

EQUITY, DIVERSITY AND INCLUSION CONVERSATIONS
October 7, 2019 – October 10, 2019

Monday, October 7, 2019 11 a.m. – 12 p.m.	Working Group on Equity, Diversity and Inclusion: Information session
<p>The Working Group on Equity, Diversity and Inclusion invites all Concordians to an information session about the Working Group's ongoing work. Topics will include:</p> <ul style="list-style-type: none"> - A presentation of the 3-phase campus conversation on Equity, Diversity and Inclusion - A summary of the report of the Advisory Group on Equity, Diversity and Inclusion released on Sept 30th - A review of the plan to address the community priorities for Equity, Diversity and Inclusion <p>The Working Group on Equity, Diversity and Inclusion consists of a cross-section of students, faculty and staff from diverse areas of Concordia University. Its mandate is to develop a strategy for advancing Equity, Diversity and Inclusion in all aspects of life at Concordia, with the goal of coordinating and enhancing ongoing initiatives.</p> <p>Coffee and croissants will be served.</p>	
Speaker	Lisa Ostiguy , Special Advisor to the Provost on Campus Life, and Chair, Working Group on Equity, Diversity and Inclusion
Location	Loyola Campus , Loyola Jesuit Hall and Conference Centre, L-RF-335

Tuesday, October 8, 2019 2 p.m. – 2:30 p.m.	Communicating Through Diversity: Ethnocultural Empathy
<p>Institutional interactions frequently entail exchanges with people from diverse social and communicative backgrounds who often hold different basic assumptions, leading to challenging interactions, and, ultimately, miscommunication. Different communicative styles affect the interactants' ability to effectively participate or negotiate. Lack of congruence between institutional representatives and their interlocutors prevent the interlocutors from obtaining necessary information which, in the context of "intercultural moments" may result in inequality. Displays of empathy, which are vital characteristics of successful outcomes, are not possible if the representative is incapable of placing themselves in the position of the individual or of understanding that person's worldview. Racial bias, often subconscious, on the part of the institutional representative makes it difficult for successful communication between the interactants. Preconceptions resulting from these biases create ineffective interactions that can result in missed emotional cues from the speaker which could have a serious impact on decision-making. Understanding how missed empathic opportunities in intercultural interactions impact these encounters provides us with an important view on interculturality.</p> <p>Coffee and cookies will be served.</p>	
Speaker	Jacqueline Peters , Part-time Lecturer, Classics, Modern Languages and Linguistics, Faculty of Arts and Science, and Member, Working Group on Equity, Diversity and Inclusion
Location	SGW Campus , Webster Library (LB), Seminar Room S-LB-362

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Tuesday, October 8, 2019 3 p.m. – 4:30 p.m.	A Discussion by the Students, for the Students: Addressing Discrimination in an Ostensibly ‘Woke’ University Environment
<p>With institutions everywhere attempting to transition into more equitable and inclusive spaces, it has ironically started to feel harder than ever to address discrimination due to its latent contemporary presence. This workshop is meant to provide Concordia students with an opportunity to discuss the presence of unconscious bias on campus: What is it? Where and when does it occur? How does one recognize it? How can one reflect upon and address their own and others’ unconscious notions? Students will have the chance to act as resources for each other by discussing and sharing tactics which have worked to target unconscious bias in the environments where they have felt it was hardest to speak up in. As our community strives to become a safer, more uplifting environment for all, it is important to remember that a transition of this scale takes time. During this time, it is most important that dialogue and communication continue to flow.</p> <p>Coffee and cookies will be served.</p>	
Speaker	Kajol Pasha , BA Student, Anthropology and Sociology, Faculty of Arts and Science, and Member, Working Group on Equity, Diversity and Inclusion
Location	SGW Campus , Webster Library (LB), Seminar Room S-LB-362

Wednesday, October 9, 2019 10:30 a.m. – 12 p.m.	Building the Inclusive Campus: Where Are We Now, Where Are We Going?
<p>Given the fervor and activity around equity, diversity and inclusion (EDI) on campus, some are surprised at what is perceived as a lack of integration, visibility and progress on EDI issues. There is often confusion as to what is meant by EDI, how diverse our campus is, who is exactly is considered diverse, and whether we are doing too much or too little in this area. The reality is we each contribute to make campus more or less inclusive for all, and there are ways to have our voices heard as we move towards broader, more ambitious plans. This will be an interactive, dialogue-based session in which we apply foundational concepts such as inclusive excellence, unconscious bias and social justice to ask important questions such as ‘what is the current state of EDI culture on campus?’, ‘what are our biggest challenges?’, ‘what are the possibilities for EDI?’, and importantly, ‘what is my role in building the inclusive campus?’</p> <p>Coffee and croissants will be served.</p>	
Speaker	Mark Andrew Galang Villacorta , Senior Lead, Equity and Diversity, Office of the Provost and Vice-President Academic, and Member, Working Group on Equity, Diversity and Inclusion
Location	Loyola Campus , Loyola Jesuit Hall and Conference Centre, L-RF-335

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Thursday, October 10, 2019 2 p.m. – 3 p.m.	Working Group on Equity, Diversity and Inclusion: Information session
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Speaker	Lisa Ostiguy , Special Advisor to the Provost on Campus Life, and Chair, Working Group on Equity, Diversity and Inclusion
Location	SGW Campus , John Molson Building (MB), S-MB-14.250

Thursday, October 10, 2019 3 p.m. – 3:30 p.m.	Breaking through Glass Ceilings: Occupational minority CEOs and firm performance
<p>Extant literature tends to find that on average women CEOs tend to perform better than men CEOs. This is often attributed to the superior management abilities of the women CEO. This paper challenge this simplistic narrative by bringing glass ceiling into the picture. Arguably, there exists a discriminatory glass ceiling in almost all hiring practices. Therefore, the average women who is able to get to the position of the CEO has had to cross many more hurdles compared to her male counterparts. Thus, the superior abilities of the average women CEO can be interpreted as an evidence alluding to the existence of the glass ceiling rather than just a gender effect. To separate the two effects, we divided the firm performance data by ethnicity and gender. We find that while the firms led by white male CEOs demonstrate the worst performance, those by the non-white women CEO have the best performance. The results are consistent with the existence of glass ceiling in the society against women and visible minorities.</p> <p>Coffee and cookies will be served.</p>	
Speaker	Rahul Ravi , Chair, Finance, John Molson School of Business, and Member, Working Group on Equity, Diversity and Inclusion
Location	SGW Campus , John Molson Building (MB), S-MB-14.250