

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

Munk School of Global Affairs and Public Policy, University of Toronto

May 1, 2018 – April 30, 2019

April 30, 2019

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

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1. Director's Overview of 2018-2019

This report provides information on activities of the R.F. Harney Program in Ethnic, Immigration and Pluralism Studies for the reporting year 2018-2019. 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 and Public Policy, 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 2018-19 representing the 16 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.

This academic year I was on a half-year leave, and the program course "Ethnic Relations Theory, Research and Policy" (JTH3000) was taught by Prof. Morton Weinfeld. Prof. Weinfeld holds the McGill University Chair in Canadian Ethnic Studies (<https://www.mcgill.ca/sociology/faculty/weinfeld>), and is one of Canada's most prominent academics in the area of ethnic and race relations. His publications include essential works on the Jewish community and Jewish experience, and he has collaborated with U of T scholars Harold Troper and Robert Byrm. During this past year he has been Visiting Professor in the U of T Department of Sociology. In the Harney program he also presented an extremely well-attended lecture in the Harney series "Diasporas, Dual Loyalties, and Suspect Minorities: the (Canadian) Jewish Case." We are grateful to Prof. Weinfeld Zuberi for his excellent contributions.

In 2018-2019 the Global Migration Research Institute posted new articles featuring research by Ellen Berrey and Daniyal Zuberi. 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 17 online articles from which one can sample recent and current thinking at U of T on migration issues. This year also we have

initiated a new Harney Program Alumni Profile Series, with the first posting featuring our 2009 Alumnus Wendell Nii Laryea Adjete. A second feature, on our 2016 Alumnus Emily Laxer, is in preparation.

For our 12th Annual Graduate Research Conference in Ethnicity, the keynote speaker was Prof. Rima Wilkes, Professor of Sociology at UBC. Prof. Foner spoke on “Acknowledgment of Indigenous Lands, Treaties and Peoples: Too much? Or not enough?” Her presentation was followed by discussion from U of T panelists prominent in Indigenous studies: Prof. Cheryl Suzack (University of Toronto, Department of English and Centre for Indigenous Studies), and Prof. Douglas Sanderson (University of Toronto, Faculty of Law and Faculty Advisor, Aboriginal Law Students Association). The conference was organized by the student steering committee, and the program included 17 student papers over 6 sessions. The Harney Award for Outstanding Paper was presented to Alex Verman and Karol Czuba, both of our Department of Political Science.

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 twelve-year history of the conference, over 80 scholars have served as discussant, mostly from the University of Toronto but some also from York and Ryerson Universities, and a few of them 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.

Jeffrey G. Reitz

Professor of Sociology

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

April 30, 2019

2. Program Committee 2018-2019

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
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3. Ethnic and Pluralism Studies Collaborative Graduate Program 2018-2019

➤ 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.

JTH3000 this year was taught by Prof. Morton Weinfeld, Canadian Ethnic Studies Chair at McGill University, and this year Visiting Professor in the Department of Sociology, University of Toronto. His JTH3000 Course Outline is posted on the website:

https://munkschool.utoronto.ca/ethnicstudies/files/2018/09/Weinfeld_JTH3000H2018_Outline.pdf

This year's JTH3000 course enrolment included 7 students from the following graduate units: Women and Gender Studies (1), Social Work (1), Social Justice Education (1), Public Policy (1), European, Russian and Eurasian Studies (1), Curriculum, Teaching and Learning (1) and Leadership, Higher and Adult Education (1).

➤ **List of approved courses for 2018-2019**

Anthropology

Fall

ANT 6060H F – Anthropology and Indigenous Studies in North America (Maxwell, Wednesday 1-4pm, AP367)

Winter

ANT 5150H S – Nation, State, and Language in Francophone Canada (Heller, Tuesday 10am-12pm, AP367)

Curriculum, Teaching and Learning:

Fall:

CTL1320HF Introduction to Aboriginal Land-centered Education: Historical and Contemporary Perspectives
(Sandra Styres, Wednesday 5:00-8:00pm)

CTL1429HF Ethnicity and the Development of Canadian Education (Harold Troper, Tuesday 5:00-8:00pm)

Winter:

CTL1321HS Aboriginal Civilization: Language, Culture and Identity (Sandra Styres, Wednesday 5:00-8:00pm)
*Prerequisite: CTL1320H or permission of instructor)

Economics:

Fall:

ECO2800H1F Labour Economics I (Thursday 2-4pm, Instructor TBA)

Geography:

Winter:

JPG1814H: Cities and Immigrants (V. Kuuire Thursday, 9am-12pm SS5016)

Global Affairs:

Fall

GLA1003HF Global Security (Jon R. Lindsay, Wednesday 10am-1pm & 3-6pm)

History

Fall

HIS 1279H WWII in Eastern and East Central Europe (Wrobel, Tuesday 10am-12pm, BL312)

