

FOCUS ON VISIBLE MINORITIES

KEY EQUITY & HUMAN RIGHTS MILESTONES IN ALBERTA & CANADA

Dr. Malinda S. Smith

Professor, Political Science & Provost Fellow, University of Alberta

Ms. Daisy Raphael

Research Assistant & PhD Candidate, Political Science, University of Alberta



Focus on Visible Minorities:

Key Equity and Human Rights Milestones in Alberta and Canada

Dr. Malinda S. Smith

Professor, Political Science and Provost Fellow, University of Alberta

Ms. Dairy Raphael

Research Assistant and PhD Candidate, Political Science, University of Alberta

In an effort to close the racial equity knowledge gap, this timeline presents significant milestones in equity, human rights and anti-discrimination struggles, and law and policy in the province of Alberta and nationally. Understanding historic moments and policy shifts in the struggle for racial equity is important for contextualizing the current underrepresentation of visible minorities in Canadian universities and colleges.

Visible minorities are among the fastest growing demographic groups in Alberta and across Canada.¹ Employment equity encompasses programs, policies, processes and practices that identify and work to remove systemic barriers and biases to employment, eliminate workplace discrimination, and create equitable access, opportunities and a healthy workplace climate for members of historically marginalized groups.² Racial equity includes proactive measures to acknowledge and confront the legacies of racism in laws, policies, institutional practices and cultures, and the resultant racial hierarchies. Its goal is to ameliorate racial discrimination, mitigate racial biases, and transform structural inequities that reinforce conditions of social, economic, and political inequality.³

Definitions:

Racial Equity involves proactive measures to confront the legacies of racism, discriminatory laws and practices, and ongoing biases that reinforce social, cultural, economic, and political inequality for visible minorities in Canada.

Addressing racial inequity requires a clear plan to identify and eliminate racial inequities, specific goals and objectives, measurable outcomes developed in consultation with racialized communities, accountability mechanisms, and climate and cultural change. Racial equity also requires collecting and disaggregating data to account for differences among visible minorities and, for [intersectionality](#), meaning individuals' experiences of multiple, compounding forms of discrimination based on, for example, race, gender, sexuality, class, and disability.⁴ The pursuit of equity and intersectionality acknowledges that "treating people the same, in spite of their differences, can be tantamount to the reproduction of inequity".⁵

Racialization describes "the process by which society attributes social significance to groups on superficial physical grounds".⁶ Racialized minority groups are defined as such in relation to whiteness or the dominant group.

Visible Minorities: "The *Employment Equity Act* defines visible minorities as 'persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour.' Visible minority persons include South Asian, Chinese, Black, Filipino, Latin American, Arab, Southeast Asian, West Asian, Korean, Japanese, Visible minority, n.i.e. ('n.i.e. means 'not included elsewhere')."⁷

Timeline of Events

| Year | Event |
|-----------|--|
| Pre- 1833 | <p>Slavery is legal under British and French colonial rule in Canada. James McGill, founder of McGill University, is just one prominent Canadian who owns slaves.</p> <hr/> <p>READ: "200 Years A Slave"⁸</p> |
| 1833 | <p>Slavery is abolished in the British Empire. The Lieutenant Governor of Upper Canada tried unsuccessfully in 1793, but faced resistance from slaveholding Parliamentarians.⁹</p> <hr/> <p>LISTEN: "Canada's Slavery Secret" on CBC Radio Ideas¹⁰</p> |
| 1885 | <p>The Chinese Immigration Act (1885-1923) requires a tax on Chinese migrants with the aim of restricting Chinese migration to Canada.¹¹ This was followed by the Chinese Exclusion Act (1923-47). Canada continued to have "immigration restrictions on the basis of race and national origin" until 1967.¹²</p> |
| 1891 | <p>The Separate Schools Act allows racial segregation in Canadian schools.¹³ Racially segregated schools existed in Alberta until the 1960s.¹⁴ The last racially segregated school closes in Ontario in 1965.</p> <hr/> <p>READ: "The Story of Toles School in Amber Valley."¹⁵</p> <hr/> <p>WATCH: Sylvia Hamilton "The Little Black School House".¹⁶</p> |
| 1907 | <p>The Continuous Journey Regulation effectively prohibits immigration from India.¹⁷</p> <hr/> <p>READ: "Komagata Maru," Canadian Encyclopedia.¹⁸</p> <hr/> <p>LISTEN: "Remembering the Komagata Maru" CBC Radio Ideas.¹⁹</p> |

