Posters

InSight into Oppression (1-08)

Mr. Wayne Hounsell felt that his landlord (Drummond Investments Ltd. and/or Blair Humphries) discriminated against him in the matter of accommodation as a result of his physical disability. Mr. Hounsell is without sight and had requested to move from a ground floor apartment to an apartment on a higher floor in order to feel safer. This request was refused by the landlord. Mr. Hounsell contends that this refusal was due to the fact that his seeing eye dog may scratch the hardwood floors, and therefore he was being discriminated against for his disability. The findings of the case were in favour of Drummond Investments Ltd. and/or Blair Humphries. The poster will highlight key insights that emerged through analysis of this case.

Mr. John Cline: ‘New Blood’, Bona Fide at 65 (1-09)

Presenters: Laura Bedecs, Brittany Sanche, Sandra Taylor, Darcy Thachuk-Gay, Stacey Wadden, Cindy Wynne
The human rights case of John Cline against the Valley Regional School Board of Nova Scotia presents an opportunity to raise critical consciousness in regards to discrimination based on age and mandatory retirement policies in Canada. It provides the platform to discuss and analyze the history behind the deeply rooted and institutionalized oppressive policies and practices of ageism. Anti-oppressive Social Work practice must remain committed to further action against ageism with the lens of intersectionality. Ageism often goes unnoticed as it is not generally viewed as a form of discrimination.

Religion & Human Rights: A Conflicting Relationship (2-01)

Presenters: Andrea MacDonald, Alexa MacLeod, Brittany Eisner, Laura Westhaver
The issue of religion is unpacked in this case: Reverend Kenneth Gilliard v. The Town of Pictou (2005). Reverend Gilliard alleged that the Town of Pictou discriminated against him because of his religion when he was not allowed to book the local Marina Stage for a religious play. He was offered a different stage instead. The Board of Inquiry decision was that the Town of Pictou did discriminate against Reverend Gilliard. The poster will highlight points of oppression in the case, and implications for practice, policy, and future research.


Presenters: Jassie Saroya, Jillian Withers, Maddalena Maher, Annie Wallace, Tasha McAdam, Jenna Reed-Cote
The poster represents an analysis of a Human Rights case demonstrating how oppression is embedded within cultural and societal structures, titled “Ahmed Assal v. Halifax Condominium No. 4 and the Nova Scotia Human Rights Commission.” This case was brought to the Human Rights Board of Inquiry with the focus on discrimination based on the individual’s religion and ethnic/national origin. We will explore relevant social policy to the case and discuss implications for social work practice.

Presenters: Christine Hillis, Beverlee Hoy, Christi Lalonde, Lindsey MacIsaac, Sabah Noor, Erin Northey

Through the analysis of the case of Tessier v. Nova Scotia (Human Rights Commission) this poster examines the relationship of power and privilege through the intersections of gender and (dis)Ability, and allows us to go even further into how the Nova Scotia Human Rights Commission itself is held to a level of accountability for investigating and making decisions about these cases. We recognize that while this case may have several social and political implications for procedural fairness of human rights complaints, it did not help to create a legal framework for women in male-dominated workplaces who come forward with concerns of gender discrimination. Most importantly, through our media analysis we uncovered information that Ms. Tessier had, in fact, reached out to feminist grassroots organizations for support and was denied. Evidence of the direct implications to anti-oppressive social work practice is revealed, such as how the details of our daily practice, including issues of employee turnover, can impact the lives of the people we work with.

(dis)Ability and Deniability: Uncovering the Hidden Experiences of Those Living with (dis)Ability (3-01)

Presenters: Morgan Blackmore, Nik Harris, Holly Smith, Gina Surette

Mary Brown filed a complaint with the Human Rights Commission following the ending of her employment with Hand in Hand, through St. Vincent de Paul Society. The complaint revolved around unjust dismissal from her place of employment. A settlement was reached outside of the commission’s proceedings where Mary Brown was awarded damages although St. Vincent de Paul acknowledged no liability. Due to the unique course that this case took and the limited media coverage and documentation surrounding it, the analysis leaves us with a number of questions. Through our inquiry, we examine the ways in which language, (dis)Ability and identity intersect. We try to reconcile the notion of damage in the absence of liability.

