

# FROM AWARENESS TO CHANGE-ORIENTED ACTIONS

A protocol on workplace injustices  
experienced by Black occupational and  
physical therapists

Cindy Louis-Delsoin,

Shaun Cleaver, Anne Hudon, Quan  
Nha Hong

Université   
de Montréal

  
Centre de recherche  
interdisciplinaire  
en réadaptation  
du Montréal métropolitain

 CRI-JaDE

  
Université de  
Sherbrooke



From 1915 to the 1950s

It took **40 years**  
to include us.

And yet...  
**Blacks**

are still very much  
underrepresented.



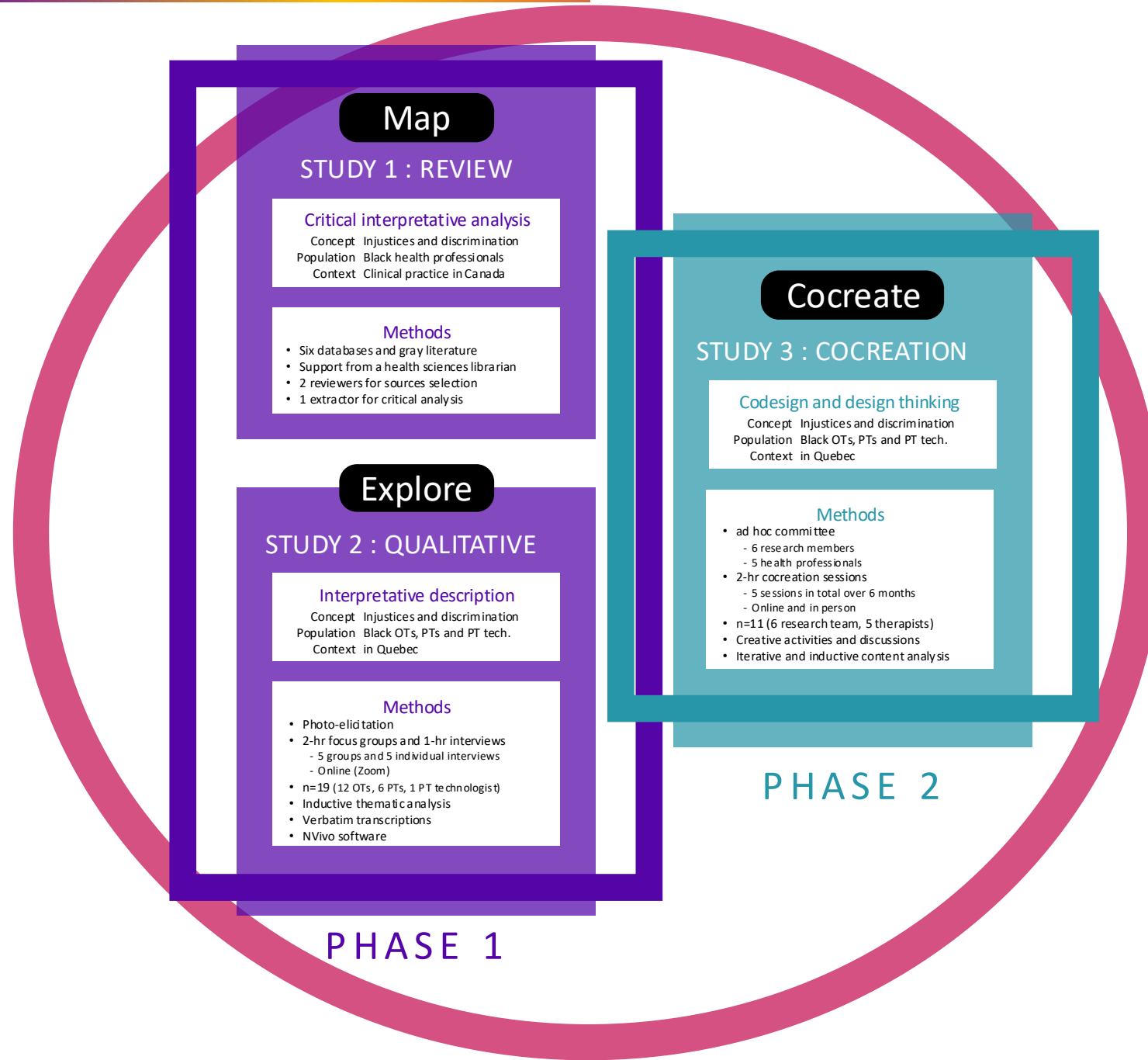
Like...

