

Addressing inequalities by strategic reasoning in occupational therapy towards inclusive development

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Aims and Objectives



Facilitation and Participation of
Disadvantaged Groups

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



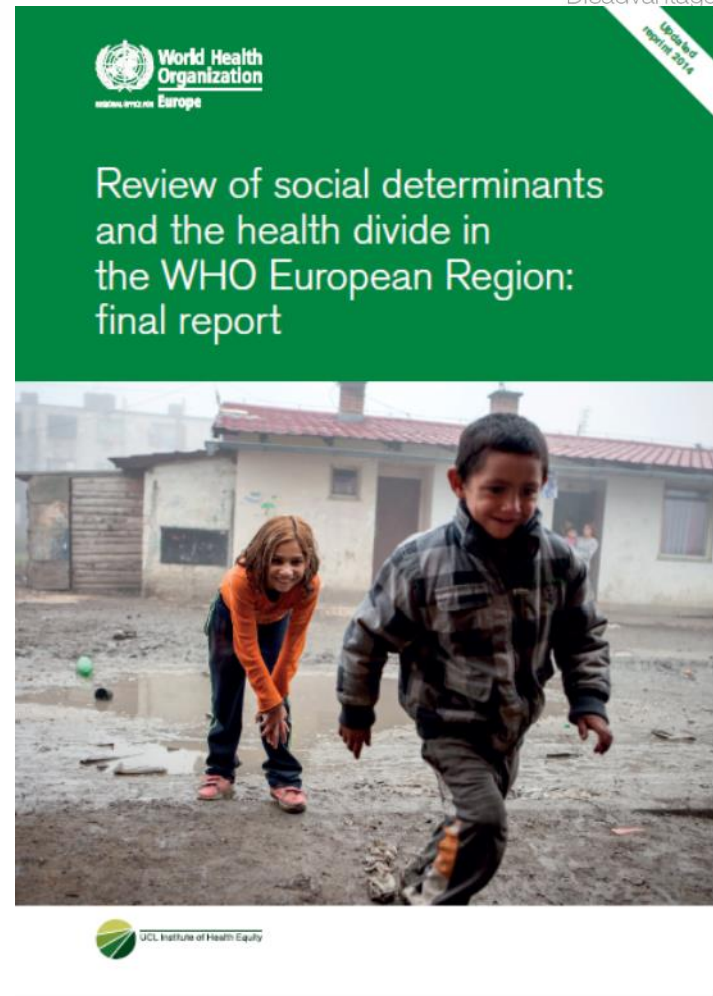
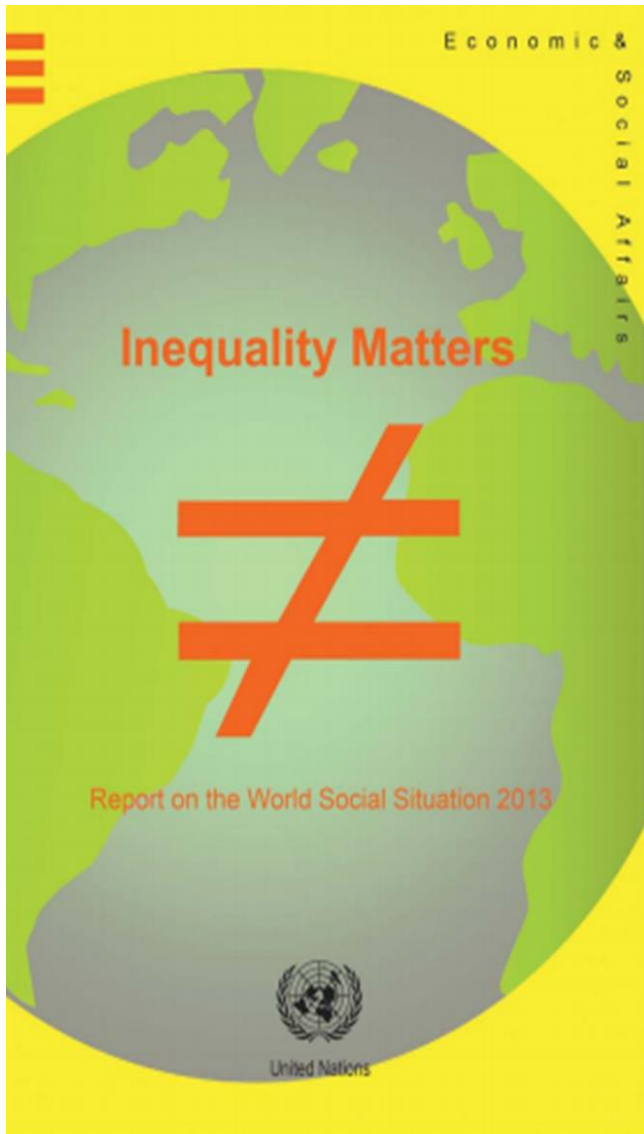
Introduction to Each Other

- **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 !



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What are the facts in/ for OT?

