Equity and Racial Justice Toolkit:
A Resource Guide for UofA Arts Staff, Students, and Faculty

This toolkit contains resources on the following (click to jump to category).

UNIVERSITY OF ALBERTA OFFICES, POLICIES, AND INITIATIVES:

★ University of Alberta portal for Equity, Diversity, and Inclusivity
https://www.ualberta.ca/equity-diversity-inclusivity/index.html
   ○ Strategic Plan for EDI
   https://www.ualberta.ca/equity-diversity-inclusivity/about/strategic-plan-for-edi/index.html

★ Arts Committee on Equity, Diversity, and Inclusion (CEDI)
https://www.ualberta.ca/arts/about/arts-edi/members.html

★ Arts Working Group for Indigenous Initiatives (AWGII)
https://www.ualberta.ca/arts/about/arts-indigenous-initiatives/arts-working-group-on-indigenous-initiatives.html

★ Office of Safe Disclosure and Human Rights
https://www.ualberta.ca/vice-president-finance/office-of-safe-disclosure-human-rights/safe-disclosure.html

★ Office of the Vice-Provost (Indigenous Programming and Research)
https://www.ualberta.ca/provost/portfolio/indigenous-initiatives/index.html

★ University of Alberta Policies:
   Discrimination, Harassment and Duty to Accommodate
   Ethical Conduct and Safe Disclosure
   Sexual Violence Policy
   Code of Student Behaviour

- Get involved! Faculty of Arts EDI Department Committees and Student Groups. *More information and links coming soon.*

ONLINE TRAINING RESOURCES:

★ Canada Research Chair Unconscious Bias Training Module
https://www.chairs-chaires.gc.ca/program-programme/equity-equite/bias/module-eng.aspx?pedisable=false

★ Gender-based Analysis Plus (GBA+) Training Module and Microlearning Videos (Government of Canada)
https://women-gender-equality.canada.ca/en/gender-based-analysis-plus.html

★ Academic Impressions Courses
"DEI Foundations: Intersectionality in Higher Education"
Other EDI and antiracism resources on Academic Impressions curated the "Diversity, Equity, and Inclusion" page
*To take the course or access resources, you will first have to create an account using your ualberta ccid

★ Bystander Intervention training
https://www.ihollaback.org/bystanderintervention/

KEY WEBSITES:
★ Universities Canada EDI website
https://www.univcan.ca/priorities/equity-diversity-inclusion/
Includes:
Equity, diversity and inclusion at Canadian universities: Report on the 2019 survey
Universities Canada principles on equity, diversity and inclusion
Action plan on equity, diversity and inclusion
as well as a searchable tool to find examples of policies, practices, and research

★ WISEST EDI Toolkit
https://www.ualberta.ca/services/wisest/resources/edi-toolkit.html

- ★ Tri-Council's EDI Action Plan to address systemic barriers in research ecosystems (2021–2025)
  https://www.nserc-crsng.gc.ca/NSERC-CRSNG/EDI-EDI/Action-Plan_Plan-dAction_eng.asp

- ★ Congress Advisory Committee on Equity, Diversity, Inclusion, and Decolonization (Federation for the Humanities and Social Sciences) final report, "Igniting Change"
  Includes:
  Better Practices for an Inclusive Conference: An Equity, Diversity, Inclusion, and Decolonization Guide (page 72 ff.)
  Charter on Equity, Diversity, Inclusion and Decolonization in the Social Sciences and Humanities (page 115 ff.)
  http://www.ideas-idees.ca/about/CAC-EDID-report

VIDEOS:

"Equity Panel 5: Crossroads: Race and Gender in the Canadian Academy: Searching for Equity
https://www.youtube.com/watch?v=PpMmwD3RbfE

"Putting Feelings into Words: Racism and Well-being in Universities" by Professor Shirley Anne Tate, CRC at the University of Alberta [35 minutes]
https://www.youtube.com/watch?v=bbLXxRSKi5s

"Unconscious Bias" by Prof. Maydianne Andrade, Canada Research Chair, at the University of Toronto Scarborough [video is 45 min long, maybe watch only: 31:50-42:24 → Personal and structural strategies for reducing effects of bias]
https://www.utsc.utoronto.ca/vpdean/unconscious-bias