| Year | Event |
|------|--|
| 1910 | <p>The Immigration Act aims to exclude African Americans and other racialized minorities from immigrating to Canada, stipulating that some immigrants may be “deemed unsuitable” and “undesirable” due to their “peculiar customs, habits, [or] modes of life”.²⁰</p> <hr/> <p>READ: Deemed Unsuitable.²¹</p> <hr/> <p>Excluded from white churches, Black settlers establish the first black Baptist church in Western Canada, called Shiloh Baptist Church.</p> <hr/> <p>WATCH: “Western Canada’s Oldest Black Baptist Church Turns 100”.²²</p> |
| 1911 | <p>Edmonton City Council resolves to ban Black people from the city.²³</p> |
| 1914 | <p>Charles Daniels refuses to sit in the “coloured section” in the balcony of Calgary’s Grand Theatre. His refusal and his subsequent lawsuit against the theatre establish an important precedent for civil rights leaders in Alberta.</p> <hr/> <p>READ: “Calgary’s Unknown Civil Rights Champion”.²⁴</p> |
| 1922 | <p>Lulu Anderson is refused entry into Edmonton’s Metropolitan Theatre because she is Black. Judge Lucien Dubuc rules in favour of the theatre.</p> <hr/> <p>READ: “History is not dead”.²⁵</p> <hr/> <p>British Columbia’s Victoria School District practices racial segregation by sending Chinese students to separate schools. The Chinese Consolidated Benevolent Association (CCBA), the Chinese Canadian Club (Tongyuan Association), and the Chinese Commerce Association stage a protest in order to end the practice of racial segregation.²⁶</p> |
| 1923 | <p>Canada bans Chinese people from immigrating.²⁷</p> |

| Year | Event |
|----------|---|
| 1924 | Edmonton excludes Black people from public pools and parks. ²⁸ |
| 1947 | The Alberta Association for the Advancement of Coloured Peoples (AAACP) is founded to “promote goodwill and to seek equality in social and civic activities throughout Alberta”. ²⁹ |
| 1947- 48 | Canada extends the franchise to visible minorities. Until 1947 Chinese-Canadians and Indo- Canadians were excluded from voting, and Japanese-Canadians until 1948. ³⁰ |
| 1953 | To combat discrimination in the federal civil service the federal government under Prime Minister Louis St. Laurent passes the Canada Fair Employment Practices Act , prohibiting discrimination based on “race, national origin, colour or religion.” It applied to the federal government and inter-provincial sectors within its jurisdiction. ³¹ |
| 1959 | In King v. Barclay and Barclay’s Hotel , Calgary civil rights leader Ted King, then-President of the Alberta Association for the Advancement of Colored People, files a human rights complaint against the Barclay’s Motel for refusing to serve people of colour. ³² |
| | After the Southern Alberta District Court dismisses the case, it goes to the Alberta Supreme Court in 1961, which ruled against King due to loopholes in the Innkeepers Act. In 1961, the Alberta Legislature closed the loopholes, making King’s efforts to combat racism a success. |
| | READ: Ted King: A Civil Rights Hero . ³³ |
| 1960’s | Alberta ends the practice of racially segregating school students. ³⁴ |

| Year | Event |
|---------|--|
| 1960 | <p>On August 10th, under Prime Minister John Diefenbaker, the Parliament of Canada passes a Bill of Rights, the first attempt to protect human rights and freedoms in Canada.³⁵ It prohibited “discrimination by reason of race, national origin, colour, religion or sex” and recognized fundamental rights and freedoms, including of “life, liberty, security of person and enjoyment of property, and the right not to be deprived thereof except by due process”; right to equality before the law; freedom of religion, speech, assembly and association, and the press.</p> |
| 1965 | <p>Ontario’s last racially segregated Black school (S.S. #11) was closed with an amendment to remove segregated schools from the <i>Separate Schools Act</i> on March 12, 1964).³⁶</p> <p>READ: “The Story of Ontario’s last segregated Black School”³⁷</p> |
| 1966 | <p>The United Nations General Assembly proclaims March 21st the International Day for the Elimination of Racial Discrimination to commemorate the deaths of 69 people killed by police while peacefully demonstrating against apartheid in South Africa.</p> |
| 1972 | <p>The Alberta Individual Rights Protection Act (IRPA) creates a provincial Human Rights Commission.³⁸ This replaces the <i>Alberta Human Rights Act S.A. 1966, c.39</i>.</p> |
| 1973-83 | <p>The United Nations Declares the First Decade to Combat Racism and Racial Discrimination.</p> |
| 1977 | <p>The Canadian Human Rights Act prohibits employment discrimination based on race, religion, national origin, ethnicity, sex, age, marital status, physical disability, or a pardoned conviction against Canadians employed by the federal government or private companies regulated by the federal government.³⁹</p> |

