

**The Intersections of Equity, Diversity and Inclusion (EDI)
The President's Equity Taskforce (PET) EDI Conference
UA 1120
April 30, 2019 | 9AM to 4:00PM**

The PET taskforce conference will address equity intersecting with diversity, intersecting with inclusion in the university setting. Intersectional EDI challenges us all to think about the ways that marginalized identities are impacted by individual, systemic and societal barriers. These barriers may impact women, racial or ethnic minorities, sexual orientation minorities, people who are disabled, gender-non-binary persons, or other diverse, often intersectional identities in the campus-wide community. Through this dialogue we hope to create a space for open conversation around equity, diversity and inclusion.

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| 8:00 to 8:45 | Networking Breakfast and Social |
| 8:45 to 9:15 | Opening Ceremony and Land Acknowledgment
Mr. Rick Bourke, Traditional Knowledge Keeper
Welcome remarks
Dr. Steven Murphy, President and Vice-Chancellor
Dr. Wesley Crichlow, Chair President Equity Taskforce |
| 9:15 to 10:15: | Keynote: What is Equity, Diversity and Inclusion (EDI) in the University Setting?
Dr. Denise O'Neil Green, Vice-President, Equity and Community Inclusion
Dr. O'Neil Green, will present on promising Equity, Diversity and Inclusion practices for raising self-awareness, increasing knowledge, developing skills, and inspiring staff, faculty and students to action. She will also address equity intersecting with diversity, intersecting with inclusion in the university setting. |
| 10:30 to 11:30: | 3 Concurrent Sessions: Made-In-Canada Athena Swan Count Me in Collecting EDI Data Understanding Institutional & Structural Racism in the Academy |
| 12:00 to 1:00 | Networking Lunch and Social |
| 1:00 to 1:10 | Entertainment by Mr. Matthias Mark George |
| 1:10 to 2:10 | Keynote: Advancing Health Equity in Canada through Evidence and Action |

Dr. Beth Jackson, Senior Science Advisor
Social Determinants of Health Division / Centre for Chronic Disease
Prevention and Health Equity (SDHD)
Public Health Agency of Canada / Government of Canada (PHAC)

2:10 to 2:25

Coffee Break

2:30 to 3:30

A Conversation: Pursuing diversity and excellence in STEM education through an equity, diversity and inclusion lens.

Lisa Cole and Kimberly Tavares will be in conversation with Michelle Tsui-Woods, on pursuing equity, diversity and inclusion in STEM education. What role can EDI play in pursuing excellence in Kindergarten to Grade 12 STEM education and the links to higher education?

3:30 to 4:00

Closing remarks

Dr. Wesley Crichlow, Chair President Equity Taskforce

Dr. Robert Bailey, Acting Provost

Program at a Glance

Keynotes

What is Equity, Diversity and Inclusion (EDI) in the University Setting?

Dr. O’Neil Green keynote, will present on promising Equity, Diversity and Inclusion practices for raising self-awareness, increasing knowledge, developing skills, and inspiring staff, faculty and students to action. She will also address equity intersecting with diversity, intersecting with inclusion in the university setting.

Advancing Health Equity in Canada through Evidence and Action

Dr. Jackson keynote, will highlight how the Social Determinants of Health Division (SDHD) is working to strengthen evidence of the social determinants of health and health equity by using an equity analysis within the Public Health Agency of Canada (PHAC). She will expand on government interest in promoting equity in health policies and addressing health inequities by complementary efforts like the Canadian Community Health Survey’s measuring of experiences of discrimination, the Mental Health of Black Canadians initiative and the government’s growing work on LGBTQ2 health and health inequalities.

Panel Discussion: In Conversation

Pursuing Diversity and Excellence in STEM Education through Equity, Diversity and Inclusion

How can we ensure that STEM education serves all students well? Join in a conversation with Ms. Lisa Lim Cole and Dr. Kimberley Tavares to understand how equity, diversity and inclusion play a role in pursuing excellence in Kindergarten to Grade 12 STEM education and the links to higher education.

3 Concurrent Breakout Sessions

1) NSERC Made-In-Canada Athena Swan

Under Athena SWAN, members who sign the charter apply for a bronze, silver or gold award at the institutional or departmental level, committing them to a set of principles to support gender equity. Since 2005, the charter has been adopted by 145 U.K. university departments and research institutes. The program has expanded to Ireland, to Australia as part of a program called SAGE, and most recently in the United States in a pilot called SEA Change. In 2015, the original charter broadened from the STEM disciplines to include the arts, humanities, social sciences, business and law. Find out more about Athena Swan Made in Canada

2) Data Collection, Analysis and Reporting at York University

In this workshop you will learn about York University’s practices in collecting, analyzing and reporting equity data. How do we know who we have in our organizations if we don’t collect the data? How do we know if our equity representation is adequate and what is the importance? In addition to exploring these questions, we will also use the time to discuss the benefits and challenges of collecting equity data, how to look for barriers and biases so that we can develop

targeted strategies and how to measure progress. Find out: 1. How to avoid resistance and collect good data on an ongoing basis. 2. How to use research and a variety of data to identify areas for further exploration. 3. Get ideas for measuring progress.