- 1 billion persons with disabilities
 - 417.000 occupational therapists
- Lack of OT services
- 80% of persons with disabilities live in developing countries
 - 80% of OTs work in developed countries
- Unequal distribution of OT worldwide
- Sweden has 99 OT's on 100,000 inhabitants
 - Bulgaria 0,2 OT's on 100.000 inhabitants
- Unequal distribution of OT in Europe

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



The growing problem of disability and poverty in Europe



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



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**

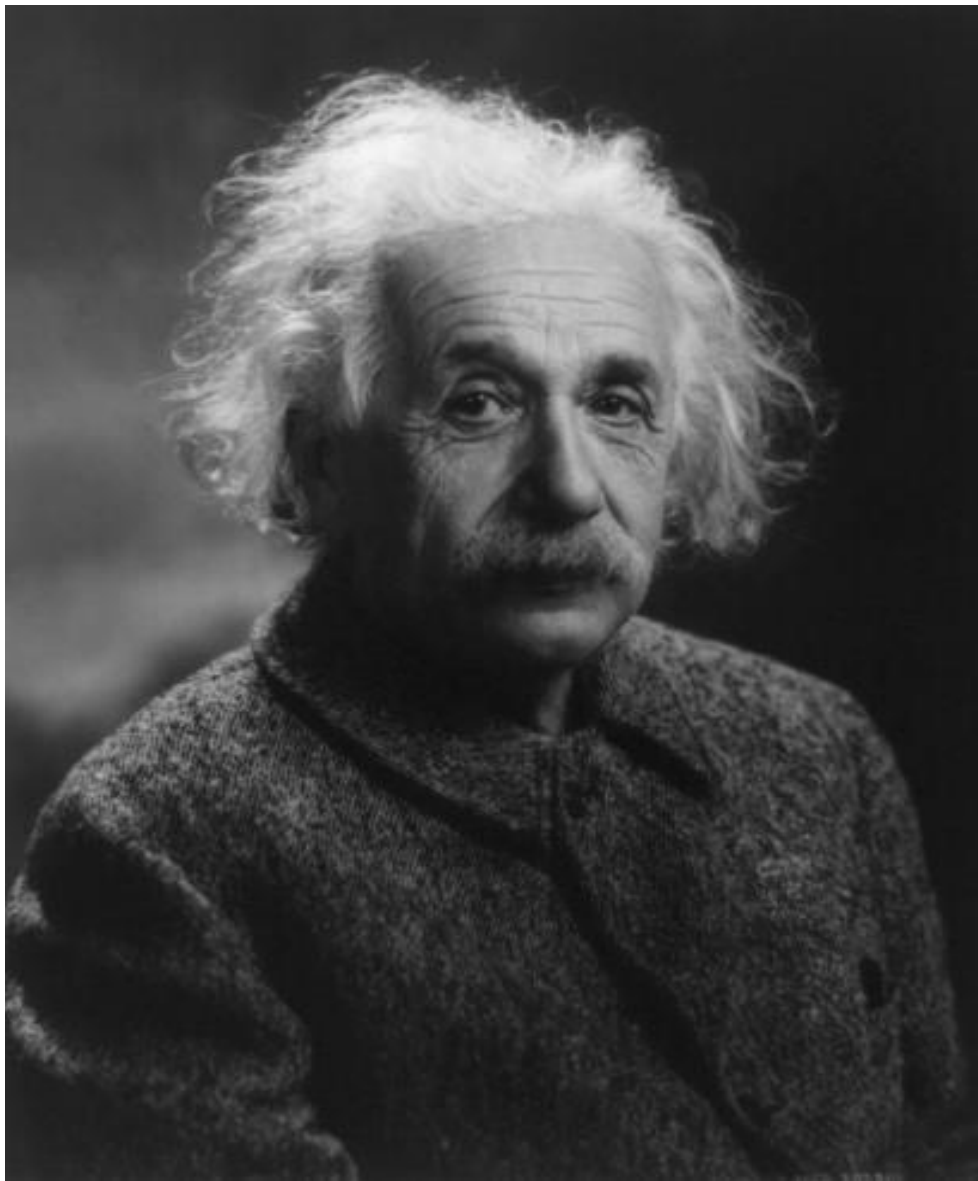
3x

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

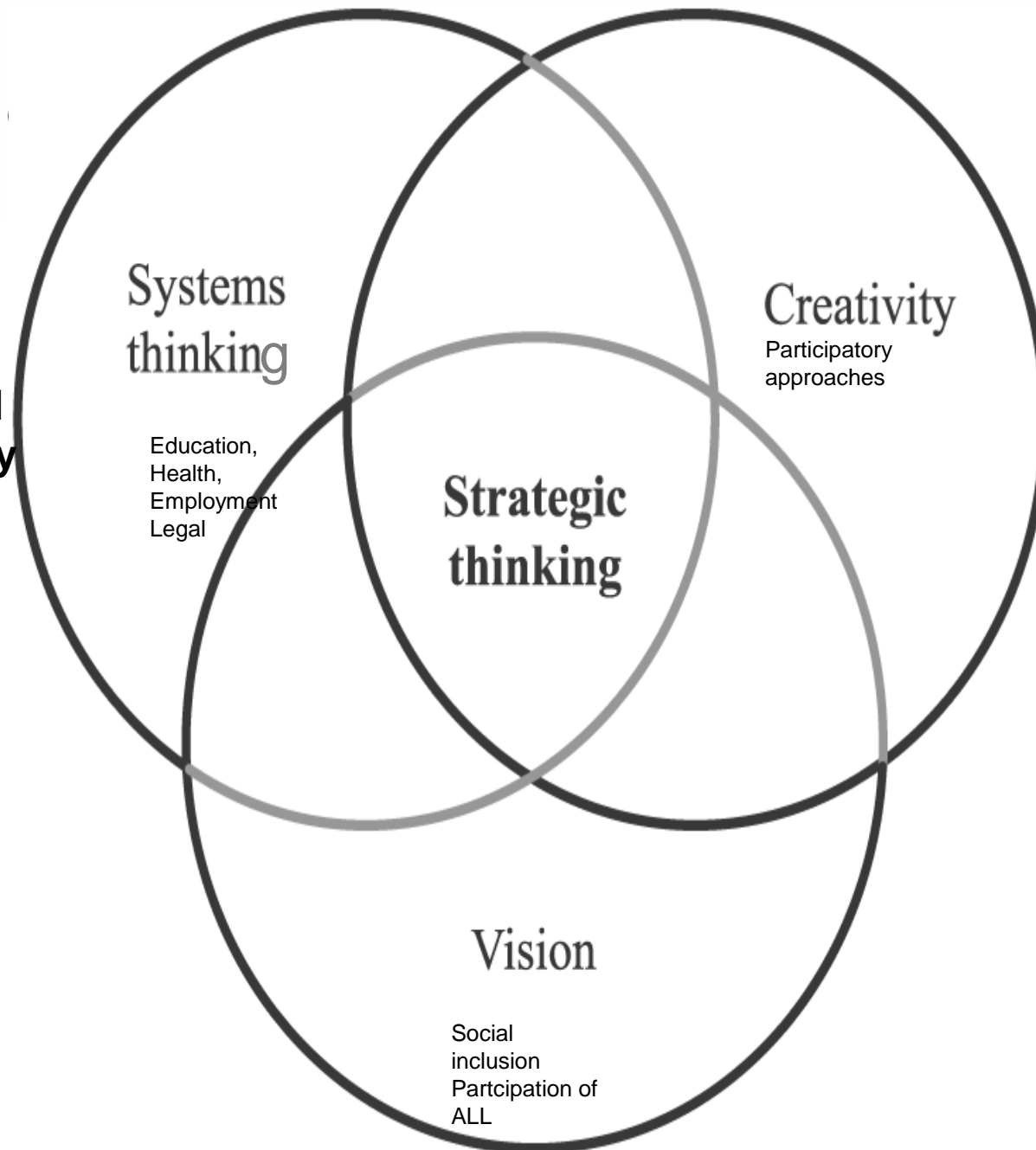
- Working on health inequities or poverty reduction can not be solved by individual treatment plans, nor by traditional clinical reasoning.
- Where do occupational therapists want to be in 10 or 15 years and how can they contribute to reducing health inequities and poverty in order to **prevent** disability? How can they position themselves in a constant changing world?

Bonn



Participation of
Marginalized Groups

systems
thinking,
creativity and
vision are **key**
elements of
strategic
thinking.



Conventional and Strategic Thinking Approaches

| Conventional Thinking | Strategic Thinking |
|--------------------------------|---------------------------------|
| Immediate term | Depth of vision |
| Own disciplinary focus | Cross disciplinary |
| Problem approach | System approach |
| Less attention to connections | Interactions and cross-impact |
| Bottom line focus | Strategic focus |
| Short term focus | Long term orientation |
| A single future Predictable | Alternative futures Creative |



