



Research on Diversity, Equity and Inclusion at Ryerson University

April 24, 2013



9:00am-9:35am:

Panel I: "Research Frameworks: Theory, Method, and Approaches"

- * Harald Bauder (Immigration Policy)
- * Winnie Ng (Social Justice)
- * April Lindgren (Media)
- * Wendy Cukier (Ecological Model)

9:35am-9:45am:

Q&A

9:45am-10:00am:

Break

10:00am-10:50am:

Panel II: "Dimensions of Diversity"

- * Grace-Edward Galabuzi (Racialized/Visible Minorities)
- * Pam Palmater (Aboriginal peoples)
- * Esther Ignagni (Persons with disability)
- * Gerald Hunt (LGBT)
- * Ben Barry (Gender/Diversity in Fashion)

10:50am-11:00am:

Q&A

11:00am-12:00pm:

Table Discussions

Panel I

Research Frameworks: Theory, Method, and Approaches

Harald Bauder
Winnie Ng
April Lindgren
Wendy Cukier



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31/05/2013

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HARALD BAUDER

Academic Director

Ryerson Centre for Immigration & Settlement (RCIS)

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RYERSON CENTRE
for Immigration and Settlement



Integration Trajectories of Immigrant Families

Policy Context

Children & Youth

Family

Labour & Work

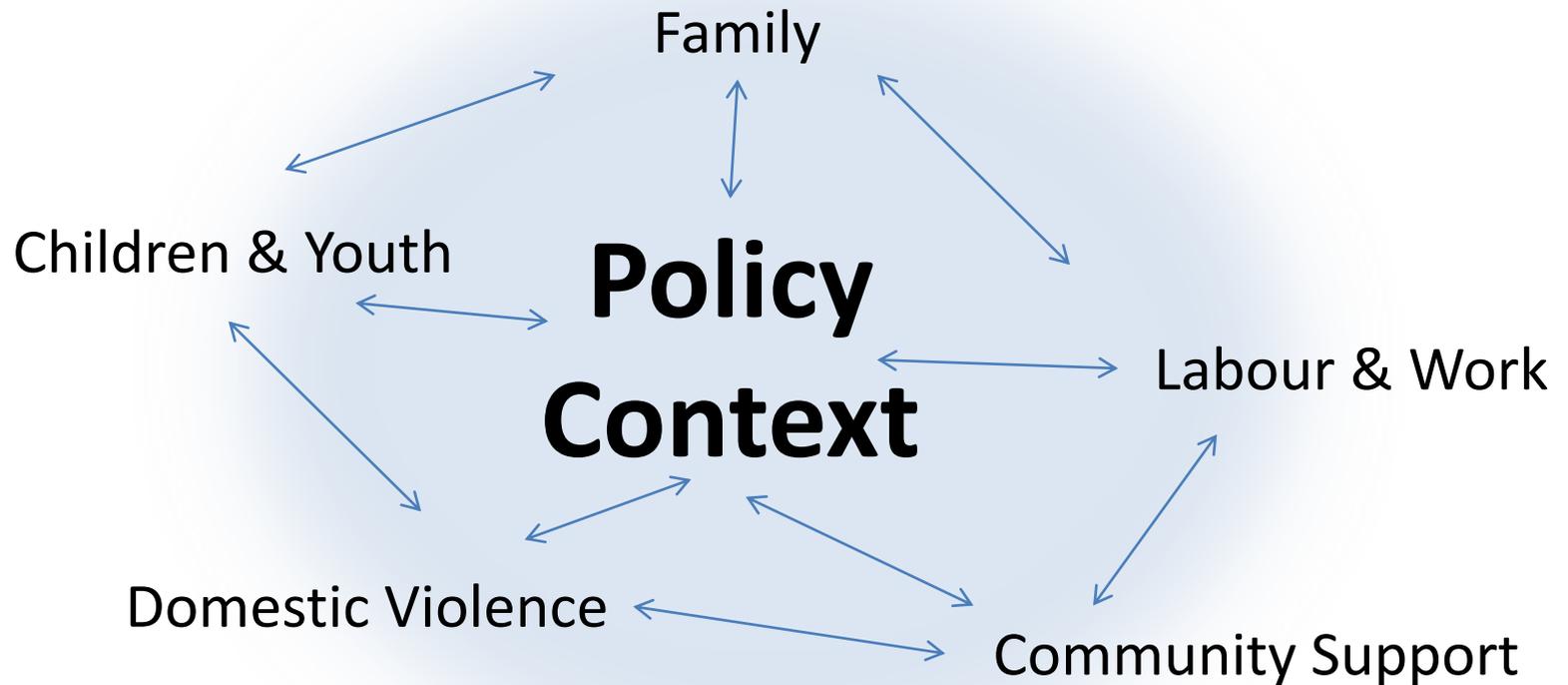
Domestic Violence

Community Support

Dialectic

Relations

Contradictions



WINNIE NG

CAW-Sam Gindin Chair in Social Justice and Democracy



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Research on Equity, Diversity and Inclusion from Social Justice Perspective

Winnie Ng, PhD

CAW Sam Gindin Chair in Social Justice and Democracy

April 24, 2013

The triple E's of Research on EDI

- **Exposing** the structural inequalities, the unequal power relations, and the normalcy and everyday practice of systemic oppressive relations,
- **Examining** the root causes and asking the question on who benefits;
- **Excavating** the voices and lived experiences of people as creators of knowledge

Research is also about transformation

- Seeking to change, to envision the alternatives through direct practice, advocacy policy reform; and collective actions
- With the field of Social Work, anti-oppression framework (AOP) is a promising and exciting approach to the complexity of today's social problems (Baines, 2011)
- New way of knowing, building knowledge and practice

- In anti-racist research, using the research to challenge the status quo...”must problematize colonial practices and critique colonial imposition...where colonial is understood to be imposed and dominating and not simply foreign or alien” (Dei, 2006)

As researchers...

