

## **Anti-Racism and Equity in the Academy**

Events Presented by the Federation's Equity Issues Portfolio

Location: Buchanan A204

WEDNESDAY June 4, 2008 12:15 TO 13:20

**Equity Issues Public Lecture:** Dr. Falguni A. Sheth, *"On the Lack of Diversity in the Academy, or What's Theory Got to Do with It?"*

Sheth debates the commonly-held notion that scholars of color aren't interested in x or y fields of study, arguing that these disciplines may be unwittingly myopic in their considerations of a diverse range of political contexts, creating universalities through a neglect of either the historical and political context of a particular phenomenon, or of the conceptual framework used to frame the discussion. In turn, these myopias have a direct influence on whether scholars from a range of ethnic, racial, and corresponding political backgrounds are attracted to or repulsed from any given field.

A philosopher and political theorist at Hampshire College, Amherst, Dr. Sheth writes and teaches in the areas of continental and political philosophy, philosophy of race, and legal and feminist theory. She is co-editor of *Race, Liberalism, and Economics* (U of Michigan Press 2004), and, under a Woodrow Wilson Career Enhancement Junior Faculty Fellowship, is completing a book manuscript provisionally entitled *The Political Theory of Race: Technologies and Logics of Exclusion* (SUNY).

## **Panel Discussions**

SUNDAY, June 1, 2008, 10:30 TO 12:00

### **De/colonizing Anti/Racism in the Academy**

Panelists:

- Dr. Enakshi Dua (School of Women's Studies, York)
- Dr. Roxana Ng (Adult Education & Community Development Program, OISE/U of T)
- Dr. Sunera Thobani (Women and Gender Studies, UBC)
- Dr. Joyce Green (Political Science, U Regina) (to be confirmed)

*Description: This panel examines antiracism and equity issues in curriculum development and delivery, disciplinary perspectives and practices, and gate-keeping mechanisms (glass ceilings and trapdoors) within the academy.*

MONDAY, June 2, 2008, 10:30 TO 12:00

### **The Audit Academy: Measuring (in) the Profession**

Panelists:

- Dr. Joy Mighty (Director, Centre for Teaching and Learning, Queen's and President, Society for Teaching and Learning in Higher Education)
- Dr. Audrey Kobayashi (Geography, Queen's)
- Dr. Lawrence Berg (CRC in Human Rights, Diversity, & Identity, UBC Okanagan)

*Description: This panel examines the "managerial turn" in the academy and the adoption of new public management rituals designed to make individuals and organizations "auditable". Concerned primarily with the discourse and mechanisms of "performance indicators," and the mutually informative evaluation of faculty and evaluation of the profession and institution for its practices of measurement, this panel asks: What are the unintended consequences of the audit university? Best practices should follow from disclosure of unaccountable practices, sharing of quantitative and qualitative data and analysis, and the teaching and learning of those in positions of accountability, including accountability for equity as a key performance indicator for the profession.*

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TUESDAY, June 3, 2008, 10:30 TO 12:00

### **Intersectionalities in Theory and in Practice**

Panelists:

- Dr. Carol Schick (CRC in Social Justice and Aboriginal Education, U Regina)
- Dr. Sarita Srivastava (Sociology and Women's Studies, Queen's)
- Dr. Yasmin Jiwani (Communications, Concordia)

*Description: Featuring scholars whose work occurs at the intersections of disciplines and communities, this panel seeks to address how theories, practices, and experiences of intersectionalities can contest and inform our individual and collective positions and work on equity issues.*

WEDNESDAY, June 4, 2008, 10:30 TO 12:00

### **Affirmative Action and Equity in the Academic Workplace**

Panelists:

- Dr. Malinda S. Smith (Political Science, U Alberta)
- Dr. Maria Wallis (Sociologist and Independent Scholar, Toronto)
- Dr. Stephen Petrina (Deputy Head, Curriculum Studies, UBC)

*Description: Universities in Canada have prioritized equity and diversity in policy language, giving hope for this full expression of diversity. However, it is unclear how the principle of "employment equity for all" is protected and regulated within universities. To what degree should individual departments act on these types of clauses and policies? This panel will explore affirmative action and other strategies for countering racism in university hiring practices. A practice protected by the Canadian Charter of Rights and Freedoms, affirmative action is a proactive approach toward employment equity, involves recognition of equity problems, and active, positive recruitment and retention targets and strategies.*

WEDNESDAY, June 4, 2008, 15:00 TO 17:00

### **Equity Leadership from the Top**

Panelists:

- Dr. Pat Rogers (Dean of Education, U Windsor)
- Dr. Claudia Emes (Advisor to the President on Women's Issues, U Calgary)
- Mr. Tom Patch (Associate Vice-President, Equity, UBC)

*Description: This panel provides examples of the philosophy, culture, and practices of executive offices and administrators in visioning, enabling, and working towards ensuring equity in the academy. Providing an opportunity for access to first-hand accounts of accountability for equity, this panel will function as a valuable complement to Panels 2 and 5.*

WEDNESDAY, June 4, 2008, 17:00 TO 18:00 (Buchanan Foyer)

### **Equity Issues Reception**

THURSDAY, June 5, 2008, 10:30 TO 12:00

### **Action and Traction: "Equity How To" from the Field**

Panelists:

- Ms. Mahejabeen Ebrahim (Associate Director) (Human Rights & Equity Office, U Guelph)
- Dr. Janice Drakich (Director of Faculty Recruitment & Retention, U Windsor)
- Dr. Christian Leuprecht (Political Science and Economics, RMC)

*Description: This panel will showcase three institutions and their equity "best practices". The leadership*

*Description: This panel will showcase three institutions and their equity "best practices". The leadership taken by these institutions will help guide the discussion in this session to explore strategies to extend equity initiatives to other education institutions, and to make equity a priority on the agenda of organizations that regulate and fund our universities.*

**Organized by: Donna Pennee, Malinda Smith and Maria Wallis**

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In response to our call for papers, the following associations have planned equity panels:

SUNDAY, JUNE 1, 2008, 15:00 TO 16:15

Room: Buchanan D304

**Confronting Ambient Violence on University Campuses: Feminist Participatory Research and Teaching in Action**

Organizer: Canadian Women Scholar's Association (CWSA)

A video will be screened at this presentation. The video can be viewed online at

<http://ring.uvic.ca/08apr03/ambient-violence.html>

SUNDAY JUNE 1, 2008, 16:30 TO 17:45

Room: Neville Scarfe Building, Room #1328

**Institutional memory, feminist mobilizing in academia and the necessity of coalition building across equity seeking groups**

Organizer: Canadian Society for the Study of Education Executive

TUESDAY, JUNE 3, 2008, 9:00 TO 12:00

Room: Hugh Dempster Bldg. Rm. HD101

**Moderated discussion on equity issues in the profession**

Organizer: Canadian Philosophy Association Equity Committee

THURSDAY, JUNE 5, 2008, 10:45 TO 12:30

Room: To be announced

**Women in Academia: Issues & Challenges in the 21st Century**

Organiser: The Canadian Sociological Association - Status of Women Subcommittee Panel session - no call for papers - speakers to be announced

TO BE ANNOUNCED

**Re-thinking approaches for achieving equity in higher education: Disconnections among equity discourse, policy and action**

Organizer: CASEA

**Whithering Democratic Heights? Contested Terrains and the struggle for equity and accountability in Canadian Universities**

Organiser: Maria Wallis, Independent Scholar (on behalf of CSAA)