

ADVOCATING FOR SOCIAL JUSTICE, SOCIAL IN OUR CAREER PRACTICE

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SOCIAL JUSTICE

- In helping professions, social justice “is an active philosophy and approach aimed at producing conditions that allow for equal access and opportunity; reducing or eliminating disparities in education, health care, employment, and other areas that lower the quality of life for affected populations... “(Sue & Sue, 2013, p.134).

SOCIAL JUSTICE FOR CAREER PROFESSIONALS

- Social justice is important to career professionals because it involves working toward the elimination of discrimination against all oppressed groups in the career arena, whether work entails eliminating discrimination in career training, hiring, or promotion

SOCIAL ACTION

- to become agents of systematic change, to channel energy and skill into helping clients from marginalized or powerless groups break down institutional and social barriers to optimal development” (Lee, 1998, p.7).

SOCIAL ACTION FOR CAREER PROFESSIONALS MEANS

- Personal and professional conduct that opposes all forms of discrimination and oppression.
- The ability to accurately perceive environmental influences on human development when working with clients
- Possessing skills to intervene at a system-wide level to challenge environmental barriers that stifle potential and block opportunities

ADVOCACY

- “taking social justice ideals and putting them into action. [Advocacy is] an act of speaking out and advocating with and/or on behalf of an individual or group (Ratts, Lewis, & Toporek, 2010).

MARGINALIZED

- to relegate to an unimportant or powerless position within a society or group (Miriam Webster dictionary)

DIVERSITY

- differences among social groups such as ethnic heritage, class, age, gender, sexuality, ability, religion, and nationality (Adams, Bell, Goodman, Joshi, 2007).

TITLE VII OF THE CIVIL⁹ RIGHTS ACT

- Prohibits discrimination against protected classes in:
- Hiring and firing
- Compensation, assignment, or classification of employees
- Transfer, promotion, layoff, or recall
- Job advertisements
- Recruitment

TITLE VII OF THE CIVIL RIGHTS ACT

- Testing
- Use of company facilities
- Training and apprenticeship programs
- Fringe benefits
- Pay, retirement plans, and disability leave
- Other terms and conditions of employment

PROTECTED CLASSES

Refers to Title VII of the Civil Rights Act of 1964 and refers to “race, color, religion, sex, or natural origin.”

SEXUAL HARASSMENT

- unwelcome sexual advances, requests for sexual favors, and other verbal or physical harassment of a sexual nature.

RACIAL HARASSMENT

- unwelcome conduct that unreasonably interferes with an individual's work performance or creates an intimidating, hostile, or offensive work environment. Examples of harassing conduct include: offensive jokes, slurs, epithets or name calling, physical assaults or threats, intimidation, ridicule or mockery, insults or put-downs, offensive objects or pictures, and interference with work performance. An employer may be held liable for the harassing conduct of supervisors, coworkers, or non-employees (such as customers or business associates) over whom the employer has control.

MICROAGGRESSIONS

The everyday slights, put-downs, invalidations, and insults directed to socially devalued group members by well-intentioned people who may be unaware that they have engaged in such biased and harmful behaviors.

MY FAVORITE DESCRIPTION OF MICROAGGRESSION

- <https://www.youtube.com/watch?v=hDd3bzA7450>

EXAMPLES OF MICROAGGRESSIONS

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- I don't see you as (black, white, Asian, Latino/a, Indian, gay, lesbian, disabled, etc.) I see you as a person
- My brother/aunt/cousin/friend/neighbor, etc. didn't get a job because of Affirmative Action.
- Why don't they just learn to speak English if they work here? It's such a pain always having to put things in two languages.

WHAT KEEPS CAREER PRACTITIONERS FROM BEING ACTIVE IN SOCIAL JUSTICE?

- Fear
 1. Fear of losing one' job
 2. Fear of being ostracized or ridiculed by others
 3. Fear of gaining a reputation as a troublemaker
 4. AWESOME RESPONSIBILITY AND POWERLESSNESS
 5. May lose privileged status
 6. No Training

