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
### Table 1. Diversity of Canadian university senior leadership

<table>
<thead>
<tr>
<th></th>
<th>Women (%)</th>
<th>Racialized (%)</th>
<th>Indigenous (%)</th>
<th>Persons with disabilities (%)</th>
<th>LGBTQ2S+ (%)</th>
<th>Identifies with two or more designated groups (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Senior university leaders</strong></td>
<td>48.9</td>
<td>8.3</td>
<td>2.9</td>
<td>4.5</td>
<td>8.0</td>
<td>10.7</td>
</tr>
<tr>
<td><strong>Full-time faculty</strong></td>
<td>40.2</td>
<td>20.9</td>
<td>1.3</td>
<td>21.8°</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td><strong>Doctorate holders</strong></td>
<td>37.5</td>
<td>30.5</td>
<td>0.9</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td><strong>Graduate students</strong></td>
<td>54.8</td>
<td>40.1°</td>
<td>3.3</td>
<td>5.0</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td><strong>Undergraduate students</strong></td>
<td>57.1</td>
<td>40.0°</td>
<td>3.0</td>
<td>22.0</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td><strong>General population</strong></td>
<td>50.9</td>
<td>22.3</td>
<td>4.9</td>
<td>22.3°</td>
<td>3.0°</td>
<td>N/A</td>
</tr>
</tbody>
</table>


<table>
<thead>
<tr>
<th></th>
<th>Staff</th>
<th>London Population</th>
<th>Faculty</th>
<th>External Availability rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women</td>
<td>63.9</td>
<td>51.5</td>
<td>36</td>
<td>44</td>
</tr>
<tr>
<td>Racialized</td>
<td>8.1</td>
<td>15.9</td>
<td>14.5</td>
<td>21.1</td>
</tr>
<tr>
<td>Indigenous</td>
<td>0.8</td>
<td>2.4</td>
<td>0.5</td>
<td>1.4</td>
</tr>
<tr>
<td>Persons with Disabilities</td>
<td>3.2</td>
<td>unknown</td>
<td>2.4</td>
<td>8.9</td>
</tr>
</tbody>
</table>
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.
- **Microaggressions** - 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

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

- Acknowledge
- Understand Privilege
- Unconscious bias
- Ask
- Listen
- Ally
- 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=b0d17e3485b44c4c290178&elqCampaignId=248)
References

• [https://nmaahc.si.edu/learn/talking-about-race/topics/historical-foundations-race](https://nmaahc.si.edu/learn/talking-about-race/topics/historical-foundations-race)
