



**Annual Report of the  
Robert F. Harney Professorship and Program in  
Ethnic, Immigration and Pluralism Studies**

**Munk School of Global Affairs, University of Toronto**

**May 1, 2017 – April 30, 2018**

**April 30, 2018**

**Professor Jeffrey G. Reitz, Program Director  
Momo Kano Podolsky, Program Administrator**

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## **1. Director's Overview of 2017-2018**

This report provides information on activities of the R.F. Harney Program in Ethnic, Immigration and Pluralism Studies for the reporting year 2017-2018. Further details and current information are available at our program website: <http://munkschool.utoronto.ca/ethnicstudies/>

The Harney Program, part of the Munk School of Global Affairs, has the mandate to support and promote interdisciplinary scholarship in the fields of ethnic diversity and interethnic group relations. This report lists the program committee for 2017-18 representing the 17 units in the University affiliated with the Program, and reports on the Collaborative Graduate Specialization (formerly 'Program') in Ethnic and Pluralism Studies (EPS) including courses available and statistics on student enrolments and progress. It also provides details on program events including the student conference and the Harney Lecture series, the Global Migration Research Institute website, activities of the Director to maintain program visibility in the University and beyond, and our plans and vision for the future.

During the fall term 2017 I was on a half-year sabbatical leave, and the program course "Ethnic Relations Theory, Research and Policy" (JTH3000) was taught by Prof. Daniyal Zuberi. Prof Zuberi is the RBC Chair and Professor of Social Policy at School of Public Policy and Governance (SPPG), and has a joint appointment at the Faculty of Social Work. He has published extensively on employment, health, and education issues, and his work pays close attention to questions of diversity and minority disadvantage while reflecting multidisciplinary influences. We are grateful to Prof. Zuberi for his excellent contribution.

In 2017-2018 the Global Migration Research Institute has begun work on new articles featuring research by Daniyal Zuberi, Ellen Berrey and Ron Levi. We are pleased to feature important work by U of T specialists in ethnic and migration studies, and will continue to add new items, prepared with the excellent assistance of our journalism student interns (paid). The GMRI magazine now has a total of 15 online articles from which one can sample recent and current thinking at U of T on migration issues.

For our 11<sup>th</sup> Annual Graduate Research Conference in Ethnicity, the keynote speaker was Prof. Nancy Foner, Distinguished Professor of Sociology at Hunter College, City University of New York. Prof.

Foner spoke on “Racialization in an Era of Mass Migration: Black Migrants in Europe and the United States.” The conference was organized by the student steering committee, and the program included 18 student papers over 7 session. The Harney Award for Outstanding Paper was presented to Shannon Clarke and Joanna Cotarlea.

Faculty discussants have played an important role in the success of the Graduate Research Conference over the years, and I would like to offer a special thanks to all the faculty members who have participated. Over the eleven-year history of the conference, some 75 scholars have served as discussant, mostly from the University of Toronto but some also from York and Ryerson Universities, and a few more than once. In most cases, faculty are commenting on papers in a session whose theme is very close to their own personal interests in ethnicity, and the result has been very lively and informative discussions. We are deeply grateful for the contributions of our colleagues to the success of the conference. A list of the names of each discussant is included in the section of this report describing this year’s conference.

Jeffrey G. Reitz

Professor of Sociology

R.F. Harney Professor, and Director of the Ethnic and Pluralism Studies Graduate Collaborative Program

April 30, 2018

## 2. Program Committee 2017-2018

Seventeen participating Departments, Faculties and Centres help make Ethnic and Pluralism Studies one of the largest collaborative programs on campus. We have fifteen collaborating units (Anthropology; Geography; History; Political Science; Study of Religion; Sociology; European, Russian and Eurasian Studies; Global Affairs; Industrial Relations and Human Resources; Public Policy and Governance; Social Work; Women and Gender Studies Institute; and at OISE the departments of Curriculum, Teaching and Learning; Leadership, Adult and Higher Education; and Social Justice Education) . Two units (Law and Economics) are supporting in that they offer courses to collaborative program students but do not send students to the program (Global Affairs is also supporting in that it provides office space for the program administrator).

Unit	Member	Contact e-mail
Department of Economics	Michael Baker	baker@chass.utoronto.ca
Department of Sociology	Jeffery Reitz	jeffrey.reitz@utoronto.ca
Department of Anthropology	Sarah Hillewaert	s.hillewaert@utoronto.ca
Department of History	Franca Iacovetta	f.iacovetta@utoronto.ca
Department of Leadership, Adult and Higher Education (OISE)	Reva Joshee	rjoshee@oise.utoronto.ca
Study of Religion	Pamela Klassen	pklassen@utoronto.ca
Centre for European, Russian, and Eurasian Studies	Anna Korteweg	anna.korteweg@utoronto.ca
School of Public Policy and Governance	Audrey Macklin	audrey.macklin@utoronto.ca
Department of Geography	Minelle Mahtani	mahtani@utsc.utoronto.ca
Women and Gender Studies Institute	Bonnie McElhinny	bonnie.mcelhinny@utoronto.ca
Department of Social Justice Education (OISE)	appointment pending	
Munk School of Global Affairs	Jeffrey Reitz	jeffrey.Reitz@utoronto.ca
Faculty of Law	Ayelet Shachar	ayelet.shachar@utoronto.ca
Department of Political Science	Phil Triadafilopoulos	t.triadafilopoulos@utoronto.ca
Department of Curriculum, Teaching and Learning (OISE)	Harold Troper	htroper@oise.utoronto.ca
Centre for Industrial Relations and Human Resources	Anil Verma	verma@mgmt.utoronto.ca
Factor Inwentasch Faculty of Social Work	Daniyal Zuberi	daniyal.zuberi@utoronto.ca

### **3. Ethnic and Pluralism Studies Collaborative Graduate Program 2017-2018**

#### **➤ Course Description JTH 3000H Ethnic Relations Theory, Research, and Policy**

##### **Overview and Objectives:**

This course provides theoretic and methodological tools for the interdisciplinary study of ethnic and race relations; it also illustrates their application to specific institutional sectors of society.

