

**BICYCLE ADVOCACY AS
ANTI-OPPRESSION WORK**

TAMIKA L. BUTLER, ESQ.

WHO AM I?

- Young & Restless
- Young Invincible
- Young & Crazy
- Living the Dream



@TamikaButler
tamika@la-bike.org

WHO YA WITH?



- Founded in 1998
- Membership-based 501(c)(3) nonprofit organization serving bicyclists throughout LA County's 88 cities and unincorporated areas
- Utilize outreach events, education and advocacy

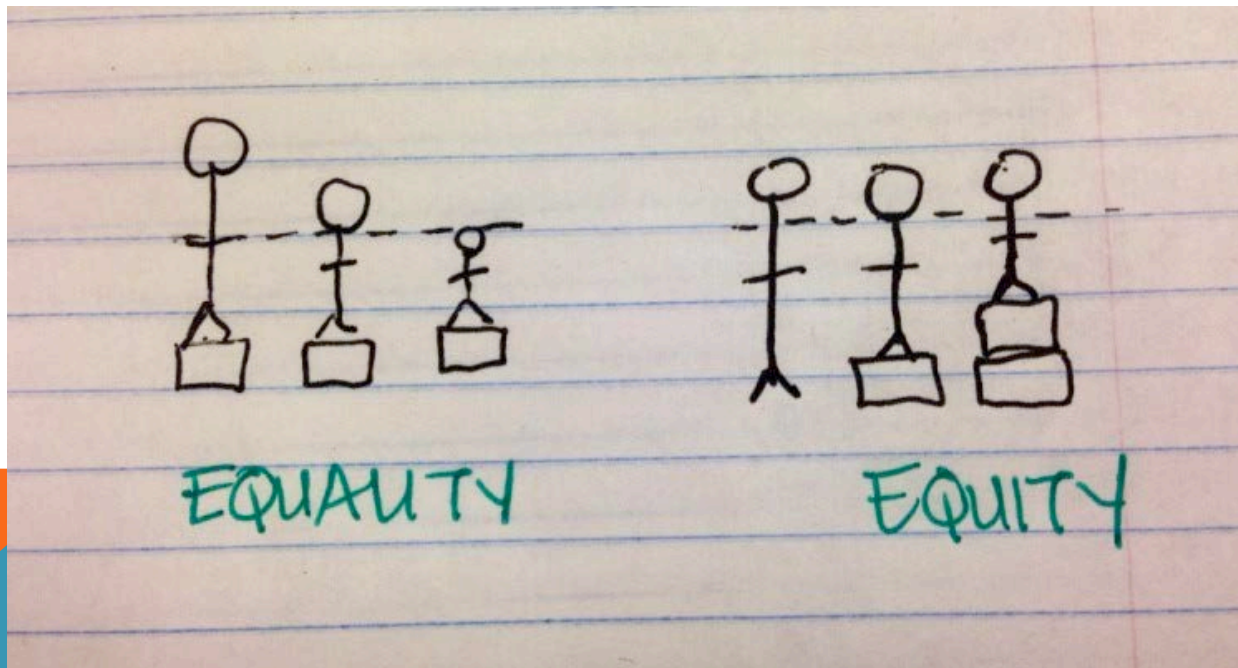
*We work to make communities in LA
County a healthy, safe, equitable,
and fun place to ride a bike!*
@LACBC



DEFINITIONS

(IN)EQUITY

Improving equity means promoting justice, impartiality, and fairness within the procedures and processes of institutions or systems, as well as their distribution of resources. **Tackling equity issues requires an understanding of the underlying or root causes of outcome disparities** within our society.



DIVERSITY OR INCLUSION?

Diversity



Inclusion



- Inclusion refers to the degree to which individuals with diverse perspectives and backgrounds are able to participate fully in the decision-making processes of an organization or group.
- While a truly “inclusive” group is necessarily diverse, a “diverse” group may or may not be “inclusive.”

