

Appendix PR2.2- ACRN-IAP: Focused Group Discussion Questions and Focused Groups

Facilitator's Instructions

Prior to joining the focused group discussions- participants will engage in four steps.

1. General introduction about the project, its objectives and anticipated outcomes. This will also include personal safety guidelines, clarification on the distinction between individual exercises and group activities and confidentiality issues during focused group discussions (no real names can be used – only use pseudonyms and change location of incidence)
 - a). This will be followed by signing the letter of consent and
 - b). Signing the Confidentiality Oath.
2. Engage in an open discussion to share knowledge and awareness of human rights legislation and programs in their province, prohibited grounds of discrimination and, the nature, levels and forms of the intersection of oppression. The discussion will include contemporary theory and knowledge about anti-oppressive practice.
3. Participants will be asked critical reflect on one (recent) incidence of lived experience of oppressive based on perceived “race”, gender and or religious differences- and the related human, social and economic cost. Participants will be free to choose an incidence experienced either within the African Canadian community or in the general public service area.

This is an individual exercise.

4. There are also encouraged to critically self-reflect and think about one incidence when they were in the oppressor's role- on the same format as question #3.

This is also an individual exercise.

Focused Group Discussions: After dividing up in groups based relevant criteria such as Canadian status i.e. recent Immigrants and or Refugees, Naturalised Canadians, first generation Canadian, multi-generation Canadians.

Depending on the diversity of the participants attending a given session focused groups may be smaller than 8-12.

1. Each group will be asked to identify a lived experience of oppression they would analyze deeply using the following points and to write down key points.

- i.) What was the incidence about?
- ii.) Related prohibited ground(s) of discrimination- and other intersecting basis of oppression
- iii.) The direct and indirect forms oppression – including related myths and stereotypes, forms of domination, exploitation etc.
- iv.) The levels of oppression recognized in that incidence i.e. personal (internalized oppression), inter-personal, institutional/ structural, and cultural oppression e.g. myth and stereotypes.
- v.) Are those forms of oppression common in their community, factors that contribute to its re-occurrence/ persistence?
- vi.) Are those forms of oppression common in the Canadian public institutions factors that contribute to its re-occurrence/ persistence?
- vii.) What were the different direct and subtle myths that support that oppression within your culture, and society at large

Q2. What is the human, social and economic impact/ cost of that oppressive incidence - at the personal, family and larger society level?

- i). How did that incidence impact the person's health – i.e. their emotions, self-respect and self-image (also referred to as emotional well-being)?
- ii). How did it affect their relationships at the family level and possibly beyond?

iii). How did it affect your economic wellbeing (financial standing) at the time of the incidence, later and possibly in the future?

iv) Are you familiar with other similar incidences? Are there other related human, social and economic costs?

v) **What themes come up in relation to: a) human, b) social and c) economic cost of the intersection of oppression?**

Q3. What strategies can the group identify to effectively stop the identified forms of oppression at the individual, inter-personal, family level, community level, institutional / organization and cultural levels within the context of achieving the goal of full integration and attainment of equal human dignity and equitable participation in Canadian society?

Presentations of Each Focused Group at the end of the Day:

Each group will have the opportunity to present their case examples, and related responses in themes plus strategies to overcome oppression at the four different levels – institutional/Structural, Cultural/ personal (internalized oppression) and inter-personal. Issues related to unique groups such as recent immigrants, first generation Canadians, Francophone Canadians will be noted.