The first half of the course reviews basic theory and methods for addressing five key topics: ethnic groups and their demography, ethnic status and racism, ethnic communities and the incorporation of ethnic groups into society, ethnic inequality, and ethnic conflict. The second half of the course explores ethnic and race relations within selected institutional settings, and emphasizes the use of research from diverse disciplines in understanding theoretical and policy issues arising in each.

The specific institutional settings selected for emphasis will be based on student interest, and may include: employment relations and the workplace, social and medical service delivery, policing and the administration of justice, and citizenship and immigration policy. The focus will be on comparative ethnic and race relations in Canada and other advanced industrial societies including the United States, Europe, and Australia.

The JTH3000 Course Outline is posted each year on the website:

<http://munkschool.utoronto.ca/ethnicstudies/graduate-program/#JTH3000H>

This year's JTH3000 course enrolment included 10 students from the following graduate units: Social Work (2 MSW students and 1 PhD student), Public Policy (2 MPP students), Global Affairs (2 MGA student), Social Justice Education (2 MEd student), and European, Russian and Eurasian Studies (1 MA students).

#### **➤ List of approved courses for 2017-2018**

##### **ANTHROPOLOGY**

###### **Winter**

- JSA 5147HS Language, Nationalism and Post-Nationalism *Monica Heller (Winter, Tuesday 10:00am-12:00pm)*

## CURRICULUM, TEACHING AND LEARNING

### Fall

- CTL 1320HF\* Introduction to Aboriginal Land-centered Education: Historical and Contemporary Perspectives \*Pre-requisite for CTL 1321HS *Sandra Styres (Fall, Wednesday 5:00-8:00pm)*
- CTL 1428HF Immigration and the Development of Canadian Education *Harold Troper (Fall, Monday 5:00-8:00pm)*

### Winter

- CTL1321HS\*\* Aboriginal Civilization: Language, Culture and Identity \*\*Pre-requisite: CTL 1320HF *Sandra Styres (Winter, Thursday 5:00-8:00pm)*
- CTL 3026HS Pragmatics in Language Education *Julie Kerekes (Winter, Wednesday 1:00-4:00pm)*

## ECONOMICS

### Fall

- ECO 2800H Labor Economics *Alosyius Siow (Fall, Monday 3:00-6:00pm) Fall, Monday 1:00-3:00pm)*

## GEOGRAPHY

- JPG1814H: Cities and Immigrants *Vincent Kuuire (Winter Wednesday 1:00-4:00pm)*

## GLOBAL AFFAIRS

### Winter

- GLA1003H Global Security *Jon R. Lindsay (Winter, Thursday 11am-2pm & 4-7pm)*

## HISTORY

### Fall

- HIS 1440H Irish Nationalism in Canada, 1858-1870 *David Wilson (Fall, Monday 10am-12pm)*

## INDUSTRIAL RELATIONS AND HUMAN RESOURCES

### Winter

- IRE1725H Cross Cultural Differences in Organizational Contexts *Anita Boey (Winter, Thursday 10:00-12:00pm)*

## LAW

### Fall

- LAW 7060H Discrimination Law *Denise Reaume (Fall, Tuesday 4:10-5:25pm, Thursday 4:10-5:25pm \*Open to MPP students)*

### Winter

- LAW 5022HS Introduction to Islamic Law *Anver Emon (Winter, Friday 10am-12pm)*
- LAW 7030HS Issues in Aboriginal Law and Policy *Bob Rae (Winter, Tuesday 6:10-8:00pm \*Open to MPP students)*
- LAW 7053H Intensive Course: Who Belongs? Dilemmas of Citizenship and Immigration *Ayelet Shahar (Intensive Course, see schedule, \*Open to MGA students)*

## POLITICAL SCIENCE

### Fall

- POL 2167H The Politics of Immigration and Multiculturalism in Canada *Erin Tolley (Fall, Tuesday 12:00-2:00pm)*

### Winter

- JRA 2391HS Topics in Comparative Politics III: The Politics of Immigration in Europe and North America *TBA (Winter, Wednesday 2:00-4:00pm)*
- POL 2392H Topics in Comparative Politics IV: State and Society in Central Asia and Afghanistan *Edward Schatz (Winter, Wednesday 2:00-4:00pm)*

## PUBLIC POLICY

### Winter

- PPG 1005H The Social Context of Policy-Making *Daniyal Zuberi (Spring, Thursday)*
- PPG 2001H Integrating Seminar: Legal Analysis in Public Policy SECTION II: Canadian Migration Policy *Instructor TBA (Winter Monday 2:00-5:00pm)*

## RELIGION

- RLG2027HS Law & Religion: Critical Conversations

## SOCIAL JUSTICE EDUCATION

### Year

- SJE1921Y The Principles of Anti-Racism Education *George JS Dei (Year, Monday 5:30-8:30pm)*

### Fall

- SJE1930HF Race, Indigeneity, and the Colonial Politics of Recognition *Martin Cannon (Fall, Tuesday 5:30-8:30pm)*
- JTE1952HF Language, Culture, and Education/Langue, culture et éducation *Monica Heller (Fall, Thursday 5:30-8:30pm \*This course is offered in French)*

### Winter

- SJE1923HS Racism, Violence, and the Law: Issues for Researchers and Educators *Vannina Sztainbok (Winter, Wednesday 5:30-8:30pm, also offered by Women and Gender Studies as WGS 1024HS))*
- SJE 1931HS Centreing Indigenous-Settler Solidarity in Theory and Research *Martin Cannon (Spring, Thursday 5:30-8:30pm)*

## SOCIAL WORK

### Fall

- SWK 4306H Theoretical Approaches to Defining Social Injustice and Engaging in Social Change *Rupaleem Bhuyan (Fall, Monday 9:00am-12:00pm)*

