



TUPAC Technical Assistance Anti-Oppression Framework

Goal 4 of TUPAC's Program Goals for New Mexico is to identify and eliminate tobacco-related health disparities among population groups that have been targeted by the tobacco industry. Key to addressing this goal is the development of strong, trusting partnerships, often with groups of people that have a history of being oppressed, marginalized, and having promises on treaties broken by government agencies. Many institutions inadvertently create systems that can present oppressive obstacles to accessing and providing services.

TUPAC operates from the belief that helping our staff, contractors and partners better understand the dynamics of oppression is essential to identifying and addressing the barriers, obstacles and misunderstandings that hold back the development of strong, trusting, and effective partnerships essential to identifying and addressing tobacco-related disparities. Through the incorporation of an anti-oppression framework, TUPAC expects to see the harmful and addictive use of tobacco decrease more rapidly, as tobacco –related health disparities are identified, addressed, and eliminated.

TUPAC Anti-Oppression Framework

Oppression is both a **system of advantage** for the privileged, and a **system of disadvantage** for the oppressed. The end result of oppression is physical, mental, emotional, and spiritual disempowerment.

The fundamental **goals** of the TUPAC Anti-Oppression Framework are to:

- Ensure that anti-oppression is embedded in everything that we do by examining attitudes and actions through the lens of inclusiveness, access, equity, and social justice
- Apply an ongoing power analysis by examining and acknowledging personal and institutionalized privilege and power
- Shift power towards inclusivity, accessibility, equity and social justice

Working the TUPAC Anti-Oppression Framework requires the **ability** to:

- Identify one's own privileges and how they affect others
- Analyze the dynamics of oppression
- Value the interaction of culture, power, and privilege on an individual's choices
- Form sincere relationships across power structures and dynamics

Working the TUPAC Anti-Oppression Framework requires the **commitment** to:

- Eliminate denial of privilege
- Suspend one's own privilege
- Promote cultural awareness
- Dismantle unequal power structures