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Spring 2022 Virtual OTD Capstone Symposium

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4-14-2022

Occupational Rights Workshops: Critical Reflection, Discussion, and Collaboration with Occupational Therapists

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Occupational Rights Workshops: Critical Reflection, Discussion, and Collaboration with Occupational Therapists

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Background

In 2020, occupational therapy associations called for the profession to improve the practices' efforts in promoting justice and diversity, equity, and inclusion (American Occupational Therapy Association, 2020; World Federation of Occupational Therapists, 2020). Since then, there have been formations of DEI committees, continuing education opportunities for justice and antiracist practices, and more discussion in the literature about how the profession can support people's occupational rights. **Occupational rights** are "the right of all people to engage in meaningful occupations that contribute positively to their well-being and the well-being of their communities" (Hammell, 2008, p. 62).

Problem Statement

There is a lack of discussion on how to promote occupational rights in occupational therapy practice when faced with institutional, cultural, political, personal, and interpersonal barriers in the workplace

Purpose Statement

To increase the knowledge and practice of occupational rights among occupational therapists by facilitating interactive workshops that can stimulate individual and collective critical reflection, discussion, and collaboration on how to implement occupational rights into daily practice.

Methods

Gathering Data

Observations, pre-survey, and communication with site supervisors and faculty were utilized to tailor workshop/focus group content to each participating group. Post-survey utilized for outcome measures and workshop/focus group feedback (See Results).

Workshop/Focus Group Format



Theories-Models-Frameworks-Concepts

- Kawa Model
- Political Activities of Daily Living & 3P Archeology
- Transformational Learning Theory
- Occupational Consciousness

See "Project Components" for more information

Results

Therapists

Workshops & Focus Group

Majority of the responders...

- Thought activity supported understanding and reflection of occupational rights (workshop)
- Would like to attend more workshops in the future (workshop)
- Understood the relationship between occupational rights and related concepts (both)
- Felt comfortable talking to peers (both)

"Talking with peers enhanced my understanding"

"...makes me feel like these kinds of conversations are *not* 'taboo' in the workplace"
"Should be more regularly discussed"

"brought it up to our manager... excited about doing a safe reflection case study to present to CARF"

"[terminology] does feel somewhat alienating"

"frame the activity from a place where you assume the strength of your audience"

"not necessarily helpful as [we] highlight occupational rights already"

Faculty

Focus Group

Majority of the responders...

- Understood occupational rights concepts connecting with social justice, occupational justice, critical reflection
- Enjoyed the topic
- Felt discussion was relevant to the institution

"critical reflection is foundational in providing an opportunity to honor feelings around occupational rights topics and provides the opportunity to expand learning and application"

"having 'moments' I think was the word was within each class to incorporate critical reflection"

"it would have to come from a top-down approach to make [collective strategies for critical reflection]"

Students

Workshops

Majority of the responders...

- Felt comfortable talking to peers
- Felt activity helped understand occupational rights from a different perspective
- Plan to incorporate occupational rights concepts into future classes and practice
- Understood relationship between occupational rights and related concepts
- Would like to attend more workshops in the future

"nice to hear others' perspectives"

"these terms were not emphasized enough throughout our coursework"

"allowed for an open and honest conversation"

"not 100% comfortable in regard to understanding and application of occupational rights... most comfortable talking to peers"

What are things I could do to ensure I am fully supporting the occupational rights of the people I serve?

Themes: checking biases, learn about population, continuing education on rights, advocacy, *reflect back to workshop

Implications for Occupational Therapy

1. Advocate for opportunities for clinicians to critically reflect on occupational rights practices in work settings
2. Build on student critical reflection skills to support the development of occupational rights perspectives and practices
3. Provide inclusive collaboration and learning opportunities for occupational therapists across all settings to engage in reflection and conversation about occupational rights
4. Reflect on inclusive language and collaboration for rights-based practices with other professions

Acknowledgments

Thank you all for the wisdom, collaboration, and support.

- Dr. Heather Kitching
- Contributing Sites & Site Supervisors
- USAHS Doctoral Coordinators, Faculty, & Students
- Dr. Bonnie Nakasuji
- OTAC DEI Ad Hoc Leadership Subcommittee
- OTAC Research Committee

References



Project Components

