Addressing inequalities by strategic reasoning in occupational therapy towards inclusive development

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Aims and Objectives

Aims
The participants will:
• will make a start to think strategically about the future of occupational therapy in Europe within an international, national and local context
• will be able to relate innovative social and health issues to OT-practice

Specific Objectives
The participants will:
• experience thinking outside the box
• learn to network/ partner effectively, to discover opportunities and barriers
• analyse their own professional context to understand how best to promote partnerships as a way of tackling specific development imperatives
Programme

- **Introduction** to each other
- What is strategic thinking
- **1st exercise** in strategic thinking and discussion
- Introduction in some theory: Social determinants of health and partnering
- Examples
- **2nd exercise**: describe your next strategic step in OT or personal development and discussion
Introduction to Each Other

• **What** has been your most strategic step you did in OT in the last (half) year and **why** do you consider it to be strategic?
• Short discussion
Today’s extremes of inequality are bad for everyone!
What are the facts in/for OT?

- 1 billion persons with disabilities
- 417,000 occupational therapists
- 80% of persons with disabilities live in developing countries
- 80% of OTs work in developed countries
- Sweden has 99 OT’s on 100,000 inhabitants
- Bulgaria 0,2 OT’s on 100,000 inhabitants

What does these simple figures tell You??????

Lack of OT services
Unequal distribution of OT worldwide
Unequal distribution of OT in Europe
The growing problem of disability and poverty in Europe

Is this a clinical problem? What kind of reasoning is needed?
Disability

Vulnerable to poverty & ill-health

Social & cultural exclusion & stigma

Denial of opportunities for economic, social & human development

Reduced participation in decision-making and denial of civil & political rights

Deficit in economic, social & cultural rights

Poverty

Source: http://cripconfessions.com/archives/tag/oppression
Occupational Therapy

A Social Accountable Profession?

What does it mean?
Barriers to health care

People with disabilities have the same general health care needs as others

But they are:

- 2x more likely to find health care providers’ skills and facilities inadequate
- 3x more likely to be denied health care
- 4x more likely to be treated badly in the health care system
We can't solve problems by using the same kind of thinking we used when we created them.

- Albert Einstein
What can you do as OT?

- Strategic Thinking
- Strategic Planning
- Strategic Managing
Strategic Thinking

- Working on health inequities or poverty reduction can not be solved by individual treatment plans, nor by traditional clinical reasoning.

- Where do occupational therapists want to be in 10 or 15 years and how can they contribute to reducing health inequities and poverty in order to prevent disability? How can they position themselves in a constant changing world?

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Systems thinking, creativity and vision are key elements of strategic thinking.
## Conventional and Strategic Thinking Approaches

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<th>Conventional Thinking</th>
<th>Strategic Thinking</th>
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<td>Own disciplinary focus</td>
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<td>A single future</td>
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<td>Predictable</td>
<td>Creative</td>
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What is a **System**?

- A system is a whole, that consists of parts, each of which can affect its behaviour or its properties. (e.g. human body)
- Each part of the system, when it affects the system, is dependent for its effect on some other part. In other words the parts are interdependent. No part of the system or collection of parts has an independent effect on it.
- A system is a whole that cannot be divided into independent parts.
Figure 1: The Elements of Strategic Thinking

Systems Perspective

Intent Focus

Intelligent Opportunism

Thinking in Time

Strategic Thinking

Hypothesis Driven

From Jeanne M. Liedtka: Strategic Thinking: Can it be Taught?
Strategic Thinking
Generating Options
What might happen?

Options

Strategic Decision Making
Making choices
What will we do?

Decisions

Strategic Planning
Taking Action
How will we do it?

Actions
Strategic Thinking

- Long Term Thinking
- Foresight
- Futures Thinking
- Out of the box

- Taking a big picture AND long picture view of your context
Foresight Skills

- Essential here is to train yourself in foresight skills to develop a vision (related to policies),
- Please read the daily paper and listen to the news and select issues important for OT and think of ways to achieve and implement this!
Global, European and National Policies

What is the National and Local Policy about social inclusion?
Scan: know earlier

- Scan actively
- Scan in strange places
- Scan for diversity of perspectives (not right, not wrong, just is)
• Look for connections, collisions and intersections.
Was your strategic step strategic?