### Winter

- SWK 4210H Promoting Empowerment: Working at the Margins *Carmen Logie (Winter, Tuesday 9:00am-12:00pm)*
- SWK 4304H Globalization and Trans-nationalization Intersections of Policy and Community Practice Locally and Globally *Rupaleem Bhuyan (Winter, Monday 9:00am-12:00pm)*

## SOCIOLOGY

### Fall

- SOC 6002H Immigration I *Monica Boyd (Fall, Wednesday 10:00am-12:00pm)*
- SOC 6009H Ethnicity II *Neda Maghbouleh (Fall, Thursday 1:00-4:00pm)*

### Winter

- SOC 6109H Ethnicity I *Luisa Farah Schwartzman (Winter, Monday 1pm – 3pm)*

## WOMEN AND GENDER STUDIES

### Winter

- WGS1024HS Racism, Violence and the Law *Vannina Sztainbok (Winter, Wednesday 5:30-8:30pm, also offered by Social Justice Education as SJE 1923HS)*

## ➤ Student Enrolment and Graduation Statistics

### *i. Master's Degree Students*

The table below shows that in the 10 academic years over the period 2008-2018, we have enrolled 82 master's degree students. Of these, 58 have completed the program (70%) and 14 are continuing (18%); 10 have left the program without completing (a withdrawal rate of 12%).

**Table -1: Master's Student Statistics Summary from 2007-2008 to 2016-2017**



Graduate units	Started Between 2008-09 and 2017-18	Completed as of Spring 2018	Returning in 2018-19	Withdrawn	With- drawal Rate, %
Anthropology	2	2	0	0	0%
Geography	-	-	-	-	-
History	2	2	0	0	0%
Political Science	8	6	0	2	25%
Religion	2	1	0	1	50%
Sociology	4	2	0	2	50%
Curriculum, Teaching and Learning (OISE)	-	-	-	-	-
Leadership, Higher and Adult Education (OISE)**	1	1	0	0	0 %
Social Justice Education (OISE)	3	1	2	-	0%
European, Russian and Eurasian Studies	18	15	2	1	0.5 %
Global Affairs*	5	4	1	0	0%
Industrial Relations and Human Resources	5	3	1	1	20 %
Public Policy	17	11	3	3	18%
Social Work	12	7	5	0	0 %
Women and Gender Studies	2	2	0	0	0 %
Kinesiology and Exercise Science ***	1	1	0	0	0%
Total, All Units	82	58	14	10	12%

\* Program added to EPS in 2014-15.

\*\* Successor to Theory and Policy Studies in Education Program; data from that program are included here.

\*\*\* Student admitted as non-standard Collaborative Specialization enrolment.

## ***ii. PhD Students***

The 18 PhD students who entered EPS over the 10 academic years from 2008-2018 have come from Social Work (3) , Sociology (3), Sociology and Equity Studies (now Social Justice Education, 3), Curriculum, Teaching and Learning (2), Theory and Policy Studies in Education (now Leadership, Adult and Higher Education, 2), Anthropology (1), Geography (1), History (1), Political Science (1), and Religion (1). Of these, 3 have completed the program, and 2 have completed their coursework as of 2017-2018 and are thus expected to graduate with EPS completion.

For Ph.D. students, we believe that the EPS program plays a different role than it does for master's students. For master's students, the EPS certification on the transcript is often a meaningful credential, and plays a role in subsequent employment. For many successful Ph.D. students, transcripts play little role in gaining employment, so once course requirements are completed, actually certifying completion of the EPS program is not significant. Note that even those Ph.D. students who have withdrawn nevertheless remain loyal with continued participation in program conferences and events.

**Table 2: Summary of PhD Student Statistics from 2008-2009 to 2017-2018**

Students who entered EPS between 2008-2009 and 2017-2018)	18
Graduated with completion of EPS:	3
Ongoing and completed coursework as of 2017-2018	2
Withdrawn from EPS after completing JTH3000H	4
Withdrawn from EPS but did not complete JTH3000H	7
Withdrawn from UofT (after completing JTH3000H)	2

## 4. Harney Program Events

### ➤ June 8, 2017: “Muslim Integration in France and Canada Compared”

4:00-7:00PM The Vivian and David Campbell Conference Facility (1 Devonshire Place)

A panel discussion was held at the Munk School of Global Affairs of the University of Toronto, gathering French and Canadian experts to discuss recent survey research assessing the integration of Muslim minorities in France, Québec and Canada. The discussion aimed at looking beyond media controversies and at broadening the current public debate on migration and integration, by bringing academic analyses from different national perspectives.

Starting in 2012, a comparative study on Muslim Integration in France, Canada and Québec was undertaken as the result of a close collaboration between Dr. Patrick Simon, from the Institut National d’Etudes Démographiques (INED) in Paris and Prof. Jeffrey Reitz, Director of the Harney Program in Ethnic, Immigration and Pluralism Studies at the Munk School of Global Affairs, University of Toronto. The study is the first attempt to compare immigrant issues in Québec and France, while recognizing the similarities and differences between Québec and the rest of Canada, by including social, economic and political dimensions. The study aims at untangling the interrelated forces affecting the integration of Muslim immigrants.