- We must be mindful that we are not replicating the colonial/unequal power relations in our research, e.g. the practice of seeing subjects merely as objects of raw data.
- How to create research as a ceremony of ideas developed through relationships, maintaining accountability to all our relations, the choice of our topic, methods, forms of analysis and finally in the way we present information? (Wilson, 2010)
- Research methodology becomes a strategic decision

Research from the heart ...and be humble!

- Humility comes into play here as an important attribute of a storyteller or scholar. I am no more important or knowledgeable than anyone else. All I am doing is sharing some of my relationships , revealing some of the connections that make up the theory. I must recognize that in the large scale of things the totality of all the relationships I hold and am beginning to understand are only a miniscule part of the grand scheme of relationships that are out there. As a storyteller I can demonstrate this humility by acknowledging my shortcomings and admitting my own ignorance. I am not a perfect being or a perfect researcher.

Shawn Wilson, 2010

APRIL LINDGREN

Associate Professor
School of Journalism

Founding Director
Ryerson Journalism Research Centre

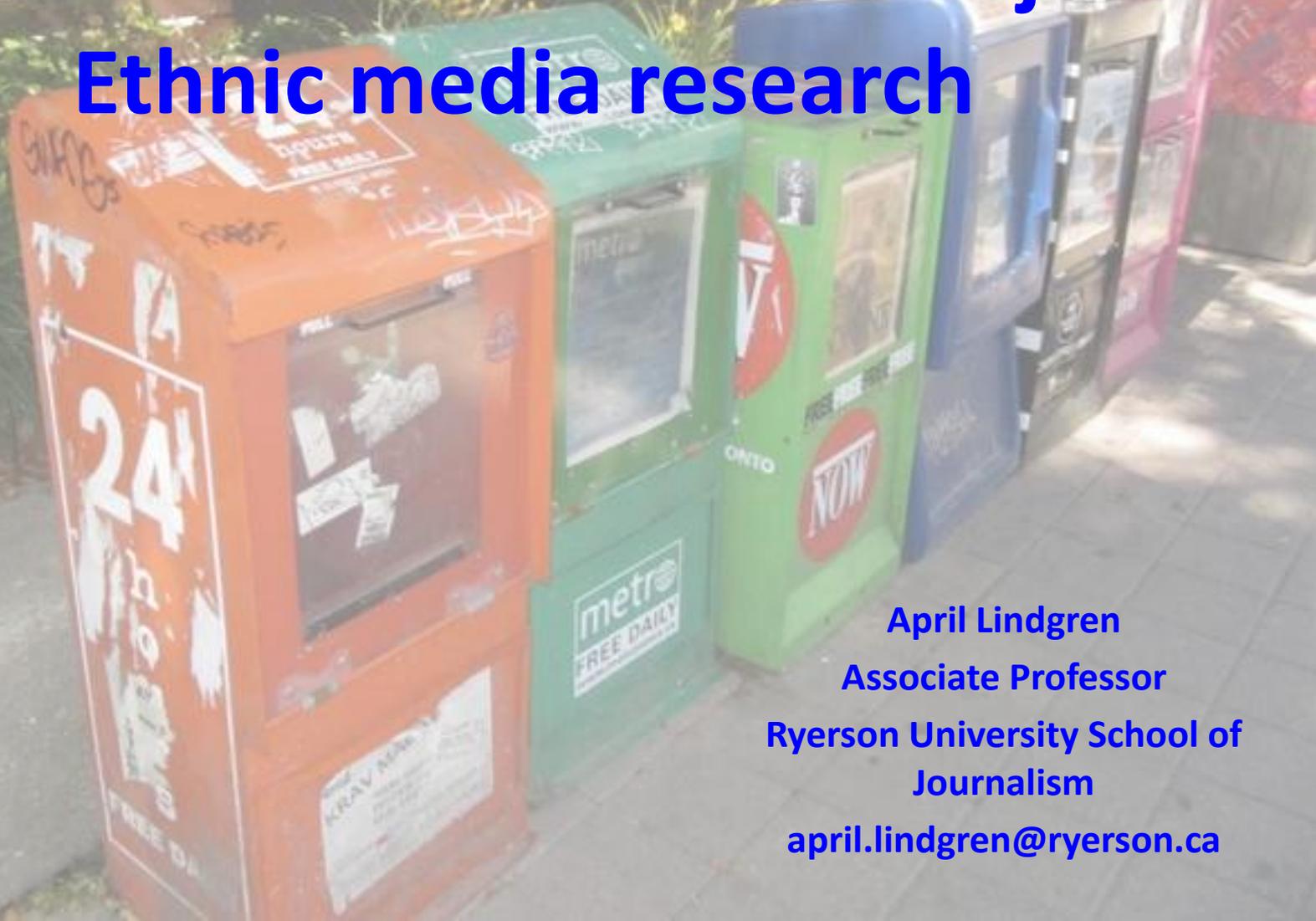


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The Local News Research Project: Ethnic media research



April Lindgren

Associate Professor

**Ryerson University School of
Journalism**

april.lindgren@ryerson.ca



LOCAL NEWS RESEARCH
PROJECT

www.localnewsresearchproject.ca





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Immigration backlog reduced by forty Faster processing times for workers a

THURSDAY, 28 MARCH 2013 23:22 BY TED ALCUILTAS

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The waiting times for Live-in Caregiver I
 on for Permanent Resident status ha

New Canadian Media

The Pulse of Immigrant Canada

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Friday, 04 January 2013 06:11

Israel advocacy group joins Canadian campuses

Written for The Canadian Jewish News

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\$10 Million 'Ethnic' Crematorium Opens In Brampton

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Black parents less interested in kids' schooling?