• In which systems did you operate?
• What was/is your vision?
• What creativity did you apply?
Occupation based social development approach

- Promote synergies between occupational science and occupational therapy
  - Advancing the knowledge about the significance of occupation in peoples’ lives and addressing occupational needs at individual and societal levels (Rudman 2015)
  - Focus on occupation as an essential aspect of human being, doing, becoming and belonging (hocking 2009, Molineux and whiteford 2011)
- Apply critical occupational science
- Follow a social development approach (thinking in the bigger framework of development)
Make use of global, national and local policies!

What is different?
GOAL 1 END POVERTY
GOAL 2 END HUNGER
GOAL 3 WELL-BEING
GOAL 4 QUALITY EDUCATION
GOAL 5 GENDER EQUALITY
GOAL 6 WATER AND SANITATION FOR ALL
GOAL 7 AFFORDABLE AND SUSTAINABLE ENERGY
GOAL 8 DECENT WORK FOR ALL
GOAL 9 TECHNOLOGY TO BENEFIT ALL
GOAL 10 REDUCE INEQUALITY
GOAL 11 SAFE CITIES AND COMMUNITIES
GOAL 12 RESPONSIBLE CONSUMPTION BY ALL
GOAL 13 STOP CLIMATE CHANGE
GOAL 14 PROTECT THE OCEAN
GOAL 15 TAKE CARE OF THE EARTH
GOAL 16 LIVE IN PEACE
GOAL 17 MECHANISMS AND PARTNERSHIPS TO REACH THE GOALS
Sustainable development goals: changing the world in 17 steps

Goal 1. End poverty in all its forms everywhere
Goal 2. End hunger, achieve food security & improved nutrition & promote sustainable agriculture
Goal 3. Ensure healthy lives & promote well-being for all at all ages
Goal 4. **Ensure inclusive & equitable quality education & promote lifelong learning opportunities for all**
Goal 5. Achieve **gender equality & empower** all women & girls
Goal 6. Ensure availability & sustainable management of water & sanitation for all
Goal 7. Ensure access to affordable, reliable, sustainable & modern energy for all
Goal 8. Promote sustained inclusive & sustainable economic growth full & productive employment & **decent work for all**
Goal 9. Build resilient infrastructure, promote **inclusive & sustainable** industrialization & foster innovation
Goal 10. **Reduce inequality** within & among countries
Goal 11. Make cities & human settlements **inclusive**, safe, resilient & sustainable
Goal 12. Ensure sustainable consumption & production patterns
Goal 13. Take urgent action to combat climate change & its impacts
Goal 14. Conserve & sustainably use the oceans, seas & marine resources for sustainable development
Goal 15. Protect, restore & promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, & halt & reverse land degradation & halt biodiversity loss
Goal 16. **Promote peaceful & inclusive societies for sustainable development**, provide access to justice for all & build effective, accountable & inclusive institutions at all levels
Goal 17. Strengthen the means of implementation & revitalize the global partnership for sustainable development
1st Exercise

- Demonstrate now YOUR strategic thinking
- Discussion
Example of a single poor mother, who is attending with her child with learning disabilities a rehabilitation centre in a country where is little or no social protection?
What is the Wider CONTEXT??

Seeing the bigger picture; how big should the picture be?

A single mother is visiting with her single child of 7 years old with learning disabilities the children rehab centre in Tbilisi in Georgia, the only one where occupational therapy service is provided. After three sessions she tells the occupational therapists that she will not return with her child; not because she does not value the therapy, but........she starts crying and says she can not tell the reason.

What can be the cause for this? What is the bigger picture here? What different perspectives can be looked at? How can the mother and her child be understood in their situation?

Is looking at the family situation big enough? or the neighbourhood? or other wider systems?
Strategical reasoning and occupation based development resulted in:

• A social network where mothers take turns to take responsibility for the care of the children and others could work
• An advocacy parent-group lobbying for inclusive education
• Stakeholders participation in developing an inclusive school as a pilot project
• Stakeholders participation in changing the law
• An occupational therapist appointed as policy maker for inclusive education in the Ministry of Education
• A renewed curriculum for primary teachers with one obligatory year on inclusive education (with input of occupational therapists)
Levels of Social Inclusion
The Wider Context

- Global Policy
  - WHO-SDH
  - WHO-Guidelines for CBR
  - WHO-Inequalities Matter
  - WHO-Disabling Barriers
  - UN-MDGs
  - UN-C
  - WFOT-Occupational Justice
  - WFOT-CBR
- Europe 2020
- Health 2020
- Social Agenda 2020
- Education 2020
- Horizon/ Research 2020
Georgia- 2008 after the war in Gori-
Occupational Therapists worked with the community on SDH