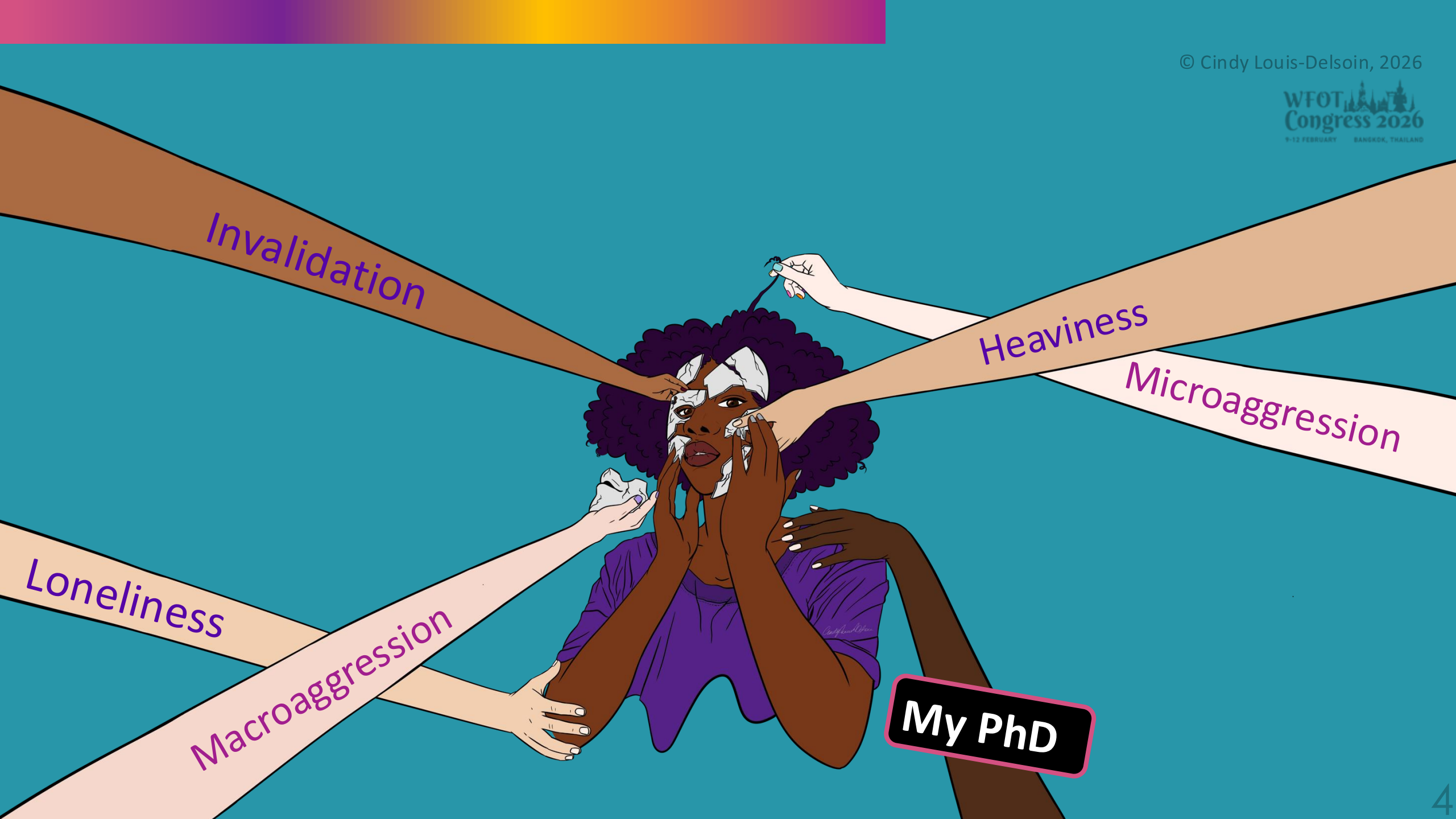


So,



To co-develop an in-dept understanding of racial, systemic, epistemic, and intersectional injustices experienced at work by Black OTs and PTs





