

Item #2iii: Report from the Vice-President, Equity Issues

Maintaining the Momentum – Equity, Diversity & Inclusion

Malinda S. Smith, Vice-President, Equity Issues, Canadian Federation for the Humanities and Social Sciences, Annual General Meeting, March 2012

This is my final report to the Board and the Annual General Meeting in my capacity as Vice-President Equity Issues. During my tenure I have maintained that the Canadian Federation for the Humanities and Social Sciences is uniquely positioned to advance equity and diversity in the Canadian academy and beyond. Equity has been a part of the CFHSS's history its the founding and the Equity Issues Steering Committee is the organization's oldest committee. The portfolio historically, as today, has made great strides to reach out to an expanding and the diverse membership. That said, as an AGM member noted on the floor in 2006, the time has come for us to redouble our efforts to reflect Canada's growing diversity. Some of these discussions have been difficult: If equity were easy every organization in Canada would reflect the country's diversity. Many of the conversations have been productive experiences, befitting a learning organization. Simply put, we cannot shy away from such difficult discussions about how to increase leadership diversity. I trust the Board and the AGM will provide the relevant support to the new Vice-President Equity Issues as she continues this important work.

As the first person of colour to serve on the Executive in the organization's 18 year history, I believe I have a unique perspective to bring to the table. I have felt a deep obligation to be mindful of the voices of those not present and not in anyone's familiar contact list, including other black colleagues, colleagues of colour and Aboriginal colleagues. Equity, diversity and inclusion do different kinds of work in the academy¹ and we must be attentive to what these words mean and what we, as an organization, do with them. It is possible to have diversity and not be equitable. It is possible to have inclusion but neither diversity nor equity. We can be at the table but not listened to when we speak. Thus, as you will note below, I have proposed changes to the portfolio to reflect a commitment to equity, diversity and inclusion.

This update is four-fold: *first*, I provide an update on the terrific programming and fundraising for Congress 2012 (detailed in Appendix A); *second*, I discuss Equity 2.0 – knowledge mobilization and exchange via Equity Matters, and an update on the extraordinary growth in readership of the *Equity Matters* series on the Fedcan blog; *third*, I offer a brief comment on the unanimous decision of the EISC and Executive's change the name of the portfolio from 'Equity Issues' to 'Equity and Diversity Issues' and to deepen the commitment to educational equity in the mandate; *fourth*, and finally, as I complete my term, I would like to offer my appreciation to colleagues, particularly those behind the scenes in the Secretariat, with whom I've worked most closely. Appendix A includes the proposal for name and mandate change. Appendix B includes 'At a Glance - Equity Issues @ Congress 2012.'

I. Educating on Equity, Diversity and Inclusion

Equity Issues at Congress 2012 - *Equity Issues Theme: "Crossroads: Equality, Diversity and Innovation in an Uncertain World."*

The programming for Congress 2012 follows upon the highly successful and the exceptionally well attended Equity Issues sessions at Congress 2011 under the theme, "*Transforming the academy: Indigenous education*,"² with Big Thinking keynote Chief Shawn Atleo and five outstanding equity panels and an extended *Equity Matters* blog series on "Indigenous education and Indigenizing the academy."³ As I argued in my post-Congress retrospective⁴, for many in attendance at Congress, education is the inextricably linked to the current and future wellbeing of Indigenous peoples in Canada.

¹ <http://blog.fedcan.ca/2011/01/19/the-language-of-equity-and-diversity-in-the-academy/>

² <http://blog.fedcan.ca/2011/05/26/equity-matters-at-congress-2011/>

³ <http://blog.fedcan.ca/tag/indigenous-education/>

⁴ <http://blog.fedcan.ca/2011/08/23/for-aboriginal-people-education-is-the-%e2%80%98new-buffalo%e2%80%99/>

I am delighted to report that there will be a **Big Thinking Equity Issues Keynote by Mary Eberts** and **five Equity Issues panels** at Congress 2012 (see Appendix A). I am grateful to Mary Eberts and the 20 invited panellists and chairs who have accepted my invitation to speak at Congress 2012. There will be 20 speakers from a dozen Canadian universities and organisations: Margaret-Ann Armour, Jay Dolmage, Ena Dua, Mary Eberts, Doug Elliott, Ryder Gilliland, André Grace, Frances Henry, Carl James, Dru Marshall, Rod Michalko, Roxanne Myktyuk, Michael Prince, Narda Razack, Janice Ristock, Nathalie des Rosiers, Malinda S. Smith, Carol Tator, Tanya Titchkosky, Njoki Wane, and Gregor Wolbring. These events will be cohosted by a half dozen scholarly associations and cosponsored by a half dozen Canadian universities and NGOs.