The event was co-sponsored by Joint Initiative for German and European Studies, DAAD, and the Consulate General of France in Toronto

Program:

- 3:50-4:00 Registration
- 4:00-4:05 Welcome address: Professor Randall Hansen, Director, Munk School of Global Affairs
- 4:05-4:10 Opening remarks: Mr. Marc Trouyet, Consul General of France in Toronto
- 4:10-4:40 Dr Patrick Simon, Institut National d’Etudes Démographiques (INED): “Muslims in France: Religion and the Experience of Exclusion”
- 4:40-5:10 Professor Jeffrey Reitz, Harney Program in Ethnic, Immigration and Pluralism Studies, Munk School of Global Affairs, University of Toronto: “Muslims in France, Canada and Quebec: Inclusion and Exclusion across Settings”
- 5:10-5:20 Professor Abdie Kazemipur, Department of Sociology, University of Lethbridge
- 5:20-5:30 Professor Valérie Amiraux, Department of Sociology, Université de Montréal
- 5:30-6:00 Q&A
- 6:00-7:00 Reception

Event details and speakers’ biographies can be found on the Munk School Events calendar:  
<https://munkschool.utoronto.ca/event/23117/>

### ➤ January 25, 2018: Nancy Foner “Racialization in an Era of Mass Migration”

2:00-4:00PM Boardroom, Munk School of Global Affairs Observatory Site (315 Bloor Street West)



**Abstract:** A comparative analysis of black migrants and their children in Western Europe and the United States points to the complex, and sometimes surprising, ways that the social, political, and demographic contexts and historical developments on the two sides of the Atlantic influence the nature and impact of racial boundaries and barriers that play such a significant role in their lives.

**Nancy Foner** is Distinguished Professor of Sociology at Hunter College and the Graduate Center of the City University of New York. Her work has focused on the comparative study of immigration, comparing the immigrant experience in the United States and Europe as well as immigration today with earlier periods in the United States. She is the author or editor of 18 books, including *In a New Land: A Comparative View of Immigration* and most recently, with Richard Alba, *Strangers No More: Immigration and the Challenges of Integration in North America and Western Europe*.

\*This event also served as the keynote lecture for the 11<sup>th</sup> Annual Ethnic and Pluralism Studies Graduate Research Conference (see below).

### ➤ **March 22, 2018: “The Black Experience Project: Evidence and Policy Debate”**

2:00 to 4:00PM Boardroom, Munk School of Global Affairs Observatory Site (315 Bloor Street West)



The Black Experience Project began with a central question “What does it mean to be Black in the GTA?” From there, the study embarked on a journey of answering this question in an authentic and respectful way. Launched in 2010, the Black Experience Project was led by the Environics Institute for Survey Research, in partnership with the United Way of Toronto and York Region, the YMCA of the Greater Toronto Area, Ryerson’s Diversity Institute, and the Jean Augustine Chair in Education, Community and Diaspora at York University. The study has received extensive media coverage since its completion in 2017.

The panel of experts and stakeholders discussed the main findings of the study and its impact from the perspectives of academic research, community, and policy.

Panelists: Marva Wisdom (Black Experience Project), Akwasi Owusu-Bempah (University of Toronto, Sociology) and Jessica Yamoah (Innovate Inclusion). Moderated by Jeffrey Reitz (Harney Program in Ethnic, Immigration and Pluralism Studies, Munk School of Global Affairs)

Details on the panelists’ biography and on the Black Experience Project can be found on our website:  
<https://munkschool.utoronto.ca/ethnicstudies/feature/march-22-2018-bep-event/>

A special event feature (written by special reporter Shannon Clarke) can also be found here:  
<https://munkschool.utoronto.ca/ethnicstudies/feature/the-black-experience-project-policy-debate/>

## **5. 11th Annual Graduate Research Conference in Ethnic and Pluralism Studies**

### **➤ Overview**

The 11th Annual Ethnic and Pluralism Studies Graduate Research Conference was held on January 25-26, 2018 at the Munk School of Global Affairs, Trinity Site (1 Devonshire Place). 18 papers were presented in 7 sessions over those two days, with a keynote lecture by Professor Nancy Foner on the first day.

This year's organizing committee comprised of students from our Ethnic and Pluralism Studies Collaborative Graduate Specialization were; Delaney Campbell (Factor Inwentash Faculty of Social Work), Joanna Cotarlea (CERES), Sasha Grons Dahl (SPPG), Silviu Kondan (CERES), Alexandra Pileggi (SPPG), Lucinda Yae-Rim Ro (SJE/OISE), Robyn Smith (Faculty of Exercise Science), and Verena Tan (SJE/OISE),

One of the most meaningful aspects of our conference is the presence of faculty discussants, who take the time to read and prepare comments for all of the papers in their session, thus providing invaluable feedback and adding depth to the discussion. We would like thank, in order of session, the following scholars who served as discussants: Professor Phil Triadafilopoulos (Political Science, University of Toronto), Professor Hae-Yon Choo (Sociology, University of Toronto), Professor Matthew Light (Criminology and Sociolegal Studies, University of Toronto), Professor Christopher Kyriakides (Sociology, York University) Professor Ellen Berrey (Sociology, University of Toronto) and Dr. Beesan Sarrouh (School of Public Policy, University of Toronto).

The conference summary and photos can be found on our website:

<https://munkschool.utoronto.ca/ethnicstudies/feature/11th-annual-ethnic-and-pluralism-studies-graduate-research-conference-summary-and-photos/>

### **➤ Conference program**

#### **Thursday January 25, 2018 (Room 208N)**

8:45-9:00 Registration

9:00-9:05 Opening Remarks: Prof. Jeffrey G. Reitz, Harney Program Director, Munk School of Global Affairs

9:05-10:40 SESSION 1 Transnational Politics

Discussant: Prof. Phil Triadafilopoulos (University of Toronto, Department of Political Science)

Chair: Verena Tan (University of Toronto, Department of Social Justice Education, OISE)

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Silviu Kondan (University of Toronto, Centre for European, Russian, and Eurasian Studies, MA program)  
Nationalizing Minorities: The Politicization of Minority Policies in the Carpathian Basin

Nidhi Panwar (University of Toronto, Department of Political Science, PhD program)  
Homegrown Islamic Terrorism: A Case Study of India

Jason VandenBeukel (University of Toronto, Department of Political Science, PhD program)  
Beyond the Water's Edge: Diasporas, Party Politics, and Foreign Policy Creation in Canada

Selin Kepenek (University of Toronto, Department of Political Science, MA program)  
Voting from Abroad: Understanding Turkish Immigrants' Votes

