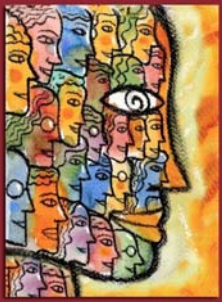


REMOVING BARRIERS A Social Justice Approach

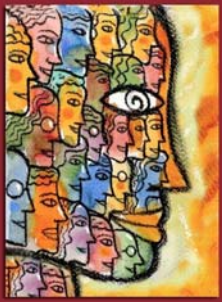
Hieu Van Ngo
hngo@ucalgary.ca

Vitalize 2011 Provincial Voluntary
Sector Conference
Edmonton
June 15, 2011



Overview

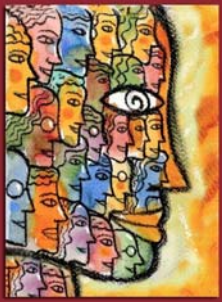
- Socio-demographics in Alberta
- Social exclusion
- Legislative frameworks
- Conceptual grounding- Social justice
- Removal of barriers- Social justice work
- Bibliography and additional resources



Socio-demographics in Alberta

- 5.8% of all Albertans are Aboriginal people.
- 16.2% of all Albertans were born outside of Canada. More than 40,465 Albertans (1.2%) do not speak English or French.
- 13.9% of all Albertans are visible minorities.
- 4% of all Albertans are lone parents. Female lone parents make up of 78.7% of all lone parents.
- People with disabilities make up of 13.6% of the total population in Alberta.

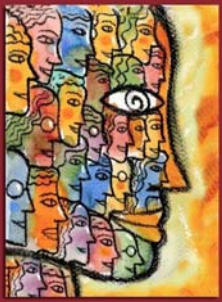
Source: Statistics Canada, 2006 Census of Population



Socio-demographics in Alberta

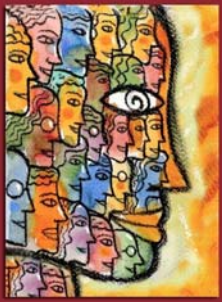
- About 4.3% of working age Albertans do not have jobs (11.1% for Aboriginal people).
- 15.5% of all Albertans aged 24 to 64 did not complete high school (34.6% for Aboriginal people).
- 10% of Albertans rent houses (16.7% for Aboriginal people).
- 14.2% of children in Alberta grow up in low income families.

Source: Statistics Canada, 2006 Census of Population



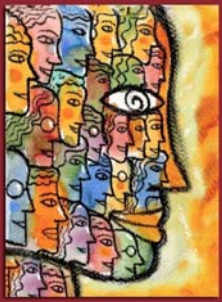
Alberta Human Rights Act

- The Act prohibits discrimination on the grounds of race, religious belief, colour, gender, sexual orientation, physical disability, mental disability, marital status, age, ancestry, place of origin, family status, and source of income.
- Employers, landlords, business operators and providers of services are required to reasonably accommodate the needs of individuals based on any of these grounds.



Legislative Frameworks

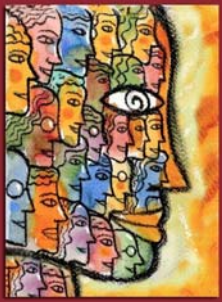
- International Convention on the Elimination of All Forms of Racial Discrimination (1965)
- United Nations International Convention on Economic, Social and Cultural Rights (1966)
- International Convention on the Rights of a Child (1989)
- Canadian Charter of Rights and Freedoms (1982)
- Canadian Human Rights Act (1985)
- Canadian Multiculturalism Act (1988)
- Canadian Citizenship Act (1947)
- Employment Equity Act (1995)
- Alberta Human Rights, Citizenship and Multiculturalism Act (1980)



Dimensions of Social Exclusion

- Physical
- Economic
- Human assets
- Social assets
- Political

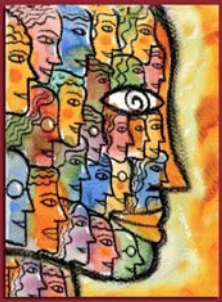
Sources: de Haan (1998b: 15), Freiler (2001), Mitchell & Shillington (2002)



Dimensions of Social Exclusion- Physical

- Location- Geographic isolation; access to public parks (clean, safe)
- Infrastructure- Access to public transit; availability of public library
- Housing- Shelters and accommodation

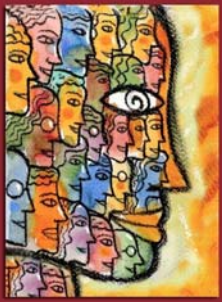
Sources: de Haan (1998b: 15), Freiler (2001), Mitchell & Shillington (2002)



Dimensions of Social Exclusion- Economic

- Income- Child and family poverty; duration of poverty; income inequality
- Labour market participation- Employment; job quality
- Financial assets

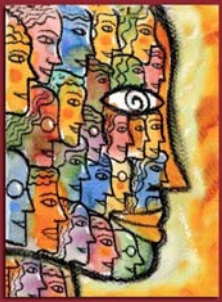
Sources: de Haan (1998b: 15), Freiler (2001), Mitchell & Shillington (2002)



