

# QUFA VOICES

## QCARF Anti-Racism Rally Retrospective

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### PRESIDENT'S VOICE

## QUFA Stands with QCARF in Condemning Racism on Campus

By Peter Dacin  
President, QUFA



In light of a recently reported incident on campus, the Queen's Coalition of Anti-Racist Faculty (QCARF) held a rally against campus racism in front of

Stauffer Library on 16 January. The various speakers at the rally spoke to the serious concerns we as a community should have over any racist incidents that occur on campus. More importantly, they also spoke to the power of the various options we have to address these issues, as well

### CAMPUS IMAGES

## Rallying Against Racism on Campus



Geoff Smith

**Hundreds of Queen's University faculty, staff, and students rally against campus racism in front of Stauffer Library on 16 January.**

*Send your own original campus images to [mayr@queensu.ca](mailto:mayr@queensu.ca). You may see your photograph in an upcoming number of QUFA Voices!*

as to the optimism we can have for the future if we act decisively now. At the rally, I was very encouraged to see so many other faculty, students, and administrators in attendance. It was obvious that QCARF did an excellent job of planning the rally and recruiting speakers. It was also obvious that campus racism is an issue that the community wants to address immediately through positive, strong leadership and action. Certainly, QCARF deserves full praise for its responsibility in putting together this necessary and important condemnation of racism and its call for action in our community.

While we could spend pages reporting on the QCARF rally and the climate at Queen's in general, we felt that it would be more important to let the words of the speakers at the rally tell the story. We asked the presenters from QCARF if we could print their remarks in this issue of the newsletter, and they graciously agreed. So, in this issue of *QUFA Voices*, after a brief preface by Roberta Lamb, you will find the remarks of speakers who spoke at the QCARF rally.

### Collective Bargaining Continues

I do not want to delay you much longer from reading the rest of this issue of *QUFA Voices*, so I will just mention that collective bargaining is underway, and we will keep you informed through our *Bargaining Alert!* updates. We hope you continue to find them useful. I will have more to say about collective bargaining and associated issues in my next column.

As always, please do not hesitate to contact us if you have any questions or comments for QUFA or if you know of any issues you would like to see being addressed in future issues of *QUFA Voices*.

Peter Dacin can be reached at [pdacin@business.queensu.ca](mailto:pdacin@business.queensu.ca).

### ON CAMPUS

## QCARF Rally Draws Hundreds of Faculty, Staff, and Students

By Roberta Lamb  
Chair, QUFA Political Action and Communications Committee



We are pleased to offer QUFA Members the opportunity to read the remarks made by four faculty members at the

16 January anti-racism rally sponsored by the Queen's Coalition of Anti-Racist Faculty (QCARF). The well-attended rally inspired many of us, and it reinvigorated our commitment to improving the quality of Queen's University.

Yet, not all of us were able to attend. Therefore, we believed it important to publish these comments in order to provide QUFA Members with the opportunity to read what was offered at the rally without any editorializing or "spin." David McDonald, Audrey Kobayashi, Barrington Walker, and Adnan Husain contributed their notes from that rally to *QUFA Voices*. We thank them for agreeing to have their observations published.

None of the speakers intended to publish their spoken remarks as definitive comments or scholarly writing. Thus, you will notice that each may seem abbreviated or more of an *aide-mémoire*. Each speech was not more than five minutes in length.

We have retained the same order as that of the speeches at the rally: McDonald, Kobayashi, Walker, and Husain.

Roberta Lamb can be reached at [lamb@queensu.ca](mailto:lamb@queensu.ca).



David McDonald (far right) asserts that "Queen's can do better" when it comes to combating racism on campus.

## Real Change Will Take Hard Work

By David McDonald  
Member, QCARF

The Queen's Coalition of Anti-Racist Faculty (QCARF) organized this rally to express our concerns with racism on campus, to show support for students and colleagues who have experienced racism, and to push for change at Queen's.

Most of you will be familiar with the incident that took place on University Avenue on Wednesday 14 November 2007 at about 3.15 p.m. On that day, a faculty member was physically intimidated and verbally abused with racial taunts by a group of students.