Given the fact that the annual Equity Issues Portfolio budget is \$4,000 I am pleased to report that my fundraising efforts for 2011-2012 matches the 2010-2011's record of over \$30,000. This brings my 2009-2012 Congress fundraising total to \$90,000- \$100,000 in funds and in-kind support during my tenure as VP Equity Issues. I am grateful for the generous support of the deans and vice-presidents of our university members who have consistently recognized the importance of, and supported, the Equity Issues Portfolio's work. The 2012 university Equity Issues cosponsors include: Alberta, Calgary, Manitoba, OISE/Toronto, York, Waterloo, and the Canadian Civil Liberties Association.

My thanks to Jessica Harrington, Interim Director of Congress and her team for assistance in embedding the Congress 2012 programming into the meetings of scholarly associations and for handling so elegantly the organisational and logistical details. As well, I want to extend a special thanks to EISC member James Deaville (Carleton) for his input on visible and invisible disabilities, which will be taken up in two of the five panels at Congress 2012.

II. Equity 2.0 - Knowledge Mobilization & Exchange via – *Equity Matters*

With the support of the Communications team and the Executive, the *Equity Matters* series on the Fedcan Blog was launched in January 2010 as part of my efforts to raise awareness and to educate on equity, diversity and inclusion. Fuelled in large part by the highly successful *Equity Matters*⁵ entries, the Fedcan Blog readership tripled between 2010 and 2011 (from 7,673 pageviews to 21,483) and then doubled between 2011 and 2012 (from 27,825 pageviews to 59,234 pageviews). The readers are in over 50 countries with much room to grow: Canada (24,515), the United States (8,056), and United Kingdom (941). There are readers in 18 countries in Europe (e.g. France, Germany, Norway, Ukraine); 12 countries in East and South Asia (e.g. China, India, Japan, S. Korea), 7 countries in N. Africa and Middle East (e.g. Egypt, Israel, Turkey); as well as from across Africa (e.g. S. Africa), Latin America (e.g. Brazil) & the Caribbean (e.g. Bahamas). The comparative data from 2010 to 2012 is as follows:

- 23 March 2011-28 February 2012: 59,234 pageviews / 39,362 visits / 29,034 unique visitors
- 23 March 2010-28 February 2011: 27,825 pageviews / 19,268 visits / 15,349 unique visitors

- 1 September 2011-11 December, 2011: 21,483 pageviews / 18,274 Unique pageviews
- 1 September 2010-12 December, 2010: 7,673 pageviews / 6,572 Unique pageviews

Pageviews are how many times a page has been viewed – this can be multiple times by the same person. Unique pageviews cuts out the multiple views. Further, a review of the Top 10 search terms that people entered into Google, Yahoo, etc that led them to the blog shows that the second most used search term was “Equity matters Fedcan blog.” This indicates that people are hearing about the blog elsewhere and looking for it on their own – a sign of its familiarity and its popularity.

Knowledge mobilization is, fundamentally, a collaborative process between university researchers (students, postdoctoral fellows, and faculty) and diverse publics, including educators, public policy makers and the general public. Equity and diversity researchers from across the social science and humanities (SSH) have used the Fedcan

⁵ <http://blog.fedcan.ca/category/equity-matters/>

Blog to disseminate leading edge equity research, experiences and best practices. As engaged scholars and public intellectuals, many have shown extraordinary adaptability to the power of social media, and to the need to translate their research findings on Aboriginal education, and on various equity, diversity and inclusion issues, into concise and accessible language for diverse publics.

Social justice via social media technological innovations: Blogs, Twitter, Facebook, Flickr, wikis, podcasts and the like increasingly are being used for greater social impact in anti-racism, equity and diversity awareness and education and, simultaneously, are enabling researchers in these areas to breakout of traditional academic paradigms, to challenge gatekeeping and notions of academic authority and even the nature of conventional peer review. The democratizing aspect of social media is attractive from an equity perspective as it enables two-way conversations; helps to bridge the digital divide; and reaches wider and more diverse audiences.