HIS 1440H Irish Nationalism in Canada (Wilson, Thursday 2-4pm, CR106)

Winter

HIS 1725H Race, Gender, and Citizenship in Latin America (Walker, Thursday 2-4pm, UC F 204)

Industrial Relations and Human Resources

Winter

IRE 1725H Cross Cultural Differences in Organizational Contexts (Boey, Friday 10am-12pm, IR 205)

Law

Fall

LAW7030H (LAW281H1) Issues in Indigenous Law and Policy in Canada (Rae, Tuesday 6-8pm)

Political Science:

Fall:

POL2026H1F Topics in Political Thought I: Settler Indigenous Relations in Canada (Williams, Monday 10:00am – 1:00pm)

POL2167H1F The Politics of Immigration and Multiculturalism in Canada (Tolley, Tuesday 12:00 – 2:00pm)

Public Policy

Fall

PPG2001H: Integrating Seminar: Legal Analysis in Public Policy – Canadian Migration Policy (TBA, Thursday 2:30-5:00pm)

Winter

The Social Context of Policy Making (* Only the section LEC0101, taught by I. Peng is approved)

Religion

Winter

RLG3931H – North American Religions (Klassen, Wednesday 4-6pm, JHB214)

Social Justice Education:

Fall:

SJE1930HF Race, Indigeneity, and the Colonial Politics of Recognition (Martin Cannon Thursday 5:30-8:30pm)

Winter:

SJE1923HS Racism, Violence, and the Law: Issues for Researchers and Educators (Vaninna Sztainbok Wednesday 5:30-8:30pm)

SJE1926HS Race, Space and Citizenship: Research Methods (Eve Tuck, Tuesday 5:30-8:30pm)

SJE1931HS Centering Indigenous-Settler Solidarity in Theory and Research (Martin Cannon Thursday 5:30-8:30pm)

SJE3933HS Globalisation and Transnationality: Feminist Perspectives (Miglena Todorova Wednesday 5:30-8:30pm)

Social Work:

Fall:

SWK4306HF Theoretical Approaches to Defining Social Injustice and Engaging in Social Change (Bhuyan, Monday 9am-12pm)

Winter:

SWK4210HS Promoting Empowerment: Working at the Margins (Logie, Thursday 9am-12pm)

SWK4304HS Globalization & Transnationalization: Intersections of Policy and Community Practice Locally and Globally (Zahraei, Monday 9am-12pm)

Sociology:

Fall

SOC6009H Ethnicity I (Luisa Farah Schwartzman, Thursday 2- 4pm)

Winter

SOC6003H Immigration II: Power, Immigration, Race (Fidan Elcioglu Friday 2pm – 4pm Rm 240)

➤ Student Enrolment and Graduation Statistics

i. Master's Degree Students

The table below shows that in the 10 academic years over the period 2009-2019, we have enrolled 73 master's degree students. Of these, 52 have completed the program (71%) and 8 are continuing (11%); 13 have left the program without completing (a withdrawal rate of 17%).

Table -1: Master's Student Statistics Summary from 2009-2010 to 2018-2019

Graduate units	Started Between 2009-10 and 2018-19	Completed as of Spring 2019	Returning in 2019-20	Withdrawn	Withdrawal Rate, %
Anthropology	1	1	0	0	0
Geography	-	-	-	-	
History	2	2	0	0	0
Political Science	6	4	0	2	33%
Religion	1	0	1	0	0%
Sociology	4	2	0	2	50%
Curriculum, Teaching and Learning (OISE)	1	0	1	0	0
Leadership, Higher and Adult Education (OISE)**	-	-	-	-	
Social Justice Education (OISE)	4	3	1	0	0%
European, Russian and Eurasian Studies	17	14	2	1	5%
Global Affairs*	6	6	0	0	0%
Industrial Relations and Human Resources	5	3	0	2	40%
Public Policy	14	10	2	2	14%
Social Work	9	6	1	2	22%
Women and Gender Studies	2	2	0	0	0%
Kinesiology and Exercise Science ***	1	1	0	0	0%
Total, All Units	73	54	8	11	15%

* 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 13 PhD students who entered EPS over the 10 academic years from 2009-2019 have come from Social Work (3), Sociology (1), 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, 1), Anthropology (1), Geography (1), and Religion (1). Of these, 1 has completed the program, and 2 have completed their coursework as of 2018-2019 and are thus expected to graduate with EPS completion (one student sadly passed away in May 2018).

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 plays a meaningful role in subsequent employment, and as such is a useful credential. 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 essential to career advancement. Note that even those

Ph.D. students who have withdrawn nevertheless continue active participation in program conferences and events.