| Year | Event |
|-----------------------|---|
| 1978 | <p>The federal government creates a voluntary Affirmative Action Program. This voluntary program applied to the private sector, extending to federal contractors and Crown corporations in 1979.⁴⁰</p> |
| 1992 (December 16) | <p>The United Nations Declares the Second Decade to Combat Racism and Racial Discrimination (1983-1993), thereby “reaffirming its firm determination and its commitment to eradicate totally and unconditionally racism in all its forms, racial discrimination and <i>apartheid</i>”.⁴¹</p> |
| 1983 | <p>Lincolnville School, Nova Scotia’s last racially segregated school for Black Canadians, closes.⁴²</p> <hr/> <p>An Affirmative Action program focusing on women, Aboriginal peoples, visible minorities, and people with disabilities is established in the federal public service. Voluntary affirmative action programs prove ineffective at addressing employment discrimination.⁴³</p> <hr/> <p>READ: PSCC’s History of Employment Equity in Public Service (2011).</p> <hr/> <p>The federal government under Prime Minister Pierre Elliott Trudeau established the Royal Commission on Equality in Employment (Judge Rosalie Silberman Abella, Chair) with the mandate “to inquire into the most efficient, effective, and equitable means of promoting employment opportunities for and eliminating systemic discrimination against four designated groups: women, native people, disabled persons, and visible minorities.”⁴⁴</p> |

| Year | Event |
|---------|--|
| 1960 | <p>On August 10th, under Prime Minister John Diefenbaker, the Parliament of Canada passes a Bill of Rights, the first attempt to protect human rights and freedoms in Canada.³⁵ It prohibited “discrimination by reason of race, national origin, colour, religion or sex” and recognized fundamental rights and freedoms, including of “life, liberty, security of person and enjoyment of property, and the right not to be deprived thereof except by due process”; right to equality before the law; freedom of religion, speech, assembly and association, and the press.</p> |
| 1965 | <p>Ontario’s last racially segregated Black school (S.S. #11) was closed with an amendment to remove segregated schools from the <i>Separate Schools Act</i> on March 12, 1964).³⁶</p> <p>READ: “The Story of Ontario’s last segregated Black School”³⁷</p> |
| 1966 | <p>The United Nations General Assembly proclaims March 21st the International Day for the Elimination of Racial Discrimination to commemorate the deaths of 69 people killed by police while peacefully demonstrating against apartheid in South Africa.</p> |
| 1972 | <p>The Alberta Individual Rights Protection Act (IRPA) creates a provincial Human Rights Commission.³⁸ This replaces the <i>Alberta Human Rights Act S.A. 1966, c.39</i>.</p> |
| 1973-83 | <p>The United Nations Declares the First Decade to Combat Racism and Racial Discrimination.</p> |
| 1977 | <p>The Canadian Human Rights Act prohibits employment discrimination based on race, religion, national origin, ethnicity, sex, age, marital status, physical disability, or a pardoned conviction against Canadians employed by the federal government or private companies regulated by the federal government.³⁹</p> |

| Year | Event |
|------|--|
| 1984 | <p>Judge Rosalie Abella released her report on the Commission’s findings. The Abella Report concludes that voluntary affirmative action programs cannot adequately address “the pervasiveness of systemic discrimination in Canadian workplaces” confronting visible minorities, women, Aboriginal peoples, and people with disabilities.</p> <p>Judge Abella adopts the term “employment equity” to describe programs designed to remove structural barriers impeding fairness in hiring and promotion and to make the workplace more diverse, inclusive and equitable.</p> <p><u>READ</u>: M. Cohen, “Employment Equity is not Affirmative Action” (1985).⁴⁵</p> <p>The Special Committee on Visible Minorities in Canadian Society releases the <i>Equality Now! Report</i>. The report provides 80 recommendations for addressing racial inequality in Canadian politics, workplaces, and educational institutions.</p> |
| 1986 | <p>The federal government under Prime Minister Brian Mulroney passes the Employment Equity Act, creating the Legislated Employment Equity Program aimed at removing systemic barriers impeding the success of people with disabilities, visible minorities, Aboriginal peoples, and women in federally regulated workplaces.</p> |