10:50-12:00      SESSION 2 Labour Migration Policy(ies)  
Discussant:      Prof. Hae Yeon Choo (University of Toronto, Department of Sociology)  
Chair:              Joanna Cotarlea (University of Toronto, Centre for European, Russian and Eurasian Studies)

Wing Yeung Vivian Leung (University of Toronto, Factor Inwentash Faculty of Social Work, PhD program)  
Contemporary Parent Sponsorship Policies in Canada, Australia and the United States: The Unwelcomed Elderly Parents

Wei Si Nicole Yiu (University of Toronto, Department of Human Geography, PhD program)  
Queering Migrant Domestic Workers' Gathering Spaces

12:50-14:00      SESSION 3 Comparative Indigenous Policy & Experiences  
Discussant:      Prof. Jeffrey Reitz (Harney Program Director, Munk School of Global Affairs)  
Chair:              Wing Yeung Vivian Leung (University of Toronto, Factor Inwentash Faculty of Social Work)

Brittany Witham (University of Toronto, Centre for European, Russian and Eurasian Studies, MA program)  
Ethnicity in Healthcare Provision: Lessons from Sweden to Emulate and Avoid in Canadian Policy

Nicole Winger (University of Toronto, School of Public Policy and Governance, MPP program)  
Canadian Indigenous Comprehensive Land Claims: A Comparative Analysis

**14:30-16:30      KEYNOTE LECTURE (Munk School Observatory Site Boardroom, 315 Bloor Street West)**  
"Racism in an Era of Mass Migration: Black Migrants in Europe and the United States"  
Nancy Foner (Distinguished Professor of Sociology at Hunter College and the Graduate Center, City University of New York)

**Friday January 26, 2018 (Room 108N)**

9:00-10:20      SESSION 4 Racialization in Policing and the Military  
Discussant:      Prof. Matthew Light (University of Toronto, Centre for Criminology and Sociolegal Studies)  
Chair:              Prof. Jeffrey Reitz (Harney Program Director, Munk School of Global Affairs)

Lucinda Yae-Rim Ro (University of Toronto, Department of Social Justice Education, OISE, M.Ed. program)  
Cost of Patriotism, National Identity Formation, and Integration: Race, Ethnicity and Militarism in U.S. and Canada

Verena Tan (University of Toronto, Department of Social Justice Education, OISE, M.Ed. program)  
Belonging and the Criminalization of Immigrant Youth

Terhas Ghebretecle (University of Toronto, School of Public Policy and Governance, MPP program)  
Carding Practices and Racialization in Canada: Advancing the Policy Debate

10:30-11:45      SESSION 5 Refugee Integration  
Discussant:      Prof. Christopher Kyriakides (York University, Department of Sociology)  
Chair:              Robyn Smith (University of Toronto, Faculty of Exercise Sciences)

Aelya Salman (York University, Faculty of Education, M.Ed. program)  
Hunger Makes Us: An Exploration of Refugee Commensal Projects in the Greater Toronto Area

John Walker (University of Toronto, Factor-Inwentash Faculty of Social Work, MSW program)  
School-aged Syrian Refugees in Canada: mitigating the effect of pre-migration trauma and discrimination on academic outcomes and psychological well-being

13:00-14:15      SESSION 6 Ethnic Identity & Socio-Cultural Integration

Discussant: Prof. Ellen Berrey (University of Toronto, Department of Sociology)  
Chair: Joanna Cotarlea (University of Toronto, Centre for European, Russian and Eurasian Studies)

Shannon Clarke (City, University of London, Department of International Politics, MA program)  
The (Un)Making of Bimshire and the Black Englishman: Decolonisation and the Barbadian Diaspora in Britain, Fifty Years After Independence

Robyn Smith (University of Toronto, Faculty of Exercise Sciences, MSc program)  
Assimilationist Narratives, Settlement policy, and Resilience: Immigrant Youth Settlement in Toronto

Viveka Ichikawa (University of Toronto, Factor-Inwentash Faculty of Social Work, MSW program)  
Explicit School Rules and Implicit Work Place Expectations: How common sense is established and alienates

14:25-15:35 SESSION 7 Gender and Islam  
Discussant: Dr. Beesan Sarrouh (University of Toronto, School of Public Policy and Governance)  
Chair: Lucinda Yae-Rim Ro (University of Toronto, Department of Social Justice Education, OISE)

Joanna Cotarlea (University of Toronto, CERES, MA program)  
Twisted Feminism: Motivations behind Western European Female Migration to ISIS

Nida Ali (York University, School of Social Work, MSW program)  
Bill 62 (a.k.a. "The Veil Ban"): An Act To Foster Adherence to State Religious Neutrality?

➤ **January 25, 2018: Keynote lecture – Nancy Foner**

See details on this lecture in the Harney Events chapter.

➤ **Harney Award for Outstanding Conference Paper**

In 2017 we established a new award to recognize the best papers presented during the conference. The faculty discussant from each of the seven sessions nominated one paper for the award, and out of those seven nominations two winners were selected by the Harney Program Director for the “R.F. Harney Award for Outstanding Conference Paper”. The recipients each received a cheque for \$200, and were featured on our website: (<https://munkschool.utoronto.ca/ethnicstudies/feature/11th-annual-eps-conference-award-recipients-announced/>)

This year’s recipients and the director’s comments on their papers are listed below.