increased application



- South Asian News
- Bollywood Boulevard
- Bollywood's Best Top 10





LOCAL NEWS RESEARCH
PROJECT

TORONTO STAR

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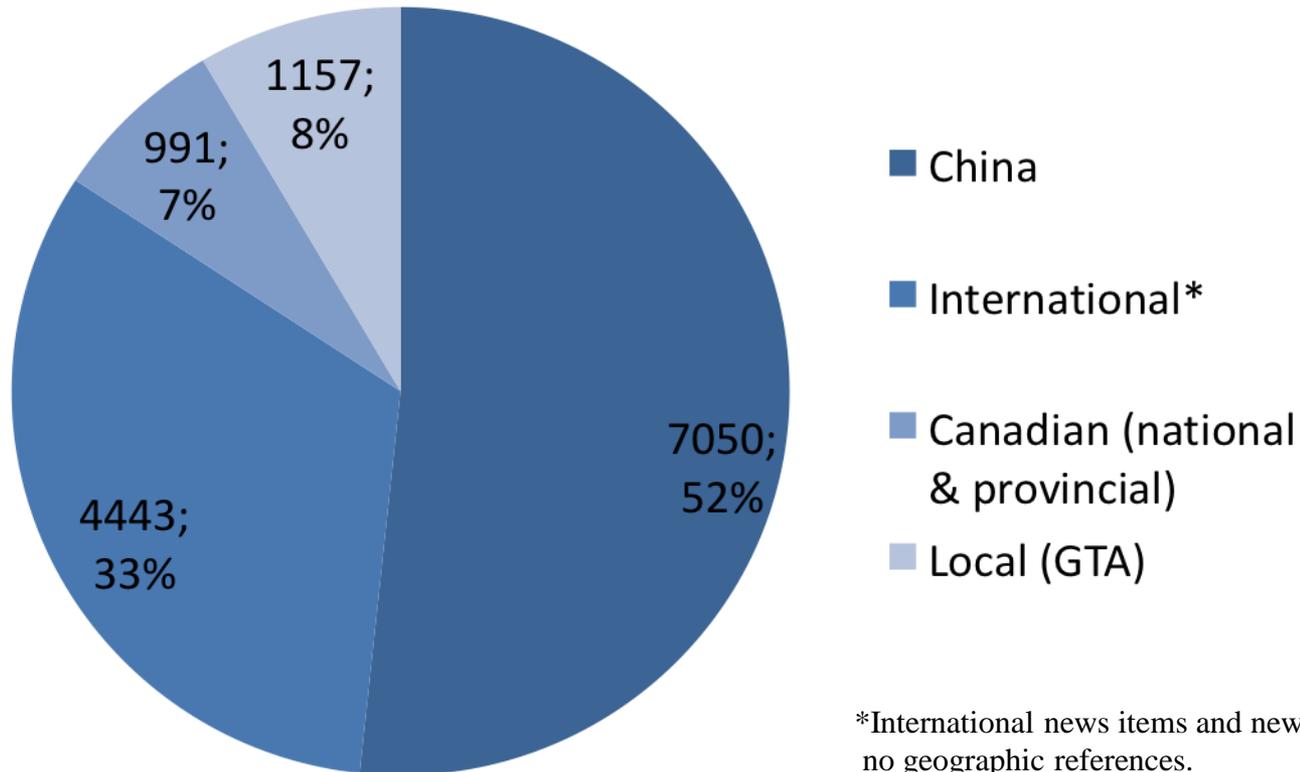
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The Korea Times Daily

한국일보

Ming Pao's Breakdown of News Coverage

28 editions, 13641 news items



*International news items and news items that contained no geographic references.

General Subject Categories

PO	Police/crime/legal/courts/local public safety
ED	Education
HE	Health/health protection/medical
TR	Transit/gridlock/sprawl/traffic
SO	Social supports/affordable housing/poverty/social justice
LU	Land use/urban design/development/redevelopment
MU	Municipal politics/services/budget
EW	Environment/weather
FA	Fire/accident
RI	Religious-cultural diversity/multiculturalism/immigration
AE	Arts/entertainment/local attractions
BU	Business
SP	Sports
NS	Local impact of national security/terrorism/foreign policy/foreign disasters/human rights/Canadian soldiers/casualties
FP	Federal or provincial politics/initiatives – local angle
OT	Other/pets/travel/human interest

headlines

who wrote it?

race/ethnicity

subject matter

page number

accompanied by photo



Breakfast program heading to high school

Student's death spurs \$1M Jane-Finch project

A hungry teen is an angry teen.

That's the reasoning behind a universal breakfast program that will begin this September at three high schools and four middle schools in the Jane and Finch area - to ensure every student has a full stomach and is ready to learn. The \$1 million project - the Toronto District School Board is still desperately trying to raise enough money - comes in response to the shooting death of 15-year-old Jordan Manners last year at C.W. Jefferys Collegiate Institute. When asked what could be done for the area after that traumatic event, teachers and principals pleaded for food. "Before you do anything else, they said, 'Feed our kids,'" Catherine Parsonage, senior manager of business development and nutrition services at the school board, told the Toronto Board of Health yesterday during a discussion on school nutrition. A principal told of a problem student who was acting up because he was getting only one meal, at night. Once a teacher began bringing in a daily lunch for him from home, he became a different person.

"Sharing food is sharing love," she said. "People who matter are fed." A survey of 14- to 19-year-olds from Jefferys, Emery Collegiate Institute, Westview Centennial Secondary School and the four area middle schools found that 68 per cent of students don't eat breakfast, 54 per cent don't eat lunch and 6 per cent don't have dinner. "Unbelievable," Parsonage said, explaining the need for a universal program that does not stigmatize poor kids since it is available to all.

Breakfast programs are more common at the elementary levels. The school board will track results to see if there is a positive effect on learning and behaviour. The city is contributing some money, and Parsonage hopes enough will be cobbled together. "We're fundraising like crazy.

