

Congress 2007, University of Saskatchewan, Saskatoon

Glass Ceilings & Trap Doors: Anti-Racist Equity Hiring, Retention, and Accountability in Canadian Universities

* A panel discussion sponsored by the Women's and Equity Issues Portfolio, Canadian Federation for the Humanities and Social Sciences/ Fédération canadienne des sciences humaines / téléphone 613-238-6112 ext./poste 304 / www.fedcan.ca

Panel Co-organizers:

* Dr. Donna Pennee

Associate Dean (Arts & Sciences), Guelph

Dr. Malinda S. Smith

Associate Prof., Political Science, Alberta

DATE: Wednesday, 30 May 2007

TIME: 10:30 a.m. to 12 noon

LOCATION: Room 105 in the Arts Building

DESCRIPTION

The metaphor of the glass ceiling as an invisible but concrete constraint on women's ability to rise in business and the professions has been central to the discourses of liberal white feminism for some time. But to what extent has whiteness functioned as a trap door that has as one of its effects the "disappearance" of racialized scholars, teachers, and students not only from equity discourse but from the workplace itself? 'Returning the gaze' and 'unsettling relations,' this WEI-sponsored panel will render visible the implications for equity-seeking groups of the erasing practices whereby racialized minorities, particularly women, continue to be under-represented in the Canadian academy. What strategies are necessary to ensure accessibility to the academy is blocked by neither the glass ceiling nor a colour-coded trap door? Through this panel, we ("we who are not the same. We who are many and do not want to be the same" – Adrienne Rich) seek to broadcast the need for accountability, and promote the kind of concrete, precise, and contextualized analysis that is required for effective equity advocacy, hiring, and retention – and for transformative practices – within Canada's institutions of higher learning.

PANELLISTS

* Professor Carol Aylward (Associate Professor, Dalhousie Law School)

"And Then There Were None: The Use of Biased Student Evaluation in the Tenure, Promotion and Retention of Racialized Academics"

* Dr. Audrey Kobayashi (Professor, Geography/Women's Studies, Queen's University)

"Making the Visible Count: Difference and Embodied Knowledge in the Academy"

* Professor Joanne St. Lewis (Assistant Professor, University of Ottawa Law School)

"Getting Radical: Racism, Complacency and Self-Deception in Academic Culture"

* Dr. Malinda S. Smith (Associate Professor, Political Science, University of Alberta)

"Telling Tales on White Li(v)es, Diversity-Talk, & the Ivory Tower"

PANELLISTS' BIOS

Carol A. Aylward is an Associate Professor at Dalhousie Law School, and a member of the Nova Scotia and Ontario Bars. Professor Aylward is the first indigenous Black Nova Scotian to obtain a Masters of Law degree from Dalhousie Law School and the first Black female member

Carol A. Aylward is an Associate Professor at Dalhousie Law School, and a member of the Nova Scotia and Ontario Bars. Professor Aylward is the first indigenous Black Nova Scotian to obtain a Masters of Law degree from Dalhousie Law School and the first Black female member of the Dalhousie Law Faculty. She served as Director, Program for Indigenous Blacks & Mi'kmaq, 1991-2000. As well, she is the past-President of the Canadian Access to Legal Education Group, a former member of the Nova Scotia Police Commission and a former member of the Nova Scotia Human Rights Commission.

Professor Aylward teaches Criminal Law: The Individual and the State; Criminal Procedure; General Jurisprudence. Her research interests include Critical Race Theory, Critical Race Litigation, Human Rights, Alternative Dispute Resolution, Labour Law, Criminal Law and Criminal Procedure. She is the author of *Canadian Critical Race Theory: Racism and the Law* (Fernwood Publishing 1999). Her publications also include: "Adding Color: A Critique of 'An Essay on Institutional Responsibility: The Indigenous Blacks and Micmac Programme at Dalhousie Law School'", *Canadian Journal of Women and the Law*, Vol. 82; "Take the Long Way Home: R.D.S. and Critical Race Theory", *University of New Brunswick Law Journal* (1998). She also has produced a video, "Balancing the Scales, (Centre for Art Tapes, Halifax, Nova Scotia).