"What I Wish my professor knew" (Video from Stanford's student-run First-Generation and/or Low-Income Partnership (FLIP))
https://www.youtube.com/watch?v=8pmJNuxyvpA

The Fifth Estate, "Black on Campus"

"The N-Word in the Classroom" https://www.ted.com/talks/the_n_word_in_the_classroom

The Skin We're In – by Desmond Cole - https://www.cbc.ca/firsthand/episodes/the-skin-were-in

ANTIRACISM RESOURCES:

Scaffolded Anti-Racist Resources
https://docs.google.com/document/u/1/d/1PrAq4iBNb4nVIcTsLcNlW8zjaQXBLkWayL8EaPlh0bc/mobilebasic

The White Ally Toolkit Workbook
https://projects.iq.harvard.edu/files/antiracismresources/files/whiteallytoolkitworkbook-advancededition.pdf
  ★ Important critiques of and notes on white allyship:
      ○ https://www.whiteallytoolkit.com/news/2020/6/3/message-to-white-allies-from-a-black-anti-racism-expert-youre-doing-it-wrong
      ○ https://www.theguardian.com/commentisfree/2020/jun/29/white-people-ally-black-people-sacrifice
      ○ https://nonprofitquarterly.org/unpacking-the-false-allyship-of-white-racial-justice-leaders/
      ○ https://educationpost.org/educators-who-consider-themselves-white-allies-are-dangerous-when-it-comes-to-developing-anti-racist-classrooms/
      ○ Rachel McKinnon, "Allies' Behaving Badly: Gaslighting as Epistemic Injustice" (in: *The Routledge Handbook of Epistemic Injustice*, 2017)

Students for Anti-Racist Action, Western Washington University, "Meeting Guidelines" for anti-racist meetings and conferences
https://wp.wwu.edu/sara/meeting-guidelines/

Resources for challenging Anti-Asian Violence (primarily US-specific)
 https://anti-asianviolenceresources.carrd.co
        Canada specific reading:
        https://theconversation.com/as-asian-canadian-scholars-we-must-stopasianhate-by-fighting-all-forms-of-racism-157743

READINGS RELATED TO POSTSECONDARY:

  ★ There is an extensive body of research on EDI issues, and what follows is just a very small sample of writings related specific to the postsecondary context. For reading beyond what appears here, you can consult the UofA library EDI guide, which also contains a helpful glossary of many terms related:
    https://guides.library.ualberta.ca/edi

Underrepresented & Underpaid: Diversity & Equity Among Canada's Post-Secondary Education Teachers. CAUT 2018.
https://www.caut.ca/sites/default/files/caut_equity_report_2018-04final.pdf

Smith, Malinda et al. (2017) *The Equity Myth: Racialization and Indigeneity at Canadian Universities*. UBC Press. (available as ebook through UAlberta library: https://search.library.ualberta.ca/catalog/7904355)

Abdulle, Ayan, Anne Nelun Obeyesekere, George J. Sefa Dei. (2017) *New Framings on Anti-Racism and Resistance: Volume 1 – Anti-Racism and Transgressive Pedagogies*. Rotterdam, The Netherlands: Brill | Sense. (available as ebook through UAlberta library: https://login.ezproxy.library.ualberta.ca/login?url=https://search.ebscohost.com/login.aspx?direct=true&db=e000xna&AN=1533087&site=ehost-live&scope=site

Barnett, Pamela E (2013). Unpacking Teachers' Invisible Knapsacks: Social Identity and Privilege in Higher Education, *Liberal Education* 99(3).
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Chatterjee, S. (2019). Immigration, anti-racism, and Indigenous self-determination: towards a comprehensive analysis of the contemporary settler colonial. *Social Identities*, *25*(5), 644-661.
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Claeys-Kulikand, Anna-Lena and Thomas Ekman Jørgensen, editors. (2018) *Universities' Strategies and Approaches towards Diversity, Equity and Inclusion: Examples from across Europe*. European University Association.
https://eua.eu/downloads/publications/universities-39-strategies-and-approaches-towards-diversity-equity-and-inclusion.pdf

