



Hidden Figures Hybrid Workshop

University of Calgary

November 2-3, 2023

DAY 1: Thursday November 2, 2023

8:00-8:45 Arrival, Registration, Light Breakfast

8:45-9:15 Opening Remarks

Land Acknowledgement & Welcome to U of C: Dr. Malinda Smith, Vice-Provost of Diversity, Equity, and Inclusion & Associate Vice President of Research, University of Calgary

Welcome remarks: Dr Bill Ghali, Vice-President of Research, University of Calgary & Dr. Aoife Mac Namara, Dean of the Faculty of Arts (University of Calgary)

Brief Introduction: Workshop Co-Organizers

9:15-10:30 Panel 1: Contextualizing Marginality and Epistemic Oppression in Higher Education

1. "Equity, Diversity and Inclusion OR Anti-Racism?: Reflections on Tensions, Flows and Synergies" (Awad Ibrahim, University of Ottawa)

2. "Towards a More Socially-Just University: Empowering and Enabling Equitable Teaching Practices" (David J. Hornsby, Carleton University)

3. "Solving the "Lonely Only" in STEM" (Juliet Daniel, McMaster University and Maydianne Andrade, University of Toronto, Scarborough)

Chair: El Jones (Assistant Professor, Political and Canadian Studies, Mount Saint Vincent University)

Discussant: Ulaş Taştekin (PhD student, McMaster University)

10:30-10:45 Health/Coffee Break

10:45-12:00 Panel 2: Narratives of Whiteness and the Coloniality of Power in the Canadian Academy

1. "Epistemic Violence: The Silent Promoter of Racism and Whiteness" (Kafui Sawyer, University of Ottawa)

2. "Stories of failure and unlearning: Problematizing Whiteness in my Teaching and Research" (Heather A. Smith, University of Northern British Columbia)

3. "Notes on the Insufficiency of Anti-racism and the Urgency of Black Canadian Studies" (Handel Wright, University of British Columbia)

Chair: Alia Hamieh (Associate Professor, UNBC)

Discussant: Shelby McPhee (PhD student, McMaster University)

12:00-1:00 Lunch Break

1:00-2:30 Panel 3: Indigeneity in the Canadian Academy, or How (Not) to Use the Word in Action

1. “What do you mean your job never stops? Talking about Translation Exhaustion Indigenous Experiences” (Rebecca Major, University of Windsor)
2. “Uplifting Identity: A contradiction to incivility and racialized incivility experiences” (Sheila Blackstock, University of Northern British Columbia)
3. “Towards Reconciliation: 10 Calls to Action for Natural Scientists working in Canada” (Carmen Wong, Parks Canada; Kate Ballegooyen, Kluane First Nation; Lawrence Ignace, University of Victoria; Mary Jane (Gudia) Johnson, Kluane First Nation; and Heidi Swanson, Wilfrid Laurier University)
4. “Disability Decolonized: The Nisga’a Nation and Teachings from Txeemsim” (Rheanna Robinson, UNBC)

Chair: Robert Innes (Associate Professor, McMaster University)

Discussant: Maria Chadid Hernandez (PhD student, UNBC)

2:30-2:45 Health-Coffee Break

2:45-4:15 Practitioners’ Roundtable 1: Problematizing Racism and Whiteness: The Role of Pedagogy

1. David J. Hornsby (Carleton University)
2. Fouzia Usman (University of Calgary)
3. Rahat Zaidi (University of Calgary)

Moderator: Yasmine Djerbal (Associate Director, Centre for Teaching and Learning, Queen’s University)

5:30-8:00 PM: Networking dinner

DAY 2: Friday November 3, 2023

8:00-9:00 Arrival, Registration, Light Breakfast

9:00-10:15 Panel 1: Power Structures, Marginality, and Disciplinary Diversity in Higher Education

1. “The Racialized and Gendered Pathways to Promotion for University Faculty in Canada” (Rochelle Wijesingha, OSSTF)
2. “Making Bias visible in the STEM curriculum: Opening the eyes of BSc Students” (Maydianne Andrade, University of Toronto Scarborough).
3. “The State of Diversity in Canadian Social and Natural Science Disciplines: Field Observations of Three Conferences” (Akalya Kandiah, McMaster University; Nathan Andrews, McMaster University; Annie Duchesne, UNBC; Joseph Shea, UNBC; and Malinda Smith, University of Calgary)

Chair: Kannin Osei-Tutu (Senior Associate Dean, Health Equity and Systems Transformation & Associate Professor, University of Calgary)

Discussant: Tari Ajadi (Assistant Professor, McGill University)

10:15-10:30 Health/Coffee Break

10:30-12:00 Early-Career Researcher Roundtable: Perspectives on Racism and Racialization in Higher Education

1. Tari Ajadi (McGill University)
2. Renata Hall (McMaster University)
3. Maria Chadid Hernandez (UNBC)
4. Lawrence Ignace (University of Victoria)
5. Shelby McPhee (McMaster University)

Moderator: Akalya Kandiah (Postdoctoral Fellow, McMaster University)

12:00-1:00 Lunch Break

1:00-2:15 Panel 2: Epistemic Oppression from Discipline to Discipline

1. “Racism, Whiteness, and Epistemic Oppression in the Natural and Social Sciences: A Thematic Literature Review” (Akalya Kandiah, McMaster University; Nathan Andrews, McMaster University; Annie Duchesne, UNBC; Joseph Shea, UNBC; Maria A.C. Hernandez, UNBC; Ulaş Taştekin, McMaster University; Sadia Diriye, UNBC; Malinda Smith, University of Calgary)
2. “What does Pedagogical Diversity Look Like in the Social Sciences? Preliminary Findings from a Global Syllabi Mapping Project” (Thomas Lewis, University of Manchester; and Sharon Peralta, CUNY Brooklyn College)

Chair: Juliet Daniel (Associate Dean, Faculty of Science & Professor, McMaster University)

Discussant: El Jones (Assistant Professor, Mount Saint Vincent University)

2:15-2:30 Health-Coffee Break

2:30-4:00 Practitioners’ Roundtable 2: The Essence of #RepresentationMatters: Experiences of Racialized Senior Admin/Academics in Canadian Higher Education

1. Maydianne Andrade (University of Toronto Scarborough)
2. Juliet Daniel (McMaster University)
3. Awad Ibrahim (University of Ottawa)
4. Robert Alexander Innes (McMaster University)
5. W. Andy Knight (University of Alberta)

Moderator: Malinda S. Smith (Vice-Provost of Diversity, Equity, and Inclusion & Associate Vice President of Research, University of Calgary)

4:00-5:00 Workshop Closing Remarks

Wrap up, Rapporteurs’ Summary/Reflections

Workshop Co-organizers Presentation - Dissemination/Publication Plans

6:30-8:30 PM: Networking Dinner