Invalidation

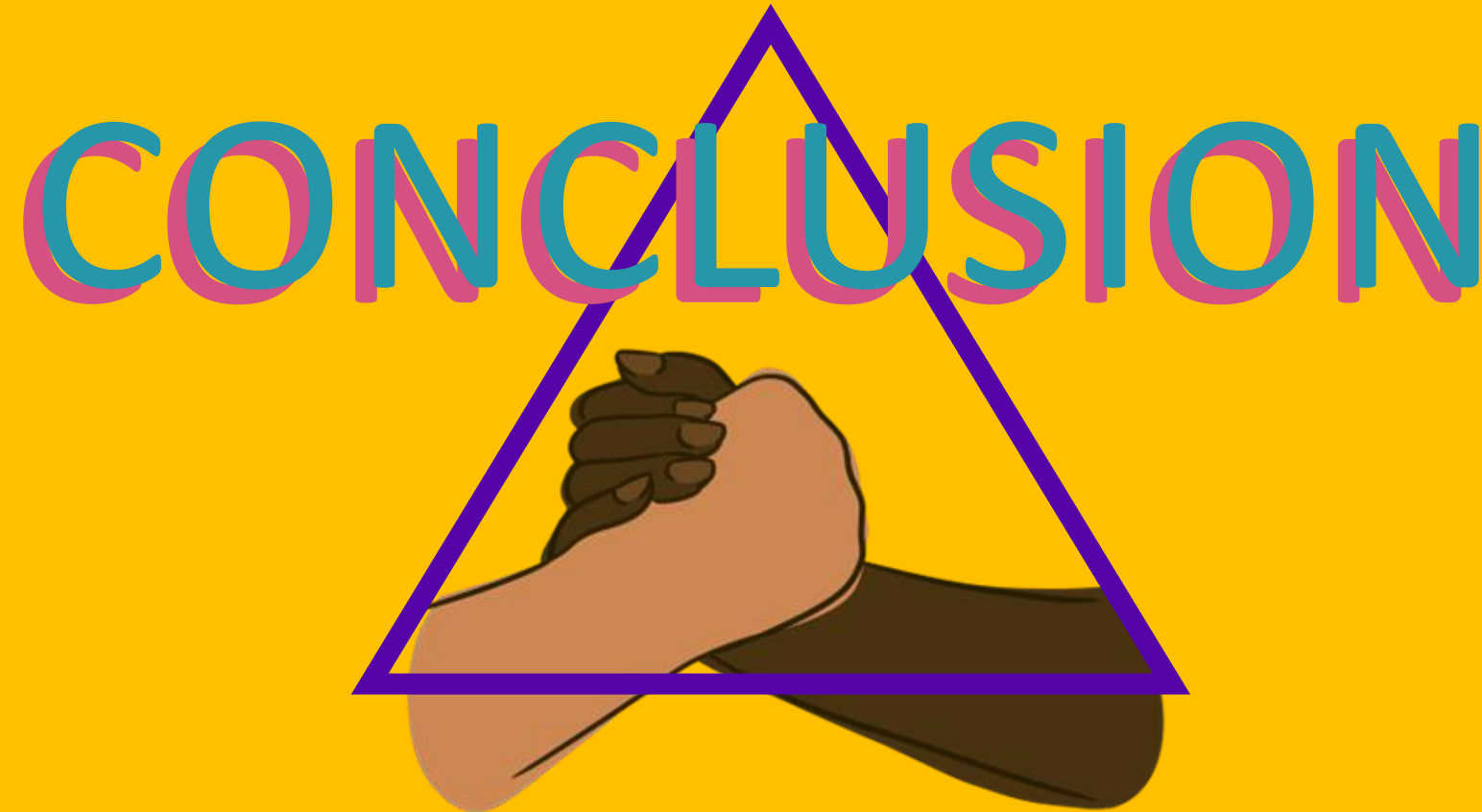
Heaviness

Microaggression

Loneliness

Macroaggression

My PhD



This project amplifies Black therapists' voices, reinforcing occupational therapy's leadership in decolonial advocacy.

# Thank you!

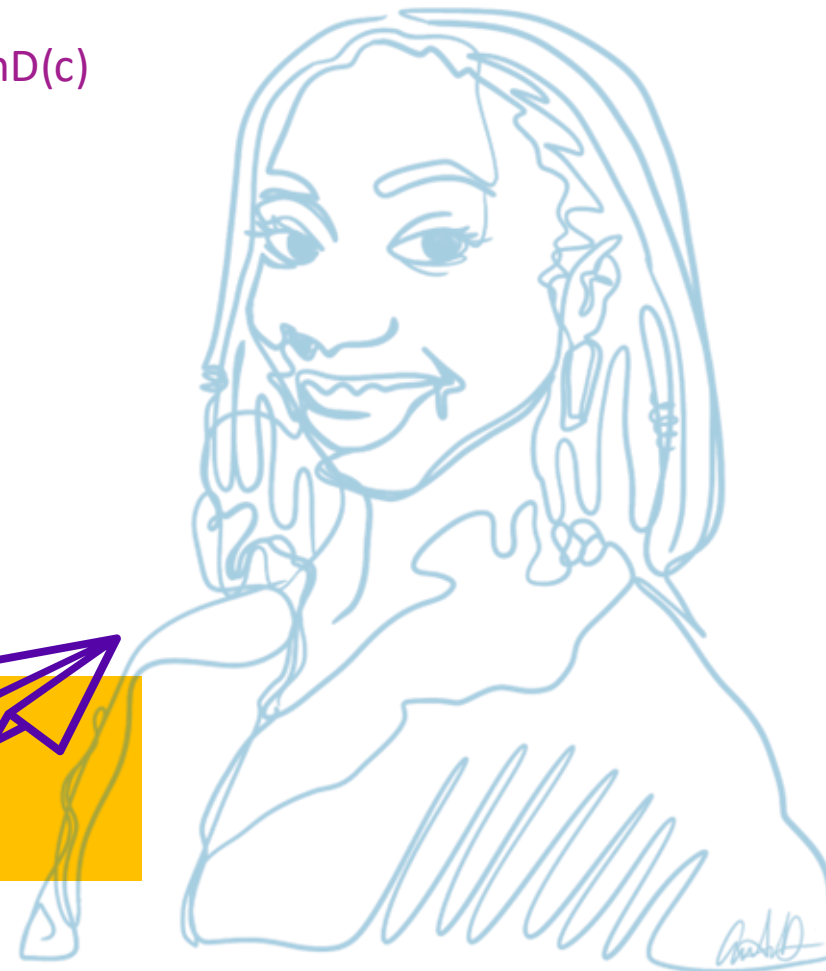
## Cindy Louis-Delsoin, OT, PhD(c)

Occupational therapist, illustrator and PhD candidate

- ✓ Research in rehabilitation
- ✓ Afro-emancipatory reflections
- ✓ Illustration and audiovisual communication
- ✓ Health equity

[cindy.louis@umontreal.ca](mailto:cindy.louis@umontreal.ca)

Looking forward to networking!



LINKEDIN



MAIN SCHOLARSHIPS