RACISM

- Differential and/or unfair treatment of individuals on the basis of race is the most commonly understood and accepted manifestation of racism
- Necessary to distinguish **attitudes** and **beliefs** (“racism”) from **behaviors** and **practices** (“discrimination”)



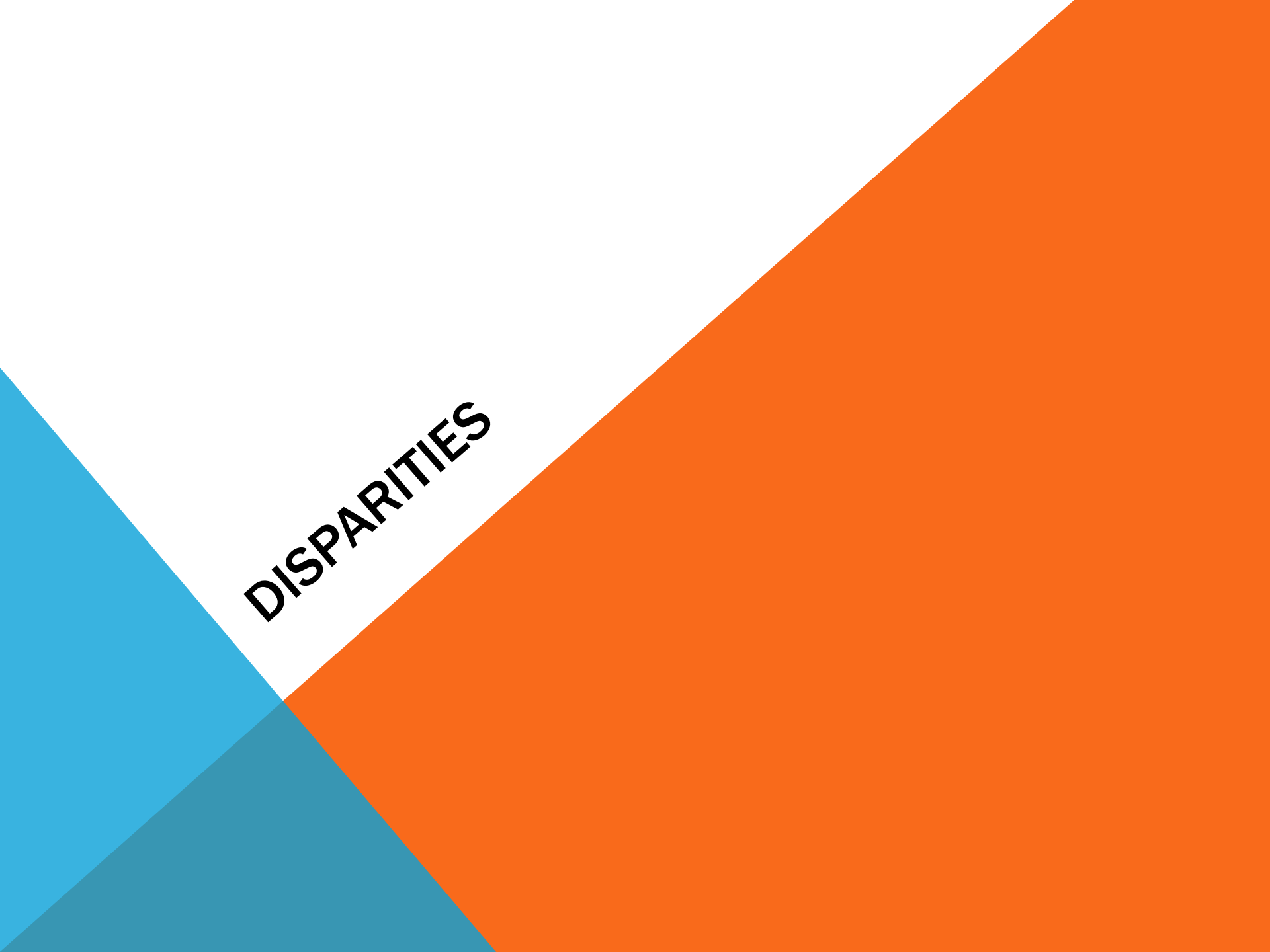
INTERSECTIONALITY

Framework based on belief that oppressions are *interlinked* and cannot be solved alone.



OPPRESSION

- **Oppression**
 - Unjust or cruel exercise of authority or power.
- **Institutional Oppression**
 - Systematic mistreatment of people within a social identity group, supported and enforced by the society and its institutions, solely based on the person's membership in the social identity group.
 - Established customs, laws, and practices.
- **Overt Oppression**
 - Open and observable, not secret or hidden. Target is aware.
- **Covert Oppression**
 - Secret or hidden and not openly practiced, or subtle. Target second guesses themselves and their reactions.

The background consists of several overlapping geometric shapes. A large white triangle is at the top. Below it, a large orange triangle points downwards from the top right. In the bottom left corner, there are two overlapping triangles: a light blue one on top and a darker teal one below it. The word "DISPARITIES" is written in black, bold, uppercase letters, rotated 45 degrees counter-clockwise, and positioned in the white triangular area.

