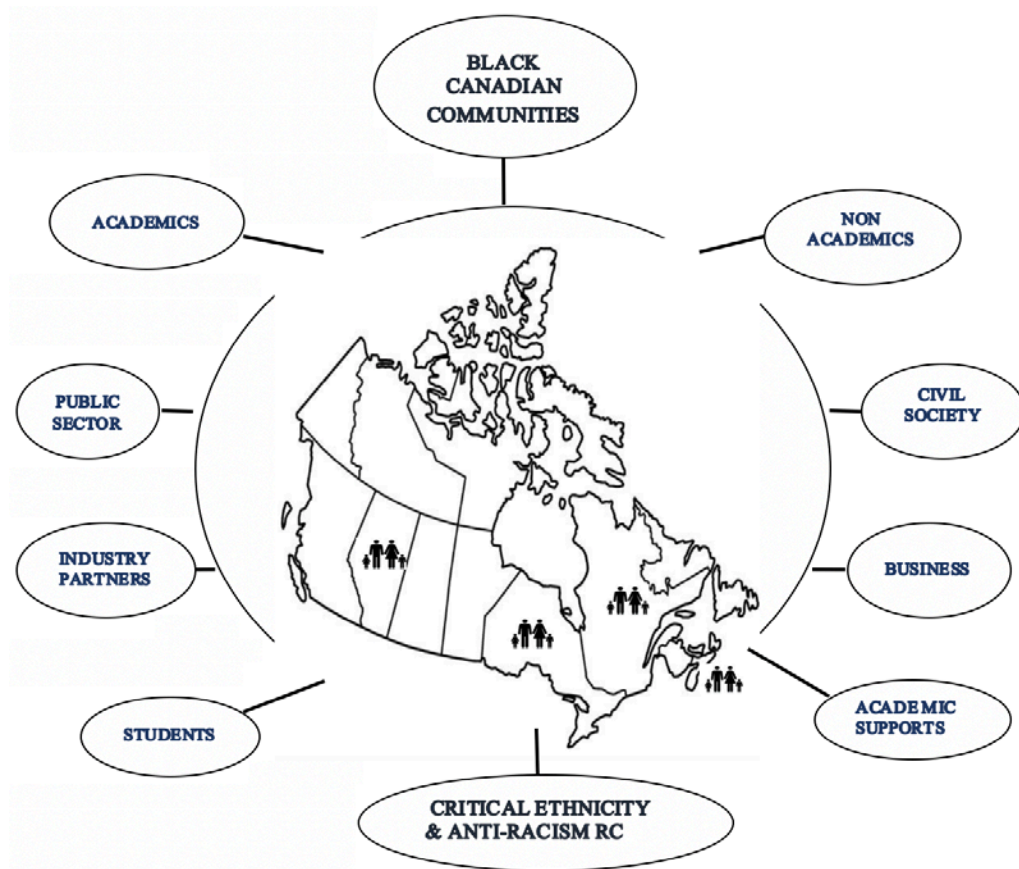


# **\*\*Extended\*\* Call for Papers**

## **Blackness in Canada Policy Networking Conference**

### **January 30-31 2020**



In many communities across Canada, Black Canadians experience isolation, anti-Black racism, school disengagement, youth incarceration, racial profiling, gun violence, greater levels of unemployment and underemployment, and poor health outcomes. To address the issues and barriers for each group, and to advance racial equity in society, Canada's Black population as a national ethnoracial identity needs to be studied from first-hand perspectives that include its diverse voices.

To meet the challenges of tapping into the authentic experience of Blackness in Canada, policy networks offer a decisive opportunity to focus on mobilizing and sharing knowledge through a multi-sectoral approach. A policy-networking framework is useful for attaining a multi-dimensional understanding of race-related social problems and improving future equity outcomes.

This networking conference pools together various sectors to gain greater purchase on the multi-centric nature of the contemporary Black/African Canadian community. The event provides a platform for a unique collaboration of academics and non-academics, and individuals knowledgeable about Black Canadians, diaspora, law, education, race, ethnicity, antiracism, social movements, political science, quantitative and qualitative methodologies, demographics and the socioeconomic conditions of the Black Canadian population. It also provides a forum for public sector, community and service organizations eager to develop a collaborative research program and learning alliance to share insights, tools and best practices for ethnoracial inclusion that are informed by the concerns of members of one of Canada's long-standing minority groups.