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

Students who entered EPS between 2009-2010 and 2018-2019)	13
Graduated with completion of EPS:	1
Ongoing and completed coursework as of 2017-2018	2
Withdrawn from EPS after completing JTH3000H	4
Withdrawn from EPS but did not complete JTH3000H	4
Withdrawn from UofT (after completing JTH3000H)	2

4. Harney Program Events

➤ Friday February 1, 2019 Morton Weinfeld: “Diasporas, Dual Loyalties, and Suspect Minorities: the (Canadian) Jewish Case”



2:30-4:30pm

Library, Munk School of Global Affairs and Public Policy Observatory Site

(Re-scheduled from November 1, 2018 and now the closing lecture for the 12th Annual Ethnic and Pluralism Studies Graduate Research Conference.)

Countries which are diverse and formed largely through waves of immigration — like Canada — must face issues of competing identities and perhaps loyalties within their populations. At times these loyalties reflect competing values and interests, as well as the effects of victimization. When minority rights and interests are defended vigorously these minorities can be perceived as suspect. The Jewish group in its long diasporic history, often as an iconic “other,” has encountered these dilemmas and accusations regularly. This is true even for the Canadian Jewish community, which is at the same time highly integrated even while many members perceive themselves in an ongoing marginal position. Transnational ties of diasporic groups may continue to pose challenges even for ostensibly liberal-democratic societies such as Canada.

Morton Weinfeld is a Professor of Sociology at McGill University, where he holds the Chair in Canadian Ethnic Studies and directs the Minor Program in Canadian Ethnic and Racial Studies. In 2018-2019 he is a Visiting Professor at the Munk School of Global Affairs and Public Policy, as well as at the Ontario Institute for Studies in Education

➤ **January 31, 2019 Rima Wilkes: “Acknowledgment of Indigenous Lands, Treaties and Peoples: Too much? Or not enough”**



2-4PM

Library, Munk School of Global Affairs and public Policy, Observatory Site

Acknowledgement of Indigenous territory, treaties and peoples is now a widespread practice at institutions across Canada. For some individuals this practice is straightforward. For others the practice is baffling. In this lecture/workshop, we will begin with an overview of acknowledgments, including at 98 Canadian universities. We will then discuss some problems with land acknowledgments and turn to the question of how to move forward. The aim is not to provide a final definitive word on the subject. Rather the hope is that this discussion will contribute to a conversation about practice, challenges and

possibilities.

Rima Wilkes is Professor of Sociology at the University of British Columbia and the Past President of the Canadian Sociological Association (2017-2018). She was the Executive Editor of the *Canadian Review of Sociology* (2013-2016). Her most recent publications include: 2018 Wilkes, Rima and Cary Wu. “Ethnicity, Democracy, Trust: A Majority-Minority Approach.” *Social Forces* 97(1):465-494. Wilkes, Rima, Aaron Duong, Linc Kesler and Howard Ramos. 2017. “Canadian University Acknowledgment of Indigenous Lands, Treaties and Peoples.” *Canadian Review of Sociology* 54(1): 89-120.; Wu, Cary and Rima Wilkes. 2017. “Local-National Political Trust Patterns: Why China is an Exception.” *International Political Science Review* 54(1): 89-120.; Wu, Cary and Rima Wilkes. 2017. “International Student Migration and the Search for Home” *Geoforum* 80: 123-132.; Panesar, Nilum, Pottie-Sherman, Yolande and Rima Wilkes. 2017. “The Komagata Through a Media Lens: Racial, Economic, and Political Threat in Newspaper Coverage of the 1914 Komagata Maru Affair” *Canadian Ethnic Studies* 49: 85-101.

The lecture will be followed by a panel discussion, during which Prof. Cheryl Suzack (University of Toronto, Department of English and Centre for Indigenous Studies) and Prof. Douglas Sanderson (University of Toronto, Faculty of Law and Faculty Advisor, Aboriginal Law Students Association) will offer commentary on the presentation based on their experience in indigenous studies and the specific issue of land acknowledgments. The event will be moderated by Prof. Jeffrey Reitz, Director of the Harney Program in Ethnic, Immigration and Pluralism Studies, Munk School of Global Affairs and Public Policy.

This event serves as the keynote lecture for the R. F. Harney 12th Annual Ethnic and Pluralism Studies Graduate Research Conference. Please register separately for the keynote lecture and the conference.

➤ **November 29, 2018 Tahseen Shams: “Echoes of Conflict and Solidarity in Cyberspace: How Social Media Shapes Immigrant Identity-Making”**



12-2pm

Room 208N, Munk School of Global Affairs and Public Policy, Trinity site, 1 Devonshire Place

