Thank you for the opportunity to contribute. Although I was on sabbatical when the university leadership changed, I did participate in a livestreamed townhall and I was pleased to attend a roundtable with the president since returning. At that roundtable I expressed how pleased I was to see the university include “equity” and “diversity” in the Discussion Paper (October 2015). The previous decade saw us stalled and in reversal on major strides we had made in previous years on equity, diversity and inclusion. However, during the roundtable I also expressed deep concern by the perhaps inadvertent exclusion of/silence on attention to visible minorities/racial equity, racial justice issues.

I want to take this opportunity to send along resources to ensure that, going forward, discussions of equity, diversity and inclusion at the U of Alberta do not exclude attention to the underrepresentation of visible/racialized minorities among the professoriate (especially in some sshrc faculties); in university leadership pipelines (in almost all faculties directors, chairs, deans, senior administration are almost exclusively white although we’ve made strides on gender and sexual minorities); as well as in representation of CRCs (more racial-ethnic diversity in sciences and engineering than in sshrc disciplines, for example). The inclusiveness is uneven. In nominations for Vanier, Bantings only gender seems to be included, engendering inequities among equity groups. I strongly believe that we need to engage in the same systemic review for visible/racialized minorities that we are doing for gender and sexual minorities and Aboriginal peoples. Canada’s racial justice legislation have only been in effect since the 1950s and 1960s but we still see denial, discomfort and evasion of addressing what was recognized in the Royal Commission on Equality in Employment (Justice Rosalie Silberman Abella, 1984) as systemic exclusion.

It is 2016 and Canada, like the US, is engaged in a social revolution that will see us become a diversity of diverse racial-ethnic minorities – unprecedented in human history. What are Canadian universities in general, and the U of Alberta in particular, doing to engage this superdiversity? Racial and ethnic diversity is not an issue for “new Canadians” or immigrants or international students. Rather, Canada has always been diverse and the question is this: Why are visible/racialized minorities not well-represented at almost all levels of the academy (still)? What are the obstacles, barriers, biases that underwrite what has been termed the “concrete ceiling” and the “bamboo ceiling”?

As a university we have made modest strides on gender, are making major strides on sexual minorities (I take pride in having been on the working group that ensured same-sex benefits at the university many years ago). Yet, with few if any exceptions, these benefits have accrued primarily to white women and white LGBT because we have not been attentive to intersectionality. Today, we are increasingly attentive to persons with disabilities and especially Aboriginal peoples. I hope all would agree that we must include serious attention to visible/racialized minorities. This includes dealing with the thorny questions related to institutional racism (or what Francis Henry in the Report to Queen’s University Senate in 2004 called “a culture of whiteness”), unconscious racial bias (including name biases and accent biases), the lack of acknowledgment/awareness and institutional mechanism and resources to address racialized bullying, harassment, discrimination and their harmful impacts on students, postdocs,
academic faculty and staff. We need to be attentive to the impact of these phenomena on the academic pipeline and career trajectories for visible/racialized students, postdocs, faculty as well as staff.

I’d be happy to discuss this further and to share the research findings from a 4-year SSHRC-funded research on Racism, Racialization and the University (Frances Henry, York University, PI), which will be published as *Racialization, Indigeneity and the University* by UBC Press. I’d also be happy to discuss the research and book (for U of Toronto Press) on *Nuances of Blackness in the Academy*, which draw on 32 Black scholars (from university presidents and vice-provosts to PhD candidates) to examine Blackness beyond a single story.

I strongly believe that any Equity, Diversity and Inclusion framing in the new strategic plan must be holistic and ensure equity within diversity (rather than diversity with inequities or segregated approaches) in the treatment of designated groups, which we have expanded to include LGBTQ2-S). As one of two Black women professors in the discipline of political science in Canada I know well what it is like to be “alone”. Over the years I’ve heard many racial minority student stories and have sought to mentor them against deficit thinking and the tyranny of low expectations (however unconscious) and in the face of isolation. There are few safe spaces for such supports. We have an opportunity to ensure the U of Alberta builds a big and inclusive tent. This means dealing with issues that make some among us uncomfortable, like questions about race-ethnicity (especially visible or non-white folks), racism and racial biases. Key to ensuring equity that we all can be proud of is not engaging in dividing practices that vitiate us “uplifting the whole people”.

Malinda S. Smith, PhD
Associate Professor, Political Science
*(promoted to full professor in December)*

**RESOURCES**

[Canadian campuses suffer from a lack of racial inclusion](http://www.universityaffairs.ca/opinion/in-my-opinion/canadian-campuses-suffer-from-a-lack-of-racial-inclusion/)

Universities often ignore a varied and rich Black intellectual tradition.