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### **Definition of Ethno-Racial Identities**

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**While scholars frequently draw distinctions between race and ethnicity, our project focuses on ethnoracial identities in which ethnic and racial elements intersect in forming the group's identity. In this case, national heritage and ethnic identity are blended together in one system that can be understood in racial and/or ethnic terms. Theorizing Black Canadians as an ethnoracial national identity is important because it reflects our idea that ethnoracial identity is driven by socially constructed processes rather than essentialist qualities.**

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### **Definition of Black Canadian Communities**

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**The diversified origin of today's black population makes a unified group identity less than apparent, yet whatever their background, African Canadians face a typical set of problems. Opinion surveys and provincial human-rights commission reports reveal that racism survives and that blacks still face discrimination in employment, accommodation and public services. This creates the basis of a common experience and encourages a common response. Fostered by black newspapers, magazines and community organizations, and enriched by greater numbers and cultural variety, a new and broader black community is being developed in the modern Canadian city. (Black Canadians, The Canadian Encyclopedia – James W. St.G. Walker, 2015)**

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The main purpose of this policy networking conference is to leverage knowledge-sharing partnerships by utilizing a collaborative knowledge model for the development of sound public policy, and the implementation of evidence-based solutions. Policy networks have implications for the creation, exchange, and transformation of

knowledge. They offer the opportunity for experimentation with new forms of cooperation that evolve with the changing nature and complexity of the issues, and broaden the horizon of policy options. As such, they embody a new dynamic in the relationship between the public sector, civil society and business – a dynamic that can be well used to develop multi-sector solutions to complex and multi-causal problems, and so, begin to redress intricacies of anti-Black racism.

This event provides an important opportunity for meaningful dialogue, engagement and strategic partnerships among a broad range of individuals and organizations who share an interest in catalyzing discovery and change in the pursuit of ethnoracial equality in Canada.

A key objective of this conference is to set the foundation for on-going knowledge-sharing partnerships that drive sustainable equity policy and community capacity-building through a forward-looking and integrated approach.

The conference launches a multi-year research project entitled, Blackness in Canada: Transforming the Nature Not Just the Face of Social Science Research, supported by a Partnership Development Grant (PDG) from the Social Sciences and Humanities Research Council (SSHRC) # 1018915.

For more information, contact:

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## Request for Proposals

The Conference Organizer is inviting proposals (approximately 1-3 pages) for papers for this policy dialogue. Proposals should address at least one of the four themes and related questions listed below concerning Blackness in Canada.

Short papers (approximately 5,000 words maximum) will be presented and discussed at the policy network dialogue with a diverse audience of community members, academics, human rights practitioners, and organizational representatives from a diverse range of sectors. There may be an opportunity to publish the papers in a special journal issue collection on Blackness in Canada.

Potential paper themes and questions concerning Black Canadian women, men and/or youth include:

**(1) The Black Canadian population as a national ethnoracial identity.**

Themes and Issues:

- 1.1 The impact of the legacy of slavery – as a legal instrument that helped fuel colonial economic enterprise – on the current status of Black Canadians.
- 1.2 Globalized Blackness and how is it constituted.
  - Portrayals of Black relations in the USA or UK are assumed to be near equivalents of relations in Canada and other plural societies
  - Distinction(s) between those of Afro-Caribbean ancestry and those of other African roots.
  - Other constitutions, configurations and constellations.
- 1.3 Relevant social, historical, institutional or systemic dynamics shaping the collective identity of Black people in Canada.
- 1.4 Black Canadian negotiations of its own diversity in Canada.
- 1.5 The views of Black people in Canada on racial inequality.
  - Contemporary experiences of racial discrimination
  - Contemporary racial insensitivity in the Canadian context.
- 1.6 The kinds of myths and stereotypes that underlie and contribute to current race relations in the country.
- 1.7 The role of race and ethnicity in the personal lives of Black people in contemporary Canada.
- 1.8 The impact of race on the ability to ‘get ahead’ in Canada.
- 1.9 Other attributes, beyond race and ethnicity that help or hinder Black people’s ability to get ahead.
- 1.10 Mainstream and Alternative Media Interventions
  - Competing discourses on identity and community, social justice and social change in media institutions.
  - Advanced alternative communications systems and counter-hegemonic projects.
- 1.11 Recognizing intersectional identities.
  - Program design and delivery.
  - Accessible programing for targeted communities.
- 1.12 Black Canadian Intellectuals and Social Science Research in Canada
  - Perspectives on anti-racism research and Black Canadians.
  - Epistemological and methodological approaches to ethnoracial identity.
  - Innovative sociological arguments concerning racial inequality.
  - Creating a Black Social Science Department in Canada.

**(2) Investigating how the experiences of Black Canadians are shaped by intersecting social, political, and economic factors.**

Themes and Issues:

- 2.1 Performance-dampening issues and barriers in education, child welfare, labour market, and/or the justice sector.
- 2.2 Unconscious bias in schools, child welfare and/or the justice sector.
  - Problematizing Black youth
  - The school to prison pipeline.
  - Racial disproportionality in child welfare.
- 2.3 Measures of opportunity, security and fairness in society.
  - Racial differences in educational outcomes.
  - Racial differences in social service outcomes.
  - Racial differences in labour market outcomes.
  - Racial differences in criminal justice sector outcomes.
- 2.4 Intersections of race, gender, age in the Black Canadian population
  - Vectors of Black intersectionality in education.
  - Vectors of Black intersectionality in social services
  - Vectors of Black intersectionality in the labour market
  - Vectors of Black intersectionality in criminal justice.
- 2.5 Substantive differences between White and African Canadians in health status, morbidity and mortality, access to health services, and perceptions of quality in health care services received.
- 2.6 The consequences of discrimination for social services, criminal justice, conditions of poverty, segregation and social fragmentation.
- 2.7 Equity consideration in organizational decision-making, including policies, practices, programs, and budgets.
- 2.8 Key demographic indicators of social and economic well-being
  - Human capital investment.
  - Community revitalization.
  - Social mobilizations.