**Shannon Clarke** (City, University of London, Department of International Politics, MA program): “The (Un)Making of Bimshire and the Black Englishman: Decolonisation and the Barbadian Diaspora in Britain, Fifty Years After Independence”

***Director’s Comments:** This interesting and well-written paper examines the national identities of Barbadian migrants and their descendants in Britain, applying a theory of specifically anti-colonial nationalism extending the work of Fanon, Gilroy, Chatterjee and others, and probing the contrast of Barbados as a ‘model British colony’ with Jamaica as overtly resistant to the imperial system. Illustrating key points effectively with quotations from extensive qualitative interviews, the paper inspires reflection not only on the cases it considers, but on the broader issues of colonialism and national identity.*

**Joanna Cotarlea** (University of Toronto, CERES, MA program): “Twisted Feminism: Motivations behind Western European Female Migration to ISIS”

***Director’s Comments:** This paper examines the concept of “twisted feminism”, defined as the use of feminist ideology by Da’esh to convince Western European women to join a repressive movement that has no regard for women’s rights. This focus raises important questions rarely discussed in accounts of the phenomenon of Muslim “radicalization.” Distinguishing gendered and non-gendered motivations, the study uses a wide variety of data sources including official Da’esh propaganda, and various social media, as well as official sources and previous research. This is a fascinating theoretical and empirical exploration of an important contemporary issue.*

Honorable mention goes to **Nidhi Panwar** (Session 1, “Homegrown Islamic Terrorism: A Case Study of India”). Nidhi is currently a PhD student in the Department of Political Science, at the University of Toronto.

### ➤ List of Graduate Research Conference Discussants (2008-2018)

Discussant Name	Affiliation	Session Title
2008		
Randall Hansen	Political Science	Policy and Institutional Inequalities I
Phil Triadafilopoulos	Political Science	Policy and Institutional Inequalities II
Jeffrey Reitz	Sociology	Skilled Immigrants
Nazilla Kanlou	Nursing	Immigrant Health
Franca Iacovetta	History	Divided Identities I
Peter Solomon	Political Science	Divided Identities II
Eric Fong	Sociology	Chinese Nationalism
2009		
Joanna Anneke Rummens	CERIS	Asylum Seekers
Denise Gastaldo	Nursing	Health Care and Minority Issues
Harry Fox	Religion	Religion and Theory
Karen Dion	Psychology	Second Generation Integration
Reva Joshee	OISE/Theory and Policy Studies	School and Integration
Philip Kelly	Geography (York University)	Economic Integration
Audrey Macklin	Law	Accommodation of Difference
Minelle Mahtani	Geography	Discourse of Difference
Jeffrey Reitz	Sociology	Identity Formation
Scot Wortley	Criminology	Stereotyping and Profiling
2010		
Don Forbes	Political Science	Multiculturalism and Ethnic Diversity in Law
Luisa Farah-Schwartzman	Sociology	Discourse of Race in Various Institutions
Izumi Sakamoto	Social Work	Assessment of Immigrant Services
Sedef Ara-Koc	Politics and Public Administration (Ryerson University)	Precarious Immigration Status
Anna Korteweg	Sociology	Assimilation and Acculturation



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Frances Henry	Anthropology (York University),	Representation of Suffering
Michael Lanphier	Sociology (York University)	Deportation and Refugees
2011		
Anil Verma	Industrial Relations and Human Resources/Management	Employment
Ayelet Shachar	Law	Law, Multiculturalism and Citizenship
Reva Joshee,	OISE/Theory and Policy Studies	Education
Nancy Mandell	Sociology (York University)	Gender
Matthias Koenig	Sociology (Göttingen University),	Religion
April Lundgren	Journalism (Ryerson University)	Media
Eric Fong	Sociology	Identity
Joseph Carens	Political Science	Refugees and Migrants
2012		
Anil Verma	Industrial Relations and Human Resources/Management	Gender
Harold Troper	OISE/Theory and Policy Studies	International Migration
Ronit Dinovitzer	Sociology	Identity
Jeffrey Reitz	Sociology	Education
Jeffrey Reitz	Sociology	Law and Policy
Myer Siemiatycki	Politics and Public Administration (Ryerson University)	Politics and Civic Engagement
Monica Boyd	Sociology	Economic and Social Integration
Paul Olson	OISE/Sociology and Equity Studies	Aboriginal Issues
2013		
Phil Triadafilopoulos	Political Science	Narratives
Izumi Sakamoto	Social Work	Identity I
Patricia Landolt	Sociology	Migration
Denise Gastaldo	Nursing	Caregiving
Jennifer Chun	Sociology	Marginalization
Harold Troper	OISE/Theory and Policy Studies	Identity II
Eric Fong	Sociology	Education
2014		
Hee Yeon Choo	Sociology	Migration
Randall Hansen	CERES	Integration
Stephanie Silverman	Law (York University)	Law
Jeffrey Reitz	Sociology	Health
Diane Farmer	OISE/HSSJE	Education
Jack Veugelers	Sociology	Community
Daniyal Zuberi	Social Work/SPPG	Identity
2015		
Vappu Tyyskä	Sociology, Ryerson University	Immigration
Russell Kazal	History	Multiculturalism
Grace-Edward Galabuzi	Politics and Public Administration, Ryerson University	Law and Policy

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Sarah Hillewaert	Anthropology	Identity
Morton Beiser	Psychology, Ryerson University	Health
Rinaldo Walcott	Women and Gender Studies Institute	Race
Joseph Bryant	Sociology/Religion	Religion
Rania Salem	Sociology	Gender
2016		
Neda Maghbouleh	Sociology	Identity
Rupaleem Bhuyan	Social Work	Social Policy
Audrey Macklin	Law/SPPG	Stories of Displacement
Robert Brym	Sociology	Muslim Immigrant Integration
Matthew Light	Criminology	Integration
Judith Taylor	Sociology	Gender
2017		
Robert Austin, History	History	Nationalism
Jing Shen	Sociology, MZES, University of Mannheim,	Religion
Luin Goldring	Sociology (York University)	Precarious Labour
Valerie Preston	Geography (York University)	Economic Integration
Irene Boeckmann	Sociology	Multiculturalism and Social Support
Ron Levi, U of Toronto,	Sociology/Global Affairs	Counter-radicalization
Rachel Silvey	Geography	International Crisis and Response
Akwasi Owusu-Bempah	Sociology	Special Session on Detroit riots
Ian Radforth	History	Special Session on Detroit riots
2018		
Phil Triadafilopoulos	Political Science	Transnational politics
Hae Yon Choo	Sociology	Labour Migration Policy
Jeffrey Reitz	Sociology	Comparative Indigenous Policy and Experience
Matthew Light	Criminology	Racialization in Policing and the Military
Christopher Kyriakides	Sociology (York University)	Refugee Integration
Ellen Berrey	Sociology	Ethnic Identity and Socio-Cultural Integration
Beesan Sarrouh	SPPG	Gender and Islam