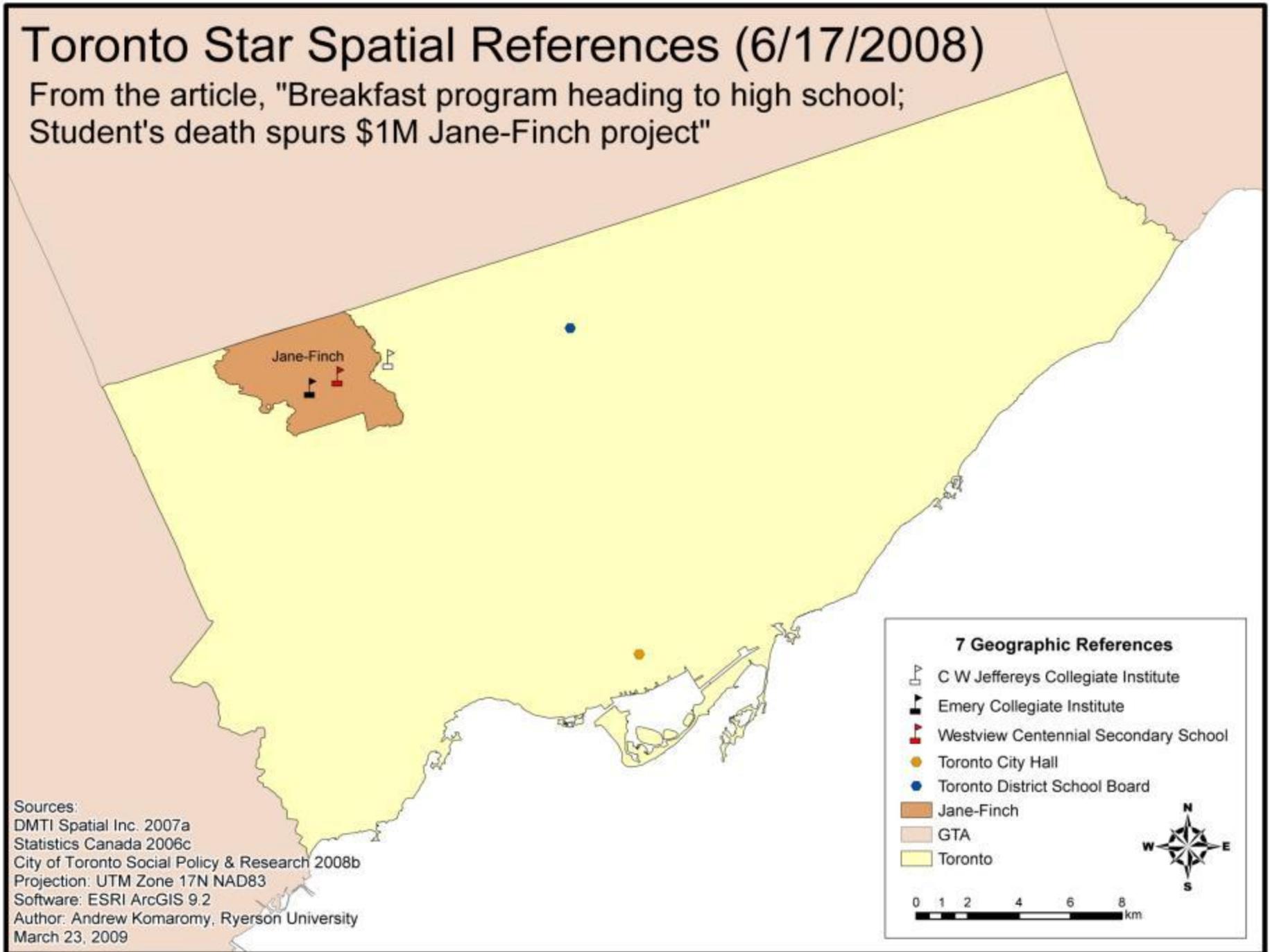
We're going for corporate partners. We're banging on the province's door." She also updated board members about efforts to ensure healthy eating in schools. Healthier food is priced lower than unhealthy food in cafeterias, but too often the food is wasted as students flock to neighbourhood variety stores and shops.

Some school cafeterias are losing money, with revenues down as much as 33 per cent. Still, the board of health passed a motion calling on the province to establish mandatory nutrition standards for schools. If it doesn't act, the board recommended that Toronto's school boards work with the medical officer of health to set their own standards.

Credit: Toronto Star

Toronto Star Spatial References (6/17/2008)

From the article, "Breakfast program heading to high school;
Student's death spurs \$1M Jane-Finch project"