Cole, Courtney E. (2017) Culturally sustaining pedagogy in higher education: teaching so that Black Lives Matter. *Equity, Diversity and Inclusion*.
https://www.emerald.com/insight/content/doi/10.1108/EDI-01-2017-0005/full/html

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https://academicmatters.ca/print-issues/decolonizing-the-university-in-an-era-of-truth-and-reconciliation/

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Eisenkraft, Harriet. (2010) [Racism in the Academy](). *University Affairs.*

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Gaudry, A., & Lorenz, D. (2018). Indigenization as inclusion, reconciliation, and decolonization: Navigating the different visions for indigenizing the Canadian academy. *AlterNative: An International Journal of Indigenous Peoples*, *14*(3), 218–227.

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Hoffman, G. D., & Mitchell, T. D. (2016). Making diversity "everyone's business": A discourse analysis of institutional responses to student activism for equity and inclusion. *Journal of Diversity in Higher Education*, 9(3), 277. http://ovidsp.dc2.ovid.com.login.ezproxy.library.ualberta.ca/ovid-a/ovidweb.cgi?&S=ILCGFPFCGOEBGNIBIPAKJEPEHMKMAA00&Link+Set=jb.search.27%7c1%7csl_10&Counter5=TOC_article%7c01369758-201609000-00007%7cyrovft%7covftdb%7cyrovftr

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Kovach, M. (2009). Being indigenous in the academy: Creating space for indigenous scholars. *First Nations, first thoughts: The impact of indigenous thought in Canada*, 51-73.

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Newton, Joanna and Arezou Soltani, editors. (2017) *New Framings on Anti-racism and Resistance, Volume 2: Resistance and the new futurity.* Rotterdam, The Netherlands: Brill/Sense. (available as ebook through UAlberta library:

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https://www.uregina.ca/president/assets/docs/president-docs/indigenization/indigenize-decolonize-university-courses.pdf

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https://search.library.ualberta.ca/catalog/8279777)

Thompson, Sherwood, editor. *Campus diversity triumphs: valleys of hope*. (2018) Diversity in Higher Education, Vol. 20. (available as ebook through UAlberta library:
https://search.library.ualberta.ca/catalog/8336207)

RESOURCES FROM OTHER UNIVERSITIES:

McGill University Equity Related Policies & Reports
https://www.mcgill.ca/equity/further-reading/policies-reports

SFU Library: Equity, diversity, and inclusion (EDI) resource guide
https://www.lib.sfu.ca/help/academic-integrity/edi

UBC Equity and Inclusion Office: resources
https://equity.ubc.ca/resources/

Concordia University, Anti-Racist Pedagogy Project
https://www.concordia.ca/ctl/decolonization/anti-racist-pedagogy.html

University of Texas - Austin Diversity Planning Tools for Diversity and Inclusion Committees
(with links to UC Berkeley tools)
https://equity.utexas.edu/diversity-planning-tools/

University of Toronto Equity & Diversity in Research & Innovation Working Group Report
https://research.utoronto.ca/equity-diversity-inclusion/equity-diversity-research-innovation-working-group-report

UCLA Equity, Diversity and Inclusion—Resources
https://equity.ucla.edu/programs-resources/

Enhancing Department Climate: A Guide for Department Chairs. Women in Science & Engineering Leadership Institute, University of Wisconsin-Madison.
https://wiseli.wisc.edu/wp-content/uploads/sites/662/2018/10/ClimateBrochure.pdf

University of Manchester Diversity Training
https://www.staffnet.manchester.ac.uk/equality-and-diversity/training/diversity-in-the-workplace/

University of York (UK) EDI page
https://www.york.ac.uk/about/equality/

StudyInternational.com
https://www.studyinternational.com/news/how-universities-are-successfully-fostering-a-culture-of-diversity-and-inclusion/

Black Liberation Collective UofT Demands
http://www.blackliberationcollective.org/our-demands#utoronto

Open Letter From UofT Community to defund and abolish Campus Police
https://thevarsity.ca/2020/08/24/open-letter-president-gertler-defund-and-abolish-campus-police/

★ *This is a living document, so if you would like to see something added, please send your suggestions to* *edi.arts@ualberta.ca*