Nova Scotia Human Rights Commission Extinguishing Racial Discrimination for Black Firefighters (3-09)

Presenters: Star Arbing, Hannah Cavicchi-Burrows, Larry Copelowitz, Nicole Nearing, Tim Schurman, Beverly Ward

This presentation evaluates the Human Rights Commission response to a complaint made by Black firefighters in the Halifax Regional Municipality (HRM) who experienced multiple microaggressions in the workplace and were subjects of institutionalized racism. A review was completed of mainstream and alternative media sources, which points to the necessity of seeking alternative voices to gain different perspectives on issues, as various media sources showed different perspectives. Links to Anti-Oppressive practices can be noted through the use of restorative justice to resolve the complaint; which are tied to the systemic history of racism including the demolition of Africville and destruction of that community. Finally, the filing of the complaint and the dedication of the Halifax Black firefighters to use a restorative justice approach to resolve the complaint allowed for other marginalized groups to come forward with their experiences and stimulated discussion within the Human Rights Commission in future use of restorative justice approaches. This case highlights the value of social justice action and demonstrates the benefits of a restorative justice approach.

Colonization, Racism and Employment: A Review of The Case of Pye v. Commercial Safety Survey Ltd. (CSSL) (4-08)

Presenters: Katrina Norton, Katherine Ryan, Tara Shea, Karen Ward, Angela MacIsaac

The case of Pye v. Commercial Safety Survey Ltd. (CSSL) is one where an Aboriginal man alleges that he was discriminated against because of his Aboriginal culture. The harassment claim was settled prior to the hearing at the scheduled Board of Inquiry. This presentation examines Mr. Pye's harassment file with the Human Rights Board of Inquiry, exploring the roots of oppression both historically and present day. The resolution that was reached between Mr. Pye and CSSL will also be examined, to determine whether there is evidence of further oppression in this case.
Discrimination in Housing: Single Mother Challenges Rental Corporation & Demands Equality (5-08)

Presenters: Rachel Ashby, Marshell Baker, Rebecca Brown, Jessica Daikens, Amanda Gallion-Ferron
The poster explores a complaint filed by Janet Lee Leadley with the Nova Scotia Human Rights Commission for discrimination in rental housing by Oakland Developments Ltd. and their building superintendent. It explores the various forms of oppression the family encountered and examines the decision made by the Human Rights Board of Inquiry. It also considers the role for social workers when working with service users who encounter similar issues of discrimination and oppression.

Accommodating (dis)Ability in the Workplace: A Right or an Employer's Discretion? (5-09)

Presenters: Rachel Levy, Liana Laviolette, Christine McPhedran, Kelly Thiara, Bonnie Richardson
People living with chronic or temporary (dis)Abilities are constantly facing discrimination and oppression when it comes to securing or maintaining full-time employment. With employment being so inaccessible to those with (dis)Abilities, should employers be able to choose when it is convenient for them to accommodate a current employee when (dis)Ability occurs? Despite Human Rights legislation, people with (dis)Abilities still encounter discrimination, creating undue hardship and further alienation from mainstream society. Although there is opportunity for legal recourse, cases brought to the Human Rights Commission are subject to individual interpretation and application of the law that is at risk for bias. This poster will critically explore the Human Rights case between John Tanner and his employer Alumitech Ltd. An overview of anti-oppressive practice strategies and policies that can assist in tackling larger societal injustices of discrimination against individuals experiencing (dis)Abilities will be highlighted.