Although migration scholarship has long theorized how immigrants form new identities and build communities in the hostland, its foundational frameworks have thus far focused largely on the contexts of the sending and receiving countries. Yet, when immigrants arrive from one society to settle in another, their interactions with various immigrant and native groups produce contact across diverse cultures—not just of the society from which they

come and to which they now live, but also of societies in faraway foreign lands to which they have never traveled. These ties to places that are neither the immigrants' homeland nor hostland are facilitated by social media and 24/7 cable news, invoking collective identities that cut across borders and causing spillover effects of global events that shape both how others view immigrants and how immigrants view themselves. Using ethnographic data and Facebook activities of South Asian Muslim Americans in California during the 2016 U.S. Presidential election, I trace how: 1) social media moderates the impact of global political events and facilitate feelings of solidarity by filtering who, where, and what matters to the host society and thereby the immigrants in it; and 2) how the immigrants themselves use social media to express and perform feelings of solidarity with peoples in distant foreign lands as they enmesh themselves into the politics of the hostland. Overall, these findings highlight the need to analyze immigrant identity-making within a broader framework that can encompass geopolitics not just in the immigrant sending and receiving countries, but also beyond.

Tahseen Shams is an Assistant Professor of Sociology at University of Toronto. Her research interests are in the areas of international migration, globalization, race/ethnicity, nationalism, and religion. Broadly, she studies how transnational, global forms of inequality intersect with race and ethnicity to affect immigrant groups, particularly those coming from Muslim-majority countries to the United States and Canada. Her work has received funding from the National Science Foundation and has produced publications in *Sociological Forum* and *Ethnic and Racial Studies* among others. Currently, she is writing a book on how global geopolitics shapes Muslim American and immigrant identities. She is also pursuing two separate but related research projects: one on Muslim American panethnicity, and the other on how U.S. sociopolitics surrounding Islam and Muslims affects the identity-work of Muslim immigrants in Canada.

➤ **September 27, 2018 Kate Choi: "Solidification of Ethnic Boundaries and Retreat from Hispanic intermarriage in the United States"**



2-4pm

Room 108N Munk School of Global Affairs and Public Policy Trinity Site, 1 Devonshire Place

Prior work on the retreat from intermarriage usually treats Hispanic as a monolithic group, ignoring racial diversity within the Hispanic population. As a result, two questions of fundamental importance to the marital assimilation of Hispanics have remained unanswered: (1) did all Hispanic subgroups, irrespective of their race, experience a retreat from intermarriage? and (2) to what extent did the racial diversification of the Hispanic population contribute to their retreat from intermarriage? To address these questions, I document how the permeability of racial, ethnic, and national boundaries changed during the 1990s. My results underscore the heterogeneity in the marital assimilation of Hispanics. Not all Hispanic subgroups experienced a retreat from intermarriage. Rates of intermarriage with non-Hispanic Whites decreased among Hispanic Whites and Hispanic SORs, but they increased among Hispanic Blacks. Changes in Hispanic men and women's willingness to marry Hispanic partners of a different race also varied by race. The odds of intermarriage between Hispanic Whites and non-White Hispanics increased during the 1990s, while the odds of intermarriage between Hispanic Blacks and Hispanic SORs decreased during this time. Overall, these findings highlight the importance of considering race when studying the intermarriage behavior of Hispanics.

Kate H. Choi is a social demographer interested in the causes and consequences of family formation, namely how crossing social and national boundaries influence family formation and wellbeing. She contributes to this literature by pursuing two lines of scientific inquiry: (1) investigating how institutional opportunities and constraints arising due to international migration shape family formation and (2) examining how crossing ethnoracial, educational, and age boundaries in spousal selection influence the health and wellbeing of individuals and their offspring. Her work has been published in several renowned journals, including *Demography*, *Journal of Marriage and Family*, and *Social Science and Medicine*. She is currently Associate Professor at the Department of Sociology, University of Western Ontario.

➤ **June 18, 2018 Dan Rodriguez-Garcia: “Multiracial and Multiethnic Youth Negotiating Identity in Spain: Mixedness, Choices and Constraints”**



12-2PM Room 023N Munk School of Global Affairs and Public Policy Trinity Site 1
Devonshire Place

The recent growth of mixed unions between immigrants and natives in Spain has brought about a significant increase in the number of mixed-race and multiethnic individuals in the country, particularly in Catalonia, a region that has reached a level of “super-diversity” and ethnocultural “mixedness” that compares with that of traditional countries of immigration. However, little research has been conducted on the identity processes of these multiracial

children and youth, specifically regarding their experiences of social inclusion/exclusion. Drawing on data from various recent and ongoing research projects conducted in Spain by the Research Group on Immigration, Mixedness, and Social Cohesion (INMIX), this lecture aims to clarify the relationship between mixed couples/descendants and social integration. After outlining the context of immigration and mixedness in Spain from a demographic point of view, this presentation will offer research results on mixed-race/multiethnic youth in Catalonia, focusing on identity, sense of belonging, and experiences of discrimination. Within this discussion, concepts and discourses of “nation” and “national identity” in the Catalan and Spanish context will also be explored. The lecture attempts to highlight the socially transformative value of mixedness, while warning about the persistence of racialized divisiveness that hinders social inclusion and cohesion.