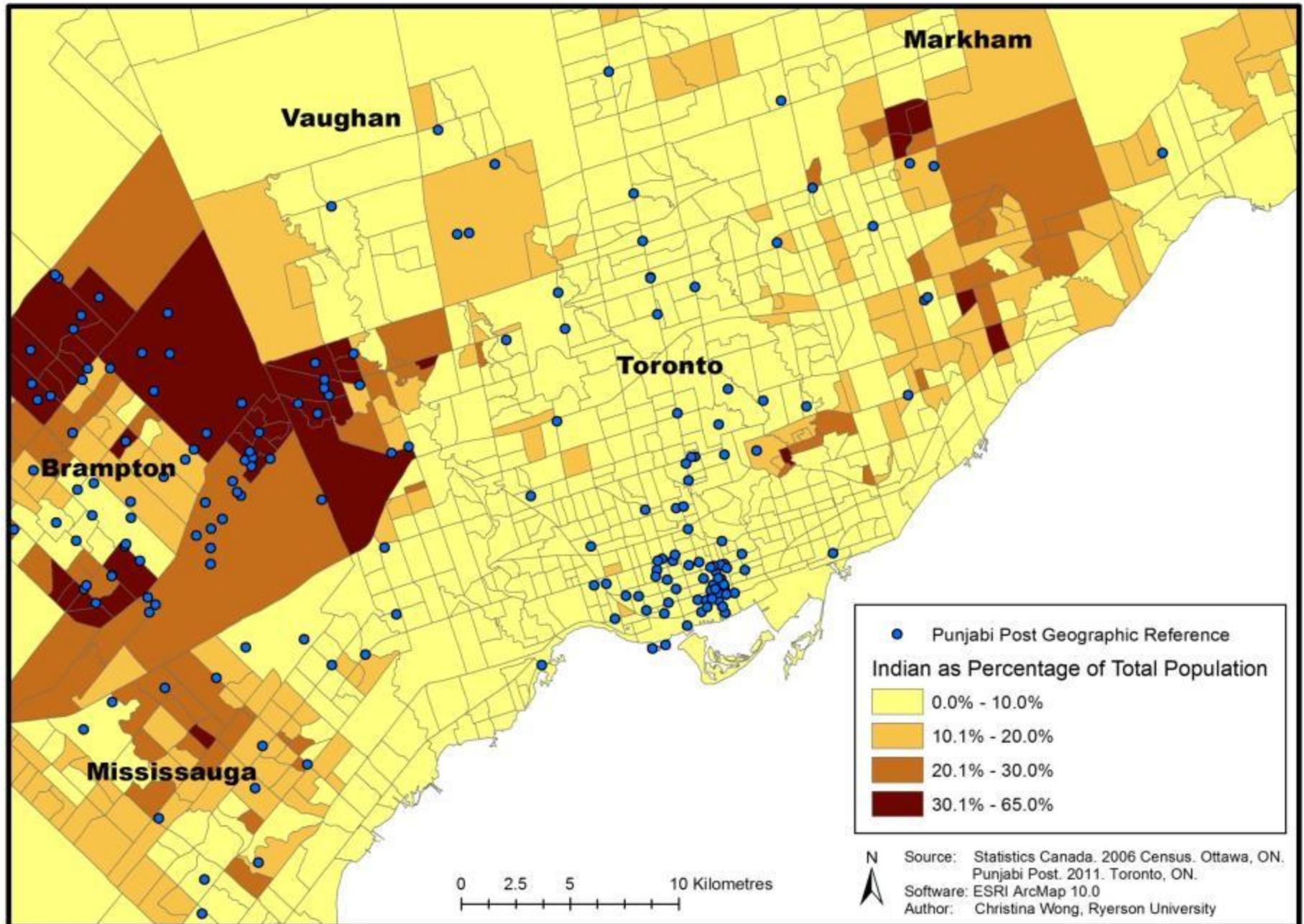




Cormorants have overtaken a peninsula of Toronto's [Leslie Street Spit](#), which, thanks to aggressive nest building, is barren but for one tree. (May 13, 2009)

MICHAEL STUPARYK/TORONTO STAR

Indian Population by Census Tract and Punjabi Post Geographic References



- 
- Local vs. non-local coverage
 - Geographic focus of local news coverage
 - Local news topics covered in the news
 - How ethnic newspapers cover other groups
 - How to boost local news coverage
 - Ethnic newspaper coverage of 2011 federal election
 - Comparison of diversity coverage/news agendas for ethnic vs mainstream news

Acknowledgements

This research is made possible by generous financial support from Ryerson University, CERIS – The Ontario Metropolis Centre, and the Social Sciences & Humanities Research Council (SSHRC).



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WENDY CUKIER

Vice President
Research & Innovation

Founder/Director
Diversity Institute



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DiversityLeads: Using the Data

24 April 2013



Wendy Cukier, MA, MBA, PhD, DU (hon), LLD (hon), M.S.C.
Vice President, Research and Innovation
Founder/Director, Diversity Institute
Ryerson University

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Diversity Leads

- Focus on Greater Toronto Area (GTA) and Greater Montreal Area (GMA)
- 20 investigators (Ryerson, York, McGill, University of Toronto) plus 30 community partners (Banks, Environics Institute, APTN, AFN, Equal Voice, City of Toronto, York, Peel, Globe and Mail, Pride at Work, etc.)
- Macro, meso, micro and interactions
- Examine differences across and within sectors
- Employment Equity +LGBT