Unfortunately, this is not an isolated incident at Queen's. Some of this racism has been direct and intentional, but much of it occurs in more subtle, institutional ways—such as racial profiling, or class discussions that perpetuate negative racial stereotypes. These forms of racism can be difficult to recognize and acknowledge, but they are no less hurtful to those affected by it, and Queen's is no less diminished by its existence.

Today, we want to demonstrate that there are many people at Queen's who are opposed to racism, and to remind ourselves that things can change. Queen's can do better. Tackling racism will make us better teachers, better students, better administrators, and better citizens.

Faculty have an important role to play in this process of change, and we want to say that we will not accept racism. Not from students, not from the university's administration, and not from ourselves.

We cannot do this alone, however, and it is great to see so many students, staff, and administrative people here with us today to show their support. We look forward to working with you.

In the end, of course, this rally is purely symbolic. Real change will only take place over months and years, with a lot of hard work by many people. We hope this rally can speed up a process of change that has already begun, but which clearly needs to move much faster and much deeper.

*David McDonald can be reached at dm23@queensu.ca.*



**"We cannot do this alone," David McDonald asserts, "and it is great to see so many students, staff, and administrative people here with us today to show their support."**



**A banner reading "Confront Racism Everywhere" flies from Dunning Hall across the street from the rally at Stauffer Library.**

## **We Have a Huge Challenge Before Us**

**By Audrey Kobayashi  
Member, QCARF**

David McDonald asked me to talk about how the experiences of racism, and of confronting racism, at Queen's compare with those at other universities. There is no Maclean's ranking when it comes to racism or anti-racist actions and policies, but I can tell you that if there were, we would all receive a very poor grade.

There has been a lot of talk of how Queen's compares to other universities. Some feel affronted that Queen's seems to receive more publicity than other universities. In contrast, others bemoan the fact that Queen's is less diverse than other universities. It is certainly the case that Queen's does not have the diverse representation of students, faculty, or staff that exists at other universities, especially in Ontario. But Queen's is not alone in its experience of racism. Racism is an issue on every campus. On every campus, racist incidents have increased since 2001. So has the level of controversy over measures to address racism. And every campus experiences

resistance to anti-racism initiatives, denial of the problem, and attempts to brand those who speak out against racism as transgressors of the established order. One of the most disturbing aspects of recent times is that, on every campus, students and faculty of colour have retreated from the dominant discourse over racism because that discourse, instead of confronting systemic racism, is couched in a language of whiteness that reinforces the euphemism of diversity and refers to people of colour as *others* who need to be welcomed into the academy. It is also the case that, on nearly every campus, people of colour in support or staff positions are isolated, with very little institutional support or opportunity to express their particular concerns. There are a number of provincial and national information-sharing groups that reinforce and document the extent to which we are all facing similar issues and challenges.

But there are also some areas in which Queen's has played a leadership role. During the early 1990s, faculty and students rallied against racism right here on Union Street. One result was the Berry Report—unprecedented in its scope, addressing systemic discrimination—and the subsequent PAC Report—undertaken by the Faculty of Arts and Science—which nailed the issues, especially in curriculum. But very few of the measures that were recommended in those reports written by experts on racism were followed up on. More recently, the Henry Report is seen as a beacon of excellence by anti-racists at other universities. Why? Because it addresses the specific, everyday realities of everyday racism that people of colour face in an institution that is dominated by a culture of whiteness. Similar reports have been undertaken at a number of Ontario universities, and they all say very similar things.

One of the reasons that we are here today is that we want to see the expertise in these reports acknowledged. We want to see concrete action towards the situation that report after report has documented. We have done the research, and we want to see policy changes. But another thing that we share with universities across Ontario is that, when reports are written by people with expertise in anti-racism, they are undermined, watered down, challenged, and resisted, once they are cast into the politics of the university community. People would rather talk about diversity than about anti-racism when it has been shown time and time again that diversity talk seldom results in anti-racism initiatives. People talk as if simply having a greater variety of faces will solve the problem, when the fundamental problem is how to change the culture of whiteness. People of colour do not want simply to be included in the culture of whiteness; they want that culture to change so that it no longer imposes a normative vision.