Audrey Kobayashi is a Professor of Geography and Women's Studies at Queen's University in Kingston, Ontario. She completed a BA and an MA at the University of British Columbia, and a PhD at UCLA. She taught in Geography and East Asian Studies at McGill University (1983 to 1994), before coming to Queen's initially as Director of the Institute of Women's Studies (1994 to 1999). She has been a visiting professor at the University of British Columbia, University College London and Canterbury University, Christchurch, New Zealand. Dr. Kobayashi's research interests revolve around the question of how processes of human differentiation – race, class, gender, ability, national identity – emerge in a range of landscapes that include homes, streets and workplaces.

Dr. Kobayashi's current funded research projects include: (i) Employment Equity Legislation and the Backlash Effect: Geographies of Political Culture; (ii) Transnationalism, Citizenship and Social Cohesion: Changing Concepts of Citizenship among Recent Immigrants from Hong Kong; and (iii) Cultures of Resistancia: Gender, Intergenerational Change and Community in Havana, Cuba. Dr. Kobayashi is co-editor with Philomena Essed, and David Goldberg, *A Companion to Gender Studies*. (Oxford and Malden, M.A.: Blackwell, 2004); Kobayashi, "Anti-racist feminism in geography: an agenda for social action." In Lise Nelson and Joni Seager, eds., *The Companion to Feminist Geography* (London and New York: Routledge, 2004): 32-40; and Bakan, Abigail and Audrey Kobayashi, "Backlash: The rise and fall of employment equity legislation in Ontario." (Toronto: The Canadian Race Relations Foundation 2003).

Joanne St. Lewis is an Assistant Professor of Law at the University of Ottawa, Faculty of Law, Common Law Section. She currently teaches Social Justice, Civil Liberties, Social Justice and International Trade and first year Public Law and Legislation. She has also taught Comparative Justice Models: Canadian and South African Constitutional Paths to Equality and History of Legal Thought. Her current area of work is the intersection between multiculturalism policy in constitutional democracies and evolving security intelligence policy making in a post 9-11 environment particularly as it relates to issues of radicalization and homegrown terrorism.

Professor St. Lewis was the cochair of the Canadian Bar Association Working Group on Racial Equality. She is the first Black woman to be elected to serve as a Bencher of the Law Society of Upper Canada where she is Chair of its Equity and Aboriginal Issues Committee. She has extensive experience in the equality rights area. She conducts research and consults with government, corporations and community organizations. She has held positions with the Ontario Human Rights Commission and the Ontario Race Relations Directorate. She was also the Executive Director of the Women's Legal Education and Action Fund (LEAF). From 1985-87, she was Special Assistant Government Affairs to the Grand Chief of the Crees of Quebec.

Malinda S. Smith is an Associate Professor of Political Science at the University of Alberta. She currently teaches Critical Theories of International Relations, critical development studies,

Malinda S. Smith is an Associate Professor of Political Science at the University of Alberta. She currently teaches Critical Theories of International Relations, critical development studies, Critical Race Theory / Critical Race Feminism, and African Politics & Society, as well as facilitates the senior honours seminar. Her current research focuses on Africa, 9/11 and the ‘War on Terrorism’, Subaltern Voices: Speaking & Theorizing from the Disciplinary Margins, and the representations of Muslim women in the Canadian media.

Dr. Smith has served on various equity, sexual harassment, and sexual orientation committees at the University of Alberta. She also has served on the Boards of the Alberta Advisory Council on the Status of Women, MATCH International (Alberta), and the Northern Alberta Alliance on Race Relations. In 2005, she co-founded the Anti-Racism and Decolonization Network (ARDN). Dr. Smith’s publications include two edited volumes: *Beyond the ‘African Tragedy’: Discourses on Development and the Global Economy* (Ashgate 2006) and *Globalizing Africa* (Africa World Press, 2003); book chapters including, “Race Matters and Race Manners” in J. Brodie and L. Trimble, *Reinventing Canada in the 21st Century* (Prentice Hall, 2004), as well as essays on race and public policy, and the African Diaspora in Canada. She holds a SSHRC (Jennifer Kelly, Principal) on “Racialization, Immigration & Citizenship” (2006-2009).

Contact the Co-organizers:

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