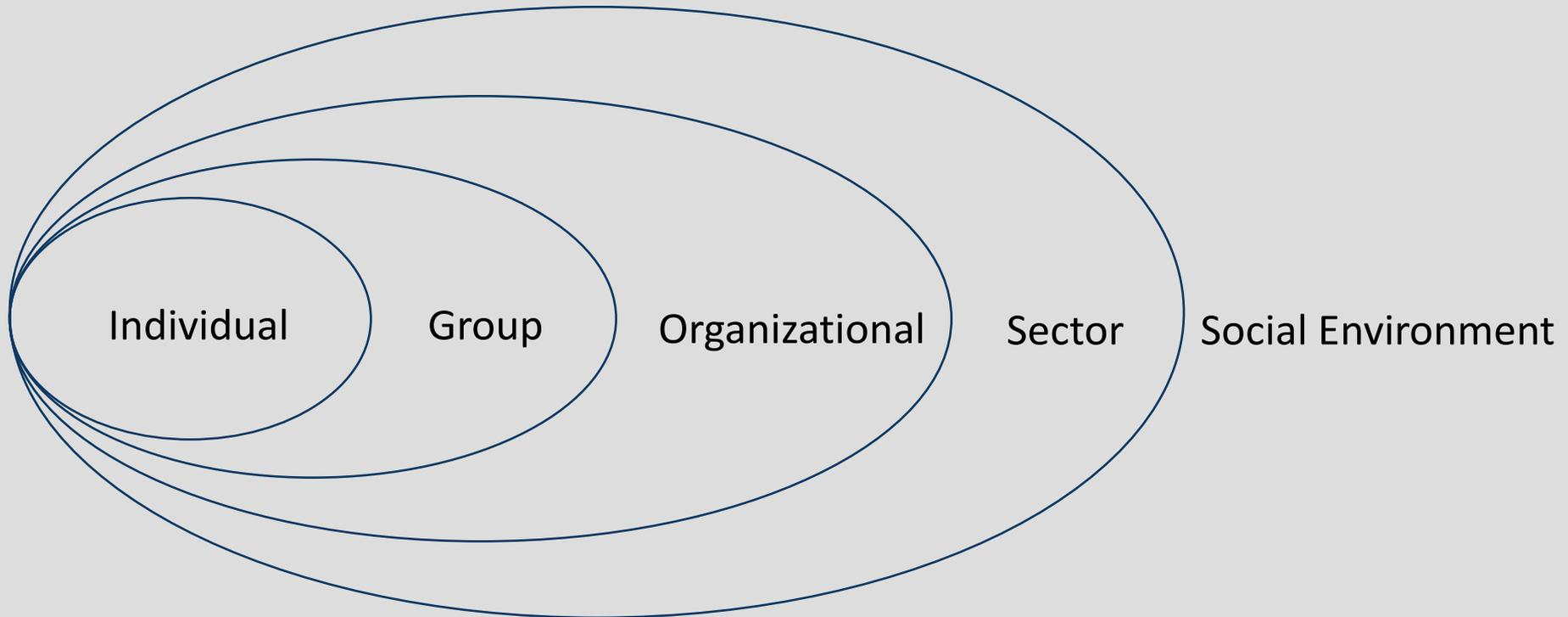


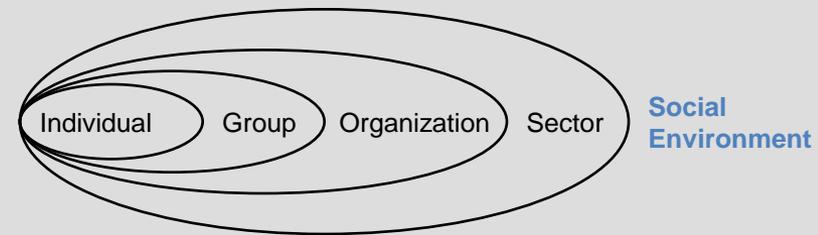
Theory, Definitions and Methods

- Positivism/Lived Experience; essentialism/intersectionality; modernist versus post modernist CT; theory/action
- Gender fairly well –defined across cultures
- Issues related to “ethnic minorities”, “visible minorities”, “racialized minorities”, immigrants are more complex
 - **United Nations and Committee on the Elimination of Racial Discrimination (CERD)**: implies whites are the majority & standard
 - **Canadian Human Rights Commission (CHRC)**: the term is not well accepted by racialized groups
- Even more complex with sexual orientation/gender identity; disability; aboriginal people
- Correlation and causation – confounding factors – eg. Intersection of education, socio economic status etc.



ECOLOGICAL MODEL





1. Societal Level

- Organizations do not exist in a vacuum
- Deep structures: economic, patriarchy, colonialism, ableism, heteronormativity etc.
- Cultural “carriers” reinforce values and stereotypes
- Legislative and regulatory barriers: eg. definitions of spouse and marriage
- Policies: eg. parental leave, universal daycare
- Socialization and self efficacy



THE GLOBE AND MAIL | POLITICS

Political blogs

Silver-Powers

One Liberal, one Tory,
two perspectives on the
latest in Canadian
politics



Douglas Bell

Douglas Bell critiques
the movers and shakers
in Canadian politics



Spector Vision

Norman Spector blogs
on politics, government
and the mass media



Brian Topp

The NDP strategist
takes a critical eye to
Canadian politics



Andrew Steele

A look at the underlying
trends and backroom
strategies driving
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Adam Radwanski

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what's making news in
federal and provincial
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Bruce Anderson

Strategic consultant
writes about
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ARTHUR MEIGHEN '96

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GREAT LEADERS

VIEW CRISES AS CHALLENGES, ACCEPT DEFEATS AS OPPORTUNITIES,
FIND SOLUTIONS THAT BENEFIT ALL.

The University of Toronto has educated four prime ministers and countless other leaders in every walk of life. Boundless: The Campaign for the University of Toronto will help us develop the next generation of bold thinkers who will address the

UNDLLESS LEADERSHIP



Slide 38
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- Representation in the media: eg. women are seldom “experts”

Representation for women will have profound consequences on whether or not women are perceived as competent leaders, because "authority is not recognized by these shows. It is created by these shows." – Marie Wilson



DiversityLeads: Greater Toronto

Sector	Total Sample	% Women	Analyzed for VM Status	% Visible Minorities
Elected Officials	226	38.1%	226	19.0%
ABCs	273*	38.5%	423	22.0%
Public	209	37.3%	137	8.8%
Corporate	1,089	17.4%	887	4.2%
Voluntary	508	34.8%	448	12.5%
Education	321**	40.8%	1,209	20.0%
Legal	2,455	26.7%	n/a	n/a
Total	5,081	28.0%	3,330	14.5%