| Year | Event |
|------|---|
| 1986 | <p data-bbox="326 237 1295 552">The federal government expands upon the <i>Employment Equity Act</i> to create the Federal Contractors Program. The program required provincially-regulated institutions (100 or more employees) receiving contracts of over \$200,000 per year in goods and services from the federal government to commit to employment equity by following twelve program requirements*:</p> <ol data-bbox="326 636 1273 1682" style="list-style-type: none"><li data-bbox="326 636 1149 726">1. Adopt accountability mechanisms and make a senior official responsible for employment equity.<li data-bbox="326 743 1214 779">2. Communicate with employees regarding employment equity.<li data-bbox="326 800 1247 890">3. Consult and collaborate with bargaining agents and/or employee representatives.<li data-bbox="326 911 1273 1058">4. Collect workforce data to determine whether employees self-identify with one or more of the four protected groups: women, Aboriginal peoples, visible minorities, and persons with disabilities.<li data-bbox="326 1079 1133 1115">5. Complete workforce analysis on FDGs to identify gaps.<li data-bbox="326 1136 932 1171">6. Complete an employee systems review.<li data-bbox="326 1192 1117 1228">7. Create short and long term goals for decreasing gaps.<li data-bbox="326 1249 1256 1339">8. Review hiring practices to identify barriers and adopt measures to remove barriers.<li data-bbox="326 1360 1159 1507">9. Adopt special measures, positive policies and practices and reasonable accommodation measures such as hiring initiatives targeting under-represented groups.<li data-bbox="326 1528 997 1564">10. Adopt monitoring system to track progress.⁴⁶<li data-bbox="326 1585 1159 1621">11. Make reasonable efforts to achieve goals and objectives.<li data-bbox="326 1642 1045 1677">12. Review and revise the employment equity plan. |

*Note: In 2013 the federal government under Prime Minister Stephen Harper raises the threshold to \$1 million in individual goods and services contracts, meaning that institutions that do not hold such contracts would no longer need to prove that they are committed to employment equity.

| Year | Event |
|------|--|
| 1988 | The Government of Canada and the National Association of Japanese Canadians signed the Japanese Redress Agreement , acknowledging “that the treatment of Japanese Canadians during and after World War II was unjust and violated principles of human rights”. As part of this agreement, the government committed to creating the Canadian Race Relations Foundation with the purpose of promoting “racial harmony and cross-cultural understanding”. ⁴⁷ |
| 1992 | On February 16, 1992 The United Nations declares the Third Decade to Combat Racism and Racial Discrimination (1993-2003). |
| 1993 | A group of engaged citizens form the Northern Alberta Alliance on Race Relations (NAARR) with the mission of eliminating racism in the region. Now known as the Edmonton Centre for Race and Culture , CFRAC continues to work to “promote and support individual, collective, and systemic change to address racism and encourage intercultural understanding”. |
| 1994 | Guelph University issues the Final Report of the President’s Task Force on Anti-Racism and Race Relations (March 1994) Diversity and Human Rights. President Mordechai Rozanski (Response, May 24, 1994, 41-42) and Final Report (43-112). |
| | READ: “ New Task Force to Examine Racism ” ⁴⁸ |
| 1995 | The federal government under Prime Minister Jean Chrétien amended the Employment Equity Act to confer responsibility upon the Canadian Human Rights Commission to oversee its enforcement, ⁴⁹ and conduct equity audits. ⁵⁰ |
| 1996 | Alberta passes the <i>Human Rights, Citizenship, and Multiculturalism Act</i> , now called the Alberta Human Rights Act . |

