The Amsterdam Research Centre for Gender and Sexuality, the Institute for Migration and Ethnic Studies, and the Chief Diversity Officer of the University of Amsterdam, cordially invite you to attend the event

**Barriers to Diversity in our Academic Institutions: The Case of Institutional Racism**

The event will consist of a public lecture by

**Prof. Shirley Anne Tate**
(Professor of Sociology, University of Alberta)

followed by a panel discussion on institutional racism

**Friday February 14**
14.00-17.00
REC M1.02

Our academic institutions are shaped by deeply entrenched historical patterns of exclusion and processes of racialization, which often remain invisible or are poorly understood, yet account for the conspicuous difficulties of universities in the Netherlands to recruit and retain faculty of color. While the UvA Diversity Document unambiguously affirms the importance of the “recruitment, selection, appointment, promotion, and retention of staff” with “diverse backgrounds”, and the League of European Research Universities’ 2019 Report on Equality, Diversity, and Inclusion indicates the need to recognize systemic bias (section 1.2) by utilizing an intersectional approach, especially for the support of women of color (section 3.5), these objectives remain hard to attain. At the same time, students and faculty of color often struggle with racism in particular ways that remain unrecognized within the institution. We have witnessed too many colleagues of color leave because of lack of adequate support and recognition.

In order to continue the necessary work of addressing these patterns of exclusion and processes of racialization, we have invited an internationally renowned scholar on the topic of intersectional institutional racism in the universities, **Prof. Shirley Anne Tate**, Professor in the Sociology Department at the University of Alberta, Canada. She is Honorary Professor, Chair in Critical Studies in Higher Education Transformation at Nelson Mandela University, South Africa and Visiting Professor at the University of Helsinki and Leeds Beckett University. Her area of research is Black diaspora studies broadly, and her research interests are institutional racism, the body, affect, beauty, ‘race’ performativity and Caribbean decolonial studies while paying attention to the intersections of ‘race’ and gender.

The first part of the afternoon is dedicated to Prof. Tate’s public lecture, which will focus on the position of Black women and on the question of institutional pain and silencing. In the second part of the afternoon, a panel discussion will provide an opportunity to bring Prof. Tate’s knowledge and expertise to bear upon the local context of the UvA in general and our Faculty in particular.
Programme:
14:00 - 14:10 Welcome and Introduction, by Prof. dr. Sarah Bracke (ARC-GS)

14:10 - 15:00 Lecture by Prof. dr. Shirley Anne Tate (University of Alberta, Canada)


I am a ‘wounded body stranger’ (Tate and Wahidin 2014) removed from myself so I do not feel psychic pain. However, pain emerges and I use it here drawing from Audre Lorde’s *The Cancer Journals* as an analytic frame to explore how as Black women we cope with an imposed silencing from within white feminism whilst maintaining subjective and Black feminist community cohesiveness. I look at psychic institutional pain in UK universities as locations of body and knowledge estrangement drawing on Toni Morrison’s *Playing in the Dark* and such pain is seen as both repressive and productive of Black feminist critique. Institutional pain can also be agentic, productive, when we notice that it is rooted in Lorde’s anger. ‘Mi vex’ recognizes the source of vexation, of Black feminist anger-pain, while repeating it as complaint and need for intersectional political action in order to continue to build Black feminist community.

15:00 – 15:30 Q&A

15:30 – 15:45 Coffee break

15:45 – 17:00 Panel discussion with the esteemed panelists Tasniem Anwar, Dr. Anne de Graaf, Dr. Olga Sooudi, Dr. Darshan Vigneswaran, and Prof. Em. Gloria Wekker.

Tasniem Anwar is a PhD candidate in the Political Science department at the UvA. Her dissertation seeks to examine the production of legal knowledge through security practices around preventing and criminalizing terrorist financing. She is the co-founder of Amsterdam United, the intersectional student platform at the UvA.

Dr. Anne de Graaf has been the Chief Diversity Officer (CDO) at the UvA since November 2017. She helps drive the process of cultural change at the UvA toward greater equity, diversity, and inclusion. Anne is currently also a Senior Lecturer at Amsterdam University College (AUC), where she teaches Human Rights Human Security and Peace Lab. Anne holds a PhD in International Relations; her research focuses on peace and conflict studies, particularly the role of youth, voice, and agency.

Dr. Olga Sooudi is Assistant Professor in Anthropology at the UvA. Her research interests are in the anthropology of art and art markets, especially in emerging art contexts in the Global South, and she has conducted fieldwork in India and Japan. Her research and publications focus particularly on value creation in visual art, artists, and how those who make art and artworks themselves are shaped by and respond to market change.

Dr. Darshan Vigneswaran is Co-Director of the Institute for Migration and Ethnic Studies, Associate Professor at the Department of Political Science, UvA and editor of the *European Journal of International Relations*. He studies how territory is reconfigured in response to changing patterns of human mobility and settlement. He is part of two major projects funded by the Swedish Research Council on the Protection of Migrants from Violence in South-East Asia and the Externalization of European Migration Policy in Africa.

Prof. Em. Gloria Wekker is a Social and Cultural Anthropologist, specialized in the field of Gender Studies, Sexuality Studies, and African American and Caribbean Studies. She held the first Chair in Gender and Ethnicity Studies at the Faculty of Humanities at Utrecht University, and is emerita professor since 2012. She has been a leading figure in introducing the concept of intersectionality in the Netherlands and her most recent book, *White Innocence* (2016) has been a game-changer, both nationally and internationally, in the debate on racism.

Moderated by Dr. Julie McBrien (ARC-GS)
17:00 Drinks at CREA