Dimensions of Social Exclusion- Human Assets

- Health- Low birth weight, mortality, disability, access to health services, care insurance
- Education-Access to education, educational attainment

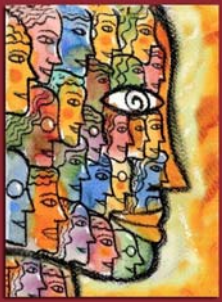
Sources: de Haan (1998b: 15), Freiler (2001), Mitchell & Shillington (2002)



Dimensions of Social Exclusion- Social Assets

- Social backgrounds- Gender, race, sexual orientation, family status, disability, etc.
- Civic engagement- Opportunities for participation in organized activities, volunteer opportunities
- Social networks

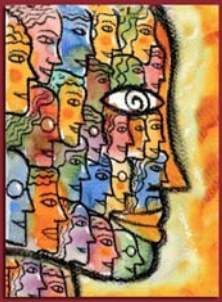
Sources: de Haan (1998b: 15), Freiler (2001), Mitchell & Shillington (2002)



Dimensions of Social Exclusion- Political

- Power- Formal legal rights, procedural access
- Participation- Consultation versus power
- Citizenship

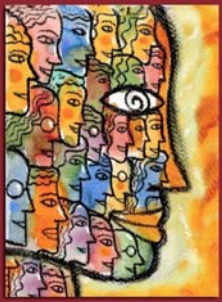
Sources: de Haan (1998b: 15), Freiler (2001), Mitchell & Shillington (2002)



Conceptual Grounding: Social Justice

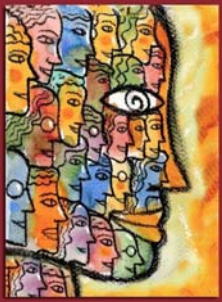
- Distributive/redistributive social justice- Access to material resources (i.e. wealth and income) and non-material social goods (i.e. rights, opportunities)
- Procedural social justice- Access to/ participation in decision making processes
- Elimination of institutionalized domination and oppression

Sources: Young (1990), Mullaly (2010)



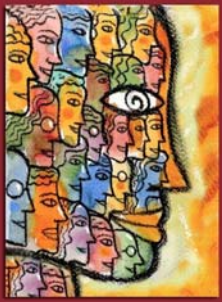
Removing Barriers- Social Justice Work

- Locating ourselves
 - Ideology/ paradigm
 - Who are we? How do we see the world? What have shaped our worldviews?
 - Our values and implications of our values on others
- Framing the issue
 - Charitable vs. rights-based
 - Personal *and* collective
 - Individual *and* structural



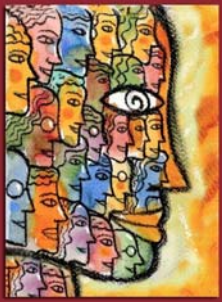
Removing Barriers- Social Justice Work

- Critical analysis
 - Access to goods and services
 - Access to decision making processes
 - Personal, cultural and structural levels of marginalization
 - Power and empowerment
 - Congruence between understanding of complex needs and responsive resource allocation
 - Contemporary *and* historical contexts
 - Our own social structures, processes and practices



Removing Barriers- Social Justice Work

- Taking action
 - Normalize social justice discourse
 - Promote organizational change/ diversity competence (governance, management and service delivery)
 - Promote equitable access of all groups to goods and services
 - Address multi-dimensionality of issues
 - Promote access of individuals to decision making processes
 - Challenge personal, cultural and structural levels of marginalization
 - Accompany individuals toward empowerment
 - Influence public policy and resource allocation to address complexities of issues



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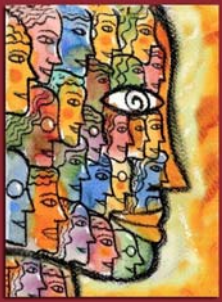
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Mitchell, A & Shillington, R. (2002). *Poverty, inequality and social inclusion*. Toronto: Laidlaw Foundation.

Statistics Canada (2006). *Community profiles*. Available at <http://www12.statcan.gc.ca/census-recensement/2006/dp-pd/prof/92-591/index.cfm?Lang=E>

Young, I. M. (1990). *Justice and the politics of difference*. Princeton, NJ: Princeton University Press.

Mullaly, B. (2010). *Challenging oppression and confronting privilege* (2nd edition). Don Mills, ON: Oxford University Press.



Additional Resources

Centre for Social Justice. <http://www.socialjustice.org/index.php?page=publications>

Community Foundations of Canada. <http://www.cfc-fcc.ca/publications/other-resources.html>

Human Rights and Diversity, Culture and Community Spirit, Government of Alberta.
Resources related to diversity, inclusion and equity.
<http://culture.alberta.ca/humanrights/default.aspx>

Laidlaw Foundation. <http://www.laidlawfdn.org/category/resources/laidlaw-publication>

Maytree Foundation. <http://maytree.com/policy/publications/maytree-publications>

Ngo, V. H. (2009). Cultural competence: A guide for organizational change. Calgary, AB:
Canadian Heritage/ Education Fund.
<http://culture.alberta.ca/humanrights/publications/docs/CulturalCompetence.2008.pdf>

Parkland Institute. <http://parklandinstitute.ca/research/tags/>