

## **Call for Member-Organized Panels on Anti-Racism, Equity and Accountability in Canadian Post-Secondary Education for Thinking Beyond Borders Congress 2008**

(an official bilingual edition of the call will be circulated soon by FedCan/CFHSS)

As we plan programming for Congress 2008, we find ourselves at a pivotal moment in Canada's history of accountability for equity: the Employment Equity Act is undergoing a 20-year review; we have witnessed cuts to the Status of Women, including its independent research fund, and the deletion of "equality" from its mandate; the Court Challenges Program and the Law Commission of Canada have been eliminated; funding to Multiculturalism is under review; and long-term fiscal pressures for underfunded post-secondary institutions reduce opportunities for hiring, which in turn reduces opportunities for equity access. Employment Equity was part of a series of programs that emerged to address systemic inequities in Canada, yet these recent cuts point to a significant shift in political thinking which threatens the goals of Canada's broad-based equality agenda of the last 30 years.

Following on the highly successful panel, "Glass Ceilings & Trap Doors: Anti-Racist Equity Hiring, Retention, and Accountability in Canadian Universities," sponsored by the Equity Issues portfolio, Canadian Federation for the Humanities and Social Sciences (May 31, 2007, Congress, U Saskatoon), and in response to the momentum generated by the electronic circulation and broad cross-disciplinary support of the May 2007 Statement from a Coalition of Academics of Colour, calling for accountability within and beyond the terms of the Employment Equity Act and the Federal Contractors program,

**The Equity Issues portfolio, CFHSS, seeks the collaboration of CFHSS member associations in continuing to address and act on equity accountability through member-organized sessions within and/or across your program planning for Congress 2008.**

Working towards sustainable social change requires that we build on the momentum of these and other important events to hold institutions, policies, and individuals accountable and responsible for equity in the academy, given the academy's role and location in society.

Understanding that it is insufficient to have just one or two sessions at Congress to address and work toward equity and accountability in higher education in Canada, we ask that you share as widely and as soon as possible with your association membership this call for member-organized papers, panels, workshops or other conference programming, and that you let us know of your plans so that we can publicize your members' research and practice and produce an equity "highlights" calendar for those who will attend Congress 2008 at UBC.

We hope that the leadership we can collectively exercise as members of CFHSS will help to leverage calls for leadership on the equity front from other organizations in our profession and at our home institutions.

We urge you to invite your members to organize sessions within your association's meetings and/or in collaboration with other associations to address issues such as the following:

- Employment Equity 20 years on
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- how equity is theorized and practiced in ways that are un/accountable to gender, racialized minorities, Aboriginal persons, people with disabilities;
- the relationship between employment equity and social justice, that speak to the experiences of sexual minorities, low-income persons, and the like;
- the relationship of equity, diversity and multiculturalism to anti-racism
- curricular equity: will “internationalizing the curriculum” facilitate and teach equity? How? When?
- “performance indicators,” one-size-fits-all “standards,” and other measurements: the role of course evaluations, grant guidelines and adjudications, editorial boards and refereeing processes, etc. in enacting, empowering, or forestalling equity
- the role, location, and practices of “Equity Officers” or “Diversity Consultants” or “Human Rights” offices within postsecondary institutions in Canada
- the limits and possibilities of equity language: recognizing and negotiating implicatedness in reproducing inequitable relations of power and domination
- recognizing and negotiating the contradictions and ambivalences in coalition-building in scholarly, pedagogical, administrative, and/or activist practices
- incorporating the voices of the Next Generation in addressing equity in the work-place and the study-place: learning equity theory and practice from undergraduate and graduate students, postdoctoral students and student-instructors, hearing the voices and experiences from at-risk members of the profession
- sharing and developing best practices for Canadian universities and colleges to conduct Employment System Reviews; to collect labour force data; and to develop anti-racist and Equity Plans of Action
- learning and developing how Canadian universities and colleges can build coalitions with the 2004 United Nations Educational, Scientific and Cultural Organization’s (UNESCO) initiative: The International Coalition of Cities Against Racism; The Canadian Commission for UNESCO; and The Canadian Coalition of Municipalities against Racism and Discrimination

We particularly encourage papers or sessions that take an intersectional or interlocking analytical approach to equity issues.

We would value suggestions as soon as possible for plenary speakers for a broad, interdisciplinary Congress audience. We also encourage you to support members who may well have contributions to make for moving forward on the equity front, and to encourage your association’s executive to take up this invitation for member-organized events, leadership and accountability at Congress 2008.

Please direct queries or suggestions to Donna Pennee, V-P, Equity Issues, CFHSS (dpennee@uoguelph.ca), who will respond in consultation with, and on behalf of the Working Group that emerged both from the Congress 2007 Anti-Racism Equity panel and the Anti-Racism Coalition of Academics who were signatories to the 27 May “Statement from a Coalition of Academics of Colour”.

### **Call for Papers for an Edited Volume from Congress 2008**

We also invite presenters at the 2008 Congress to submit their papers for consideration in an edited volume, Thinking Beyond Borders: Race, Racialization and Antiracism in the Academy, to be edited by Donna Pennee

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We particularly encourage contributions that take an intersectional or interlocking analytical approach to the issues.

Please submit a 300-word abstract by February 15, 2008, along with full contact information, a one-paragraph bio and updated c.v. Final papers of 4,000 words maximum (not including references) should be submitted by 30 June 2008 to: Dr. Malinda Smith, Email: [malinda.smith@ualberta.ca](mailto:malinda.smith@ualberta.ca); or at Dept. of Political Science, 10-16 HM Tory Building, University of Alberta, Edmonton, Alberta T6G 2H4. Questions about the volume may be directed to any of the editors (e-mail contacts below).

Respectfully and collegially,

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