We have a huge challenge before us, and many people—students, staff, faculty, and administrators—are working very hard to bring about change at Queen's. We do not all share the same vision about how that change might occur, but if we are going to succeed, we need to include in that vision a recognition of the experiences of those who are racialized as *other*, and an understanding of the ways in which the same discourses of denial have worked on so many university campuses in Ontario and elsewhere. Effective actions and policies will emerge not so much by reacting when egregious acts of racism occur, but by recognizing the thousands of silent acts that make up our everyday social environment and that make this campus an uncomfortable place for those who do not fit the normative vision. The fact that we are less demographically diverse than other

places makes this challenge more urgent, but it does not make the culture of whiteness at Queen's different from the environment that exists at virtually every other university.

I would like to hope that at Queen's we can go forward by building upon the expertise, the commitment, and the passion to overcome racism that brings us all here today. To do so will require that we continue to ask difficult questions, to challenge status-quo thinking about how and why racism occurs, and that we signal our willingness as a human community to embark on a journey of change. It is a journey of education—in other words, a journey of common learning and understanding—which is precisely what we should be able to do best.

*Audrey Kobayashi can be reached at [kobayasi@queensu.ca](mailto:kobayasi@queensu.ca).*



Geoff Smith

**Barrington Walker (at microphone, right) is optimistic that the QCARF Anti-Racism rally is "a hopeful sign of better days ahead."**

## Solidarity Is the Beginning of a Renewed Commitment

**By Barrington Walker  
Member, QCARF**

I would like to thank David McDonald, along with the newly minted anti-racist Faculty coalition, for organizing this rally. I would also like to thank all of you for attending this important gathering.

This is an important day for Queen's, a university that is not known historically for its activism. In that sense, this day might well be historic. Only time will tell.

I am in the unique position today as both a faculty member and as the Diversity Advisor to the VP (Academic). As a faculty member of colour at this university, I have experienced many of the things highlighted in the PAC Report, the Henry Report, and the SEEC Report: a chilly climate, exclusion—both overt and covert—and a devaluation of anti-racist work both inside and outside of the classroom. Faculty of colour, and to some extent their



### **QUFA Voices Wants to Hear from You!**

**Did you attend the QCARF Anti-Racism Rally? What were your impressions?**

**Write a letter to the editor of *QUFA Voices* to share your opinions about the rally or about campus racism in general.**

**Send your letter to [mayr@queensu.ca](mailto:mayr@queensu.ca), and it may be featured in the next number of *QUFA Voices*!**

allies, have to face such things every day. The latest example of this to my mind, to cite just one example, occurred when some people vocally dismissed the Henry Report as ideologically driven and methodologically flawed; they derided the notion of a “culture of whiteness” at this university.

For faculty of colour, however, the Report was not a revelation but an affirmation of our lived experiences in and through academic culture generally (because, to be sure, these issues exist elsewhere as well as here at Queen’s).

We know these issues exist—this is not news. While it is unfortunate that it took an overt and disgusting act of racist violence to bring us here today, I want to suggest that it might be a sign—a hopeful sign of better days ahead. I am hopeful that gathering here today will show the victim that we empathize with her pain, even though many of us here will never know it first-hand.

We have to address the systemic issues that linger on our campus—issues of culture, climate, entitlement—a constellation of beliefs that allowed the perpetrators of this act to believe that they could do so with impunity. We’ve had, to be sure, our share of false starts at this university on the anti-racist and diversity front, but I hope this show of solidarity is the beginning of a renewed and vigorous commitment across all parts of this university, with the lead of the administration I have been asked to advise, to fight racism—to root it out whenever we see it—to call its name.

We are doing great harm to the racialized students, faculty, and staff, and we will imperil our reputation amongst our peers, if we continue to turn a blind eye to these issues.

*Barrington Walker can be reached at [walkerb@queensu.ca](mailto:walkerb@queensu.ca).*



**Adnan Husain (middle) asserts that the Queen’s community must “begin taking action at all levels” to fight racism on campus.**

## We Need to Start “Engaging the World” in a Meaningful Way

**By Adnan Husain  
Member, QCARF**

*Adnan Husain made his speech extemporaneously from notes—what follows is a rough account by the author of his oral remarks.*

First, I want to thank David McDonald for putting in so much effort to organize this event, and my colleagues for their sage and perceptive remarks. In some ways, I feel, there is very little left for me to say. And I especially want to thank all of you for coming; I’m so happy to see so many of you here, from all groups in our campus community, whether students, faculty, staff, or administration. I hope we can capture this goodwill and moral seriousness in a determined commitment together to see through the changes that are necessary to improve our university and community.

