

Critical Reflective Practice Workbook

Peer Positive

This workbook was developed as part of the **PEER POSITIVE** initiative (www.peerpositive.ca).

Much of the content of this workbook was adapted with permission from documents created by Jana Vinsky for Liberation Practice International (www.liberationeducation.com).

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The booklet was designed and illustrated by Erin McPhee.

Just like all of our tools, this is a work in progress. Let us know how we can make it better by emailing josina.vink@camh.ca.



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Introduction

This workbook is for peers and professionals who want to improve the current state of social services, *starting with themselves*.

If you are committed to taking a more **PEER POSITIVE** approach, establishing a critical reflective practice is fundamental.

This workbook will help you notice some of the influences on your understandings and reactions so that you can prevent oppressive practice. Noticing these influences and adjusting your practice are essential as we work toward equitable partnerships between peers and professionals in services.

What is Critical Reflective Practice?

Critical Reflective Practice (CRP) involves examining ourselves and our practices in relation to our anti-oppression values. It means questioning ourselves about how power and social location affect our understanding, communication, decision-making, and problem solving.

CRP helps us check our reactions, assumptions, and practices to explore how they have been influenced by, and exert influence on, our identities and the world around us. It helps us identify biases within aspects of who we are and our responses.

CRP provides us with a structured process (used before, during and after practice) to support ongoing practice change in keeping with an anti-oppressive and **PEER POSITIVE** approach.

SYSTEMIC

FAT PEOPLE ARE UNDISCIPLINED
BLACK MEN ARE GOOD ATHLETES+ ENTERTAINERS

PEOPLE WITH DISABILITIES SHOULD LOOK AFTER THEMSELVES

NOT ALL DISABILITIES ARE VISIBLE

I JUST NEED TO LOSE WEIGHT

LIFE WILL BE EASY ONCE I BECOME A RAPPER



CHATTER

THE MAN SHOULD BE THE BREADWINNER

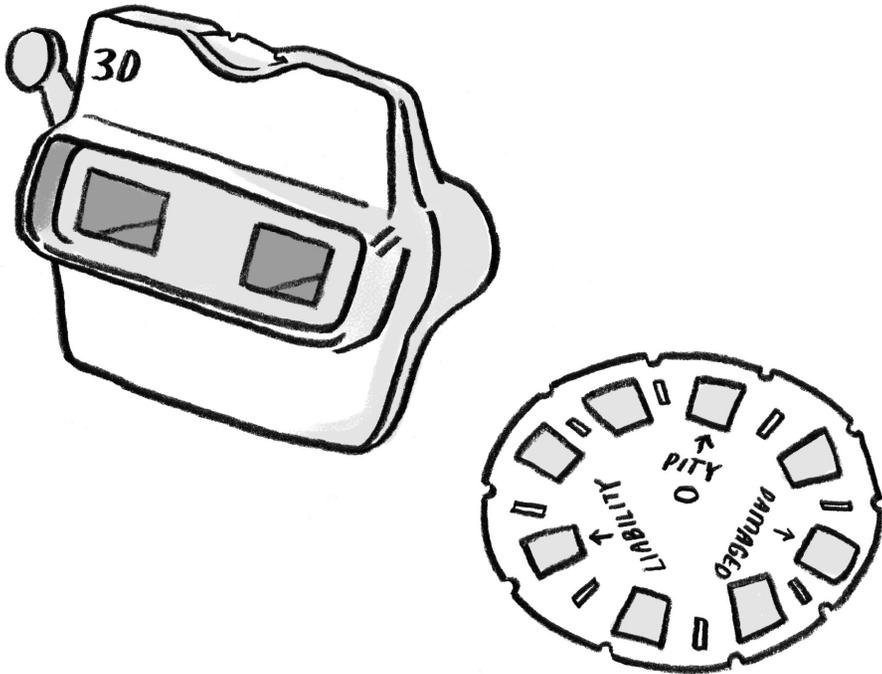
YOU'RE A BURDEN TO SOCIETY

I HAVE NO MONEY IN THE BANK - WHAT KIND OF MAN AM I?

I'M JUST AN OLD MAN, NO LONGER USEFUL



HOW DO OUR LENSES TURN PEOPLE INTO OBJECTS?



Lenses of objectification have us see people as things, rather than as human beings. These lenses are informed by systemic chatter and our systemic self. Lenses of objectification de-humanize the social services because they encourage strong divisions between service providers and service users.

Examples of common lenses include:

Damaged

Seeing people as so broken that no amount of help will make a difference.

Example: "I'm just going to do the minimum since there's no hope for this one anyways."

Efficiency

Needing to be productive by accountability standards, rather than providing quality service.

Example: "I'm going to end the meeting with him early because I have paper work that I need to finish."

Liability

Making decisions to manage risk when you know it will interfere with good service delivery.

Example: "I'm going to call the police just in case something happens. Seeing the police might upset my client, but this way I won't get in trouble."

Infantilization

Treating people like children, assuming that they are less competent, less experienced, and less intelligent than others.

Example: "You could fill out the form, but why don't I do it so we get it right."