3) Understanding Institutional & Structural Racism In The Academy

The issue of systemic-structural racism in society's institutions must be examined to effectively address the experiences of racialized staff, faculty and students. Anti-racist scholars across the country are raising critical issues about the dynamics of racial inequity in the Canadian academy. An increasing literature written largely by racialized and Indigenous scholars about their experiences in the university tend to ask the following questions: Who is represented in the academy? Whose voice is heard and who is ignored? Whose knowledge counts and whose knowledge is discounted?

Speakers BIOS

Denise O'Neil-Green: The vice-president, equity and community inclusion will provide strategic leadership and support for the achievement of Ryerson's vision to be a leader in EDI in all aspects of our mandate. Responsibilities include directing the implementation of EDI values, priorities and strategies as outlined in the Academic Plan; developing and implementing a strategic plan for EDI; providing leadership, expertise and advice on inclusive curriculum and pedagogy and on the collection and reporting of EDI data; and overseeing a number of offices and functions including Education, Awareness and Outreach, Human Rights, Accessibility, and Aboriginal Initiatives, among other duties. When Denise joined Ryerson as the inaugural assistant vice-president/vice-provost equity, diversity and inclusion (AVP/VP EDI), she brought an extensive body of academic and administrative experience, including two decades of championing systemic change in the areas of EDI in higher education. She came to Ryerson from Central Michigan University (CMU) where she was the associate vice-president for institutional diversity. She advanced diversity courses, spearheaded strategic diversity initiatives and secured funding to serve first-generation students, and worked with community groups, including the Saginaw Chippewa Indian Tribe of Michigan, on local equity initiatives. Prior to CMU, she was a faculty member at the University of Illinois, Urbana-Champaign and University of Nebraska – Lincoln. Her scholarship focused on race-conscious policies in higher education, access for underrepresented students and qualitative research methodologies. She was also a program director for the University of Michigan's Pathways to Student Success and Excellence Program.

With a passion for advancing inclusive excellence, drawing on her teaching, scholarly and leadership background, Denise is experienced at establishing new and innovative pedagogical initiatives and programs, and is highly skilled at building rapport, effective collaborations and networks with diverse stakeholders both inside and outside the university. In her role as AVP/VP EDI at Ryerson, Denise has provided strategic direction, vision and co-ordination to build an effective and cohesive unit that has served to integrate EDI throughout the entire

organization. Her popular Soup and Substance series was named one of the top 10 new ideas by the International Diversity Innovations Awards in 2014 and, as a result of Denise's leadership, Ryerson has been recognized as one of Canada's Best Diversity Employers in each of the past three years. In 2016 Denise was presented the Skills for Change - Pioneers for Change Award for Women in Leadership. This award recognizes remarkable contributions made by immigrants in Canada; and in 2015 she was named a Women worth Watching by Profiles in Diversity Journal. This year, Denise won the President's Blue and Gold Award of Excellence for building her unit into an influential and effective resource for positive change at Ryerson.

Dr. Beth Jackson: Is a Senior Science Advisor, Social Determinants of Health Division / Centre for Chronic Disease Prevention and Health Equity (SDH), Public Health Agency of Canada / Government of Canada (PHAC). She completed a PhD in Sociology (York University, Toronto) with a focus on knowledge development and equity in public health, and a post-doctoral fellowship on health services reform and equity. She has worked in public health and health equity for almost 30 years, with a focus on marginalized populations such as street-involved sex trade workers, street-involved youth, Indigenous populations, and LGBTQ2S populations. Gender equity has been a key theme in her work throughout her career. Since 2007, she has worked at the Public Health Agency of Canada (PHAC) with a focus on social determinants of health and health equity. Dr. Jackson is regularly invited to participate in key panel discussions at national and international conferences, to speak on a range of issues related to the research she manages.

Dr. Laurence Clennett-Sirois: is a Policy Analyst for the Policy and Interagency Affairs Division at the Natural Sciences and Engineering Research Council of Canada (NSERC). Laurence joined NSERC in 2016 as a Program Officer, and also worked at Status of Women Canada as a Policy Analyst for the Strategic Policy and Gender-based Analysis Plus (GBA+) Branch. Prior to joining the federal government, Laurence taught at the University of Ottawa and Université du Québec en Outaouais; her latest research project focused on sexual violence in Quebec's francophone universities. She holds a Ph.D. in Gender Studies from the University of Sussex (United Kingdom).