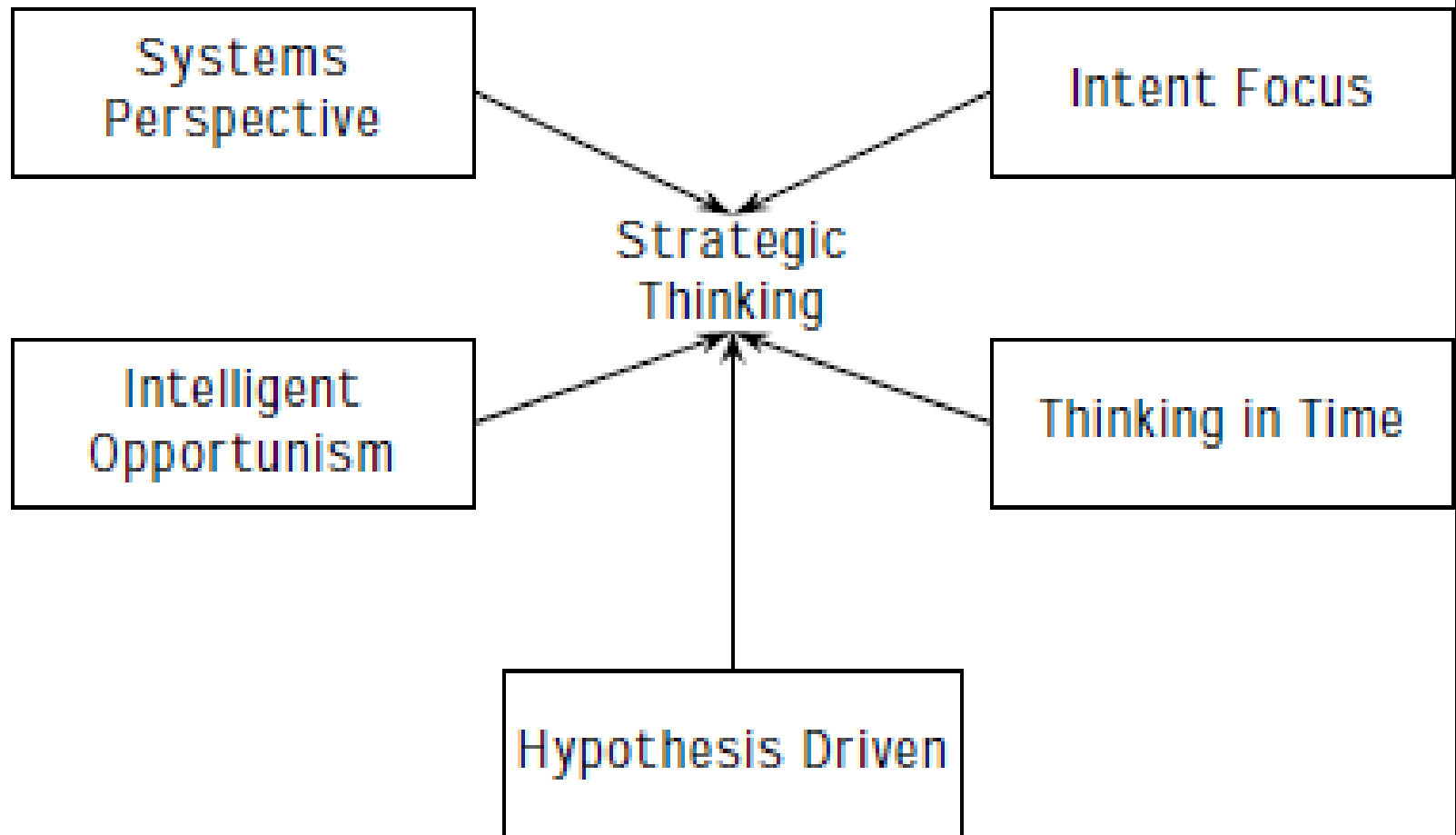
What is a System?

- 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.



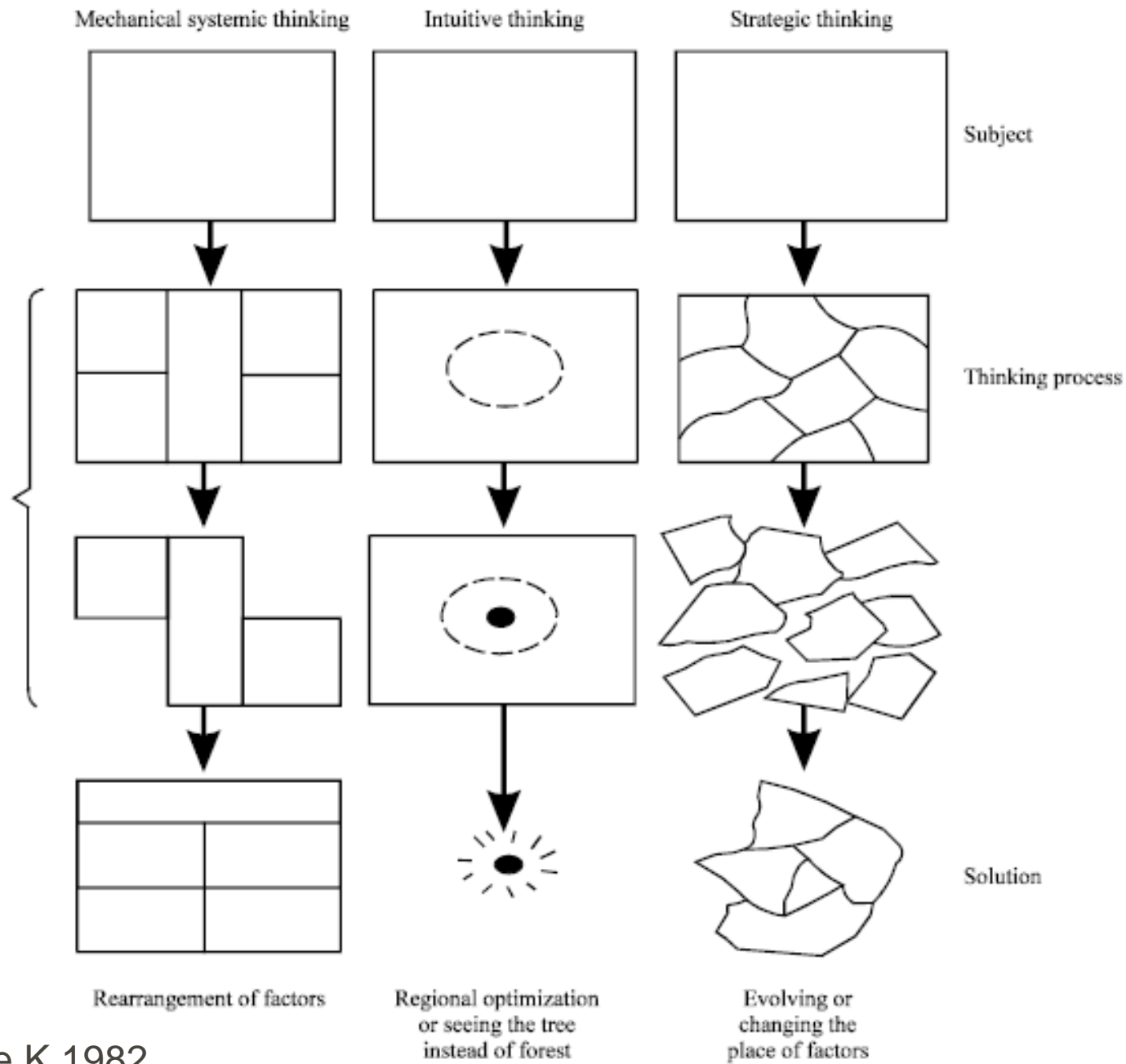


Figure 1: The Elements of Strategic Thinking



From Jeanne M. Liedtka: Strategic Thinking: Can it be Taught?







