

2020 IDERD CONFERENCE & AWARDS

ANTI-RACISM: FROM CONVERSATION TO ACTION *STRATEGIZE. MOBILIZE. ACTUALIZE.*

Friday, March 20, 2020

8:30 a.m. – 4:30 p.m.

Hart House

The Great Hall

7 Hart House Circle, Toronto, ON

MORNING BREAKOUT SESSIONS 10:45 A.M. - 11:45 A.M.

SESSION 1A

Semipe Oni, Grace Zhao, Salwa Farooqi, Claire Rollans and Laura Wong

Location: East Common Room, Hart House

Title: *So You Want to Create More Inclusive Spaces? A Guide on How to Develop Innovative, Effective and Engaging Anti-racism Initiatives*

As our workplaces become more diverse, it is imperative that we foster an inclusive and safe environment that everyone can thrive in. This serves as a challenge as the needs of each community is different and requires special attention in order to foster inclusivity. Medical students from the University of Toronto organized a successful one-day symposium aimed to expand the dialogue around mistreatment, intersectionality, and allyship to highlight the unique challenges that trainees from equity-seeking groups face. This conference also sought to equip medical trainees with pragmatic strategies to overcome barriers to practicing medicine. We aim to distill down the key components of our symposium through an interactive workshop. Through this workshop, attendees will learn 1) how to recognize the need for initiatives like ours, 2) how to develop their own strategy to address racial inequity and promote inclusivity in their workplace, and 3) how to support their student leaders in developing a similar initiative adapted to their own context.



UNIVERSITY OF
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SESSION 1B

Sania Hameed, Nadia Rosemond, Savannah Sloat, Seán Kinsella, Dirk Rodricks

Location: Music Room, Hart House

Title: *In-betweens and Intersections*

What does it mean to be both colonized and a settler? How does our race impact our wellness at work? In this session, 4 racialized and Indigenous staff members at the University of Toronto will discuss what it means to exist at the intersections of race and different social constructs, as well as the spaces in between. By refusing to centre Whiteness, the panel aims to dismantle the perception that people of colour are a monolith. Through sharing perspectives and insights from lived experiences, panelists will speak to how the different layers and nuances of their identity might overlap, clash, and coexist. This discussion can further best practices in anti-racism initiatives by contributing to a deeper understanding of what it can mean to be racialized or Indigenous, going beyond the concept of White and Other. While work has certainly been done in this area, it is not considered to be part of 'mainstream' conversations on race. These critical conversations need to be centred as we move forward towards an anti-racist society.

SESSION 1C

Geran Collymore, Nora Elmi

Location: South Dining Room, Hart House

Title: *Skill and Knowledge Sharing as an Actionable Strategy for Anti-Racism*

This panel discussion will be an opportunity to get inspired and informed about how you can use your current position to be part of actionable strategies against racism and inequity. As a graduate student, I am frequently in conversation about critical approaches to anti-racism and equity. Moving these conversations to action, a practicum with the Mending a Crack in the Sky (MCIS) group allowed me to mobilize my knowledge around anti-racism, equity and social justice to successfully assist a group of Somali-Canadian mothers in their negotiations with the City of Toronto and the Toronto Police Services Board. Working with MCIS, I leveraged skills from my degree to create strategies for two proposals to address inequity, racism and Islamophobia in the Somali-Canadian community. The proposals were accepted by the City of Toronto, and MCIS is set to be an equal partner in a collaborative policy process. MCIS is an extraordinary group but for them and many community organizations, there is a dearth of knowledge translation and mobilization capacity. Post-secondary institutions have the human resources and technical capacity to fill these gaps. Join us to discuss how leveraging your skills and knowledge as faculty, staff and students facilitates mobilization of community organizations against racism and inequity.



SESSION 1D

Zeana Hamdonah

Location: North Dining Room, Hart House

Title: *Can Racialized athletes be ambassadors for peace? A case study on Liverpool F.C. Mohamed Salah and his impact on the global Muslim identity*

From banana tossing to migrant shaming, the racialized athlete is no stranger to discrimination and media misrepresentation. Mohamed Salah, the Muslim forward for Liverpool F.C. has surprisingly been embraced by the media, global audiences, and specifically the English audience. Global obsession with the “Egyptian King” has given rise to the “Salah-ism” phenomenon, with many claiming that Mohamed Salah has the potential to combat Islamophobia globally and empower Muslims in society, but little research is done to identify the qualities that attribute to his significance, and their applicability in bridging cultural gaps between the West and the Muslim world. Edward Said’s *Orientalism* (1978) was employed to thematically organize media reporting on Mohamed Salah, to contrast typical media reporting on Muslims, to better understand the degree of impact racialized athletes, like Salah, have in driving anti-racism rhetoric through and in the media. This session will address the generality and applicability of the “Salah-ism” phenomenon and if other racialized athletes can become ambassadors of peace who can challenge racism through and in the media.