The mobilization of SSH knowledge via *Equity Matters* series on the Fedcan Blog relies on a collaboration between scholarly associations, universities, and the CFHSS's Equity Issues Portfolio and its Communications team. Since initiating *Equity Matters* in January 2010, I've invited, edited and sent off to Ottawa colleagues at least one, most often two, *Equity Matters* blogs per week. These, in turn, were prepared and posted by the talented staff in the Secretariat. Since the last meeting in September 2011, the blog series have focused primarily on seven areas, and two of the series entailed collaborations with scholarly associations – the Canadian Disability Studies Association (CDSA) and the Canadian Society for Studies in Education (CSSE). The collaboration with the former was facilitated by CDSA Past-President Gregor Wolbring (U of Calgary) and the latter by CSSE/CASWE members Kathy Sanford (UVic) and Dolana Mogadime (Brock).

1. Aboriginal education and Indigenizing the academy⁶;
2. 'Gender equity'⁷ and 'The status of women in the academy'⁸;
3. Lesbian, gay, bisexual, transgendered, queer, intersex, 2-Spirited (LGBTQI2-S)⁹;
4. Diversity, creativity and innovation¹⁰;
5. Ableism and disability, with the CDSA¹¹;
6. Education and equity, with the CSSE¹²;
7. Black History Month.¹³

Selected blog series are being converted into e-books that I am editing or co-editing, with the aim of making them more accessible and portable for teaching and learning. The conversion of blogs into e-books increases knowledge mobilization, complements the use of technology in teaching and learning, and advances the social, scholarly and policy impact of SSH research.¹⁴ In an age of digital scholarship, academic blogs¹⁵ and Twitter¹⁶ increasingly are being used to enhance university research and teaching impact. The first Teaching *Equity Matters* e-book, with 26 contributors from across Canada and internationally, has been completed: *Beyond the Queer Alphabet: Conversations on Gender, Sexuality & Intersectionality* (co-edited by Malinda Smith and Fatima Jaffer) and discussions are underway with a publisher for the series. There are first drafts of three other e-books: *Indigenous education and Indigenizing the academy*, co-edited with Priscilla Campeau, as well as *Equity, diversity and pluralism*; and *Gender equity and the status of women*.

⁶ <http://blog.fedcan.ca/tag/indigenous-education/>

⁷ <http://blog.fedcan.ca/tag/gender-equity/>

⁸ <http://blog.fedcan.ca/tag/status-of-women-in-the-academy/>

⁹ <http://blog.fedcan.ca/tag/lesbian-gay-bisexual-transgendered-queer-intersex-two-spirited/>

¹⁰ <http://blog.fedcan.ca/tag/diversitycreativityinnovation/>

¹¹ <http://blog.fedcan.ca/tag/ableism-and-disability/>

¹² <http://blog.fedcan.ca/category/education-and-equity/>

¹³ <http://blog.fedcan.ca/tag/black-history-month/>

¹⁴ London School of Economics, Impact of Social Sciences: Maximizing the Impact of Academic Research, <http://blogs.lse.ac.uk/impactofsocialsciences/>

¹⁵ <http://blogs.lse.ac.uk/impactofsocialsciences/2012/02/24/five-minutes-patrick-dunleavy-chris-gilson/>

¹⁶ <http://blogs.lse.ac.uk/impactofsocialsciences/2012/03/22/who-gives-a-tweet/>

III. Portfolio Changes: Equity, Diversity & Inclusion Issues

In my report to the Board in September 2011 I stressed the importance of demographic transformation for the CFHSS as for Canada. I have written on many of these transformations on the blog, most recently in two posts, a retrospect on the status of women 40-years after the Royal Commission on the Status of Women¹⁷ and in “Immigrant, Indigenous, Inclusive: Three perspectives on diversity.”¹⁸

As well, in my September 2011 report to the Board I detailed various changes that the portfolio has undergone since the founding of the CFHSS some 18 years ago: from ‘Women’s Issues’; to ‘Women & Equity Issues’ under VP Wendy Robbins; to ‘Equity Issues’ under VP Donna Pennee. Drawing on the last three strategic plans under Patricia Clements, Noreen Golfman and Graham Carr, which have all highlighted the need for increased attention to diversity issues, I proposed changing the nomenclature of the portfolio and enhancing its mandate.