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?

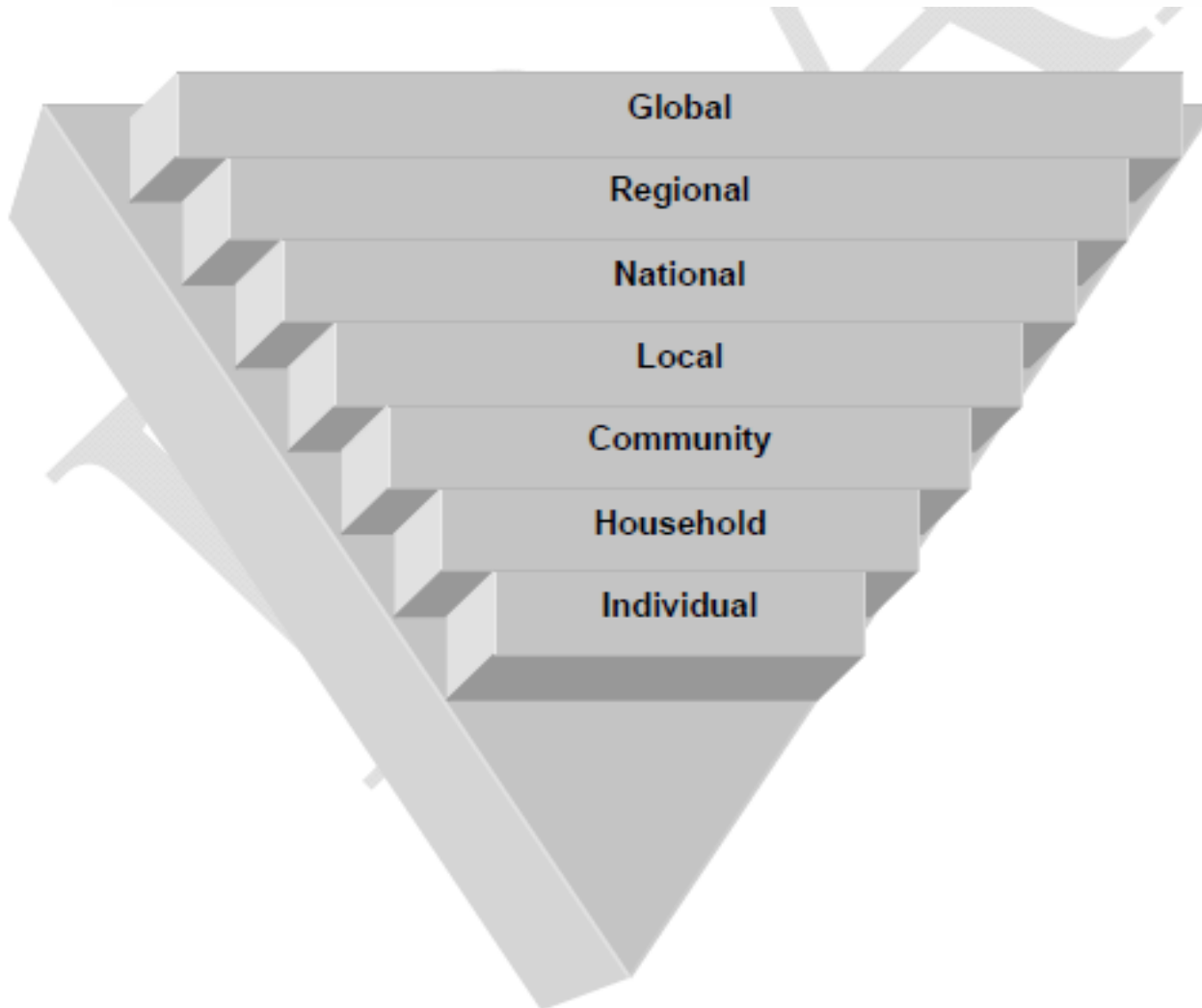


Strategical reasoning and occupation based development resulted in:

 rapadag
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Disadvantaged Groups

- 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



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- 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





Facilitation and Participation of
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**Georgia- 2008 after the
war in Gori-
Occupational Therapists
worked with the
community on SDH**