And although, as my colleagues have mentioned, there have been previous efforts and struggles to make

changes at Queen’s, I really hope we will be able to look back on this moment as a historic one, as a turning point, in galvanizing our efforts. We not only need to recognize the problems we face, but to begin taking action at all levels. While some efforts have begun, and these are certainly welcome, not enough has happened to ensure the profound and lasting changes that are needed. We have not only to redress the past but to ensure the best possible future, for the image of Queen’s is obviously out of step with a multicultural and increasingly diverse Canada. And unfortunately, just attempting to change the image alone will not be enough, since the problems have their roots in reality. While the problem of racism and discrimination is endemic to society as a whole and is shared by many other university campuses, manifestations and expressions of racial intolerance and ethnic or racial or religious insensitivity have taken on their particular form here at Queen’s. And we have to confront this, not only because it is the right thing to do, but also because, as a university, we need to guarantee the best possible educational experience.

So what can we do? There are many good recommendations in previous reports, and most recently the recommendations of SEEC in response to the Henry Report. I think broadly there are two main areas for action in changing the culture at our university, and they are interrelated: recruitment and retention of the best students, faculty, and administrative staff.

How do we ensure that we recruit the best students of all backgrounds, especially those who have traditionally not chosen Queen’s? We have to understand that recruiting a diverse student body is crucial to our educational mission: how can we expect to be training and preparing future leaders in the fields of business, education, and government

if we don't attract the best students from our increasingly diverse and multicultural society? It won't happen if we don't make a serious effort. One step we could take would be to establish a transitional year program for first-generation students applying for higher education. This would benefit students of all backgrounds who have not had the opportunities for success in education, but who have the abilities and talents, if given the opportunity and some additional help to make enormous contributions to our society. And isn't that the real aim of education? Also, we need incentives to recruit the very best faculty and administrators from all backgrounds. We can create some of these new opportunities through innovative interdisciplinary programs. This would make this recruitment goal part of a bold and innovative direction for Queen's. Why can't Queen's be known for this, for being a leader in addressing these issues in ways that other universities will emulate?

If we want to recruit a diverse faculty, student body, and administrative staff, we need to ensure that these talented people remain at Queen's rather than depart. This has clearly been a problem in the past, with visible minority students transferring and faculty of colour leaving for universities where they felt more comfortable and believed they could fulfil themselves educationally and professionally. We can't afford to let this happen and must make every effort to reverse this trend and make Queen's an attractive place for everyone. I suggest that we can accomplish this best by enhancing education through curriculum reform; making the issues of race, ethnicity, and cultural difference more central to our curriculum; and adding new innovative academic programs. It

shouldn't be a matter of playing catch-up with other universities that have already made more progress, but rather an opportunity for creative innovation. This will only happen if the university invests resources into really fulfilling our university's slogan of "engaging the world" in a meaningful way, which means exploring the history, culture, and languages of Asia, Africa, the Middle East, and Latin America—areas of the world far less developed on our campus. What it takes is a reorientation of our university's priorities back towards pursuing our educational and intellectual mission.

Why can't the university establish a resource centre for visible minority students to make their experience at Queen's better and to make sure

**If we want to recruit a diverse faculty, student body, and administrative staff, we need to ensure that these talented people remain at Queen's rather than depart. This has clearly been a problem in the past, with visible minority students transferring and faculty of colour leaving....**

everyone is comfortable and able not just to survive here but to thrive?

Fundamentally, what is required is a revolution in our philosophy of education—we must redefine educational excellence not by what or who is excluded, but by how inclusive it is. That is the challenge of a university, as a community and as a place for education. We shouldn't imagine that coming to Queen's is simply a reward for past achievement, but rather that previous performance is a preparation for the real task of education—being challenged by new and unfamiliar ideas, learning about and coming to understand and appreciate what is different from previous experience.