**(3) Determining the most promising strategies, techniques and approaches to alleviate anti-Black racism experienced by them.**

Themes and Issues:

- 3.1 Recollecting the guiding principles for the development of policy and practice, within a human rights framework, that can foster racial equality and promote full participation, such as:
  - Diversity;
  - Equity;
  - Cultural competence;

- Inclusiveness.
- 3.2 Best practice tools for analyzing legislation, policies, programs and practices to determine whether they promote the social and economic inclusion of individuals, families and communities.
- 3.3 Setting clear targets and measuring success – that may include:
- Community partnerships and capacity-building;
  - Creating accessible programming;
  - Promoting awareness through special events, recognition and cultural education;
  - Engaging youth:
    - Comprehensive agenda to address issues around ‘underserved’ and ‘underperformance’ of students.
    - Initiatives toward creating cultural responsive pedagogy
- 3.4 Measures of success in anti-racism and multi-centric programming – education, child welfare, and justice sector
- Specific project targets or benchmarks of accomplishment.
  - Methods of determining and auditing project goals.
- 3.5 Developing critical and reflexive programming for the future.
- Evidence-based solutions that can be expanded within future policies, programs and strategies.
  - Problematizing received notions of multiculturalism that downplay power differentials and injustices rooted in historical and structural racism.
  - Developing policy-driving concepts that both values cultural difference and challenges the conventional terms of debate, allowing for reflexivity and awareness of the dynamics of power and equality that cut across cultures.
  - Community-based mobilization and program development.
  - Early intervention systems.
  - Long-term planning and capacity-building.
- 3.6 Fostering inclusivity across multiple groups and spaces.
- Increase public education and awareness (of the complexities of racism).
  - Apply an anti-racism lens in developing, implementing and evaluating policies, programs and services.
  - Development and implementation of an evidence-based framework and methodology for the assessment of policies, programs and services.
- 3.7 Effective strategies to achieve racial equity – that may include:
- Public dialogue;

- Electing more Black people;
  - Organizing protests, etc.
- 3.8 Effective strategies for organizational change and workplace representation – that may include:
- Diverse Talent Recruitment.
  - Hiring, retention and promotion policies and practices.

**(4) Building a public policy network(s) and knowledge sharing partnership(s) aimed at influencing policy development, implementation and outcomes.**

Themes and Issues:

- 4.1 Policy networking as the new currency in equality seeking.
  - Beyond critical and reflexive interrogation approaches to racism and discrimination.
  - Multisector strategies and organizational change planning
  - Government versus governance (addressing complex social problems).
  - Collaborative knowledge-based interventions.
- 4.2 Development of policy networking and partnerships (involving multilateral, multi-sectoral cooperation) consistent with the increasing issue-complexity of racial discrimination.
- 4.3 Promoting and ensuring evidence-based policy solutions to address racial inequality.
- 4.4 Develop progress targets in child welfare, education and justice sectors based on available data
- 4.5 The importance of program evaluation.
  - Frameworks for evaluation.
  - Key Performance Indicators – means, outcomes, results
- 4.6 Knowledge-sharing partnerships and capacity-building
  - Resource mobilization.
  - Development of long-term, sustainable anti-racism and multi-centric programming.

**Submission guidelines and process**

Please include the following details within your proposal:

- Name, title and contact information (including phone number and email)
- Brief bio explaining your interest and background in dealing with ethnoracial issues
- RFP theme(s) and question(s) to be engaged in your paper
- Outline of proposed topic and breakdown of issues to be explored in your paper

- Research method(s) informing the production of your paper, including potential sources of information
- Timeline for completion

**Proposed papers will be selected based on the following criteria.**

- Engagement of conference themes and questions listed above
- Addressing of African Canadian issues potentially engaging the Ontario *Human Rights Code* protections or, secondarily, the Canadian *Charter of Rights and Freedoms* (Note: While the focus of the event is on the Canadian context, comparative international reflections and analyses on the themes listed above are also welcome).
- Authors' range or depth of experience or expertise dealing with the proposed topic themes and subthemes (Note: we are seeking to learn from a range of community and institutional perspectives and expert opinions).
- Quality of analysis.
- Clarity and coherence of proposed paper and accessibility to a broad community audience.

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Select papers will be presented at the policy network dialogue (in short form if necessary) for further discussion and feedback from participants.

Note that not all proposals accepted for development into a full paper will necessarily be presented at the policy network dialogue, or published thereafter.

The deadline for submission of proposals is **November 30, 2019**.

Selected proposals will be confirmed by **December 15, 2019**.

Please email proposals to: Rohina Kabir [kabirrohina@gmail.com](mailto:kabirrohina@gmail.com)