WHAT CAN YOU DO? FIRST STEPS

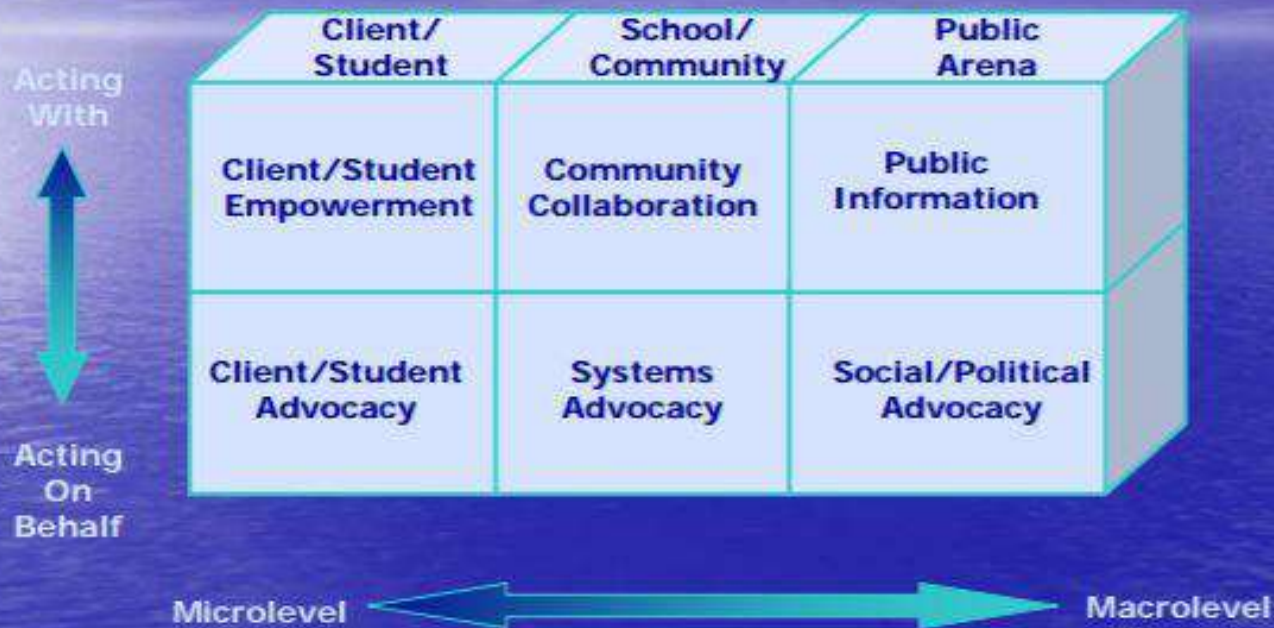
- Find an injustice that elicits your moral outrage—Something that you are really passionate about
- Decide that you are going to go all out in advocating for justice for this particular group. You will advocate with individuals, with the community, with the nation and with the world.

WHAT CAN YOU DO? FIRST STEPS

- Prepare for a loss of privilege. If you advocate for a group with which you are not a member, then prepare for a loss of privilege
- Once you have prepared for and experienced a loss of privilege, you will develop a deeper sense of commitment to that population.

SOCIAL JUSTICE ADVOCACY COMPETENCIES AMERICAN COUNSELING ASSOCIATION (2002)

Advocacy Competency Domains



ADVOCACY²¹

INDIVIDUAL LEVEL

- Individual level Client who has experienced sexual harassment in her worksite and is not sure whether to address it or not .
 - Empowerment approach
 - Advocacy approach

From: Rebecca Toporek, Chope, Tripp, Gluck

EMPOWERMENT

- Identify strengths and resources of clients and students
- Identify social, political, economic, and cultural factors that affect the client/student
- Help the client develop self-advocacy skills and action plans
- Help the client in carrying out action plans.

EMPOWERING TECHNIQUES

- Assertiveness skills
- Coaching clients to write letters to newspapers or politicians
- Helping clients intervene on their own behalf with employers and co-workers.

ADVOCACY

- Negotiate relevant services on behalf of the client
- Help clients gain access to needed resources
- Identify barriers to the well-being of individuals and groups
- Develop plan of action
- Identify potential allies
- Carry out the plan of action

COMMUNITY/ORGANIZATIONAL LEVEL:

- Community Collaboration—Alert the community or school groups with common concerns
- Give educational presentations designed to empower others
- Develop alliances with other groups interested in the issue
- Find ways you can be useful to the group with your skills as a career practitioner
- Confront co-workers who engage in discriminatory behaviors in the workplace

SYSTEMS ADVOCACY

- Defend causes for social justice in schools and in the workplace
- Join policy-making committees
- Get involved with evaluation of performance of workers and the organization itself.

- Rebecca Toporek, Robert C. Chope Felicia Tripp, Robin Gluck

SYSTEMS ADVOCACY

- Become active in developing systemic changes in the school , community
- Analyze the sources of political power and social influence within the system
- Develop a step by step plan for dealing with probably responses to change
- Recognize and deal with resistance

PUBLIC INFORMATION

- Prepare written and multimedia materials that provide clear explanations of the role of specific environmental factors in human development
- Communicate information in ways that are ethical and appropriate for the target population
- Disseminate information through a variety of media
- Identify and collaborate with other professionals involved in disseminating public information
- With allies, prepare convincing data and rationales for change
- Contacting media

SOCIAL/POLITICAL ADVOCACY

- Seek out and join with potential allies
- Support existing alliances for change
- Maintain open dialogue with communities and clients to ensure that the social/political advocacy is consistent with initial goals
- Speak out publicly
- Engage in peaceful protests
- Write to elected officials and policy makers

SOCIAL/POLITICAL ADVOCACY

- Sign or circulate petitions regarding the social injustices
- Joining local chapters of national organizations advocating for social change
- Advocate on all levels of government
- Speak out and lobby for legislators to include ALL marginalized groups under the civil rights protections

WHAT ELSE YOU CAN DO?

- Take action to equalize the inequities in education
- Take action to equalize inequities in job selection
- Work to defeat efforts to shut down affirmative action
- Take action to decrease dependence on assessments that are biased against certain groups
- Help create alternatives opportunities for clients
- Take action to break the glass ceiling that women, men of color, and other experience in the workplace.

YOU EITHER HAVE TO BE
PART OF THE SOLUTION, OR
YOU ARE GOING TO BE PART
OF THE PROBLEM

Eldridge Cleaver

THANK YOU.

Questions?



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