

**THE REGIONAL DIVERSITY ROUNDTABLE PRESENTS:
CENTRING DIVERSITY FOR WORKPLACE EQUITY:
RACE(IALIZED) IN THE WORKPLACE
CONFERENCE 2016**

**CONFERENCE PROGRAM GUIDE
JUNE 29, 2016**

CONFERENCE DAY PROGRAM

8:30am - 9:45am	Registration & Breakfast Cafeteria
9:00am - 9:45am	RDR AGM RDR Board & RDR Members Lecture Hall B213
9:50am - 10:00am	Indigenous Opening of Conference
10:00am - 10:10am	RDR Chair Opening Remarks Varsha Naik
10:10am - 11:45am	<u>Keynotes</u> Dr. Jane Ngobia, Assistant Vice President, Office of Diversity & Human Rights University of Guelph Dr. Rinaldo Walcott, Director Women & Gender Studies Institute University of Toronto
11:45am - 12:15pm	Q&A with Keynote Speakers
12:15pm - 1:00pm	LUNCH Cafeteria
1:05pm - 2:05pm	<u>Concurrent Capacity Building Sessions:</u> A. Intersections of Race & Precarious Work Dr. Stephanie Premji, School of Labour Studies, McMaster University Lecture Hall B213 B. Intersections of Race & Organizational Data Collection Bipasha Choudhury, Inquiry Analyst Legal Services and Inquiries, Ontario Human Rights Commission Dr. Bobby Siu, School of Public Policy & Administration, York University Room B212C
2:10pm - 2:25pm	AFTERNOON BREAK Cafeteria
2:30pm - 3:30pm	<u>Concurrent Capacity Building Sessions:</u> A. Intersections of Race & Precarious Work Dr. Stephanie Premji, School of Labour Studies, McMaster University Lecture Hall B213 B. Intersections of Race & Organizational Data Collection Bipasha Choudhury, Inquiry Analyst Legal Services and Inquiries, Ontario Human Rights Commission Dr. Bobby Siu, School of Public Policy & Administration, York University Room B212C
3:35pm - 3:45pm	Conference Closing Remarks
3:45pm	Adjourn

CONFERENCE VISION

Dr. Gursharan Virdee, RDR Board and Capacity Building Working Group Member

The workplace is a microcosm of our society. The workplace brings together individuals from all walks of life, from different parts of the world, of varying cultural identities, different ideologies and ways of being. In turn, offering an opportunity to realize and implement the ideals of a multicultural Canada, where the uniqueness of each individual is respected with an openness to understand and appreciate each other. Unfortunately for many people this ideal is a far reality in the workplace, with numerous barriers that stifle its actualization. In fact a plethora of factors intersect to create inequity, and today the conference will focus on one of them – race.

Over a number of years of work in this area, The Regional Diversity Roundtable has heard anecdotal stories as well as surveyed research and literature of where race has negatively impacted or proved to be a factor in promotion, remuneration, terms of employment and overall sense of belonging in the workplace. Census data reveals stark differences between racialized and non-racialized Canadians. Racialized communities are more likely to receive lower pay, fewer opportunities to grow, be in precarious types of employment and experience further barriers such as lack of Canadian experience and/or foreign credentials.

These experiences can be devastating for individuals, often times impacting their wellbeing, families, and communities. When we begin to identify the complex way in which race intersects with gender and religion for example, we see greater inequity. And there are statistics now to support these narratives. We cannot overlook the ways in which these layers coalesce and impact organizational growth.

This can be a difficult conversation to have because it requires a deep reflection of our own individual privilege as well as biases and how they play out in our interactions with others, the decisions we make, policies and procedures that are instituted and inequitable practices that we often overlook. Already established structures in the workplace can prohibit change and a movement towards creating an equitable workplace for racialized employees. However, now more than ever we need to tackle these issues head on and collectively. In Peel Region, 56.1% of the population identifies as belonging to a visible minority group and this number is steadily increasing (NHS 2011). Research indicates the negative impact of racism on wellbeing, participation, and inclusion in everyday society. We cannot think of the workplace as a siloed entity, it is an extension of the world we live in. We move between both fluidly, both are interconnected. Thus, could changing our workplace ethics be a catalyst to wider societal change?

We must also critically reflect on (1) What are the systems and structures that enable and perpetuate racial discrimination in the workplace? and (2) What is our move forward?

So today, we urge you to take a step back. Inhabit your individual self, but also reflect on the wider impact of your thinking and actions, and how this manifests in your community and workplace. At RDR, we say change is necessary, that it must come from us as individuals and our organizations.