| Year | Event |
|------|--|
| 1998 | <p>The John Humphrey Centre for Peace and Human Rights (JHC) is established in Edmonton with the mission of “Advancing a culture of peace and human rights through education and community building guided by the principles of the Universal Declaration of Human Rights”.</p> |
| 2004 | <p>Queen’s University’s releases a report on its 2003 study “Understanding the Experiences of Visible Minority and Aboriginal Faculty Members at Queen’s University” after several faculty women of colour left the university due to racism.</p> <p>The report, “Systemic Racism Towards Faculty of Colour and Aboriginal Faculty at Queen’s University”, finds that faculty of colour are less likely to agree that tenure and promotion practices at Queen’s are equitable or that Queen’s is supportive of diversity.⁵¹</p> |
| 2006 | <p>On June 22, 2006, Prime Minister Stephen Harper made a formal apology to Chinese Canadians for “the racist actions of the past”, including the Chinese head tax, and anti-Chinese discriminatory immigration policies and practices between 1885 and 1923.</p> <p>The government also made a “symbolic payment” of \$20,000 was made to 20 Chinese Canadians who had paid the tax and to 200 surviving spouses of those who had paid the tax.</p> |
| 2007 | <p>The University of the Fraser Valley creates the Race and Anti-Racism Network (RAN) to create a forum for dialogue about racism, to create research networks, and to organize against racism. In 2011, RAN releases a report on “Building Anti-Racist & Inclusive Communities at UFV”.⁵²</p> |

| Year | Event |
|------|---|
| 2009 | The Alberta government introduces an updated Human Rights Act , formally including sexual orientation as a protected ground. |
| 2010 | Ryerson University, Final Report of the Taskforce on Anti-Racism making recommendations for an AVPEquity, combatting discrimination and harassment, employmentequity, and curricular changes to make Ryerson more inclusive. ⁵³ |
| 2012 | Bill C-38, the Harper government’s omnibus budget bill, delinked the <i>Employment Equity Act</i> from the Federal Contractors Program. The government amended the <i>Employment Equity Act</i> as follows: “the Minister [of Labour] is responsible for the FCP (Federal Contractors Program).” This change gave the Minister of Labour the ability to set any standard or none at all. |
| 2013 | The United Nations declared the International Decade for People of African Descent: recognition, justice and development , “citing the need to strengthen national, regional and international cooperation in relation to the full enjoyment of economic, social, cultural, civil and political rights by people of African descent, and their full and equal participation in all aspects of society.” |
| | The federal government under Prime Minister Stephen Harper changes the requirements of the Federal Contractors Program. Previously, organizations receiving over \$200,000 in goods and services contracts from the federal government would be required to implement an employment equity program. |
| | The Harper government raised the threshold to \$1 million in an individual goods and services contract, meaning that many institutions would no longer need to prove that they are committed to employmentequity. |

| Year | Event |
|------|---|
| 2014 | After racist incidents on campus Brock University creates an Anti-Racism Task Force . ⁵⁴ |
| 2016 | Queen's University President Daniel Woolf establishes the Principal's Implementation Committee on Racism, Diversity, and Inclusion (PICRDI), releasing its first annual report in April 2017 , outlining recommendations to address racism, diversity, and inclusion at Queen's. ⁵⁵ |
| | On May 18, 2016, Prime Minister Justin Trudeau formally apologizes in the House of Commons for the 1914 Komagata Maru, saying: "No words can erase the pain and suffering they experienced." |
| | The incident on the Canada's West Coast, during which discriminatory immigration denied entry to Sikhs, Muslims and Hindu. The Komagata Maru steam ship was escorted from Vancouver Coal Harbour by naval cruiser HMCS Rainbow, and forced to return to India where those on board faced violence. |
| | READ: Canadian Encyclopedia, Komagata Maru |
| 2017 | Laura Mae Lindo, Director of Diversity and Equity at Wilfred Laurier University releases a report that provides Canadian universities with mechanisms to address racism on campuses. |
| | READ: " Wilfred Laurier University strives to end campus racism with new report ". ⁵⁶ |
| | The Faculty of Kinesiology and Physical Education (KPE) at the University of Toronto creates a Task Force on Race & Indigeneity with the goal of improving "equity and diversity in all its programming, including sports, recreation, intramurals, curricula, and research". ⁵⁷ |

| Year | Event |
|------|--|
| 2018 | The Government of Alberta creates an Anti-Racism Advisory Council following the release of its Taking Action Against Racism Plan . The Council's role is primarily "to advise the Minister of Education on how to combat racism and to implement and evaluate the anti-racism action items." ⁵⁸ |
| | A group of U of A students form the University of Alberta Black Students' Association, which aims to "empower and promote community interaction among all black students" on campus. ⁵⁹ |