More Than a Label: A Teacher’s Journey to Overcoming the Intersecting Faces of Oppression (6-08)

Presenters: Robyn Glen, Alex Gracie, Kimberley Lovis, Alicia Mizzi, Melissa Pandolfini, Nicole Peter
Based on the human rights case of Lindsay Jane Willow v. Halifax Regional School Board, Principal Gordon Young and teacher John Orlando, this poster will focus on the various power imbalances and intersection of privilege and oppression in Ms. Willow's experience with discrimination due to her perceived sexual orientation. It will aim to expose the ways in which historical and current indicators of oppression within the LGBTQ community inform this case and its final decision. Moreover, it will consider media coverage of the LGBTQ community to disclose and discuss the presence of stereotyping and multiple levels of oppression. This poster highlights the complexity of intersectionality and the importance of critical consciousness when analyzing such situations. It will also consider the impact that one's own social location, and relationship with privilege and oppression could have in anti-oppressive practices.

Human Rights for Persons with (dis)Abilities: Inclusion and Accessible Transportation (6-09)

Presenters: Yvonne Courtney, Holly Fiddes, Salma Khan, Wanda Randles, Kristin Reinhart, Jenine Saffioles
Under section 5(1)(a)(o) of the Human Rights Act, allegations of discrimination were made to the Nova Scotia Human Rights Commission on March 16, 2009 by Michael Craig and on April 12, 2010 by Tammy Robertson against the Halifax Regional Municipality and Metro Transit. The allegations were pertaining to discrimination on the basis of physical disability relating to wheelchair access to the local transit service. The outcome was a Consent Order, in accordance with section 34(5) of the Human Rights Act, dated June 29, 2011. The Consent Order outlined specific measures to be taken by Metro Transit with resolution expected at the end of November 2011. This case study aims to engage, inform and raise critical consciousness of the reader regarding the equality of public transportation access for individuals living with a (dis)Ability.
From Allegation to Outcome: An Anti-Oppressive Analysis of a Sexual Harassment Hearing at the Nova Scotia Human Rights Commission (7-08)

Presenters: Scott Hofstetter, Ronna Mariano, Timena Osborne, Anastazja Pustowska, Clare Wells, Lindsay Windhager

This poster explores a sexual harassment case brought before the Nova Scotia Human Rights Commission. In 1998 Ms. Silvia Wigg filed a complaint of sexual harassment from her employer that began in 1995. The poster will deconstruct her experience through the theoretical lens of anti-oppressive practice, while focusing on the details and the process of the case from the time she filed, during the proceedings and hearing, and finally to when the decision and orders for remedy were awarded in 1999. The poster will highlight Ms. Wigg’s social location, her experience of intersectionality including ageism, sexism and classism and contrast her experience of sexual harassment in the workplace with her experience with the Commission. By offering an analysis of the privilege and power held by her employer, the lack of media attention, implications of this case within a microanalysis, and discussion of cultural implications we hope to better understand how social workers using anti-oppressive practice can impact and empower the lives of individuals experiencing sexual harassment, sexism and ageism.


Presenters: Sheri DeVries, Audrey Armstrong, Courtney Ryder, Graeme Oddie, Darcie Flanders

This poster provides a summary, analysis and discussion of the human rights case of Borden and Smith v. Bob’s Taxi 2014. An analysis of how overt racism affected the complainants in the case is addressed, as well as extrapolated to larger groups of oppressed persons. Two of the complainants in this case were children aged 10 and 13 at the time of the offence and the children had the opportunity to identify how the racist statements affected them in both social and emotional ways. The decision is discussed in terms of not only assigning guilt to the perpetrator of these offensive actions, but also identifying the failure to take action as a perpetuation of the incident. The structural analysis of the case suggests that the actualization of human rights is dependent on fundamental social policy and economic change.

Panels

Consumer Racial Profiling: A Harsh Reality for African Nova Scotians (1-01)

Presenters: Brittany Orchard, Katrina Braun, Jillian Dollimont, Tyler Upshaw

In this presentation, the Human Rights Board of Inquiry of David v. Sobeys is explored. The impact of resistance from Sobeys and the events that followed including community responses, protests and boycotts will be highlighted. The larger social issue of structural race and class inequalities will also be discussed.