By ANNETTE HENRY | February 9, 2016, University Affairs (Universities Canada)

[Faculty diversity: A quarter-century hiring report card](http://www.universityaffairs.ca/opinion/in-my-opinion/faculty-diversity-a-quarter-century-hiring-report-card/)

My department has been successful at striving for equal overall gender representation, but we remain primarily Caucasian.

By BRIAN MCILROY | January 20, 2016, University Affairs (Universities Canada)

[Indigenous, Immigrant, Inclusive: Three Perspectives on Diversity](http://www.anfined.com/blog/)

Ideas-Idees Blog, Wednesday, 18 January 2012
Malinda S. Smith, Vice-President, Equity Issues, Canadian Federation for the Humanities and Social Sciences
http://www.ideas-idees.ca/blog/indigenous-immigrant-inclusive-three-perspectives-diversity

The Language of Equity and Diversity in the Academy
Ideas-Idees Blog, Wednesday, 19 January 2011
Malinda S. Smith, Vice-President, Equity Issues, Canadian Federation for the Humanities and Social Sciences
http://www.ideas-idees.ca/blog/language-equity-and-diversity-academy

Canada: Paradoxes of 'visible minorities' in job ads
Carl E James (York University), World University News, Issue No: 171, 15 May 2011
“We know that universities have diverse student bodies. Some celebrate their multicultural programmes and highlight their diversity awards. And on their websites we may see diverse images and reports and statements of commitment to access, equity and social justice. Herein is the heart of the matter: many of us within these same universities observe disconcerting paradoxes in the stated attempt to promote racial equity in policies, programmes and practices. I reflect here on three paradoxes: first, that of the ‘visible minority’ identification; second, the unevenness or unavailability of race data; and third, the convenience of colour-blind claims.”

Racism in the academy
Universities are considered to be among the most liberal institutions in society, yet many non-Caucasian scholars say they still feel excluded or denied opportunities. How does this happen?
By HARRIET EISENKRAFT | October 12, 2010, University Affairs (Universities Canada)
http://www.universityaffairs.ca/features/feature-article/racism-in-the-academy/


Racism in universities: 'There is a sense your face doesn't fit'
New research shines a light on the insidious racism that blights higher education in the UK
Sally Hunt | Thursday 4 February 2016, UK Guardian

How much does your university do for racial equality?
The Equality Challenge Unit’s new charter asks the sector to prove its commitment to black and minority ethnic students and staff
Dr. Nicola Rollock, Deputy director of the Centre for Research in Race and Education at the University of Birmingham, Tuesday 19 January 2016, UK Guardian
http://www.theguardian.com/higher-education-network/2016/jan/19/how-much-does-your-university-do-for-racial-equality
Improving the lack of racial diversity amongst academic staff: will the Race Equality Charter make a difference?

Kalwant Bhopal is Professor of Education and Social Justice at the University of Southampton.

February 5, 2016, Impact of Social Sciences Blog, LSE

The numbers on diversity in academia are discouraging. There are currently only 70 black professors in the UK; of these, only 17 of are female. As part of ongoing efforts to address these disappointing numbers, the Race Equality Charter mark was recently introduced by the Equality Challenge Unit. But will it make academia more diverse? Kalwant Bhopal explains how the process works and writes that, while it is too early to say whether it will have an impact, the Charter is undoubtedly a step in the right direction.

http://blogs.lse.ac.uk/impactofsocialsciences/2016/02/05/racial-diversity-will-the-race-equality-charter-make-a-difference/

Selected Reports of University Taskforces on Anti-Racism and Diversity

THE ROYAL SOCIETY OF CANADA TASK FORCE ON THE DIVERSITY OF THE FELLOWSHIP
FINAL REPORT NOVEMBER, 2011

Ryerson University Taskforce on Anti-Racism – Final Report of the Taskforce on Anti-Racism (Feb 8, 2010)
Under University President Sheldon Levy at Ryerson University
http://www.ryerson.ca/antiracismtaskforce/

“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 Members at Queen's University” (April 2004)
For the Queen's Senate Educational Equity Committee and Suzanne Fortier, Vice Principal Academic By Dr. Frances Henry, Professor Emerita, York University

Final Report of the Task Force on Campus Racism - Canadian Federation of Students-Ontario

Summary of Recommendations

FINAL REPORT of the President's Task Force on Anti-Racism and Race Relations | Diversity and Human Rights (DHR, Summer 1994)

Under University President Mordechai Rozanski at University of Guelph