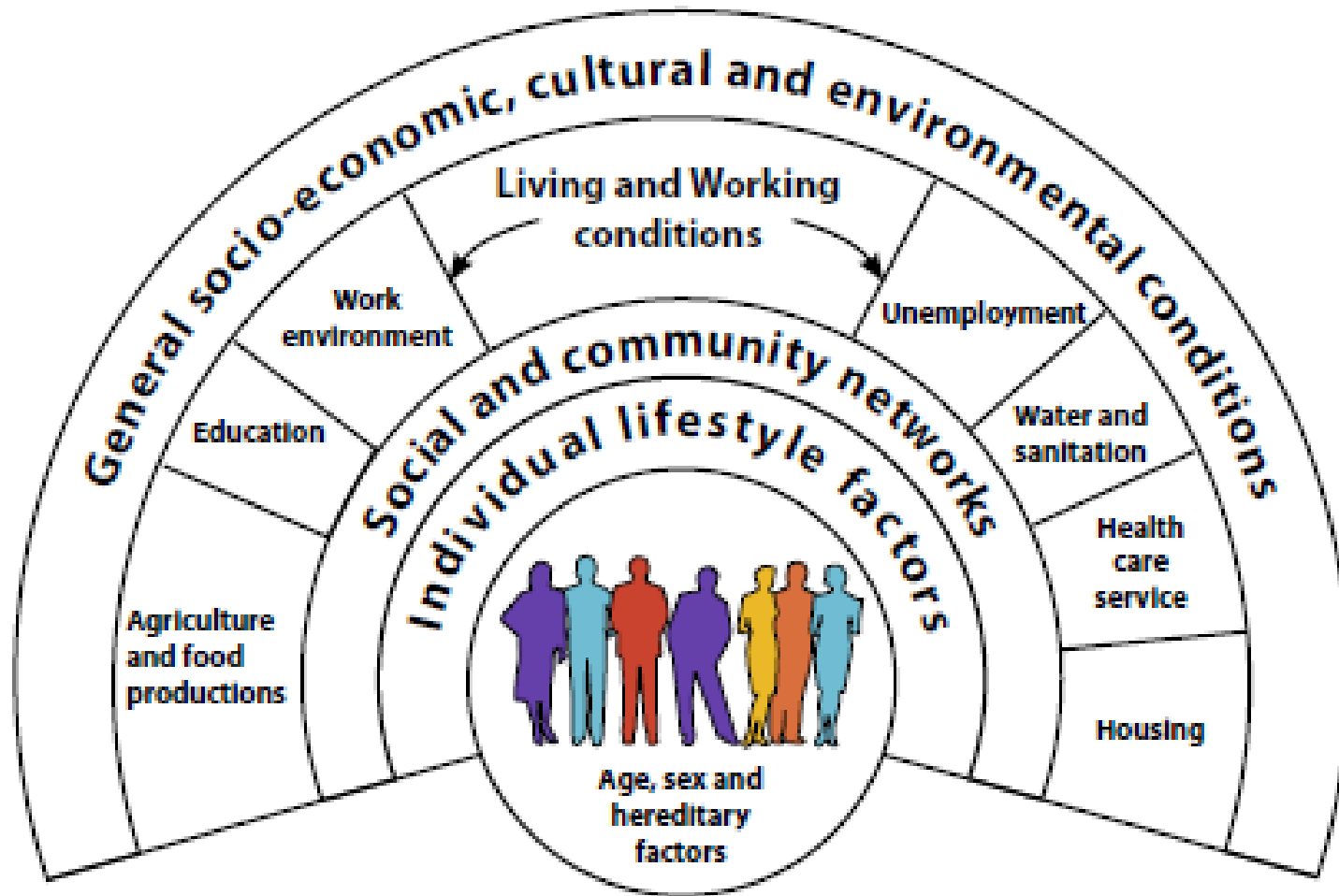
**Why treat people
and then send them
back to the
conditions that
made them sick?
(WHO-2007)**





