

Dept of Social Science – Job Talk

Work and Labour Studies (WKLS) - CLA

Leslie Nichols

Date:

Tuesday,
May 14

Time:

**Teaching
Presentation**

9:30 am
– 11:30 am

Location:

701 Ross
South

All sessions will be
open to faculty &
students.

Light catering will
be available.

Diversity in the Canadian Labour Market

Course Description: Population diversity and multiculturalism are integral to Canada's history and its international image. Despite this image of Canada as a diverse nation, Canada also has a long history of unequal treatment of its nonwhite, non-Anglo Saxon population. Early immigration policies reflect that Canada pictured itself as a white nation, leading to enduring patterns of discrimination against people who do not fit prevailing social norms. Social justice requires that we confront conditions that contradict Canada's commitment to equality enshrined in its Constitution and other laws.

In this course we will learn about the participation and current status of diverse workers in the Canadian labour market and analyse how various intersecting inequalities—such as those based on gender, race, ethnicity, nationality, sexuality, ability, and citizenship status—are reproduced and resisted in workplaces, workers' organizations, employment policies, and social justice projects. of social justice change. We will begin with a definition of key terms such as "equity" and "equality," Canadian labour force statistics, and a discussion of how diversity and intersecting social conditions influence workers' experiences. Following a history of equality in the Canadian labour market, we will explore in depth diverse groups of workers including Indigenous, immigrant, racialized, LGBTQ and nonbinary, young and older, and migrant workers and workers with disabilities. We will explore each group of diverse workers with a critical eye to identifying changes to policies and workplace practices to increase their labour market equality.

Leslie Nichols has a Ph.D in policy studies and specializes in labour and women's studies. She has conducted mixed-method studies of marginalized groups in the Canadian workforce, women's time poverty, newcomer settlement, and Canadian immigration policy. Leslie recently edited *Women in Canada: An Intersectional Approach* (2019) Women's Press, Canadian Scholars' Press.