*Does not include City of Toronto ABCs

**Does not include TDSB principals and vice principals

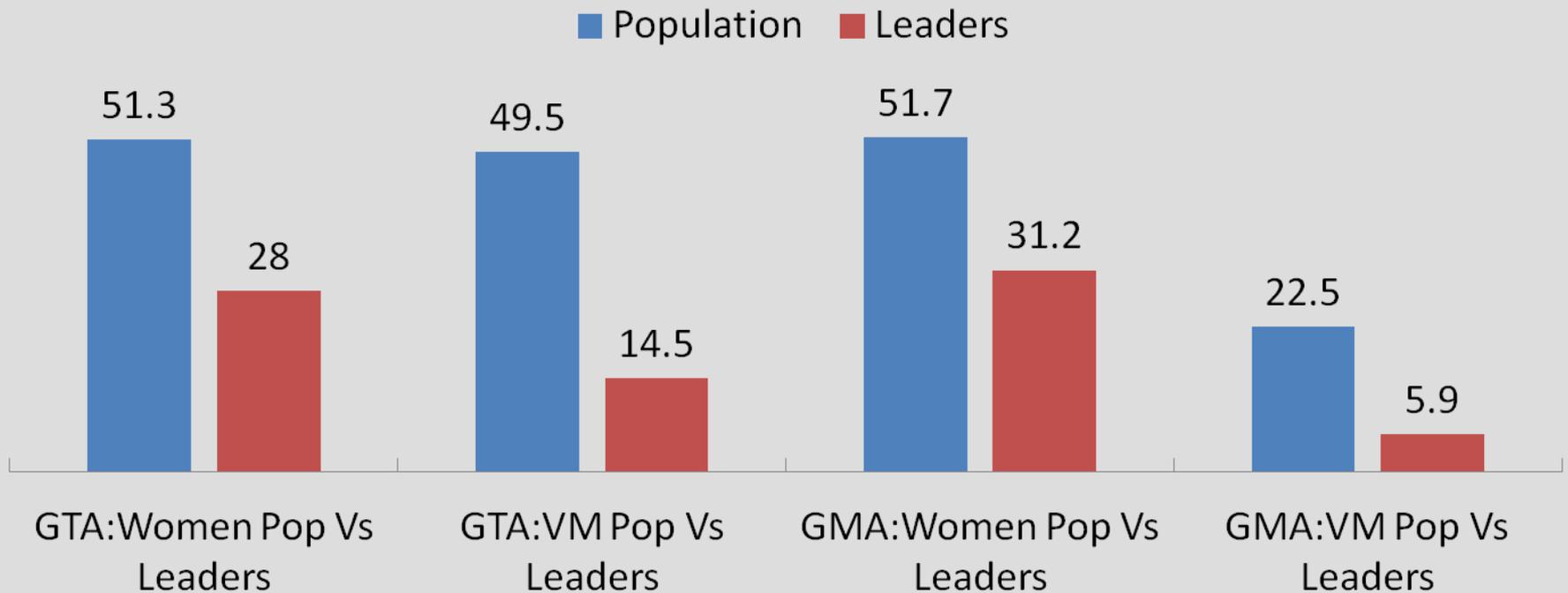


31/05/2013

Slide 40

Overall: Women and VM in leadership positions

Population vs Representation in Leadership positions



31/05/2013

Slide 41

Variations – GTA

Sector	% Female	Range (Female)	%VM	Range (VM)	% Female VM	Range (Female VM)
Corporate	14.8%	0.0% - 50.0%	2.8%	0.0% - 50.0%	0.3%	0.0% - 25.0%
Voluntary	29.0%	7.7% - 58.8%	13.3%	0.0% - 57.9%	3.5%	0.0% - 21.1%
Education	38.5%	17.4% - 60.0%	27.4%	6.7% - 55.6%	9.0%	0.0% - 22.2%
ABCs (ON)	38.5%	11.1% - 71.4%	14.4%	0.0% - 42.9%	5.6%	0.0% - 23.8%
Total	26.8%	0.0% - 71.4%	11.3%	0.0% - 57.9%	3.6%	0.0% - 25.0%



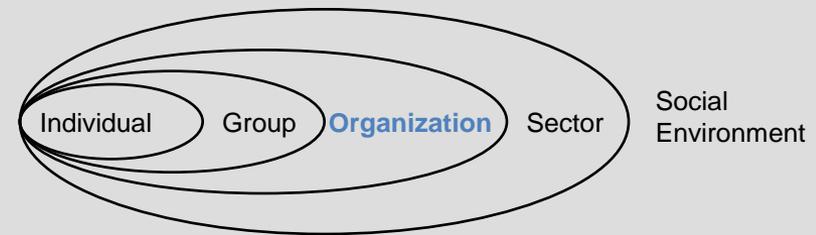
Differences within VM

Among immigrant respondents living in Toronto's Peel Region Blacks reported the highest level of discrimination (Peel Immigration Labour Market Survey, 2010)

Respondent Experiences of Discrimination in the last five years by Immigrants

Responses	Ethnocultural Groups				
	White	Chinese	South Asian	Black	Filipino
Often	3.8%	4.7%	13.2%	19.2%	6.9%
Sometimes	19.0%	32.9%	33.8%	21.8%	27.6%
Rarely	77.2%	62.4%	53.0%	59.0%	65.5%





