



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

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CAUT Equity Conference

Mobilizing Intersections

April 6-7, 2018 – Ottawa Marriott

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, negotiating and enforcing stronger collective agreement language, and building solidarity. The registration form and hotel information are available on the CAUT website at <https://events.caut.ca/equity-2018>

Agenda

Friday, April 6

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| 08:00 – 08:45 | Registration |
| 08:45 – 09:15 | Welcome, Territorial Acknowledgement, Introductions & Conference Overview |
| 09:15 – 10:30 | Keynote – Dr. Malinda Smith, University of Alberta
“At the Intersections of Social Injustice: Beyond Equity As Diversifying Whiteness”
Insufficient attention has been paid in the academy to cultural cloning and “the preference for sameness” that underpins white normativity, resists racial equity, and limits diversity to the diversification of whiteness. This talk will examine what social justice advocates, faculty associations, and university administrations are doing to advance intersectionality and equity for racialized and Indigenous scholars. |
| 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**
Understanding under-representation begins with a clear picture of the demographics of the academy. How do we successfully navigate the tension between 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 and today's best linguistic practices.
- 12:30 – 13:30 **Lunch** (*provided*)
- 13:30 – 15:30 **Plenary Two - Racial Justice and Post-secondary Education**
How do scholarly cultures of racialization and neoliberalism limit our ability to understand how systemic discrimination and racism manifest themselves in academia? How can equity policies and practices be a platform for achieving racial justice?
- 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?
- 17:30 **Cash Bar Reception**

Saturday, April 7

- 09:00 – 10:15 **Keynote – Dr. 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.
- 10:15 – 10:30 **Refreshment Break**

- 10:30 – 12:00 **Plenary Four - Mobilizing Intersections in Academic Work**
How do socially relevant categories of inequality manifest in academia? How can social justice work in the university and be usefully grounded in the interrelatedness of categories of inequality? How can academic staff associations best work in solidarity with Black Lives Matter?
- 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.
- 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.
- 17:00 – 17:15 **Wrap-Up and Concluding Remarks**