## 6. Program Promotion

### ➤ Director's Activities

#### Research on Muslim Integration

Prof. Reitz' comparative research on the integration of Muslim immigrants in Western societies received a strong boost during his tenure as a Distinguished Visiting Fellow and Visiting Professor at the Advanced Research Collaborative at the City University of New York (CUNY) Graduate Centre, while he was on sabbatical leave in the fall of 2017. CUNY Graduate Centre is home to outstanding scholars in the field of comparative immigration research, particularly focusing on Europe and North America. During his stay, Prof. Reitz presented his research twice in New York, and as well at the Center for Comparative Immigration Research at University of California at San Diego, and at a conference at the University of Montreal. Publications from this research now include:

- Jeffrey G. Reitz, Patrick Simon & Emily Laxer, "Muslims' social inclusion and exclusion in France, Québec, and Canada: does national context matter?" *Journal of Ethnic and Migration Studies*, 43, 15 (2017): 2473–2498. DOI: 10.1080/1369183X.2017.1313105
- Alexandra Kassir and Jeffrey G. Reitz, "Protesting headscarf ban: a path to becoming more French? A case study of 'Mamans toutes égales' and 'Sorties scolaires avec nous,' *Ethnic and Racial Studies* 39,15 (2016): 2683-2700.
- Marie-Pier Joly and Jeffrey G. Reitz, "Emotional Stress and the Integration of Muslim Minorities in France and Canada, *International Migration Review*, published online April 5, 2018; DOI: 10.1177/0197918318768551
- Jeffrey G. Reitz, "Multicultural Nation-building and Canada's Future: Implications of Comparative Research," in *Immigration and the Future of Canadian Society*, edited by Robert Brym, Toronto: Rock's Mills Press, 2017.
- Jeffrey G. Reitz, "The Status of Muslim Minorities Following the Paris Attacks," pp. 21-27 in *After the Paris Attacks: Responses in Canada, Europe, and Around the Globe*, ed. by Edward M. Iacobucci and Stephen J. Toope, Toronto: University of Toronto Press, 2015. (Reprinted twice.)

The planned workshop on "Muslim integration in France and Canada," jointly sponsored by the Harney Program and the Consul General of France, was held June 8 (see Harney Program events, above) and a press release follows.

PRESS RELEASE /  
COMMUNiqué DE PRESSE



**“Muslim Integration in France and Canada Compared”**

*A panel discussion between French and Canadian experts as the results of new survey research are coming out*

Toronto, Canada (May 31<sup>st</sup> 2017)

Key points:

- On Thursday, June 8<sup>th</sup> at 4 pm, a panel discussion held at the Munk School of Global Affairs of the University of Toronto will gather French and Canadian experts to discuss recent survey research assessing the integration of Muslim minorities in France, Québec and Canada.
- The survey research, started in 2012, is based on a close collaboration between French and Canadian scholars: sociodemographer Patrick Simon and Professor of sociology Jeffrey Reitz.
- According to Prof. Reitz, the survey shows that “the Muslim/non-Muslim gap in processes of inclusion is significant in all three settings and results from ethnic, cultural, or racial differences, more than religion”.
- Location: Campbell Conference Facility (1 Devonshire Place, Toronto). The event is free and open to the public.

On Thursday, June 8<sup>th</sup> at 4 pm, a panel discussion held at the Munk School of Global Affairs of the University of Toronto will gather French and Canadian experts to discuss recent survey research assessing the integration of Muslim minorities in France, Québec and Canada. This discussion aims at looking beyond media controversies and at broadening the current public debate on migration and integration, by bringing academic analyses from different national perspectives.

According to Prof. Jeffrey Reitz, Director of the Harney Program in Ethnic, Immigration and Pluralism Studies, from the Munk School, and who led the survey research: “Although France, Québec, and English Canada each reflect a different approach to immigrant integration, especially for Muslim minorities, we find the Muslim/non-Muslim gap in processes of inclusion is significant in all three settings and results from ethnic, cultural, or racial differences, more than religion. The marked differences in public discourse on Muslim immigration across settings are often very misleading as guides to the status of Muslim minorities within societies. Policies to enhance minority integration therefore should address ethnic, cultural and racial differences, with perhaps less attention to specifically religious issues.”

The study is the first attempt to compare immigrant issues in Québec and France, while recognizing the similarities and differences between Québec and the rest of Canada, by including social, economic and political dimensions. This way, it aims at untangling the interrelated forces affecting the integration of Muslim immigrants. Started in 2012, this project is the result of a close collaboration between Dr. Patrick Simon, from the Institut National d’Etudes Démographiques (INED) in Paris and Prof. Reitz.

Several data sources were used, including two major national surveys of inter-ethnic relations. In the case of France, the study took advantage of the breakthrough [Trajectories and Origins survey](#), conducted by an INED research team including Dr. Simon. The first of its kind in France, this survey has a design very similar to Canada’s Ethnic Diversity Survey, permitting extensive and very pertinent comparisons.

The conference on June 8<sup>th</sup> will unfold as follows:

- welcome address by Prof. Randall Hansen, Director of the Munk School of Global Affairs;
- opening remarks by Mr. Marc Trouyet, Consul General of France in Toronto;
- presentation by Dr Patrick Simon, Prof. Jeffrey Reitz, Prof. Abdie Kazemipur, from the University of Lethbridge, and Prof. Valérie Amiriaux, from the Université de Montréal.

Please [click here](#) to access the detailed agenda and the speakers’ biographies.

This project was supported by Canadian, French and European funds and the French Embassy in Canada supported Dr. Patrick Simon’s visit to Toronto for the conference on June 8<sup>th</sup>.