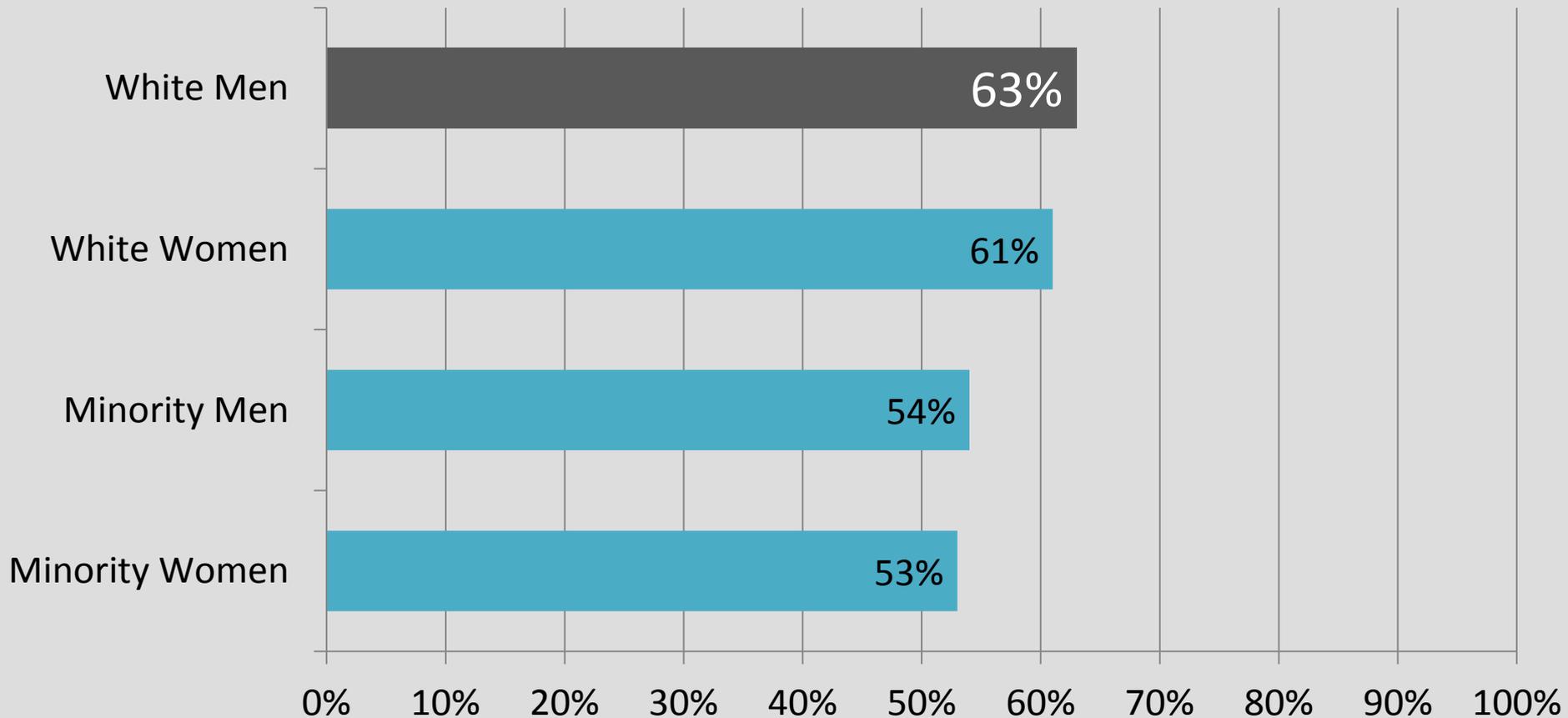
2. Organizational Level

- Bias in recruitment, hiring promotion
- “Hidden” Job Market
- Language and communication norms
- Lack of recognition of international credentials
- Catch 22: No Canadian experience
- Stereotypes of leadership; e.g. “Think Manager, Think [White, straight, able-bodied] Male”
- Multiple Roles : 25% male CEOs have partners working outside the home vs 75% of female CEOs



I believe my organization does a good job of promoting the most competent people

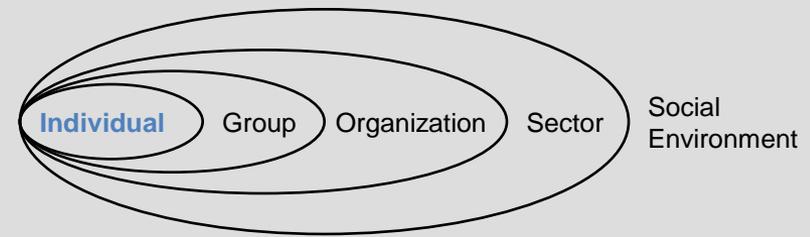
% Somewhat/Strongly Agree



Perceptions of Fairness

	White/ Caucasian Respondents % Somewhat/ Strongly Agree		Visible Minority Respondents% Somewhat/ Strongly Agree	
	Men	Women	Men	Women
I believe “who you know” (or who knows you”) is more important than “what you know” when deciding who gets development opportunities in my organizations.	54%	60%	67%	72%
I feel like I am held to a higher performance standard than peers in my organization.	33%	35%	46%	47%
In my organization, people tend to recommend people of their own ethnicity for high-visibility assignments.	9%	11%	33%	30%



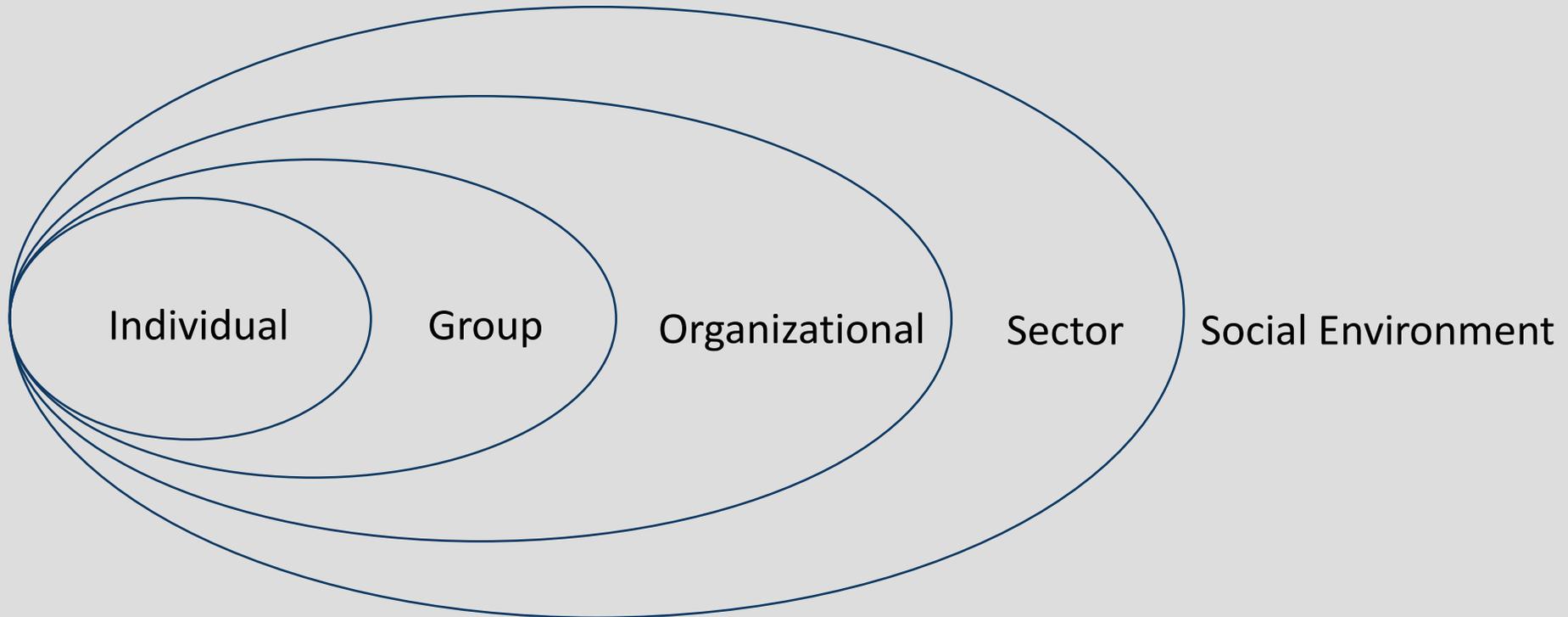


3. Individual Level

- Unspoken rules
- Language and culture
- Exclusion from networks
- Socialization & Imposter syndrome:
 - Grade three girls' perception of their own performance
 - Women don't ask
- Lack of coaching, mentoring, access to development opportunities



CHANGE STRATEGY



Slide 48
31/05/2013

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