Anti-racism and EDI in Higher Education

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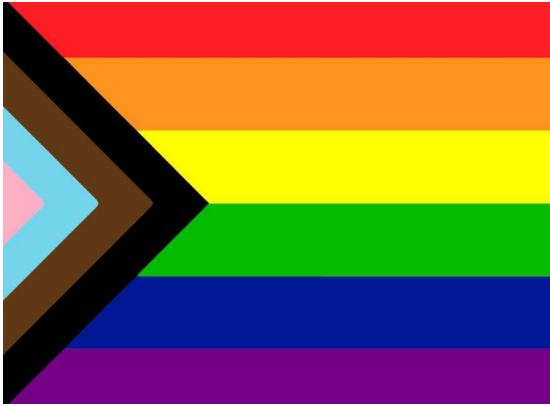
Before we start
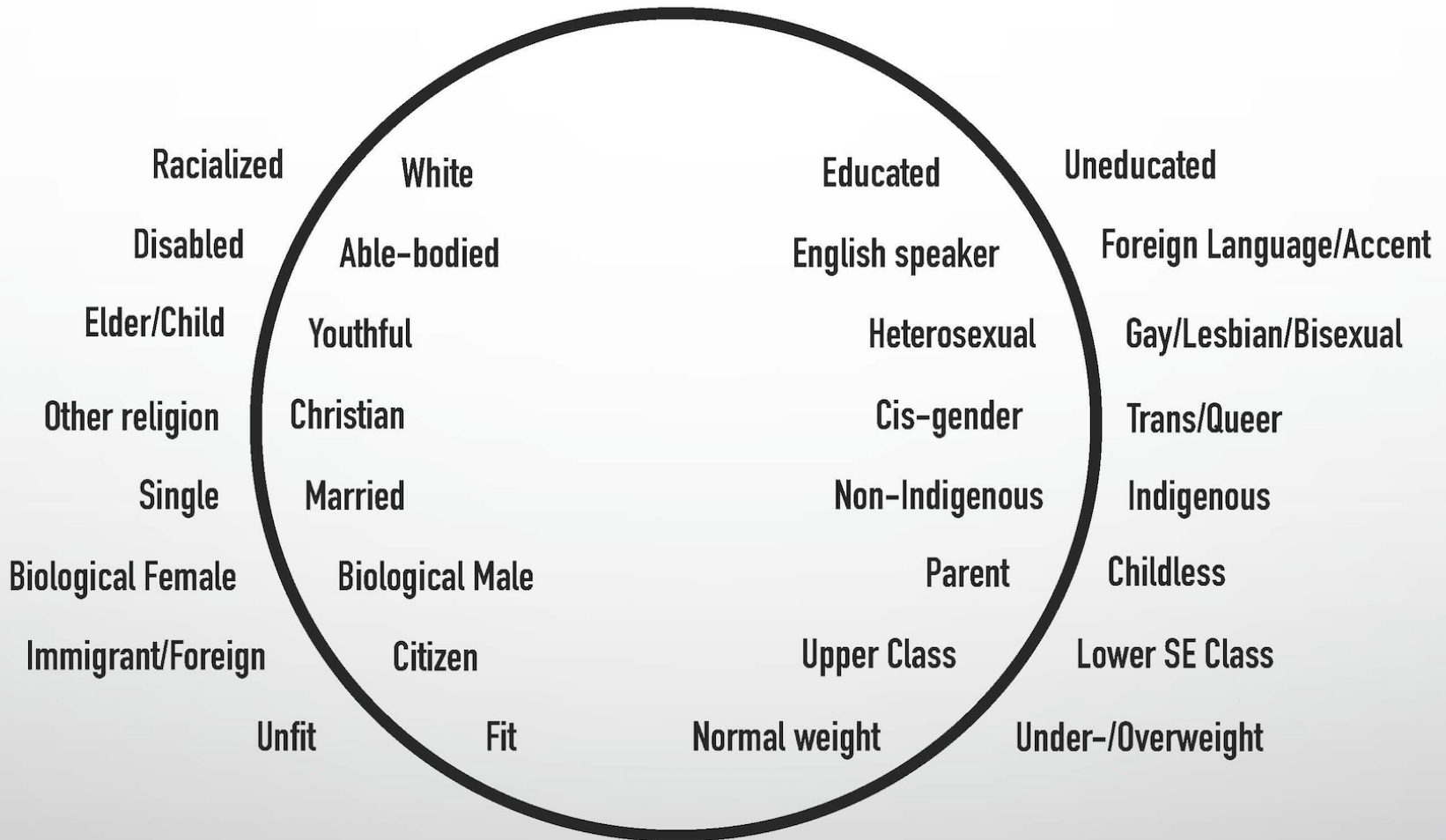

TRAUMATIC TRIGGERS

EQUITY DEBATE

Origins of Inequity and Exclusion: Racism and Oppression

Privilege and Power

Racialized	White	Educated	Uneducated
Disabled	Able-bodied	English speaker	Foreign Language/Accent
Elder/Child	Youthful	Heterosexual	Gay/Lesbian/Bisexual
Other religion	Christian	Cis-gender	Trans/Queer
Single	Married	Non-Indigenous	Indigenous
Biological Female	Biological Male	Parent	Childless
Immigrant/Foreign	Citizen	Upper Class	Lower SE Class
Unfit	Fit	Normal weight	Under-/Overweight

Problem?