Reference Sources

¹ Smith, Malinda. 2016. "Diversity Gaps among Professors and in University Leadership at University of Alberta." Academic Women's Association Diversity Gap Campaign. 14 June. <https://uofaawa.wordpress.com/awa-diversity-gap-campaign/the-diversity-gap-in-representation/>

² Smith, Malinda. 2007. "Artful Dodging and the Conceits of Diversity Talk." *Arts in the 21st Century – Social Science Panel*, 15 November.

³ Racial Equity Tools. 2018. "Core Concepts: Racial Equity." <https://www.raciaequitytools.org/fundamentals/core-concepts/racial-equity>.

⁴ Smith, Malinda S. 2018. "Equity at Canadian Universities: National, Disaggregated and Intersectional Data," Edmonton, Alberta: Academic Women's Association, University of Alberta (22 June) <https://uofaawa.wordpress.com/awa-diversity-gap-campaign/the-diversity-gap-at-canadian-universities-in-2018/>; Crenshaw, Kimberlé. 2018. "What is Intersectionality?" National Association of Independent Schools. <https://www.youtube.com/watch?v=ViDtnfQ9FHc>
Crenshaw, Kimberlé. 1994. "Mapping the Margins: Intersectionality, Identity Politics, and Violence Against Women of Color" (93-118). In: Martha Albertson Fineman, Rixanne Mykitiuk, Eds. *The Public Nature of Private Violence*. (New York: Routledge). <https://www.raciaequitytools.org/resourcefiles/mapping-margins.pdf>

⁵ Smith, "Artful Dodging", 1.

⁶ Li, Peter. 1998. "The Market Value and Social Value of Race." In *Racism & Social Inequality in Canada: Concepts, Controversies & Strategies of Resistance*, ed. V. Satzewich. Toronto: Thompson Educational Publishing, Inc., 116
Barot, Rohit and John Bird. 2010. "Racialization: The Genealogy and critique of a concept" *Ethnic & Racial Studies*, 24 4: 601-18. https://edisciplinas.usp.br/pluginfile.php/4030494/mod_resource/content/1/Racialization%20the%20genealogy%20and%20critique%20of%20a%20concept.pdf

Kane, Nazneen. 2007. "Frantz Fanon's Theory of Racialization: Implications for Globalization: Human Architecture Journal of the Sociology of Self-Knowledge (Summer): 353-62. <https://www.okcir.com/Articles%20V%20Special/NazneenKane.pdf>

⁷ Statistics Canada. 2017. "Reference Materials, 2016 Census: Visible Minority and Population Group Reference Guide, Census of Population, 2016." 25 October <https://www12.statcan.gc.ca/census-recensement/2016/ref/guides/006/98-500-x2016006-eng.cfm>

⁸ Everett-Green, Robert. 2014. "200 Years a Slave: The Dark History of Captivity in Canada." *The Globe & Mail* 12 May <https://www.theglobeandmail.com/opinion/200-years-a-slave-the-dark-history-of-captivity-in-canada/article17178374/>

⁹ Cooper, Afua. 2006. *The Hanging of Angelique: The Untold Story of Canadian Slavery and the Burning of Old Montreal*. Toronto: Harper Collins.

