



Canadian Association of University Teachers
Association canadienne des professeures et professeurs d'université

CAUT Equity Conference

Mobilizing Intersections

6-7 April 2018 – Ottawa Marriott Hotel

Conference Overview

Despite public commitments to improve equity in post-secondary education, universities and colleges continue to be places that exclude Aboriginal peoples; persons with disabilities; persons who identify as lesbian, gay, bisexual, trans, queer, and two-spirited; racialized minorities; and women.

CAUT's 4th Equity Conference will bring together equity and academic staff association activists from across the country to discuss and develop ways to more effectively promote equity on our campuses by mobilizing members, and building solidarity. The registration form and hotel information are available on the [CAUT website](#).

Agenda

Friday, 6 April

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| 08:00 – 08:45 | Registration |
| 08:45 – 09:15 | Welcome, Territorial Acknowledgement, Introductions & Conference Overview <ul style="list-style-type: none">▪ James Compton, CAUT President▪ David Robinson, CAUT Executive Director▪ Wesley Crichlow, Past Co-Chair, CAUT Equity Committee▪ Pat Armstrong, Co-Chair, CAUT Equity Committee |
| 09:15 – 10:30 | Keynote – Marie Clarke Walker, Secretary-Treasurer, Canadian Labour Congress |
| 10:30 – 10:45 | Refreshment Break |
| 10:45 – 12:30 | Plenary One — Equity as Process: Challenges and Best Practices in Data, Self-Identification, and Language Use <p>Understanding under-representation begins with a clear picture of the demographics of the academy. How do we successfully navigate institutional barriers to self-identification, legitimate fears of making oneself vulnerable, and the collective need to gather equity data? Panellists will also reflect on the ongoing evolution of equity language.</p> |

Moderated by Nola Etkin, University of Prince Edward Island

- Angela Hildyard, University of Toronto
- Carl James, York University

12:30 – 13:30 **Lunch** (*provided*)

13:30 – 15:30 **Plenary Two - Racial Justice and Post-Secondary Education**

How does systemic discrimination and racism manifest in academia?
How can equity policies and practices be a platform for achieving racial justice?

Moderated by Glenda Tibe Bonifacio, University of Lethbridge

- Frances Henry, York University
- Ena Dua, York University
- Adelle Blackett, McGill University

15:30 – 15:45 **Refreshment Break**

15:45 – 17:30 **Plenary Three – Academic Staff Associations and Indigenization**

In the wake of the final report of the Truth and Reconciliation Commission, which called on PSE institutions to play a central role in healing the damage of colonial genocide, Indigenization has become a topic of much discussion at Canadian universities and colleges. But what does it mean in concrete terms for academic staff associations and their members? What roles can academic staff associations play to better represent their Aboriginal members and to ensure that their institutions implement the recommendations of the Truth and Reconciliation Commission in meaningful and ethical ways?

Moderated by Susan Spronk, University of Ottawa

- David Newhouse, Trent University
- Sharon McIvor, Nicola Valley Institute of Technology
- Zaa Joseph, British Columbia Institute of Technology

17:30 **Cash Bar Reception**

Saturday, 7 April

- 09:00 – 10:15 **Keynote – Aaron Devor, Inaugural Chair, Transgender Studies, University of Victoria**
In January 2016, building on the success of holding the world’s largest Transgender Archives, the University of Victoria established the world’s only Research Chair in Transgender Studies. These two singular accomplishments were decades in the making. Dr. Aaron Devor, the first holder of the Chair, and the Founder and Academic Director of the Transgender Archives, will discuss how the Archives and the Chair came into being and how they might be used to help advance equity for trans and gender nonconforming members of academic life.
- Introduction by Cathy Chovaz, King’s University College
- 10:15 – 10:30 **Refreshment Break**
- 10:30 – 12:00 **Plenary Four - Mobilizing Intersections in Academic Work**
How does inequality manifest in academia? How can academic staff at colleges and universities address systemic barriers? How can academic staff associations best work in solidarity with community-based groups seeking justice?
- Moderated by Petra Rohrbach, McGill University
- Kory Wilson, British Columbia Institute of Technology
 - Nancy Hansen, University of Manitoba
 - Lance McCreedy, Ontario Institute for Studies in Education
- 12:00 – 14:00 **Lunch** (*not provided*)
- 14:00 – 15:30 **Plenary Five – Unions and Equity: What is the Union Movement Doing?**
How does the labour movement challenge and contest systemic discrimination in our workplaces? In what ways has this challenge been successful? Where have we found ourselves stuck? The panellists will reflect on the tensions and the triumphs in their work as labour and equity activists.
- Moderated by Joanne Quirk, Capilano University
- Yuk-Sem Won, Ontario Public Service Employees Union
 - Monica Sanchez-Florez, Thompson Rivers University
- 15:30 – 15:45 **Refreshment Break**

15:45 – 17:00 **Plenary Six – Bringing it Home: Mobilizing Equity through CAUT’s Member Associations**

How can we put equity into practice at the local level? The CAUT Equity Committee Co-Chairs will lead a discussion about how academic staff associations can become more inclusive as well as best practices for advancing equity in the academic workplace.

Moderated by Ken Ko, Queen’s University

- Wesley Crichlow, Past Co-Chair, CAUT Equity Committee
- Pat Armstrong, Co-Chair, CAUT Equity Committee

17:00 – 17:15 **Wrap-Up and Concluding Remarks**