Anti-Racism Change in Post-Secondary Institutions
Resistance, Assessment, Measurement, Accountability
March 19 –20, 2018
Hart House, University of Toronto

Program at a Glance

Monday, March 19, 2018

9:00 a.m.
Welcome and Opening Remarks

9:30 a.m.
Keynote Address by Natasha Kumar Warikoo, Associate Professor, Harvard Graduate School of Education, Author of “The Diversity Bargain and Other Dilemmas of Race, Admissions, and Meritocracy at Elite University”

10:30 a.m.
The Equity Myth: In Conversation with Enakshi Dua, Carl James, Alissa Trotz and Natasha Kumar Warikoo

12:00 p.m. Lunch
➢ Spoken Word Performance by Sefa Danso-Manu

Session I: 1:00 p.m. - 2:30 p.m.
➢ Roundtable 1: Where are we now? Reporting on the Data Collection on Faculty, Staff and Students: Findings, Challenges and Next Steps
  ▪ Denise O’Neil Green, Vice President, Equity and Community Inclusion, Ryerson University
  ▪ Cherilyn Nobleza, Director, Strategic Initiatives, Human Resources & Equity, U of T
  ▪ Carl E. James, Professor, Jean Augustine Chair in Education, Community & Diaspora, and the Affirmative Action, Equity and Inclusivity Officer, York University
  ▪ Moderator: Abigail Bakan, Professor and Chair, Social Justice Education, OISE, U of T
➢ Panel 1: Race & Identity
  ▪ Patience Adamu, PhD, Policy Studies Program, Ryerson University
  ▪ Paula DaCosta, PhD, Leadership, Higher and Adult Education, OISE, U of T
  ▪ Moderator: Janice Asiimwe M.Ed, Student Development and Student Services in Higher, OISE, U of T
Panel 2: Celebrating 10 years of the SOAR Indigenous Youth Gathering

- Susan Lee, Assistant Director, Culture & Community, Rotman School of Management
- Eleni Vlahiotis, MoveU and Equity Movement Coordinator, Faculty of Kinesiology and Physical Education, U of T
- Grace Webster, 4th year Indigenous Studies Specialist, U of T, 3rd generation settler from Toronto and Dish with One Spoon territory.
- Roy Strebel, is Anishinaabe from Thessalon First Nation and Bear Clan, Indigenous and Equity Initiatives Coordinator SOAR Program

Workshop 1: Race, Racism, Resistance in Student Affairs

- Anushay Irfan Khan, International and Intercultural Student Development Coordinator (UTM)

Session II: 3:00 p.m.-4:30 p.m.

Roundtable 2: Embedding Anti-Racism, Equity and Inclusivity at the Systemic and Institutional Levels: Strategies, Measures, Tools and Initiatives

- Casper Hall, Director, Policy, Research and Strategic Initiatives, Anti-Racism Directorate, Inclusion and Anti-Racism Division, The Cabinet Office
- Anita Balakrishna, Diversity Strategist, Dean's Office, Faculty of Medicine, U of T
- Shauna Elliott, Equity Advisor, Equity and Human Rights Offices at Queen's University
- Zabedia Nazim, Professor of Teaching and Learning, Centre for Organizational Learning and Teaching, Centennial College
- Moderator: Njoki Wane, Professor, Associate Chair, Social Justice Education, Program Coordinator, Social Justice Education Program, OISE, U of T

Workshop 2: Paving the Future for Black Women in Academia

- Patrina Duhaney, PhD Candidate, Field Facilitator MSW for Working Professionals Program University of Windsor
- Lisa Morris, Professor & Program Coordinator Social Service Worker Diploma Program School of Social and Community Services, Humber College
- Sheryl Thompson Professor, Faculty of Applied Health and Community Studies, Sheridan College Professor, School of Community Studies, Humber College, Field Facilitator, Centre for Executive and Professional Education, University of Windsor

Workshop 3: Building an Anti-Racism Community of Action and Practice at U of T: What Does it Take?

- Jessie Metcalfe, Associate Registrar, Enrolment Management, Faculty of Medicine, U of T
- Ike Okafor, Senior Officer, Service Learning and Diversity Outreach Faculty of Medicine, U of T
- Terry Gardiner, Manager, Equity, Diversity, and Student Experience, Factor-Inwentash Faculty of Social Work, U of T
- Eleni Vlahiotis, MoveU and Equity Movement Coordinator, Faculty of Kinesiology and Physical Education, U of T
- La Toya Dennie, Outreach Coordinator, Office of Health Professions, Student Affairs, Faculty of Medicine, U of T
Workshop 4: So I have White Privilege. Now What?
- Trish Starling, Community Engagement Facilitator, Hart House, member of Showing up for Racial Justice Toronto (SURJTO)

Tuesday March 20, 2018

9:00 a.m. - 10:30 a.m.
- Indigenous Communities and Right Relations: the role of listening and understanding
  - Jackie Esquimaux-Hamlin is a citizen of Aundeck Omni Kaning First Nation and recently retired as Coordinator of the Resource Centre at Indigenous Student Services (First Nations House) at the University of Toronto
  - Shannon Simpson is of Anishinaabe (Alderville First Nation) and Scottish ancestry. Shannon is currently the Director of the Indigenous Student Services (First Nations House)
  - Jonathan Hamilton-Diabo is Mohawk from Kahnawake. He is the Director, Indigenous Initiatives at the University of Toronto.