This is our challenge as a community,

to re-craft what the Queen's experience can be. I am tremendously hopeful, and we can begin to accomplish the lasting and fundamental changes needed to improve Queen's, to enhance our educational mission, and to maintain and extend our tradition of excellence to the realities of 21st-century Canadian society. I'm hopeful because we have all come here to stand together as we deplore racism and prejudice in all its forms. We need to make a commitment together, across the community and in all constituencies of the university. By doing so, we will make Dr Walker's job as diversity adviser that much easier and more likely to succeed. Students, whether through the AMS or other student organizations, faculty through

QCARF, and the whole university through coalitions like The Queen's Coalition against Racial and Ethnic Discrimination (QCRED), need to begin the process of mobilizing and thinking collectively about what changes we want to see at our university and

maintaining the pressure to ensure that these changes are implemented. I think we can even reach out beyond the university to our alumni and friends to support this effort and the necessary initiatives to revitalize Queen's and preserve its best traditions.

What progress has been made recently, and there has been some, has been achieved through grassroots efforts and organizing; that's the only way change happens—so let us harness this energy and dedicate ourselves to mobilizing in the coming months to achieve these lasting reforms.

*Adnan Husain can be reached at [ah28@queensu.ca](mailto:ah28@queensu.ca).*

EDITOR'S VOICE

# Many Thanks to Our Contributors This Month!

By Robert G. May  
Editor, *QUFA Voices*



I would like to thank sincerely the members of the Queen's University Coalition Against Racism (QCARF), David

McDonald, Audrey Kobayashi, Barrington Walker, and Adnan Husain, for agreeing to let us reprint their remarks in this special issue of *QUFA Voices*.

Many thanks also to Geoff Smith, who permitted *QUFA Voices* to reprint some of the fine photographs he took during the rally.

Thanks as well to Peter Dacin, QUFA President, for using his regular "President's Voice" column to address the QCARF Anti-Racism Rally and for reasserting QUFA's commitment to stand with QCARF and the Queen's community in fighting racism on campus. I would also like to thank Roberta Lamb for her informative prefatory remarks.

### Contribute to *QUFA Voices*!

The deadline for submissions to the next number of *QUFA Voices* is

**31 March 2008.**

Please send your opinion pieces, news items, announcements, or letters to [mayr@queensu.ca](mailto:mayr@queensu.ca).

Please also remember to print out and post this special *QUFA Voices* in your department or unit. Thanks!

*Robert G. May can be reached at [mayr@queensu.ca](mailto:mayr@queensu.ca).*

ANNOUNCEMENT

# Come Socialize with Fellow QUFA Members at QUFA Pub Events!

By Robert G. May  
Editor, *QUFA Voices*



You are cordially invited to attend the QUFA Pub!

Every month, QUFA Members from all departments and units congregate for a QUFA Pub event at

**The Henderson Lounge  
The Grad Club  
(corner of Barrie and Union)**

**from 4.30 p.m. to 6.30 p.m.**

Come on out for a drink, a bite to eat, and some stimulating conversation with your fellow QUFA Members.

Just look for your host, who will be wearing a QUFA button. The first twenty QUFA Members to arrive get

**a free drink on QUFA!**

Here are the QUFA Pub dates for this term:

**Thursday 7 February 2008  
Wednesday 5 March 2008  
Tuesday 15 April 2008**

Hope to see you there!

*Would you like to host a future QUFA Pub? Contact the QUFA Office at [qufa@queensu.ca](mailto:qufa@queensu.ca).*

*Robert G. May can be reached at [mayr@queensu.ca](mailto:mayr@queensu.ca).*

ANNOUNCEMENT

# 35th Annual OCUFA Teaching and Academic Librarianship Awards



### Calls for Submissions

OCUFA is proud to celebrate the outstanding achievement of faculty members and academic librarianship at Ontario universities—and it recognizes their contribution to academe through its annual awards.

Nominations are invited from any group or individual within the university community. Since 1973, award recipients have been selected annually by an independent OCUFA committee that consists of faculty members, librarians, and student representatives.

Guidelines for organizing a nomination are available on the OCUFA Web site and should be consulted by prospective nominators. For more information on this year's awards, please visit <http://www.ocufa.on.ca/awards/>

Nominations for 2007 awards must be received in the OCUFA office no later than 22 February 2008.

The original and six copies of the submission should be sent to:

OCUFA Teaching and Academic Librarianship Awards,  
Suite 300, 83 Yonge Street,  
Toronto, Ontario,  
M5C 1S8, Canada.

Please direct inquiries to 416.979.2117, ext. 232.