- ¹⁰ Brown, Kyle G. 2018. "Canada's Slavery Secret: The Whitewashing of 200 years of enslavement." *CBC Radio* 28 June <https://www.cbc.ca/radio/ideas/canada-s-slavery-secret-the-whitewashing-of-200-years-of-enslavement-1.4726313>
- ¹¹ Dua, Enakshi. 2007. "Exclusion through Inclusion: Female Asian Migration in the Making of Canada as a White Settler Nation." *Gender, Place & Culture: A Journal of Feminist Geography* 14(4): 445-66.
- ¹² Chan, Arlene. 2017. "Chinese Immigration Act." *Canadian Encyclopedia*. 7 March. <https://www.thecanadianencyclopedia.ca/en/article/chinese-immigration-act>
- ¹³ McLaren, Kristin. 2004. "'We had no desire to be set apart': Forced Segregation of Black Students in Canada West Public Schools and Myths of British Egalitarianism." *Histoire sociale/Social History* 37(73): 27-50. <https://hssh.journals.yorku.ca/index.php/hssh/article/viewFile/4373/3571>
- ¹⁴ Smith, Malinda S. 2003. "'Race Matters' and 'Race Manners'." (108-31). In: *Reinventing Canada: Politics of the 21st Century*, edited by Janine Brodie and Linda Trimble. Toronto: Prentice Hall.
- ¹⁵ Canadian Museum of History. "The Story of Toles School in Amber Valley." Canada Hall. <https://www.historymuseum.ca/cmc/exhibitions/hist/phase2/mod7e.shtml>
- ¹⁶ Hamilton, Sylvia. 2009. "The Little Black School House". Excerpt from public lecture. Simon Fraser University. 12 February. <https://www.youtube.com/watch?v=m0L14pVGjyU&feature=youtu.be>
- ¹⁷ Dua, "Exclusion through Inclusion", 454.
- ¹⁸ Johnston, Hugh. 2006. "Komagata Maru." *Canadian Encyclopedia* 7 February <https://www.thecanadianencyclopedia.ca/en/article/komagata-maru>
- ¹⁹ CBC Radio. 2014. "Voyage of the 'Undesirables': Remembering the Komagata Maru." *Ideas*. 28 September. <https://www.cbc.ca/radio/ideas/voyage-of-the-undesirables-remembering-the-komagata-maru-1.2914096>
- ²⁰ Smith, "'Race Matters'", 116.
- ²¹ Yarhi, Eli. 2016. "Order-in-Council P.C. 1911-1324 – the Proposed Ban on Black Immigration to Canada." *Canadian Encyclopedia*. 20 September <https://www.thecanadianencyclopedia.ca/en/article/order-in-council-pc-1911-1324-the-proposed-ban-on-black-immigration-to-canada>
- ²² Jackson, Ryan. 2010. "Western Canada's Oldest Black Baptist Church Turns 100." *Edmonton Journal* 26 June. <https://www.youtube.com/watch?v=c21MYUnZbwc>
- ²³ Smith, "'Race Matters'", 118.
- ²⁴ Mohamed, Bashir. 2018. "Calgary's Unknown Civil Rights Champion." *The Sprawl*. <https://www.sprawlcalgary.com/calgarys-unknown-civil-rights-hero>
- ²⁵ Mohamed, Bashir. 2018. "History is not dead." *Bashirmohamed.com* 18 September <https://www.bashirmohamed.com/blog/2018/9/18/history-is-not-dead?rq=lulu>
- ²⁶ "Story Sheet: Victoria School Segregation." https://www.openschool.bc.ca/bambooshoots/teacher/gr10/resources/L3/Story%20Sheet_Victoria%20School%20Segregation.pdf
- ²⁷ Dua, "Exclusion through Inclusion", 461.
- ²⁸ Smith, "'Race Matters'"
- ²⁹ Clément, Dominique. 2013. "Alberta's Rights Revolution." *British Journal of Canadian Studies* 26(1): 59-77. https://historyofrights.ca/wp-content/uploads/pubs/article_BJCS.pdf
- ³⁰ Harder, Lois. 2006 (64) Brodie, 2002: 54;
- ³¹ Canadian Human Rights Commission. 2018. "Human Rights in Canada: A Historical Perspective." <https://www.chrc-ccdp.gc.ca/historical-perspective/en/timePortals/milestones/61mile.asp>
- ³² CHRC-CCDP, "No Vacancy... At least for Some: Barclay's Hotel, Calgary, May 13, 1959." *Human Rights in Canada: A Historical Perspective*, <https://www.chrc-ccdp.gc.ca/historical-perspective/en/timePortals/milestones/86mile.asp>
- ³³ Mohamed, Bashir. 2018. "Ted King: A Civil Rights Hero." *Bashirmohamed.com* 29 July <https://www.bashirmohamed.com/blog/2018/7/29/ted-king-a-civil-rights-hero>
- ³⁴ Smith, "'Race Matters'", 118.
- ³⁵ McConnell, W.H. and Jon Tattrie. 2006. "Canadian Bill of Rights." *The Canadian Encyclopedia*. 7 February. <https://www.thecanadianencyclopedia.ca/en/article/canadian-bill-of-rights>
- ³⁶ Winks, Robin W. 1997. *The Blacks in Canada*. Kingston: McGill Queen's Press.
- ³⁷ Bradburn, Jamie. 2018. "The story of Ontario's last segregated Black school," *TVO* (February 26).
- ³⁸ Legal Education Society of Alberta. 2012. "The Alberta Human Rights Tribunal." https://www.lesaonline.org/samples/61832_03_p1.pdf
- ³⁹ Government of Canada. 2018. "Rights in the Workplace." <https://www.canada.ca/en/canadian-heritage/services/rights-workplace.html>
- ⁴⁰ Nova Scotia. "History of Employment Equity." <https://www.novascotia.ca/psc/v2/pdf/employeeCentre/diverseWorkforce/toolkit/employmentEquityHistory.pdf>
- ⁴¹ United Nations General Assembly. 1983. "Second Decade to Combat Racism and Racial Discrimination." 38th session 16