Session I: 10:30 a.m. - 12:00 p.m.
- Roundtable 1: Black & White: #WeWantRevolution #BlackOnCampusUofT
  - Michelle Mabira, 4th year student, Strategic Management Specialist, U of T
  - Amanda Chinemelu, 4th year student Health Studies Specialist; Vice President African Students Association, U of T
  - Ayisha Lineo Garib, filmmaker, photographer, illustrator, graphic designer, entrepreneur and linguistics enthusiast
  - Chimwemwe Alao 4th student Political Science and History, U of T
  - Moderator: Justice (Justine) Huyer, Toronto based student (2nd year TYP), Chairperson TYP Student Association Council, TYP Director UTSU, Vice President Black Students Association (BSA)

- Panel 1: Rethinking Institutional Transformation and the Student Experience
  - Dr. Florian Elliker, Research Institute of Sociology, University of St. Gallen, Switzerland
  - Dr. Uzma Jamil, Researcher and Visiting Scholar, Islamic Studies Institute, McGill University
  - Noor Baig, MA Sociology, Wilfred Laurier, Muslim Youth Fellowship Program Coordinator
  - Moderator: Dr. Atiqa Hachimi, Associate Professor, Women and Gender Studies and African Studies, UTSC

- Workshop 1: Building a Campus Community that Rejects Anti-Semitism
  - Rabbi Julia Appel: Senior Jewish Educator and Campus Rabbi, Hillel U of T

- Workshop 2: Reclaiming Space: exploring the #MeToo movement and representation of racialized voices
  - Chenthoori Malankov, is a daughter of the Thamil Diaspora, grassroots feminist anti-sexual violence advocate and support worker.
  - Nana Frimpong, 4th year student, English, Women and Gender Studies and Media Studies
  - Brianna Olson is a social worker, diverse multi-media artist and member of Wikwemikong Unceded First Nation, currently undertaking her Masters in social work Indigenous Trauma and Resiliency specialization at the Factor-Inwentash, University of Toronto.
  - Moderator: Paula Lam, Sexual Violence Prevention & Response Coordinator at University of Toronto
12:00 p.m. Lunch

12:45 p.m. 2018 IDERD Recognition Award Ceremony

- Award Presentation
- Artistic Performance

Session II: 2:00 p.m. - 3:30 p.m.

- **Panel 2: "Who Are We? Exploring Opportunities and Possibilities of Student Demographic Data."
  - Fatima Samji, PhD Candidate, Higher Education, OISE, U of T
  - Ceara Khoramshahi, MA Candidate, Higher Education (collaborative specialization in Comparative International and Development Education, and Education Policy), OISE, U of T
  - Grace Ryu, 3rd year PhD Candidate, Higher Education (collaborative specialization in Educational Policy), OISE, U of T
  - Ary Maharaj, 2nd year MEd Candidate, OISE, U of T
  - Larissa Crawford, undergraduate student and Anti-Racism policy developer, York University
  - **Moderator:** Adam Kuhn, Director of Student and Campus Community Development, U of T

- **Panel 3:** Race, Sexuality, Labour in Postsecondary Institutions
  - Wesley Crichlow, Associate Dean of Equity and Director for Engagement and Recruitment for Black Youth in Care
  - Shani Kipang, instructor of Child and Youth Care at Humber College and within the Interdisciplinary Studies Department at Ryerson University’s Chang School
  - Ameil Joseph, Assistant Professor, School of Social Work, McMaster University
  - **Moderator:** Dr. Lance T. McCready is an Associate Professor in the Department of Leadership, Higher and Adult Education, OISE

- **Workshop 1:** “Racialized staff need to be seen to be heard”: Best practices in anti-racist recruitment and hiring in a unionized environment
  - Janelle Joseph, PhD, Director, Academic Success, Student Life; Assistant Director, Transitional Year Program; Adjunct Lecturer Faculty of Kinesiology and Physical Education
  - Sharon Grandison, CHRL, RPR, Director, Human Resources, Faculty of Physical Education
  - Michelle Brownrigg, MSc, Senior Director Co-Curricular Education & Chief Program Officer, Hart House
  - Tanya Lewis, PhD, Director of Accessibility Services, Student Life
  - Terry Gardiner, MSW, RSW, Manager, Diversity, Equity & Student Experience at the Factor-Inwentash Faculty of Social Work.
3:45 p.m.
Keynote Presentation by Jasmine Zine, Professor, Sociology and Muslim Studies Option, Wilfred Laurier University
Islamophobia and Campus Culture in an Age of Empire

4:15 p.m.
Closing Plenary: In conversation with Sandy Hudson, Yvette Munro and Jasmine Zine
What’s Next? What actions must be taken to embed institution-wide antiracism and equity transformation - in clear and concrete ways that demonstrate to university and college communities that change is taking place?

4:50 p.m.
Closing and Acknowledgements