Annette Boodram: Is the Employment Equity Officer at York University where she has the responsibility for achieving equality in all aspects of the employment life cycle so that no individual - applicant and/or employee shall be denied employment opportunities or benefits for reasons unrelated to performance. Annette received her B.A. from York University in Sociology, a post-graduate certificate in Human Resources Management from Seneca College and an Osgoode certificate in Human Rights Theory and Practice. Prior to arriving at York, Annette was the Manager, Human Resources Planning at the University of Guelph. While there, she developed close relationships with Hiring Managers to ensure applicant pools were diversified and recruitment processes were bias free. Annette is passionate about equity and diversity and strives to ensure inclusion is at the forefront of strategic decisions in the workplace.

Ms. Lisa Cole: is currently the Education Officer at the Ontario Ministry of Education in the new Incubation & Design Branch. She is currently on a secondment from her former role as the Program Facilitator for Science and Technology for the Durham Board of Education supporting kindergarten to grade 12 science programs and STEM (Science, Technology, Engineering and Mathematics). She is a high school physics/science and mathematics teacher with 14+ years of classroom experience. Lisa was the Head of Science at Uxbridge Secondary School and the past president of the Ontario Association of Physics Teachers. Lisa Lim-Cole received her undergraduate degree from McGill University in Physics and her Education degree from Queen's University. She completed a Master of Education degree as a part-time student at York University with a focus on Women in Physics and STEM. Lisa has also worked with Perimeter Institute for Theoretical Physics as the Eastern Ontario Teacher Network Coordinator and has contributed to a variety of physics teacher resources. She has provided teacher workshops across Ontario (conferences and local training sessions), consulted on the development of resources for teachers and facilitated teams in the development of resources for science educators K-12. Lisa is passionate about science, physics, mathematics and STEM education and hopes that through her work, she can inspire teachers and students to become future innovators, critical thinkers and problem solvers of some of the toughest problems we face today.

Dr. Kimberley Tavares: is an Education Officer in the Innovation and Design Branch of the Ontario Ministry of Education. Previously, she served as a Vice-Principal in the York Region District School Board, and prior to this was an Equity Officer serving students of African and Caribbean heritage. She also serves as co-chair for the Alliance of Educators for Black Students, an organization of educators dedicated to the academic and social success of Black Students. As an educator with more than 15 years' experience, Dr. Tavares is most proud of her work with marginalized and racialized youth who find themselves disenfranchised by schooling practices. Her most recent research focuses on how education can benefit from the experiences and expertise of those most willing to support the educational aspirations of marginalized learners, Canadian Black Women teachers.

Dr. Carl James: was appointed as the Jean Augustine Chair in Education, Community and Diaspora for a five-year term effective July 1, 2016. Dr. James brings a strong record of scholarship and community engagement to this key position; and as Chair he will focus on addressing issues and concerns related to marginalized people within a framework of equity, inclusivity, and social justice. Dr. James is the Founding Director of the York Centre for Education and Community and has been a member of the Faculty of Education since 1993. He is cross-appointed to the graduate programs in the Department of Sociology, and supervises graduate students in Environmental Studies, Interdisciplinary Studies, Social Work, and Social and Political Thought. He has extensive experience with critical ethnography, action research, and government and institutional policy analysis. Dr. James is widely recognized for his work in ethnically and racially diverse communities and for his role, nationally and internationally, in research around equity and identity as related

to race, class, gender, racialization, immigration and citizenship. He is known for his mentorship and is engaged in professional development with social service workers, community agencies and educators. On an international level, he has worked with teacher educators, teachers and teacher-candidates at Uppsala University and Sodertorn University College in Stockholm (1997 to 2013). In January 2006, he was awarded an honorary doctorate from Uppsala University in Sweden for his contribution to social equity and anti-racism education. In 2012, Dr. James was elected Fellow in the Royal Society of Canada.

Ms. Michelle Tsui-Woods: is currently the Projects Coordinator at Ontario Tech University (UOIT) in the Faculty of Engineering and Applied Science. In her role, Michelle is responsible for the Faculty's Kindergarten to Grade 12 STEM Outreach programs, engineering student design teams, and student clubs/leaders. An experienced relationship management, marketing and communications, and project management professional, Michelle has a track record of successfully developing and growing strong relationship programs within large and complex organizations. Michelle has 20+ years of experience within higher education, not-for-profit and professional service firms.