Speaker bio: Dan Rodríguez-García is Serra Hunter Associate Professor of Social and Cultural Anthropology and Director of the Research Group on Immigration, Mixedness, and Social Cohesion (INMIX) at the Autonomous University of Barcelona, Spain. He was the Guest Editor for *The ANNALS*’ 2015 Special Issue “Intermarriage and Integration Revisited: International Experiences and Cross-disciplinary Approaches” and is currently guest editing a Special Issue for the *Journal of Ethnic and Migration Studies* on multiracial and multiethnic individuals. He is the PI of the funded R&D project “Social Relations and Identity Processes of Children of Mixed Unions: Mixedness, Between Inclusion and Social Constraints (MIXED_YOUTH)

➤ **May 22, 2018 Zan Strabac: “Social norms, politics and targeted opposition to Muslim newcomers in Norway. Evidence from a list experiment”**

11am-1pm
Room 240 Department of Sociology, University of Toronto, 725 Spadina Avenue

Strong opposition to Muslim immigration is at the intersection of marginal political discourse and the mainstream in Europe and elsewhere. As a defining issue in a variety of recent events (e.g., populist electoral success in the Netherlands, Germany and Austria), support for targeted opposition to Muslim newcomers has been attributed to material concerns and recent refugee flows. In contrast to this approach, the present work focuses on how anti-immigrant sentiment is selectively revealed, offering a new perspective on the role of social norms in shaping political discourse. By way of a survey experiment in Norway, we measure the gap between what people express and the beliefs they hold anonymously, assessing how supporters of distinct political parties accept/reject social norms about overtly articulated intolerance. Our main findings reproduce some of the findings in previous survey-based studies, but we also obtain two surprising results, both worrying. First, supporters of populist-right Progress Party not only exhibit low levels of tolerance, but they also reject social norm of tolerance toward minorities. Second, supporters of the mainstream centre-right Conservative party, generally considered to be much closer to the centre-left than to populist right when it comes to ethnic intolerance, turn out to be significantly

more intolerant after social desirability bias is accounted for. Thus, our result indicate clear left-right divisions in intolerance, also among supporters of mainstream political parties. Implications for broader survey-based research on social norms and ethnic intolerance in Western Europe and North America are discussed. In addition to presentation and discussion of empirical results, the guest lecture shall also include a brief presentation of list experiments as means to reduce and measure social desirability bias in survey-based research on sensitive issues

Speaker bio: Zan Strabac is a sociologist and professor at the Norwegian University of Science and Technology (NTNU), in Trondheim, Norway. His main research interests are: ethnic relations, majoritarian attitudes, international labour migrations and quantitative research methods. He has published articles in leading journals in sociology and migration studies, such as *The Journal of Ethnic and Racial Studies*, *The Journal of Ethnic and Migration Studies*, *The Sociological Quarterly* and *The Social Science Research*.

5. 12th Annual Graduate Research Conference in Ethnic and Pluralism Studies

➤ Overview

The 12th Annual Ethnic and Pluralism Studies Graduate Research Conference was held on January 31 and February 1, 201 at the Munk School of Global Affairs, Observatory Site, 315 Bloor Street W.. 17 papers were presented in 5 sessions over those two days, with a keynote lecture by Professor Rima Wilkes and a closing lecture by Professor Morton Weinfeld.

This year's organizing committee comprised of students from our Ethnic and Pluralism Studies Collaborative Graduate Specialization were: Lynda Chubak (PhD program, Department of Anthropology), Yu-Chen Chen (MA program, Centre for European, Russian and Eurasian Studies), Lucy El-Sherif (PhD program, Department of Curriculum, Teaching and Learning, OISE), Viveka Ichikawa (MSW program, Factor Inwentash Faculty of Social Work), and Eunice Kays (MPP program, Munk School of Global Affairs and Public Policy).

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

<https://munkschool.utoronto.ca/ethnicstudies/feature/12th-annual-eps-conference-summary-and-photos/>



➤ Conference program

Day One: Thursday January 31, 2019

9:00-9:10 Registration for Day One Conference Sessions

9:10-9:15 Opening Remarks: Prof. Jeffrey G. Reitz, Harney Program Director, Munk School of Global Affairs and Public Policy

9:15-10:30 SESSION 1 Education and Integration

Discussant: Prof. Diane Farmer (OISE Social Justice Education, and Centre de Recherche en Education Franco-Ontarienne)

Chair: Prof. Jeffrey G. Reitz (Harney Program Director, Munk School of Global Affairs and Public Policy)

Lucy El-Sherif (University of Toronto, Curriculum, Teaching and Learning, PhD program)

"Off with her Head!" The Citizenship Study Guide and the Terrain of the Citizen

Antona Christus-Ranjan (University of Toronto, Munk School of Global Affairs and Public Policy, MPP Program)

Institutional Racism in the Education System

10:45-12:30 SESSION 2 Pathways to Multiculturalism

Discussant: Prof. Laura Bisailon (Political Science, Interdisciplinary Centre for Health & Society, University of Toronto)

Chair: Lucy El-Sherif (University of Toronto, Curriculum, Teaching and Learning, PhD program)

Paul De Silva (Ryerson University of Toronto, Department of Communications and Culture, PhD program)

Cultural Diversity in Narrative Screen Media in Canada: Legislative Intentions and Current Realities for Screen Media Artists from Diasporic Communities of Color – Why the Gap?

