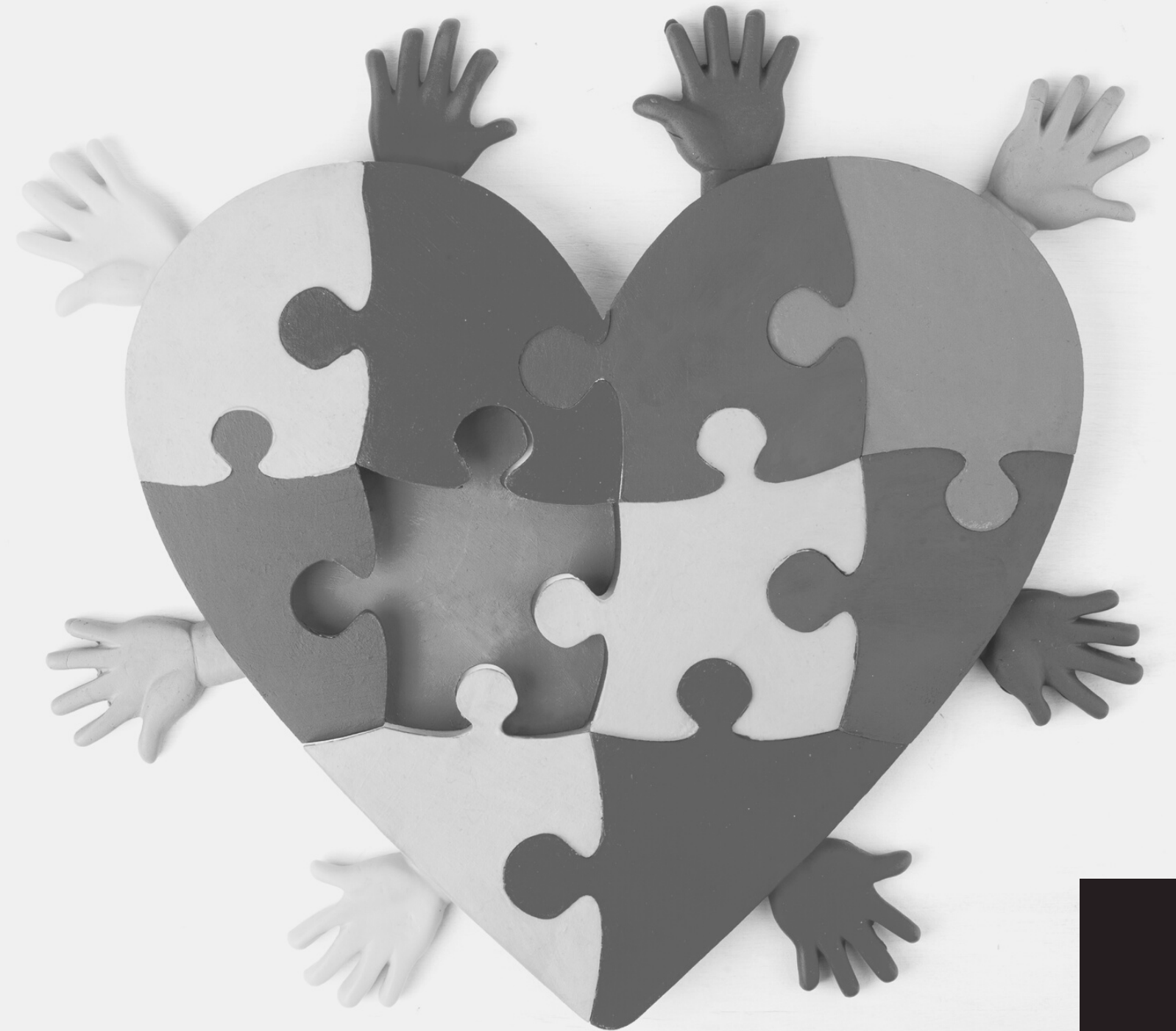
- What makes you say that?
- Where did you hear that?
- What do you mean by that?
- Can you tell me more about that?



# 5 ANTI-OPPRESSIVE TECHNIQUES

## #3 SUPPORT THE LEADERSHIP OF MARGINALIZED VOICES.

- Allow people to respond on their own behalf.
- Pitfall: Asking someone from a marginalized identity to speak for the entire identity group
- “What I heard from this person is this....”





# 5 ANTI-OPPRESSIVE TECHNIQUES

## #4 CREATE SPACE FOR THOSE WHO WE ARE NOT HEARING FROM

- I'm going to take a moment to see if anyone who hasn't spoken in a while has something to say.
- Round-robin technique
- Think-pair-share technique



# 5 ANTI-OPPRESSIVE TECHNIQUES

## #5 SILENCE BREAKERS: LEADING BY EXAMPLE

- I'm really nervous/scared/uncomfortable saying this and/but ...
- From my experience/perspective as (identity) ...
- I'm afraid I may offend someone, and please let me know if I do, and ...
- I just felt something shift in the room/zoom. I'm wondering if anyone else did.
- I am having a "yeah but" moment, can you help me work through it?
- Given the reality of inequitable power, how does ...?