KEYNOTE SPEAKERS



DR. JANE NGOBIA

ASSISTANT VICE PRESIDENT OFFICE OF DIVERSITY AND HUMAN RIGHTS
UNIVERSITY OF GUELPH

Dr. Jane Ngobia is the Assistant Vice President Diversity and Human Rights at the University of Guelph. She is a member of the University's senior leadership team responsible for the formulation and delivery of the University's equity goals, promoting inclusion and ensuring the integration of issues of diversity and human rights into the broader development agenda of the University. Dr. Ngobia supervises a team of professionals and inspires the University to translate institutional values and goals into measurable specific solutions and results. She leads a team that provides wide programs and advice on policy, programs, communications, dispute resolution, organizational development and change management. Previously, Dr. Ngobia served at the University of Toronto and most recently at the Ontario College of Art & Design University (OCADU) both as the Director, Diversity and Equity Initiatives and also as an Assistant Professor in the Faculty of Liberal Arts & Sciences. In Kenya, Dr. Ngobia held several leadership positions including, Dean of Students, Deputy Dean and Deputy Head of Department at the Catholic University of Eastern Africa. Jane earned Doctor of Philosophy in Higher Education and a Master of Education in Theory and Policy Development degree at the University of Toronto. She also earned a Bachelor of Education and Master of Art in Religious Studies degrees at the Catholic University of Eastern Africa. Jane is a soccer mum.



DR. RINALDO WALCOTT

DIRECTOR OF WOMEN & GENDER STUDIES INSTITUTE
UNIVERSITY OF TORONTO

Rinaldo Walcott is an Associate Professor and Director of Women's and Gender Studies Institute at the University of Toronto. He is a member of the Department of Social Justice Education at OISE, as well as the Graduate Program in Cinema Studies at the University of Toronto. His teaching and research is in the area of black diaspora cultural studies and postcolonial studies with an emphasis on questions of sexuality, gender, nation, citizenship and multiculturalism. From 2002-2007 Rinaldo held the Canada Research Chair of Social Justice and Cultural Studies where his research was funded by the Social Sciences and Humanities Research Council of Canada, the Canadian Foundation for Innovation and the Ontario Innovation Trust. Rinaldo Walcott is the author of *Black Like Who: Writing Black Canada* (Insomniac Press, 1997 with a second revised edition in 2003); he is also the editor of *Rude: Contemporary Black Canadian Cultural Criticism* (Insomniac, 2000). As well Rinaldo is the Co-editor with Roy Moodley of *Counselling Across and Beyond Cultures: Exploring the Work of Clemment Vontress in Clinical Practice* (University of Toronto Press, 2010). Recently Rinaldo has co-edited with Dina Georgis and Katherine McKittrick *No Language Is Neutral: Essays on Dionne Brand* a special issue of *Topia: The Journal of Canadian Cultural Studies*, of which he is also the general editor. Currently, Rinaldo is completing *Black Diaspora Faggoty: Readings Frames Limits*, which is under-contract to Duke University Press. Additionally, Rinaldo is completing *The Long Emancipation: Moving Towards (Black) Freedom, An Essay*. As an interdisciplinary black studies scholar Rinaldo has published in a wide range of venues. His articles have appeared in journals and books, as well as popular venues like newspapers and magazines, as well as other kinds of media.

CAPACITY BUILDING SESSIONS

INTERSECTIONS OF RACE & PRECARIOUS WORK

In this capacity building session Dr. Stephanie Premji will explore the rise of precarious employment in the current GTA context, explaining the way in which racialized communities are particularly implicated and impacted. Using data from her on-going research projects in the field, Dr. Premji will highlight barriers racialized people face in finding and retaining adequate employment, speaking to issues such as non-recognition of foreign credentials and workplace discrimination. She will also provide attendees with best practices to identify and combat precarious employment situations in their organizations.



DR. STEPHANIE PREMJI

PROFESSOR, SCHOOL OF LABOUR STUDIES
MCMASTER UNIVERSITY

Stephanie Premji is an assistant professor at the School of Labour Studies and Department of Health, Aging and Society at McMaster University. She conducts research in the area of employment and health through the lens of immigration and racialization. Dr. Premji has conducted a number of community-based research projects on the barriers to decent, stable employment among racialized immigrant men and women. She has also examined the impact of precarious work on the health and well-being of workers and their families. Dr. Premji's research usually incorporates a gender-based perspective, and she has written the guidance for incorporating gender in healthy workplace initiatives for the World Health Organization. She has also participated in various educational and political initiatives to promote immigrant workers' occupational health.