Thus, with the unanimous endorsement of both the EISC and the Executive I am bringing before the Board and the AGM for their approval the proposed nomenclature and mandate change. The proposed nomenclature change is to “Equity & Diversity Issues Portfolio,’ ‘Vice-President Equity & Diversity Issues,’ and ‘Equity & Diversity Issues Steering Committee’ (see Appendix A). The EISC unanimously endorsed my proposed changes in December 2011 and likewise the Executive unanimously endorsed the proposed changes in February 2012.

IV. Thank You

There is much about this journey that I will long remember. In addition to my work with the Executive and the Board, I have had the privilege during my tenure of serving as the Chair of the Equity Issues Steering Committee (EISC) and working with some extraordinary scholars from across the SSH and the country. I’ve been privilege to be part of important governance and policy transformations. I was also invited and delighted to accept the invitation of then President Golfman to Chair the Governance Committee (2009-2010), which brought in our ‘Conflict of Interest Policy’ and our policy on in camera meetings, as we sought to deepen our commitment to open-ness, transparency, and access in its multiple meanings. As well, I was privileged to be part of the small brainstorming meeting with former Director of Communications Pierre Normand, the Director of Programs Alison Faulknor and Communications staff Caitlin Kealey to think up a new concept for ‘Breakfast on the Hill’ and ‘Research in Society Lecture.’ That blue sky thinking gave rise to our new and inspired ‘Big Thinking’ speaker series on Parliament Hill and at Congress. Of course, I have been gratified to develop and chair the various sessions at Congress, with Research and Society Keynote Justice Rosalie Silberman Abella¹⁹, Big Thinking Keynote Donna Brazile²⁰ and, last year, Big Thinking keynote Chief Shawn Atleo.²¹

I am appreciative of those with whom I shared this journey: First, I have much appreciation for those who have since left the Secretariat, but while they were with the CFHSS were a delight to work with: Lyne Demmery, Caitlin Kealey, Ellen MacIsaac, Kel Morin-Parsons, Pierre Normand, Marie-Paule Ravary and Ryan Saxby-Hill. In the past year, I’ve primarily worked with – and want to extend my respect and appreciation to – Communications and Policy Director Alison Hebbs and Policy Analyst Karen Diepeveen for the collaborative work on *Equity Matters* on the Fedcan Blog; and with Interim Congress Director Jessica Harrington and her team on the programme and fundraising for Congress 2012 (see Appendix A).

The VP Equity Issues works closely with the Equity Issues Steering Committee. I am grateful to the superb scholars who have professionally discharged their duties and have contributed to the CFHSS by offering the best thinking

¹⁷ <http://blog.fedcan.ca/2012/02/08/gender-equality-40-years-after-the-royal-commission-on-the-status-of-women/>

¹⁸ <http://blog.fedcan.ca/2012/01/18/indigenous-immigrant-inclusive-three-perspectives-on-diversity/>

¹⁹ http://fedcan.ca/content/en/144/Equity_Issues.html & <http://fedcan.ca/content/en/312/equity.html>

²⁰ <http://blog.fedcan.ca/2012/02/08/gender-equality-40-years-after-the-royal-commission-on-the-status-of-women/>

²¹ <http://blog.fedcan.ca/2011/05/26/equity-matters-at-congress-2011/>

and praxis on equity, diversity and inclusion– Sirma Bilge (Université de Montréal), James Deaville (Carleton), Kiera Ladner (U of Manitoba), Ashok Mathur (Thompson Rivers U) and Dolana Mogadime (Brock U). I also want to extend my appreciation to two previous EISC members, Joy Mighty (Queen’s) and Adelle Blackett (McGill). Finally, the support of the Board and the Annual General Meeting underwrites what we, on the Executive, do. I want to thank the membership for its support during my term as VP Equity Issues. It has been a privilege to serve.