Table 1. Diversity of Canadian university senior leadership

	Women (%)	Racialized (%)	Indigenous (%)	Persons with disabilities (%)	LGBTQ2S+ (%)	Identifies with two or more designated groups (%)
Senior university leaders[1]	48.9	8.3	2.9	4.5	8.0	10.7
Full-time faculty[2]	40.2	20.9	1.3	21.8[3]	N/A	N/A
Doctorate holders[4]	37.5	30.5	0.9	N/A	N/A	N/A
Graduate students[5]	54.8	40.1[8]	3.3	5.0	N/A	N/A
Undergraduate students[6]	57.1	40.0[8]	3.0	22.0	N/A	N/A
General population[7]	50.9	22.3	4.9	22.3[3]	3.0[9]	N/A

https://www.univcan.ca/media-room/publications/equity-diversity-and-inclusion-at-canadian-universities-report-on-the-2019-survey/

	Staff	London Population	Faculty	External Availability rate
Women	63.9	51.5	36	44
Racialized	8.1	15.9	14.5	21.1
Indigenous	0.8	2.4	0.5	1.4
Persons with Disabilities	3.2	unknown	2.4	8.9

Definitions

- **Racism -** system of advantage based on race. It includes laws, institutions, cultural messages, and policies working in tandem with individual and group level behaviors to reproduce white supremacy and racial inequity.
- **Anti-black racism/anti-blackness -** The personal, cultural, social, legal, and structural attacks on Black people
- **Colourblindness/race evasiveness -** suggests that the best approach to racism is to disregard racial differences and treat everyone equally, regardless of race ("I don't see color"). Race evasive acknowledges the intentionality in avoiding substantive discussion or acknowledgment of race and it's connection to White Supremacy, power and/or privilege and ableist language.
- **Reverse racism –** is a myth. Power + Privilege = racism, therefore it cannot apply to whiteness with an established social/economic/political location and position of privilege
- **Stereotype -** fixed, preconceived, and oversimplified idea or set of beliefs about a person or group

Definitions

- **White privilege -** refers to the unquestioned and unearned set of advantages, entitlements, benefits, and choices bestowed on people solely because they are white

- **White supremacy -** preferential norms, laws, treatment, privilege, power, access and opportunities that benefit white people at the expense of cumulative and chronic outcomes for Black and Brown communities.

- **Microagressions -** subtle, stunning, often automatic and nonverbal exchanges which are put-downs of Black people

- **Equity -** means fairness. It is the removal of systemic barriers and biases enabling all individuals to have equal access to and to benefit from any aspect of society. It differs from Equality which is the state of freedom from oppression or prejudice.

- **Diversity -** is defined as differences in race, color, place of origin, religion, immigrant and newcomer status, ethnic origin, ability, sex, sexual orientation, gender identity, gender expression, age, and others.

- **Inclusion -** is the practice of creating an environment that ensures all individuals are respected equitably and have access to the same opportunities.

- **Intersectionality -** considers the differences in power relationships for individuals from different marginalized groups and ensuring that these are accounted for when strategizing about EDI.

- **Unconscious bias -** implicit attitude, stereotype, motivation, or assumption that can occur without one's knowledge, control, or intention.

