

CRRF National Conference: May 17-19th, 2010

Presented in partnership with the Centre d'études ethniques des universités montréalaises (CEETUM) at the Université de Montréal, Québec



CRRF National Award of Excellence Conference: May 17-19th, 2010

A New Paradigm for Understanding, Unlearning & Addressing Bias in Society?

Preliminary Conference Program

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As we approach the end of the first decade of the 21st Century, Canada is undergoing a major transformation which is influenced by a number of factors, including immigration, economics and international events. A key component in this change is the management of diversity within our society, and the relationship among, between and within communities in Canada.

In order to understand the new realities, the CRRF National Conference will look into two key questions: is there a new paradigm or way to understand, unlearn and address age-old biases, like prejudice, stereotype and discrimination rooted in human history and behaviour? How can we harness this new shift in culture and combine our knowledge and expertise to develop tools to transform diversity into opportunity and hope for the current generation?

The Conference Partnership

The Canadian Race Relations Foundation (CRRF), in partnership with the Centre d'études ethniques des universités montréalaises (CEETUM) invites Canadians to this national conference. This event is part of the CRRF Award of Excellence program to recognize and share Best Practices in anti-racism in Canada. The partnership also provides an opportunity for Canadians and Quebecers to hear from leading researchers of CEETUM, who specialize in the study of ethnic relations in Quebec, Canada and the world.

The Canadian Race Relations Foundation

The Canadian Race Relations Foundation is committed to building a national framework for the struggle against racism in Canada. It strives to advance understanding of the past and present causes and manifestations of racism; provide independent national leadership and serve as a resource and facilitator in the pursuit of equity, healing, fairness and justice in Canada. Established as part of the *1988 Japanese Canadian Redress Agreement*, The Canadian Race Relations Foundation officially opened its doors in November, 1997. Its office is located in Toronto, and its activities are national in scope.

Le Centre d'études ethniques des universités montréalaises (CEETUM)

The CEETUM is an inter-university and multidisciplinary research centre which brings together researchers specialized in the study of ethnic relations in Quebec, Canada and the world. The role of the CEETUM is to stimulate research in ethnic studies by bringing together complementary expertise, offering its members and students a scientific and administrative framework allowing them to go beyond the limits of their discipline. Founded in 1992, it now numbers 34 researchers affiliated to the French and English universities in Montréal including the Université de Montréal, Université du Québec à Montréal (UQAM), Institut National de la Recherche Scientifique-Urbanisation, culture et Société (INRS-UCS), McGill University, Concordia University and the Université de Sherbrooke. Several chairs and research teams are affiliated with CEETUM and/or work in close collaboration.

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The Conference Program & Goal

The goal of this conference is to discuss the cultural shift if any, within a post 9/11 decade in Canada. We would like to share some of the current thinking, strategies and tools currently being used, or in development, to change processes/structures, attitudes/behaviours in favour of a society that confronts bias and discrimination in a creative, practical and honest manner.

One of the key outcomes is to gain a better understanding of racism in the Canadian and Quebec context, its manifestations and how to counteract its effects in work, school, and everyday life.

We will address current issues through policy, research, current multidisciplinary research, education and training. There will be a specific emphasis on the following topics:

- ❖ Implicit and Unconscious Bias – Implications for Understanding Behaviour, Differences and Social Interaction
- ❖ Reasonable Accommodations – The Intersection of Rights & Beliefs
- ❖ Criminal Profiling & Racial Profiling – Tools of the Trade?
- ❖ Race Based Stats – Pushing the Limits of Information Gathering to Address Systemic Bias
- ❖ Language Fears and Language Rights - Linguicism
- ❖ The Colour of Poverty – Addressing Income Disparity within Social Location
- ❖ Credentialism – Advances in the Normalization of Foreign Qualifications
- ❖ The New Pedagogy – Towards Equity & Inclusion in Teacher Candidate Training

We encourage participants to actively engage, question and explore the reality of bias, and discrimination in both the Quebec and Canadian context. There is a need to develop a deeper and more substantive understanding of equity and exclusion as it manifests in society and within contrastive cultural settings. The conference seeks to foster French/English dialogue and co-operation to discuss and address all forms of racism, discrimination and related intolerances in order to achieve a truly inclusive society.