Why treat people and then send them back to the conditions that made them sick? (WHO-2007)
WHO; Commission of Social Determinants of Health
Source: Dhalgren and Whitehead, 1991

General socio-economic, cultural and environmental conditions

Living and Working conditions

Work environment

Unemployment

Water and sanitation

Health care service

Housing

Social and community networks

Agriculture and food productions

Education

Individual lifestyle factors

Age, sex and hereditary factors

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Recommendations

1: Enable access to all mainstream systems and services
2: Invest in programmes and services for people with disabilities
3: Adopt a national disability strategy and plan of action
4: Involve people with disabilities
5: Improve human resource capacity
6: Provide adequate funding and improve affordability
7: Increase public awareness and understanding about disability
8: Improve the availability and quality of data on disability
9: Strengthen and support research on disability.
The unique focus of occupational therapy is to focus on participation of all persons in occupations in order to promote health and achieve social inclusion (including social cohesion, citizenship etc).
Key strategies about Collective Community approaches

• Establishing partnerships (Tennyson R, 2011) and networks
• Capacity building (Morgan P, 2006) through participatory action and identifying needs of the full community
• Facilitating environmental change (including attitude change)
• Advocating and protecting (occupational) rights
Partnership

“A partnership is a cross-sector collaboration in which organisations work together in a transparent, equitable and mutually beneficial way towards a sustainable development goal and where those defined as partners agree to commit resources and share the risks as well as the benefits associated with the partnership.”

(Tennyson, 2007)
<table>
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<tr>
<th>Rationale for partnering</th>
<th>Scale of partnership</th>
<th>Partners from different sectors</th>
<th>Different types of relationships</th>
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<tr>
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<td>Measuring success</td>
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<td>State/Province Local</td>
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<tr>
<td></td>
<td>Local</td>
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<td></td>
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<td>NGOs</td>
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<td>Other nonprofits</td>
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With whom should you partner in a disadvantaged Neighbourhood?

In Europe 15.9% of the young adolescents are unemployed.

One in six young people are still leaving school without any qualification, while there are fewer and fewer unskilled jobs available.
How should you engage or with whom should you partner?

You were asked as an Occupational Therapist to visit 19 “homeless” families.
Or what should you think and do, when, you were asked to go to Van, Turkey
Examples of Partnering

FAPADAG Facilitation and Participation of the Disabled in Armenia and Georgia

- ENOTHE: European Network of Occupational Therapy in Higher Education
- ASPU: Armenian State Pedagogical University
- ChU: Charles University
- GCU: Glasgow Caledonian University
- HvA: Hogeschool van Amsterdam
- KCC: Kobe Co-medical College
- NIH: National Institute of Health
- YSU: Yerivan State University
- SSOSU: Sulkan Saba Orbeliani Tbilisi State Pedagogical University
- ARBES HCC: ARBES Health Care Centre
- ARBES DCHCARBES: Day Care Health Centre
- CCNNR: Centre of Child Neurology and Neuro Rehabilitation
- CRRC: Children’s Republican Rehabilitation Center
- LDPG: League of Disabled Persons in Georgia
- ASTGHIK: Disabled parents union of Armenia
- CTC: Centre for Training and Consulting Foundation
A Way to Equal Citizenship:

Supporting Inclusive Employment for People with Learning Disabilities in Georgia

Establishing partnership with:

- **AISI** - Social Rehabilitation and Adaptation Day Care Center for Persons with Learning Disability
- **NADI** - National Advocacy on Disability Issues
- **M Group/Teliani Valley** - Network of Hotels and restaurants
- Vocational Training School
- **Ministry** of Labour, Health and Social Affairs
- **ENOTHE**
- Media
“A way to equal citizenship”
(creating inclusive employment)
Make space to think
Describe your next strategic step in OT or personal development and final discussion.
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• Maree Conway, [http://thinkingfutures.net/](http://thinkingfutures.net/)
• Tennyson R 2011, Partnering Toolbook, The International Business Leaders Forum (IBLF)
Hope You Enjoyed the Workshop!

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TIME FOR GLOBAL ACTION
FOR PEOPLE AND PLANET

People
Justice
Partnerships
Dignity

Planet
Prosperity
Facilitation and Participation of Disadvantaged Groups

Thank you for your attention

continue your strategical thinking

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