How racism and oppression operates

- It becomes ordinary, the "normal" way that society does business
- It serves and prioritizes the interests of the majority only
- Race is a social and political construct. In reality our differences as human beings are dwarfed by what we have in common and have little or nothing to do with personality, intelligence, and morality.
- Intentionally or unintentionally, we choose to ignore this and we assign characteristics to whole groups of people
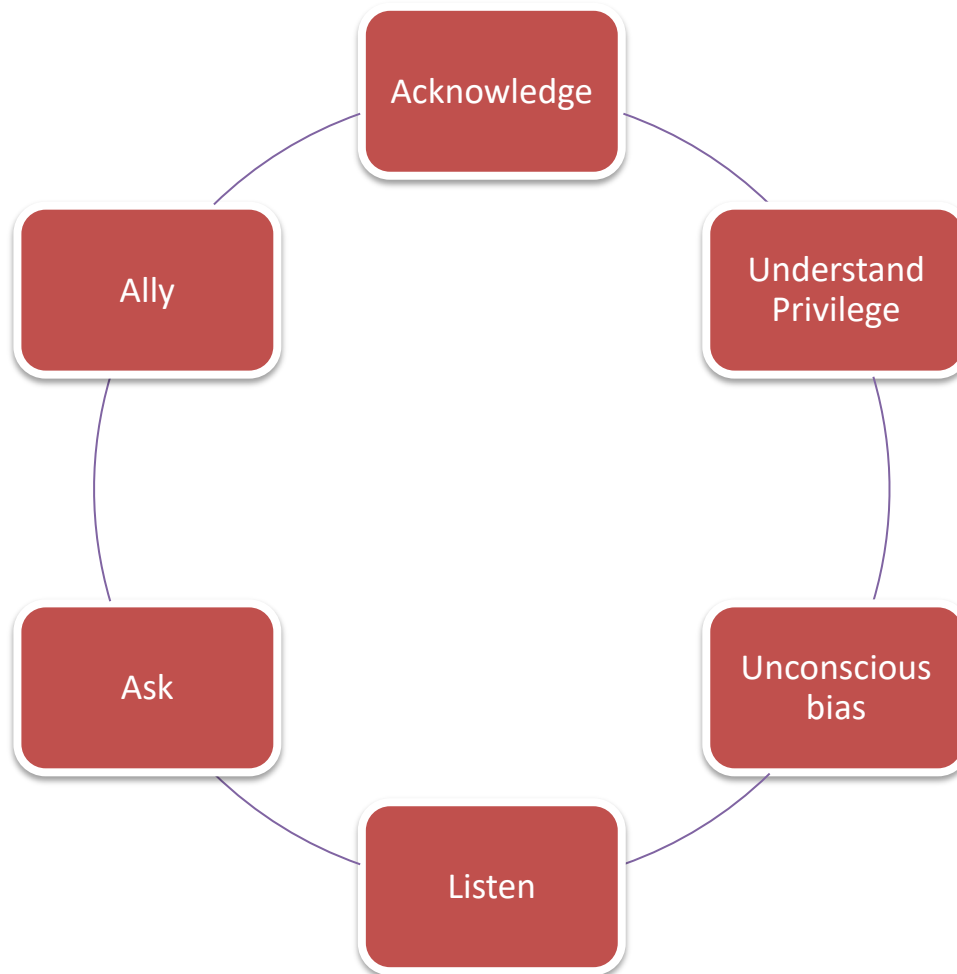- Profit over people.

https://www.dismantlingracism.org/racism-defined.html

Overt White Supremacy (Socially Unacceptable)

Lynching
Hate Crimes
Blackface   The N-word
Swastikas   Neo-Nazis   Burning Crosses
Racist Jokes   Racial Slurs   KKK

Covert White Supremacy (Socially Acceptable)

Calling the Police on Black People   White Silence   Colorblindness
White Parents Self-Segregating Neighborhoods & Schools
Eurocentric Curriculum   White Savior Complex   Spiritual Bypassing
Education Funding from Property Taxes   Discriminatory Lending
Mass Incarceration   Respectability Politics   Tone Policing
Racist Mascots   Not Believing Experiences of BIPOC   Paternalism
"Make America Great Again"   Blaming the Victim   Hiring Discrimination
"You don't sound Black"   "Don't Blame Me, I Never Owned Slaves"   Bootstrap Theory
School-to-Prison Pipeline   Police Murdering BIPOC   Virtuous Victim Narrative
Higher Infant & Maternal Mortality Rate for BIPOC   "But What About Me?"   "All Lives Matter"
BIPOC as Halloween Costumes   Racial Profiling   Denial of White Privilege
Prioritizing White Voices as Experts   Treating Kids of Color as Adults   Inequitable Healthcare
Assuming Good Intentions Are Enough   Not Challenging Racist Jokes   Cultural Appropriation
Eurocentric Beauty Standards   Anti-Immigration Policies   Considering AAVE "Uneducated"
Denial of Racism   Tokenism   English-Only Initiatives   Self-Appointed White Ally
Exceptionalism   Fearing People of Color   Police Brutality   Fetishizing BIPOC   Meritocracy Myth
"You're So Articulate"   Celebration of Columbus Day   Claiming Reverse-Racism   Paternalism
Weaponized Whiteness   Expecting BIPOC to Teach White People   Believing We Are "Post-Racial"
"But We're All One Big Human Family" / "There's Only One Human Race"   Housing Discrimination

Graphic by @theconsciouskid, 2020

Self-reflection

How do I do it?

- Recognize inequity
- Respond to inequity
- Redress inequity
- Create and sustain an equitable environment

(https://www.tolerance.org/magazine/imagining-equity-literacy?elq=b0d17e3485b44c4c92b12ba1da290178&elqCampaignId=248)

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- https://www.facinghistory.org/stolen-lives-indigenous-peoples-canada-and-indian-residential-schools/historical-background/until-there-not-single-indian-canada