Respectfully submitted,

Malinda S. Smith
Vice-President, Equity Issues

APPENDIX A

Proposal for Name Change and Enhancing Educational Equity in the Mandate

Unanimously approved by the Equity Issues Steering Committee in December 2011; and by the Executive in February 2012

Motion: The Vice-President Equity Issues moves that the name of the Equity Issues Portfolio and the Mandate be changed as approved by the Equity Issues Steering Committee and the Executive of the Canadian Federation for the Humanities and Social Sciences.

About the Portfolio

The Equity & Diversity Issues Portfolio advances issues of equity, diversity and inclusion relevant to the humanities, social sciences and creative arts communities.

The Vice-President EDI chairs, and is assisted by, the Equity & Diversity Issues Steering Committee (EDISC), in monitoring the status of equity groups and in encouraging diversity and inclusion in member associations, universities and nationally; liaising with member associations and universities; raising awareness and developing initiatives for increased attention to equity, diversity and inclusion; promoting educational equity; and educating with respect to equity and diversity issues in teaching, research, service and engaged scholarship. With the support of the EDISC, the VP, EDI contributes to CFHSS policies and programs with a view to ensuring that equity and diversity perspectives are taken into account.

Composition of the Equity & Diversity Steering Committee (EDISC)

The Equity & Diversity Issues Steering Committee strives to reflect gender parity and the diversity of Canada. It is comprised of representatives from member associations and universities who are from a designated equity group and/or have expertise in the following areas: Aboriginal people, visible minorities, people with disabilities, people of diverse sexual orientation and gender expression, and intersectionality. The Chair of the Steering Committee will make regular reports to the CFHSS's Executive Committee and Board.

Nominations to the Committee

To ensure access and inclusion to diverse members a call for nominations is sent out to the members of the General Assembly prior to the spring meeting of the Executive Committee asking for nominations of individuals from within their constituencies (university or scholarly association).

Under the direction of the VP EDI, a slate of diverse candidates, with biographical notes, is recommended to the Executive Committee for consideration. The Board of Directors ratifies recommendations made by the Executive Committee.

Meetings of the Committee

The Steering Committee will strive to meet in person at least once during the members' tenure and at other such times during the year through various information and communications technologies (ICTs).

Given the requests for changes to the name and language of the mandate of the Equity Issues Portfolio and Steering Committee, the VP EI respectfully requests a suspension of this traditional time line for creating a slate of nominations to the Steering Committee until after the March 2012 Board Meeting, where discussion and approval of these changes will be sought.

APPENDIX B

At A Glance – Equity Issues @ Congress 2012

Equity Issues Portfolio – Canadian Federation for the Humanities and Social Sciences

<http://congress2012.ca/attend/calendar-and-programs/>

Professor as Citizen – Mary Eberts

Big Thinking Keynote

*Date and time to be confirmed

Description: University faculty have specialized knowledge and a privileged position in society. But do they use that knowledge and privilege to inform their role as citizens, or are there constraints within the university that inhibit their full democratic engagement? Is it possible for idealism and a robust commitment to social justice to flourish, or even endure, in the modern Canadian university? Or are the roles of academic and citizen in fact contradictory? In her *Big Thinking* Equity Issues keynote at Congress 2012, **Mary Eberts** suggests that these questions hit hardest for junior academics who are dependent on the good opinion of colleagues for tenure and promotion, and on finding favour with funders.

Bio: Mary Eberts is currently the Ariel F. Sallows Chair in Human Rights at the University of Saskatchewan. In 2004–2005, she held the Gordon F. Henderson Chair in Human Rights at the University of Ottawa, and for the past several years she has taught in the summer program on International Women’s Human Rights at the Ontario Institute for Studies in Education (OISE). She was involved in the crafting of the equality guarantees of the Canadian Charter of Rights and Freedoms, is a co-founder of the Women’s Legal Education and Action Fund (LEAF), and has been litigation counsel to the Native Women’s Association of Canada (NWAC) for twenty years. Recognition of her work includes the Governor-General’s Award in Commemoration of the Persons’ Case, the Law Society of Upper Canada Gold Medal and several honorary degrees.