Jennifer Guyver (McGill University, Department of Religious Studies, PhD program)

Between Totemism and Secularism: a Durkheimian explanation of the controversy of the crucifix in the National Assembly

Shalini Ramgoolam (University of Toronto, Munk School of Global Affairs and Public Policy, MPP program)

The Social and Economic Impacts of Hybridization in Trinidad and Tobago

Francisco Rivera (Universite de Montreal, Department of Sociology, PhD program)

Two odonyms, one sculpture: The public memory of Chilean political violence in Canadian urban contemporary materiality

13:45-14:00 Registration for Keynote Lecture

14:00-16:00 KEYNOTE LECTURE (Munk School Observatory Site Boardroom, 315 Bloor Street West)

Chair: Prof. Jeffrey G. Reitz (Harney Program Director, Munk School of Global Affairs and Public Policy)

Speaker: Prof. Rima Wilkes, Professor of Sociology, University of British Columbia

"Acknowledgment of Indigenous Lands, Treaties and Peoples: Too much? Or not enough?"

Panelists: Prof. Cheryl Suzack (University of Toronto, Department of English and Centre for Indigenous Studies)

Prof. Douglas Sanderson (University of Toronto, Faculty of Law and Faculty Advisor, Aboriginal Law Students Association)

Day Two: Friday February 1, 2019

9:00-9:05 Registration for Day Two Sessions

9:05-10:20 SESSION 3 Gender

Discussant: Prof. Emily Laxer (Sociology, Glendon College, York University)

Chair: Yu-Chen Chen (University of Toronto, CERES, MA program)

Viveka Ichikawa (University of Toronto, Factor-Inwentash Faculty of Social Work, MSW program)

LGBTQ Newcomer Women's Journey in Canada for Building Comprehensive Sense of Self and Belonging

Natalie Krzywiecki (University of Toronto, Munk School of Global Affairs and Public Policy, MPP program)

"And in the process they both inscribe a vision of home": The Significance of Female Epistolary Networks in the Reclamation of Identity for Nineteenth-Century Female Immigrants

Alex Verman (University of Toronto, Department of Political Science, MA program)

Diasporic Nationalism and the Queer Question: Intimacy and Envelopment on Taglit-Birthright

10:20-11:50 SESSION 4 Identity

Discussant: Prof. Taheen Shams (Sociology, University of Toronto)

Chair: Viveka Ichikawa (University of Toronto, Factor-Inwentash Faculty of Social Work, MSW program)

Ojo Agi (University of Toronto, Women Gender Studies Institute, MA, program)

We Need New Names: Transcultural Identity Formation among Black Second-Generation African-Canadians

Lynda Chubak (University of Toronto, Department of Anthropology, PhD program)

From counting to reifying: A survey of research exploring ethnic and racial classifying within national censuses

Karol Czuba (University of Toronto, Department of Political Science, PhD program)

The Effects of Electoral District Population Composition on Ethnic Identity Mobilization and Intergroup Alliance-making: Evidence from Marsabit in Northern Kenya

Valeria Vergani (University of Toronto, Department for the Study of Religion, MA program)

Writing Indigenous Temporality: Anthropological Approaches, Recent Critiques, and Methodological Considerations

12:30-14:00 SESSION 5 Policy and Integration

Discussant: Prof. Rupa Banerjee (Ted Rogers School of Business Management, Ryerson University)

Chair: Eunice Kays (University of Toronto, Munk School of Global Affairs and Public Policy, MPP program)

Yu-Chen Chen (University of Toronto, Centre for European, Russian and Eurasian Studies, MA program)

Past and Present Suspect Minorities in Canada and the Evolution of Canadian Immigration Acts

Nicholas Alexand Rymal Fraser (University of Toronto, Department of Political Science, PhD program)

Shared Heuristics: How Organizational Culture Defines Asylum Policy

Nikola Brcic Bello (Munk School of Global Affairs and Public Policy, MPP program) and Lucia Lopez (University of Toronto, Munk School of Global Affairs and Public Policy, MGA program)

The income trajectory of immigrants from the Global South to Canada

Marie-Eve Melanson (McGill University, School of Religious Studies, PhD program)

Being True to Ourselves: Identity and Difference in Québec's Public Policy

14:15-14:30 Registration for Closing Lecture

14:30-16:30 Closing Lecture

Speaker: Prof. Morton Weinfeld (McGill University, Department of Sociology)

"Diasporas, Dual Loyalties, and Suspect Minorities: the (Canadian) Jewish Case"

16:30-18:00 Reception

➤ January 31, 2019: Keynote lecture – Rima Wilkes

See details on this lecture in the Harney Events chapter.

