

Escaping Undue Influence in the Public Service



First Nations Child & Family Caring Society



I'm a new employee with strong moral values, and I want to make change from the inside.

Authoritarianism

When I raise moral concerns, my boss says I need to focus on doing my job and be loyal to the organization.



Self Doubt

What is wrong with me and my values? My superiors are competent, and everyone else seems fine with the status quo.



Internalizing System's Values

When I do my job well and obey the rules, I'm rewarded, and that makes me feel like I'm doing the right thing.



Loyalty to the System

It's my responsibility to perform well so the system runs smoothly. It's not my fault if the public is harmed. I'm just doing my job!



"Inside the bureaucratic system of authority, the language of morality acquires a new vocabulary. It is filled with concepts like loyalty, duty, discipline..."

(Bauman, 2000)

Standing strong in my values to support evidence-based solutions is not always easy, but it's the best way to advance the public good.

Reclaim Self-Determination

When I act in line with my values of honesty, respect, responsibility, fairness, and compassion, I feel liberated.



Moral Courage

I can't just stand by and let people be hurt, so I am going to speak up, even though it may have some negative repercussions for me.



Fact and Reality Checking

It's clear from the evidence that the government knows better but chooses not to do better. Obeying the rules is not always the same as doing the right thing.



Confusion and Questioning

Why does the government say they're helping people when the evidence says harm is being caused to the people we serve?



It is easier I have learned to live with moral courage than it is to live with fear.

(Blackstock, 2011)

"One can say that the organization as a whole is an instrument to obliterate responsibility." (Bauman, 2000)

"...unlike immorality, which [is] socially produced, "moral conscience is 'a personal attribute and possession.'" (Zimbardo qtd. in Bauman)