INTERSECTIONS OF RACE & ORGANIZATIONAL DATA COLLECTION

In this capacity building session Bipasha Choudhury will lead attendees through OHRC's Count Me In! guide, explaining the fundamentals of human-rights based data collection, when and why collecting data is a good idea, and best practices to ensure data is collected in a code-consistent way. Dr. Bobby Siu will highlight what organizational readiness for collecting race-based data entails, what are some systemic challenges and reasons for resistance to gathering data, and evidence of best practices. Both speakers will explore how collecting data can be a measure of progress for workplace equity.



BIPASHA CHOUDHURY

INQUIRY ANALYST, LEGAL SERVICES & INQUIRIES
ONTARIO HUMAN RIGHTS COMMISSION

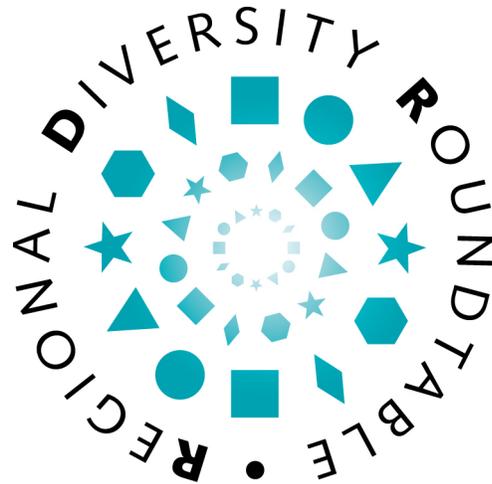
Bipasha Choudhury offers a broad range of interests and expertise having worked in diverse contexts, including for the Canadian federal government on international trade policy and development issues in Ottawa and Taipei, as well as on legal issues while Articling for a major law firm in Vancouver and doing research in Warsaw, Poland. She is currently at the Ontario Human Rights Commission (OHRC) where she has worked for over 10 years as a Human Rights Investigator and now an Inquiry Analyst in the Legal Services and Inquiries Branch. Notably, she is leading the OHRC's public inquiry into the overrepresentation of Indigenous and racialized children and youth in Ontario's child welfare system, one of the largest public inquiries in the OHRC's history. Bipasha also led the development of the OHRC's best practice guide called Count me in! Collecting human rights-based data which features best practice examples of organizations in the public, private and non-profit sector that have undertaken data collection initiatives in the employment and service delivery context.



DR. BOBBY SIU

PROFESSOR, SCHOOL OF PUBLIC POLICY & ADMINISTRATION
YORK UNIVERSITY

Dr. Bobby Siu is an adjunct professor at the School of Public Policy and Administration, York University and President of Infoworth Consulting Inc. Established in 1989, the consulting firm specializes in consulting, researching and training in equity and diversity matters. Known for his high quality work on research and strategic planning, Dr. Siu's services have been sought by government agencies, financial institutions, law enforcement services, communication and media networks, transportation companies, educational institutions, advocacy organizations, and community agencies. Dr. Siu's extensive real-world experience and pragmatic insights on diversity and equity are embedded in his publications: the HR Manager's Guide to Diversity and Inclusiveness, HR Manager's Guide to Managing Employment Equity and Diversity, the Federal Equity Manual, and Developing Public Policy: A Practical Guide. A number of this forthcoming books on leadership, mentorship, and racial profiling are destined to advance knowledge in these fields.



BROUGHT TO YOU BY
THE REGIONAL DIVERSITY ROUNDTABLE

Promoting respect and equity within organizations and institutions for an inclusive and harmonious community

WHO ARE WE?

The Regional Diversity Roundtable of Peel is a charitable not-for-profit committed to building inclusion and diversity competence that results in the institutionalization of equity in member organizations' core values, structures, workforce, policies and services. We are a group of individuals representing organizations with a commitment to inclusion, equity and diversity competence. Employed within the Human Services and public sector in Peel, we are interested in increasing the capacity of individuals and organizations to meet the needs of diverse stakeholders in providing appropriate services to people from various social and cultural backgrounds.

WHAT DO WE DO?

Advocacy | Community Engagement | Promising Practices | Professional Development | Research & Policy

**FOR MORE INFORMATION ABOUT OUR UPCOMING
INITIATIVES AND EVENTS:**

1515 Matheson Blvd. East, Suite 209, Mississauga ON, L4W 2P5

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