➤ February 1, 2019: Closing lecture – Morton Weinfeld

See details on this lecture in the Harney Events chapter

➤ 2019 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/12th-annual-eps-outstanding-conference-paper-award/>

Alex Verman who presented in Session 3 (“Gender”) and Karol Czuba from Session 4 (“Identity”) have been chosen as this year’s two outstanding papers. We would also like to mention the three other finalists, Lucy El-Sherif (Session 1 “Education and Integration”) , Jennifer Guyver (Session 2 “Pathways to Multiculturalism”) and Marie-Eve Melanson (Session 5 “Policy and Integration”).

Alex Verman (University of Toronto, Department of Political Science, MA program)

“Diasporic Nationalism and the Queer Question: Intimacy and Envelopment on Taglit-Birthright”

Director’s comment: This paper examines the fascinating experiences of Jewish-diaspora LGBT participants on free trips to Israel organized by a nationalist Israeli group – Taglit-Birthright — designed to promote diasporic attachments to Israel. While as the paper describes, Israeli nationalism has been projected as antithetical to the “sexual perversity and gender chaos” it sees in the LGBT community, the LGBT-specific trips represented an effort to bridge the divide. The ensuing analysis, based in part on interviews with trip participants, clearly illustrates ways in which attempts to mobilize support in groups with only partly compatible ideologies may be partly successful but also may partly backfire. More generally, it also reveals the complexity of processes of inclusion and exclusion at the intersection of ethnicity and sexual orientation.

Karol Czuba (University of Toronto, Department of Political Science. PhD program)

“The Effects of Electoral District Population Composition on Ethnic Identity Mobilization and Intergroup Alliance-making: Evidence from Marsabit in Northern Kenya”

Director’s comment: This paper explores how electoral district boundaries shape the ethnic dimension of political contests. This topic – timely both in the US and to some extent also in Canada – is examined in a rather distant case: Marsabit County in Northern Kenya. The theory however is very general: the goal is to develop hypotheses on “the effects that the distribution of ethnic groups in electoral districts has on political agents’ incentives to mobilize different types of ethnic identities and construct intergroup alliances.” Different configurations of ethnic demography are identified, and the resulting incentive

structures examined. The empirical interpretation of Kenyan politics and society is very detailed and nuanced. The result is a paper that will prove useful to scholars of electoral politics across many settings.

6. Online articles: Global Migration Institute and Alumni Profile Series

Three online articles were published on our website during the course of 2018-2019. Two were in our ongoing series on the Global Migration Institute page, and another was the inaugural article in our new Harney Program Alumni Profile Series.

➤ Q&A with Ellen Berrey: Thinking about “The Enigma of Diversity” (by Shannon Clarke)

In 2015, University of Toronto sociology professor Ellen Berrey — then of the University of Denver — wrote an article for the American news and commentary outlet *Salon* called “Diversity is for white people: the big lie behind a well-intentioned word.” It was, she says, a punchier version of her book *The Enigma of Diversity: The Language of Race and the Limits of Racial Justice*, itself a culmination of 15 years of research — including six years of ethnographic work at the University of Michigan; Rogers Park, a diverse and gentrifying residential neighbourhood in Chicago; and a major corporation pseudonymously referred to as Starr Corporation.

Through a consideration of admissions policies, housing redevelopment and human resources management, *The Enigma of Diversity* explores how racial justice is being done in a persistently racialized society. It asks (among other questions) what this justice looks like beyond numbers and statistics and who gets to define the limits of diversity discourse. “The trick of the diversity movement is that it is far easier to symbolize inclusion than to socially dismantle inequality,” Professor Berrey writes.

She has since joined the sociology department at UTM, and has recently co-authored *Rights on Trial: How Workplace Discrimination Law Perpetuates Inequality*, a study of how employment discrimination cases move through the American legal system, often further entrenching biases and working against those looking seeking justice. Professor Berrey spoke with the Global Migration Research Institute about the ongoing allure of anti-affirmative action litigation, her upcoming research, and why no institution can get “diversity” 100 per cent right.

Full article: <https://munkschool.utoronto.ca/ethnicstudies/2018/05/qa-with-ellen-berrey/>

➤ **Q&A with Dan Zuberi: “Mainstreaming” ethnicity and immigration into public policy (by Shannon Clarke)**

Professor Daniyal Zuberi is RBC Chair and Professor of Social Policy at the Factor-Inwentash Faculty of Social Work and Munk School of Global Affairs and Public Policy at the University of Toronto.