I Am Canadian: A Case of Race, ID, and Refused Service (3-08)

Presenters: Samantha Bonaparte, Breigha Debison-Byrne, Gillian Harris-Crocker, Kathryn Modafferi-Elisio, Tanya Moss

On the evening of February 20, 2010, Dino Gilpin hoped for a quiet meal at a local downtown bar. His meal request was denied, and he was instead served humiliation when he was discriminated against by the bar’s staff and management. In this case study, we intend to uncover the racial underpinnings of the decision made by a licensed establishment to remove a man from their premises for not having appropriate identification. We will discuss racial oppression as it occurred throughout history to present day, and lessons learned from this case that will influence social work practice.
Dorothy Kateri Moore -- Intersecting Identities: A Questionable Decision (4-01)

Presenters: Mallory MacLeod, Serena Francis, Alicia Guy, Juliana Gomes, Danielle Bates
This case study will analyze the questionable decision in the case of Dorothy Kateri Moore and the Nova Scotia Human Rights Commission. Moore is a Mi'kmaq woman who worked at Play It Again Sports where her employers, Trevor Muller and Ronald Muller, called her a racial slur, "Kemosabe", and participated in numerous intersecting acts of racial discrimination and sexism, as they often implied that Mi'kmaq women were “easy” and likely to steal. The Human Rights Commission Board of Inquiry denied Moore’s claim declaring that the aforementioned facts did not constitute discrimination. In this presentation, we examine the facts. Moore’s intersecting identity and her employers’ attitudes, which leave us with more questions about the decision and the silencing of her story.

The Impacts of Patriarchy in the Workplace: Sexual Harassment Without Repercussions Hurts Us All (4-09)

Presenters: Jathinia Blais, Mary Charron, Gina Kokoska, Sondra McBride, Kaitie Bogie
The purpose of this paper is to analyze the human rights case lodged by Ms. Karen Davison in the late 1990s against the Nova Scotia Construction Safety Association, Mr. Bruce Collins, and Mr. Michael Kelly through an anti-oppressive lens. This paper serves as a tool to analyze workplace culture that supports sexual harassment, hierarchical structures within male-dominated workforces and the acculturation of toxic masculinity within our society. Using an anti-oppressive lens, the authors reviewed the case, allegations, terminology, legal findings, monetary rewards, media coverage and impacts on society. In reviewing this case, it becomes evident that despite the lengthy process, the exceptional number of witnesses and the Chair’s ultimate decision that found the Respondents culpable of most of the allegations, there was little change within the company, as one of the Respondents is still employed in the same position. The Respondents challenged the decision and successfully reduced their monetary penalty by almost a third.

Cutting Misconduct: The Case of Shear Logic, Sexual Harassment, and an Abuse of Power (5-01)

Presenters: Ashley Avery, Victoria Ellison, Katelyn Hines, Bry Long, Colin Morrison
Despite greater public consciousness, ongoing awareness campaigns and increased sensitivity training across the province, the courts of Nova Scotia exemplify that ongoing cases of sexual harassment, sexual discrimination and blatant homophobia continue rampantly today. Through analyzing the Nova Scotia Human Rights Commission complaint of Stephanie Graham v. Shear Logic Hair Styling (Shawn Cormier), and relevant media coverage, we examine how these forms of oppression continue to flourish within Nova Scotia. An analysis of this case and its media coverage highlights a unique history of oppression, poor timeliness of hearing cases, media and popular opinion, unfair and mediocre compensation, and unrealistic expectations of court personnel. These examples of the ongoing barriers and oppressions that continue to exist at the systemic level will be discussed, with discussion of how this systemic oppression trickles down to the individual level and creates very real and lasting impacts on the people of Nova Scotia, in particular, those marginalized by their sexuality and gender. This presentation will examine how we can use cases like Graham v. Cormier to challenge structural barriers and work toward better anti-oppressive practices in the future.