- December http://www.un.org/en/ga/search/view_doc.asp?symbol=A/RES/38/14
- ⁴² Historica Canada. 2018. "Black History: End of Segregation in Canada." <http://www.blackhistorycanada.ca/events.php?themeid=7&id=9>
- ⁴³ Nova Scotia. "History of Employment Equity."
- ⁴⁴ Rosalie Silberman Abella (Chair), "Equality in Employment: A Royal Commission Report: General Summary" (Toronto, Ontario: Commission on Equality, 1984), <https://cws.journals.yorku.ca/index.php/cws/article/viewFile/12792/11875>
- ⁴⁵ Marjorie Cohen, "Employment Equity is not Affirmative Action," Canadian Woman Studies, 6, 4, 23-25, "<http://www.sfu.ca/~mcohen/publications/women/employment%20equity.pdf>
- ⁴⁶ Di Lullo, P. Adrian. 2012. "The Federal Contractors Program: What Employers Need to Know." Hicks Morley 6 December. <https://hicksmorley.com/2012/12/06/the-federal-contractors-program-what-employers-need-to-know/>
- ⁴⁷ Canadian Race Relations Foundation. 2015. "About the CRRF." <http://www.crrf-fcrr.ca/en/about/crrf-about>
- ⁴⁸ Tancock, Martha. 1992. "New Task Force to Examine Racism." At Guelph 36(37) https://atrium.lib.uoguelph.ca/xmlui/bitstream/handle/10214/10777/ug_atguelphvol36_issue37_1992.pdf?sequence=1&isAllowed=y
- ⁴⁹ Dorval, Gilles and Lily Tingley. 1997. "Employment Equity & Human Rights Issues". Saskatchewan Legal Education Society Inc. Seminar. November. <http://redengine.lawsociety.sk.ca/inmagicgenie/documentfolder/AC0516.pdf>
- ⁵⁰ Canadian Human Rights Commission. 2018. "Rethinking Employment Equity." <http://chrcreport.ca/what-we-did-rethinking-equity.php>
- ⁵¹ Henry, Frances. 2004. "Systemic Racism Towards Faculty of Colour and Aboriginal Faculty at Queen's University." Report on the 2003 study, Understanding the Experiences of Visible Minority and Aboriginal Faculty at Queen's University for the Queen's Senate Educational Equity Committee. <https://www.queensu.ca/inclusive/sites/default/files/assets/Henry%20Report%2C%202004.pdf>
- ⁵² Race & Anti-Racism Network. 2011. Building Anti-Racist & Inclusive Communities at UFV. 12 June. <https://www.ufv.ca/media/assets/race-antiracism-network-ran/RAN-Building-Anti-racist-and-inclusive-communities-at-UFV-JUNE-2011.pdf>
- ⁵³ Ryerson University Anti-Racism Taskforce. 2010. Final Report of the Taskforce on Anti-Racism at Ryerson." January. https://www.ryerson.ca/antiracismtaskforce/docs/RU_Taskforce_report.pdf
- ⁵⁴ Brock University. 2014. "Task Force on Racial Climate Terms of Reference." 30 June. <https://brocku.ca/anti-racism/wp-content/uploads/sites/19/TOR-Task-Force-on-Racial-Climate.pdf>
- ⁵⁵ Queen's University. 2017. *Principal's Implementation Committee on Racism, Diversity, and Inclusion Final Report*. 10 April.