Professor Zuberi has studied the effects of Canadian social policies across a range of key social institutions, often focusing both on the people they serve and their families, and on the people who keep them running. Social service recipients are low-income, and social service employment often pays low wages, and may be insecure. In Toronto, both recipients and providers are often immigrants and second-generation Canadians. As a result, Zuberi’s work has contributed significantly to studies in ethnicity, immigration and race. He has published four books covering policy and social inequality in the hospital and hospitality industries, as well as education and urban design in Canada’s largest cities, “mainstreaming” issues of immigration and race in each.

Professor Zuberi spoke to The Global Migration Institute about the significance of immigration and race in Canadian social policy today, how the realities of new immigrants and their children in Canada today have changed, about the value of both qualitative and quantitative research, and about lessons he hopes his students will take from his classes in social policy and social work.

Full article: <https://munkschool.utoronto.ca/ethnicstudies/2018/10/qa-with-daniyal-zuberi/>

➤ **Alumnus Profile: Dr. Wendell Nii Laryea Adjetei (by Shannon Clarke)**

Since graduating from the University of Toronto in 2009 (Masters of Arts in Political Science, Ethnic, Immigration and Pluralism Studies), Dr. Wendell Nii Laryea Adjetei has earned his PhD from Yale University, launched Tujenge Africa Foundation, a peace-building and nation-building prep school in Burundi, and mentored at-risk youth in Toronto. He has written, taught and spoken extensively on the African diaspora and North American history and is currently a William Lyon Mackenzie King Postdoctoral Fellow at Harvard University. That his scholarship, activism and outreach span three countries and two continents is fitting for an academic whose work focuses on the African diaspora and

its descendants, and who has called Ghana, Canada and now the United States home. “I’m criss-crossing the U.S.-Canadian border and I’m also criss-crossing the Atlantic and so I guess, as an academic, my counterparts read me as being African and Canadian and an observer in the United States — a sort of traveller,” Dr. Adjetey says.

Full article: <https://munkschool.utoronto.ca/ethnicstudies/2019/03/alumnus-profile-dr-wendell-adjetey/>

7. Program Promotion

➤ Director’s Activities

Research on Muslim Integration

Prof. Reitz’ comparative research on the integration of Muslim immigrants in Western societies continues, with three papers adding to the previous 5 publications. One paper appeared in the December 2018 issue of *International Migration Review* (co-authored with program alumnus Dr. Marie-Pier Joly), a second paper was conditionally accepted in *Journal of Ethnic and Migration Studies* (co-authored with program alumnus Dr. Emily Laxer), and a third is to be presented at the 2019 Annual Meeting of the American Sociological Association (also co-authored with Emily Laxer) this August in New York. Prof. Reitz’ current leave was arranged to facilitate further work on this project.

This year Prof. Reitz presented his research as a keynote address at the Annual Meeting of the Canadian Ethnic Studies Association in Banff, Alberta, on Oct. 12, and also at a Colloquium held at the University of Western Ontario, March 20. He has been invited to present the research to *France Stratégie*, a government think tank attached to the office of the Prime Minister of France.

The importance of comparative research generally was underscored at an event at the Canadian Ethnic Studies conference, a panel discussion among four ‘ethnic studies chairs’ assessing the state of ethnic studies in Canada. Prof. Reitz emphasized that comparative research is important in creating empirical benchmarks for national success in inter-group relations.

Hiring Bias Panel Follow-up

There has been further follow-up on the “Hiring Bias Panel,” held two years ago, in the form of an op-ed published in *Policy Options*, a journal of the Institute for Research on Public Policy. The original

report, presented and discussed at the panel, is 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)

Following the event, the federal government launched its “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. The op-ed appears as:

Jeffrey G. Reitz, Rupa Banerjee, Philip Oreopoulos, "Can we avoid bias in hiring practices? A recent report from Ottawa's Name-Blind Recruitment Pilot Project reveals that there are still many challenges in developing hiring practices that avoid bias." *Policy Options* (IRPP), July 6, 2018.

<http://policyoptions.irpp.org/magazines/july-2018/can-we-avoid-bias-in-hiring-practices/>

Mexican participation in the U of T initiated “North American Colloquium”

Prof. Reitz has been able to contribute to the development of the “North American Colloquium,” initiated by the University of Toronto and involving collaboration of the University of Michigan and the National Autonomous University of Mexico (UNAM) in Mexico City. The upcoming event in the colloquium series will be held at UNAM this November on the topic of ‘Migration.’ To assist in this, and while on half-year leave, Prof. Reitz was appointed Visiting Researcher at Centro de Investigaciones sobre America del Norte (CISAN), of the Universidad Nacional Autonoma de Mexico (UNAM), where he was active during the month of February. In addition to assisting in the planning of the colloquium,

Prof. Reitz participated as session moderator in a conference on “Trump: Anti-immigrant rhetoric, action and policies,” and also presented on Canadian immigration to a graduate seminar on immigration at UNAM.