Robert F. Harney Program in  
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**Partners:**

**Embassy of France in Canada – Consulate General of France in Toronto**

The Cultural Service of the Embassy of France in Canada works through the five Consulates to implement a cultural policy that focuses on three principal areas: inter-university cooperation, cultural cooperation, and French-language initiatives. Canada and France develop a significant partnership in cultural and digital fields. [www.francecanadaculture.org](http://www.francecanadaculture.org)

**Munk School of Global Affairs – University of Toronto**

The Munk School of Global Affairs unites scholars who are passionate to address the problems of a fast-changing world. Its aspiration is to create a unique, world-leading research, teaching and public engagement site that builds the new field of global affairs from Canada. The Munk School is the home of world-renowned researchers and more than 40 academic centres, labs and programs. <http://munkschool.utoronto.ca/>

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Also related to his research on Muslim integration, Prof. Reitz gave a keynote address to the "Intercultural Ramadan Dinner," sponsored by the RCMP and Intercultural Dialogue Institute, and held at the Canadian Forces College in Toronto, June 4.

The importance of comparative research generally was underscored at an event at UC- San Diego, on the occasion of the city's award from the New American Economy to develop an office of immigrant welcoming and integration. Prof. Reitz presented a talk on "Immigration Successes and Failures: from a comparative perspective," Nov. 13.

### Hiring Bias Panel Follow-up

There has been significant follow-up on last year's "Hiring Bias Panel," in two complementary directions. First, the report presented at the panel is now available as an open-access lead article in the March 2018 edition of *Canadian Public Policy*:

- Rupa Banerjee, Jeffrey G. Reitz and Phil Oreopoulos, "Do Large Employers Treat Racial Minorities More Fairly? An Analysis of Canadian Field Experiment Data," *Canadian Public Policy/Analyse de politiques*, 44, 1 (March 2018): 1-12. DOI: 10.3138/cpp.2017-033

The journal issued a press release to help with dissemination of the findings, and this follows.



FOR IMMEDIATE RELEASE

## **Canadian Companies Still Struggling to Overcome Hiring Bias Against Minorities**

*Joint Ryerson/University of Toronto study shows discrimination  
is worst in smaller companies*

In a new research paper called 'Do Larger Employers Treat Racial Minorities More Fairly?' in the March issue of *Canadian Public Policy (CPP)* finds evidence of discrimination against Asian-named job applicants among larger employers, though it is less extensive than among smaller employers. The study uses data from a Canadian employment audit study from 2011 in which different employers were randomly sent simulated resumes that varied only in information regarding the origin of the applicant.

Authors Rupa Banerjee of Ryerson University's Ted Rogers School of Management, Jeffrey G. Reitz of University of Toronto's Faculty of Sociology and Munk School of Global Affairs and Phil Oreopoulos of the Department of Economics of the University of Toronto find that:

1. For jobs that required a university degree, resumes with Asian names had a 32.6% lower rate of selection for interview as compared to resumes with Anglo names, even though both groups of resumes listed equivalent all-Canadian qualifications.
2. For larger firms the difference is significant but less pronounced than for small firms.
3. In large organizations, having an extra Canadian Master's degree gives Asian-named applicants an equal rate of selection compared to Anglo-named applicants without the extra degree.
4. In small organizations, even with the extra Canadian Master's degree, their rate of selection is still 29% lower than for Anglo-named applicants without any extra degree.

The authors are available for interview. Contact information is provided below. Noting recent news coverage<sup>1</sup> of a Public Service Commission (PSC) pilot study which found no discrimination in hiring, the authors respond that while commendable in spirit, the PSC study used a methodology with volunteer organizations and hiring managers who knew they were under study. They argue that the audit procedure which generated the data used in this study may give more robust estimates of discrimination.

<sup>1</sup> e.g. "No sign of bias against government job-seekers within ethnic-sounding names, pilot project finds." (Jan. 23, 2018). <http://www.cbc.ca/news/politics/blind-hiring-pilot-project-government-1.4500137>

***Do Large Employers Treat Racial Minorities More Fairly? An Analysis of Canadian Field Experiment Data*** by Rupa Banerjee, Jeffrey G. Reitz and Phil Oreopoulos is available online, **OPEN ACCESS**, for a limited time: [http://bit.ly/cpp\\_prf18](http://bit.ly/cpp_prf18).



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The second direction of follow-up is in relation to the federal government's "Name-blind hiring pilot, which was launched in March 2017, and released its report on January 23, 2018 with considerable media attention.

<https://www.canada.ca/en/public-service-commission/services/publications/Name-blind-recruitment-pilot-project.html>

Media reports suggested that the pilot experiment had shown that no bias exists in the federal public service, however, as the report indicates, the pilot project was not designed to test for discrimination, and some of its features actually undermine the relevance of the results to assessing whether discrimination existed. For example, it compared name-blind and traditional recruitment, but in the latter case, managers knew the hiring results would be subject to review, possibly affecting the rate of hiring visible minorities and altering the comparison to the name-blind method. To avoid this effect, the research reported in *Canadian Public Policy* used an audit methodology (something recommended by the report). In an audit, employers are unaware that selected at random, and are sent computer-generated resumes for assessment. Such a procedure has been used many times, in a number of countries.

The authors of the CPP article have written an op-ed encouraging the government to proceed with an audit study of the federal public service, and have been in consultation with them on their current efforts to identify whether significant bias exists in hiring.

### Asian Engagement

Prof. Reitz participated in the following three events in Asia, provided opportunity for research exchange, a Harney Program presence, and student recruitment.

1. Lectures at a conference on "Institutions and Migration: Research, Practices and Policies," at Xi'an Jiaotong University, Xi'an, China, May 5-6.
2. Lecture on "Canadian Immigration in the Time of Trump," at Ritsumeikan University, Kyoto, Japan, July 13.
3. Two lectures at the Summer Research Summit, Chinese University of Hong Kong, July 16-22.