

# Unpacking the Visible and the Hidden: Racism, Whiteness and Epistemic Oppression in the Canadian Academy November 15, 2024

It is known that Canadian higher education has an issue with racism, which is symptomatic of the underrepresentation and marginalization of BIPOC (Black, Indigenous and Persons of Colour) scholars. While often considered to be objective and value-free, science itself is situated in social and political contexts that cannot be isolated. What, then, are the impacts of racism on how science is 'done' in the Canadian academic context? Using a triangulation of approaches, such as syllabi analyses, interviews, and event ethnography (of annual conferences for geosciences, political science, and neuroscience), this transdisciplinary study contributes to an understanding of the intersections of racism, whiteness, epistemic oppression, and their connection with the institutional inertia to diversity and meaningful transformation. The findings underpin the colonial roots of our academic disciplines and the marginalization of BIPOC scholars, which manifests in faculty experiences of systemic barriers, the 'leaky pipeline', and disproportionate division of labour among other outcomes. This study emphasizes not only the importance of trans/cross-disciplinary work to better understand the nuanced impacts of racism, whiteness and epistemic oppression on BIPOC scholars in different fields but also highlights that these impacts can occur in both visible and hidden ways.

**When: Friday, November 15 from 12pm to 1:30pm**  
**Where: In person room 7-152**



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*Presented by:*

**Global Friday**

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