

Wesley Crichlow

Biographical Note

Institution:	University of Ontario Institute of Technology
Position sought:	Director, Equity and Diversity
Nominated By:	Shahid Alvi, University of Ontario Institute of Technology Howard Ramos, Dalhousie University Rima Wilkes, Canadian Sociological Association
Highest Degree:	PhD (Curriculum Teaching & Learning), University of Toronto
Current Position:	Professor, Associate Dean of Equity and Director for Engagement and Recruitment for Black Youth in Care

Biography

Dr. Wesley Crichlow is the first Associate Dean of Equity and Director for Engagement and Recruitment for Black Youth in Care. My many years of scholarly and community engagement have engendered trust, credibility, and respect. My teaching, research, public lectures, and workshops have focused on the challenges to implementing policies and practices that strengthen broader notions of diversity and social justice within educational institutions and organizations across Canada, accounting for the intersections of race, gender, class and LGBTQ2S identities. My work is dedicated to critical equity studies, social justice, human rights, community-university collaborations, and developing scholarly and pedagogical praxis and teaching as activism.

My research interests focus on the following areas: Black LGBTQ criminology and rights; Black and Caribbean masculinities; critical equity and diversity studies; critical race theory; race and criminal injustice; decolonization; storytelling and reality pedagogy.

I'm currently investigating assumptions about identities and their consequences for Black lesbian, gay, bisexual, transgender and queer (LGBTQ) ex-prisoners. The overarching goal of this project is to produce, for the first time in Canada, a comprehensive and critical analysis of how Black LGBTQ ex-prisoners fare within Canadian carceral institutions.

My current responsibilities include the following: UOIT Presidential Equity Taskforce Chair; Director for Engagement and Recruitment for Black Youth in Care; Equity Director, Canadian Sociology and Anthropology Association and Chair of the Ministry of Community Safety and Correctional Service's Community Advisory Board (CAB) at the Toronto South Detention Center.

Past equity initiatives include the following: Equity Committee Co-Chair and Executive Committee Member at the Canadian Association of University Teachers (CAUT); Equity Committee Co-Chair at the University of Ontario Institute of Technology Faculty Association (UOITFA); Member of the UOITFA Joint



Committee on Employment Equity; Research Associate at the Research Center on Violence at West Virginia University and Board Member of the Aids Committee of Durham.

UOIT Equity Involvement

I was an active member of the University of Ontario Institute of Technology Faculty Association (UOITFA), with past and current specific duties as the FA representative for the Faculty of Social Science and Humanities (FSSH), 2010–2013; member of the Executive Committee 2013–2016; Chair of the Equity Committee, 2014–present; Association Secretary, 2013–2016; Senior Grievance Officer, 2015–2016; and assisted in negotiating the Association’s current tenure and tenure-track collective bargaining team, 2015–16. In these roles, I have been a critical advocate for enhancing Equity Diversity Initiatives in the workplace at UOIT.

I advocated for the inclusion of the first equity statement in the UOITFA Constitution in 2015, chaired the first UOITFA Equity Working Group Committee, and was successful in working with the Collective Bargaining Team to ensure the FA would be granted its first letter of understanding (LOU) on employment equity at UOIT. My work in this area has led to the creation of UOITFA’s first Equity Committee, along with the formalization of equity principles within the objectives of the Association, recently laid out in its Constitution as follows: “to promote and support equity, non-discrimination, and democracy within the Association and the broader University community such that every member of that community is treated with dignity and respect.”

Statement of Intent

I am a Black, gay professor with more than 25 years of experience engaging in research, teaching, service and public lectures in the areas of: Decolonization, Antiracism, LGBTQ2S Rights, and Equity Diversity and Inclusion (EDI) mobilization and development. In the course of my EDI work, I have sought to give back to the community through my commitment to its betterment, which informs my desire to serve as Director, EDI on the Federation for the Humanities and Social Sciences Executive.

I currently serve as Equity Chair of the Canadian Sociological Association. Prior to being appointed Associate Dean, Equity, and Chair, President’s Equity Taskforce, I served as Co-Chair Equity and Executive Member for the Canadian Association of University Teachers (CAUT), committee member Status of Women and Equity for the Ontario Confederation of University Faculty Associations (OCUFA) and Secretary and Co-Chair Equity for the Faculty Association at my university. As Director, EDI for the Federation, I will work to provide strategic leadership and support for the achievement of the Federation’s vision to be a leader in EDI in all aspects of our mandate.

I believe that I exemplify both the spirit and intent of the position with an exemplary record promoting the advancement of equity for historically marginalized groups in Canada. My EDI work and community engagement have engendered trust, credibility, and respect, positioning me as a suitable candidate for the position of Director, EDI with the Federation.