WHO; Commission of Social Determinants of Health

Source: Dhalgren and Whitehead, 1991

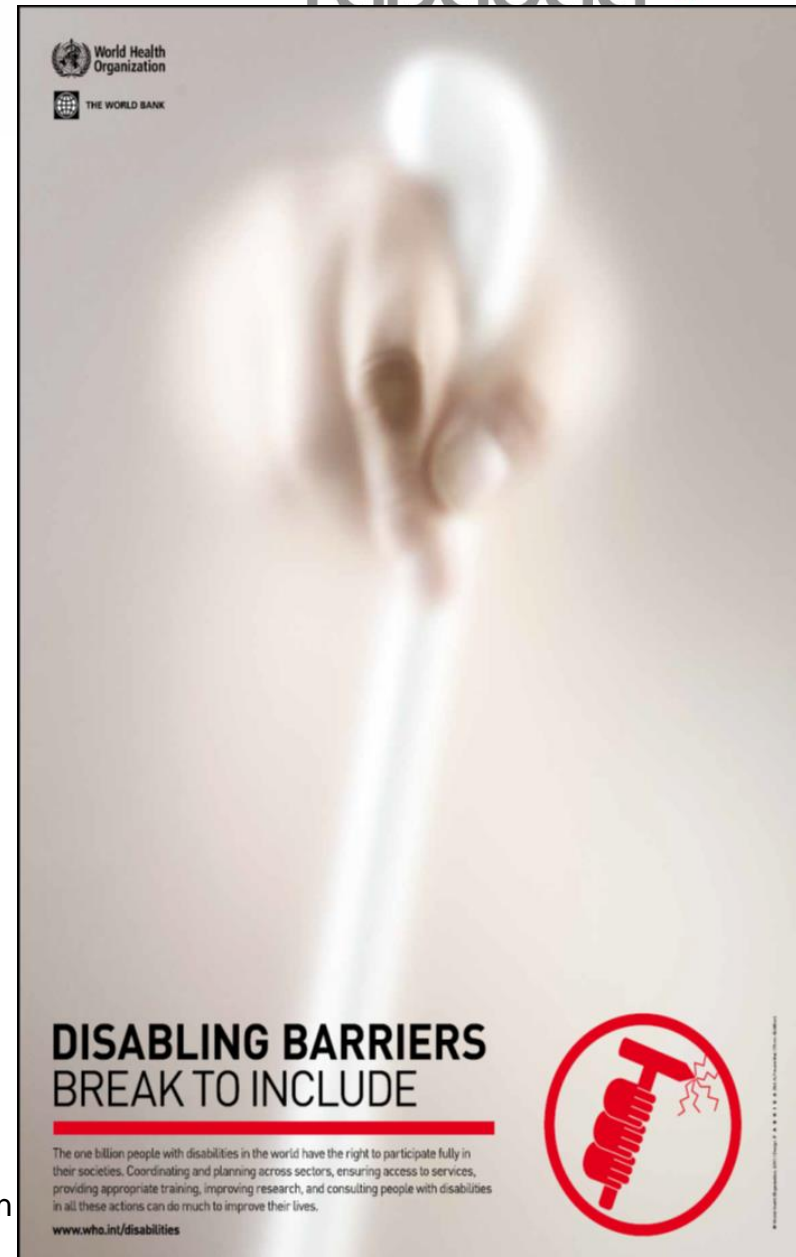


Recommendations



- 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.**

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2015



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



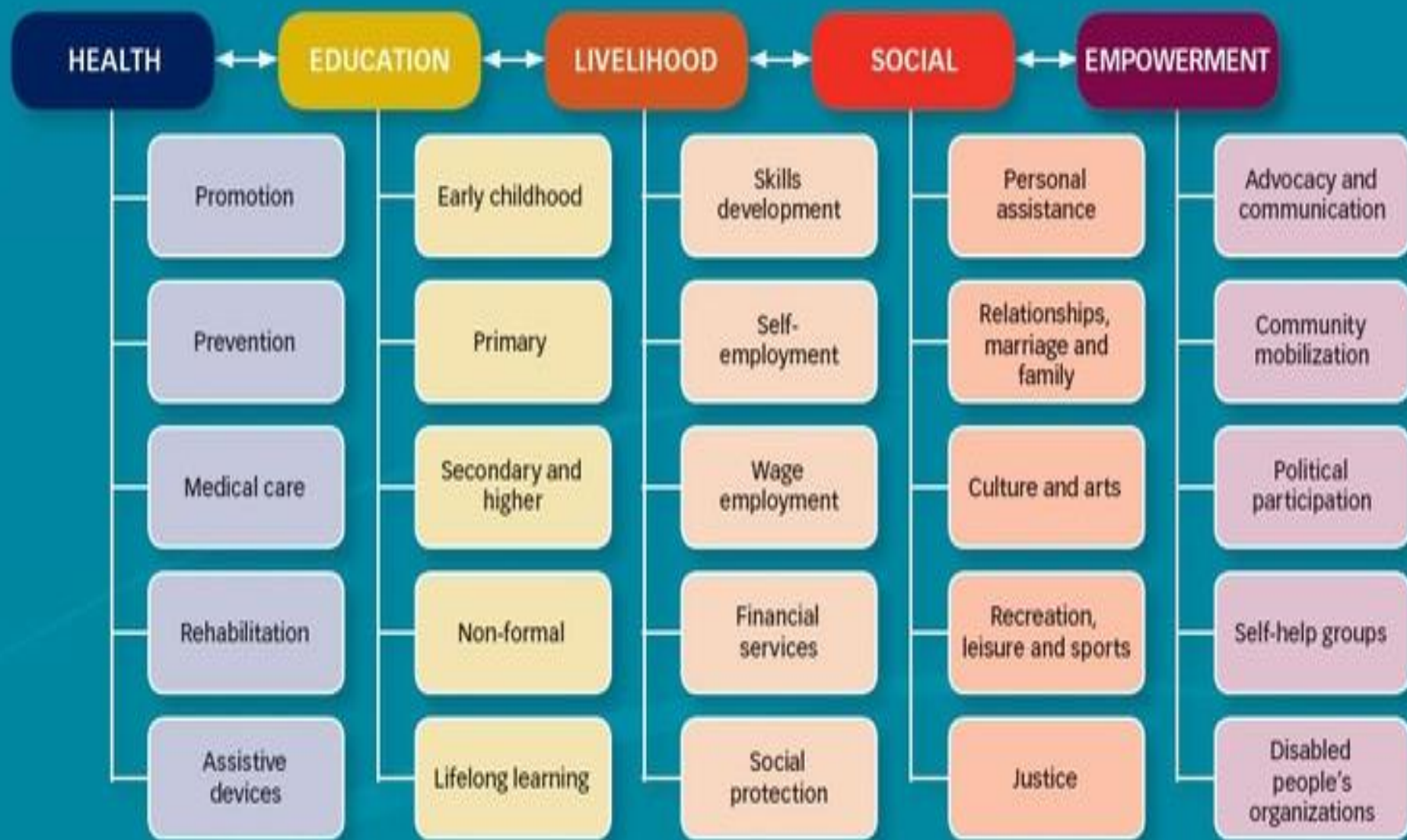
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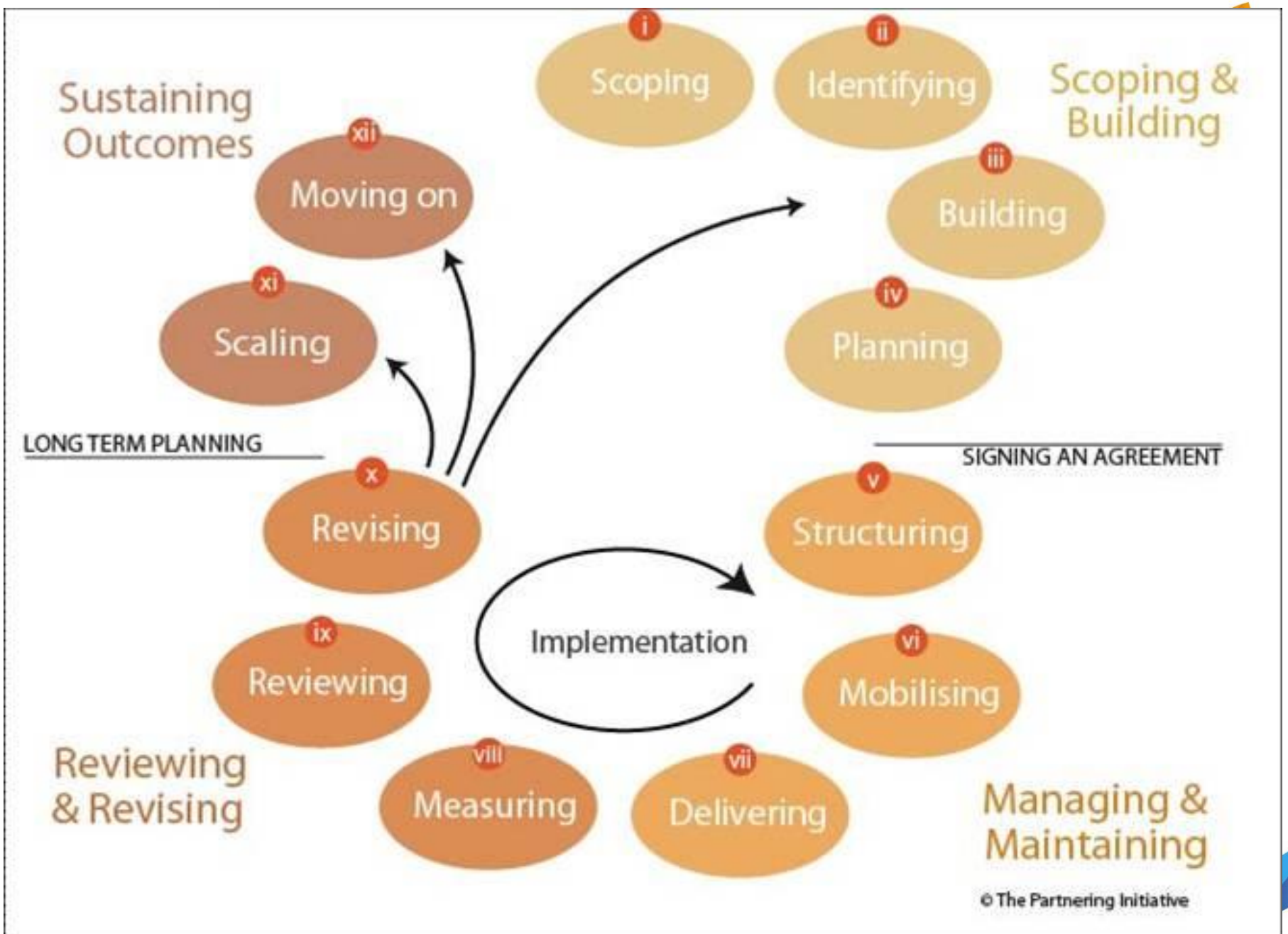
“A partnership is a **cross-sector** collaboration in which organisations work together in a transparent, equitable and mutually beneficial way towards a sustainable development goal and where those defined as partners agree to **commit resources and share the risks as well as the benefits associated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

(Tennyson, 2007)



CBR MATRIX







| Rationale for partnering | Scale of partnership | Partners from different sectors | Different types of relationships |
|---|---------------------------------|--|---|
| Planning | Global | Governments | Cooperation |
| Implementing | Regional | Multilateral institutions | Coordination |
| Measuring success | National | Bilateral agencies | Collaboration |
| | State/Province | Private enterprises | |
| | Local | Academic institutions | |
| | | NGOs | |
| | | Other nonprofits | |



Whith 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?

fapadaq

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**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



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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** Yerevan State University
- **SSOSU** Sulkan Saba Orbeliani Tbilisi State Pedagogical University
- **ARBES HCC** ARBES Health Care Centre
- **ARBES DCHC** ARBES Day Care Health Centre
- **CCNR** 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)



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Make space to think



2nd Exercise

Describe your next strategic step in OT
or personal development
and final discussion



References



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Hope You Enjoyed the Workshop!





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Thank you for your attention

continue your strategical thinking

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