Equity Panel 1 - Dignity, equality, freedom: the charter 30 years

May 29, 13:30 to 15:00

Speakers: Nathalie Des Rosiers, Doug Elliott, Ryder Gilliland

Co-sponsored by the Canadian Civil Liberties Association (CCLA)

How has the Canadian Charter of Rights and Freedoms impacted human rights discourse and democratic participation in Canada? This panel of distinguished lawyers, including Doug Elliott and Ryder Gilliland, chaired by Nathalie Des Rosiers (Ottawa), will reflect upon the experiences of Aboriginal people, women, racialized minorities and LGBT people in order to explore the Charter’s impact on rights and freedoms, social inclusion and democratic participation.

A reception will follow.

Equity Panel 2 - Crossroads: The Status of Gender, Women and Sexuality in the Academy

Wednesday, May 30, 9:00 – 10:30

Speakers: Margaret-Ann Armour, André Grace, Narda Razack, Janice Ristock, Njoke Wane

Co-sponsored by the University of Alberta, University of Manitoba and York University, and organized in partnership with the QSEC (Queer Studies in Education and Culture)-Canadian Association for the Study of Women and Education, Canadian Society for the Study of Education (CSSE).

What is the status of gender, women and sexuality in the Academy? The Canadian Federation for the Humanities and Social Sciences Equity Portfolio has brought together a group of distinguished researchers to explore these

intersections. Chaired by **Dr. Narda Razack** (York) panelists include: **Dr. Janice Ristock**, Associate Vice-President Research (Manitoba), **Dr. Margaret Ann Armour**, Associate Dean, Diversity, Faculty of Science (Alberta), **Dr. Njoki Wane**, Special Advisor on the Status of Women's Issues (Toronto), and **Dr. Andre Grace**, Killam Professor and Director of the Institute for Sexual Minority Studies (Alberta).

Equity Panel 3 - Differently abled: The brave new world of techno/cyborg sports and culture

May 30, 15:30 to 17:00

Speakers: Roxanne Mykitiuk, Gregor Wolbring, Dru Marshall

Canadian Philosophical Association, Canadian Disability Studies Association

Co-sponsored by the Office of the Provost/VP Academic, University of Calgary and organized in partnership with the Canadian Disability Studies Association (CDSA) and the Canadian Philosophical Association (CPA)

The body and its abilities are a constant source of inspiration in the areas of science, technology, culture and sports. Technological innovations are radically transforming how we think about the body, abilities and performance. This panel, chaired by **Dru Marshall**, Provost (Calgary) will discuss the linkage between access and inclusion, technological innovations, ability expectations and ethical and social change. Panelists include: **Roxanne Mykitiuk** (York) and **Gregor Wolbring** (Calgary and Ottawa).

Equity Panel 4 - Rethinking creativity and innovation from a disability studies perspective

May 31, 13:30 to 15:00

Speakers: Rod Michalko, Michael Prince, Tanya Titchkosky, Jay Dolmage

Co-hosts: Canadian Philosophical Association, Canadian Disability Studies Association

Co-sponsored by the OISE/University of Toronto and the Canadian Journal of Disability Studies and organized in partnership with the Canadian Disability Studies Association (CDSA) and the Canadian Philosophical Association (CPA)

How do Disability Studies reflect a need to rethink the “essentials of being human”? How does taking a disability studies approach offer innovative and creative ways to re-think ordinary knowledge production? The Canadian Federation for the Humanities and Social Sciences Equity Issues Portfolio has invited a group of leaders from disability studies to reflect on their experience and theorize what the future will hold for people with disabilities. Chaired by **Jay Dolmage** (Waterloo), this panel will feature **Tanya Titchkosky** (Toronto), **Michael Prince** (Victoria) and **Rod Michalko** (York).

A reception will follow.

Equity Panel 5 - Crossroads: Race and Gender in the Canadian Academy—searching for equity

May 31, 15:15 to 16:45

Speakers: Frances Henry, Ena Dua, Carl James, Malinda S Smith, Carol Tator

Co-host: Canadian Sociological Association

Co-sponsored by Canadian Sociological Association (CSA) Equity Subcommittee

This panel highlights race, racialization and indigeneity in the Canadian academy. Based on a 3-year SSHRC-funded research project that uses a multifaceted methodology including personal interviews, surveys and site visits to selected universities, this panel will explore issues of race and indigeneity within the academy. Panelist will include: **Ena Dua**, (York), **Frances Henry** (York), **Carol Tator** (York), **Carl James** (York), and **Malinda Smith** (Alberta).