DISPARITIES

BUT WHAT ARE THE STATS?

Have to go beyond
what they are and
look at why they are

SWIMMING UPSTREAM

- **Go "upstream"**
 - Some groups of people have higher rates of obesity
- **Does it have to do with where these groups of people live**
 - Liquor stores vs. grocery stores
 - Open lots vs. green space
 - Pot holes vs. complete streets





ENGAGEMENT

ENGAGEMENT

WHAT

- Is engagement recognizing and building off cultural strengths and values?
- Is it culturally appropriate?
 - Example: Food pyramid
- Have you asked any members of the community for ideas?

WHO

- Make sure you're not telling someone their culture is wrong
- Local leadership
- Co-power
- Participatory Research
- Authenticity

HEY, KATY PERRY

CULTURAL COMPETENCY

- Knowledge and interpersonal skills that allow you to understand, appreciate, and work with individuals from cultures other than your own
- No value assignment
- **Integration** and **transformation** of knowledge about individuals and groups of people into specific standards, policies, practices, and attitudes used in appropriate cultural settings

CULTURAL APPROPRIATION

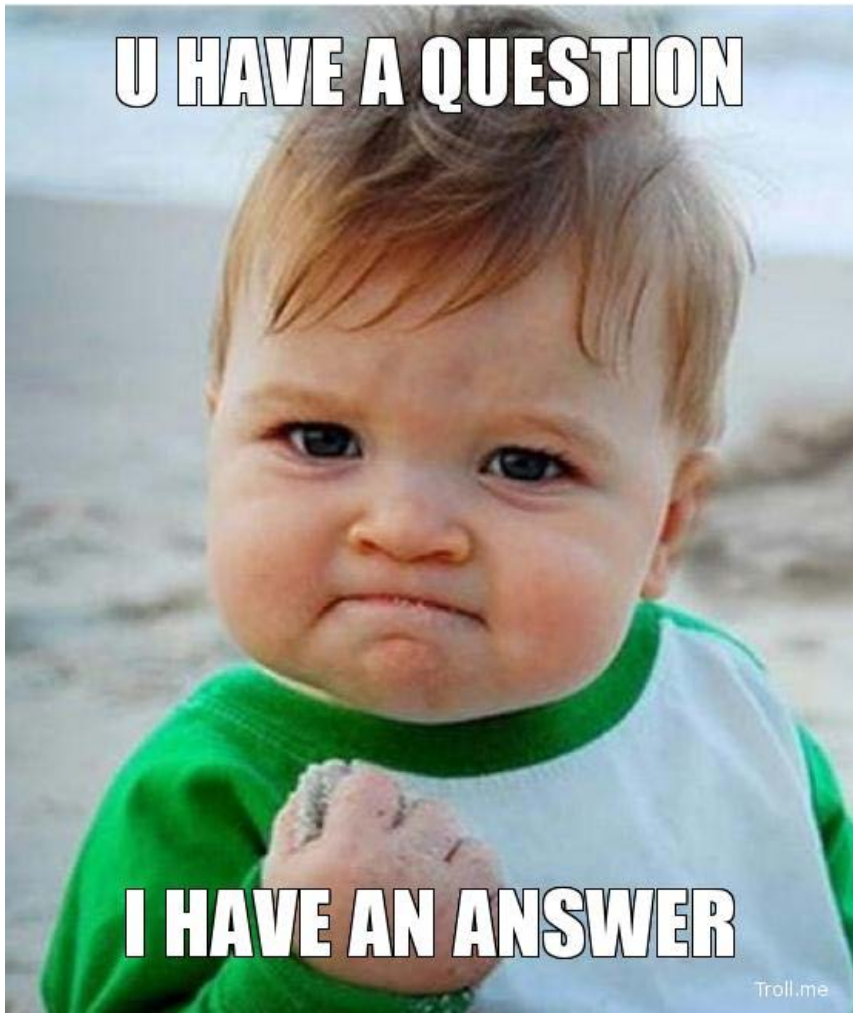
- Members of a dominant group **exploiting** the culture of less privileged groups--often with **little understanding** of the latter's history, experience and traditions
- Adoption of elements of one culture by members of a different cultural group who may eventually become the new face of said cultural practices, passing the **illusion** that certain cultural practices are authentic to them



TAKEAWAYS

REMEMBER

- **Swim upstream**
- **Know who you are**
- **Know who you're serving**
- **Co-power not empower**
- **Make mistakes**



QUESTIONS?