

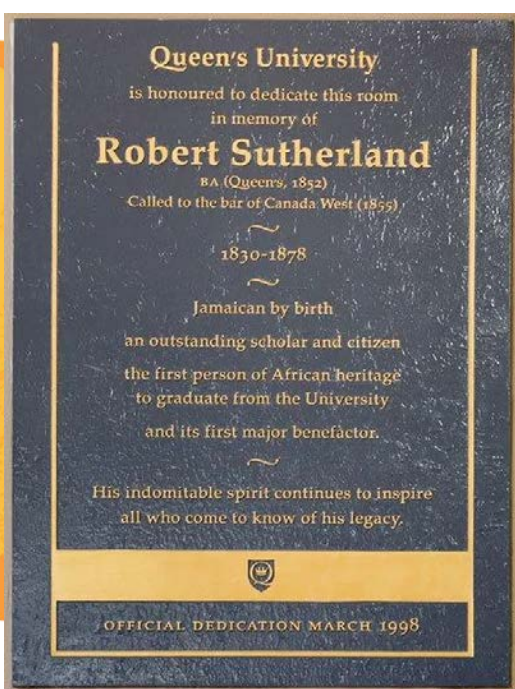
Racism, Oppression & Resistance Timeline

Understanding our history to reshape our future...

1841

Queen's University was established on October 16, 1841, in a Royal Charter issued by Queen Victoria. The document was granted after years of effort by the Presbyterians of Upper Canada to found a college for the education of ministers and to instruct youth in the various branches in Science and Literature.

1849



Robert Sutherland
1830 - 1878

Robert Sutherland

was born in Jamaica and came to Queen's in 1849. He was the first student of colour at the university, graduating with honours in Classics and Mathematics, and later becoming the first known Black lawyer in British North America. His generous estate gift saved Queen's from financial crisis and annexation by the University of Toronto.

1869

Professor Clarke Murray

was the first academic who offered special English classes for women in Canada.

But women still could not take classes with men, either earn a degree or officially register at the University.

1882

Physiology professor Kenneth Fenwick tormented female students with insulting comments and anecdotes about women. They fought back after he likened the pitch of women's voices to that of apes in a lecture on the larynx.

Male students claimed that they would no longer attend school if male and female students were to take lectures together after the Christmas holidays.

Female students marched out of the classroom and filed a formal harassment complaint.

"The Faculty agrees that under the existing circumstances, co-education in medicine is a failure; there is no intention in admitting female students in the future."

December 15, 1882.
Retrieved from The Journal Archives

1883

Women were officially expelled from medical school

1900

1917

Queen's started expelling all of the 15 Black students attending the School of Medicine.

Black students were banned from attending Queen's medical school.

Despite the promises of continuing their education elsewhere, the university did not help them secure spots at other Canadian schools.

Queen's Gazette

1918

Ethelbert D.J. Bartholomew

was a black medical student in his fourth year of study at the time of his expulsion.



(From the Bartholomew Family collection)

1922

The last Black student graduated from Queen's medical school despite constant pressure to be transferred

Standards for **acceptable hazing** during Frosh Week are written into the AMS constitution.

1928

Women were admitted for the first time to the **Faculty of Engineering and Applied Science**.

1942

Queen's decided not to allow Japanese Canadian students to enrol during the 1942-1943 academic year.

Women were allowed to return to Queen's Faculty of Medicine.

1943

During WWII, the number of Jewish students was rapidly increasing. The Board of Trustees proposed a quota system to address "**the problem created by the steady increase of Jewish students.**"

Alice Bertram & Margaret Elliot

were the first women students to return to the medical school halls at Queen's.

1948

1951

Alfie Pierce

"Alfie was said to personify the spirit of Queen's, regularly appearing at Queen's football games, cheering on the players and exciting the crowd. Queen's history with Alfie Pierce, a black man, remains deeply complicated and troubling.

After his death in 1951, his body lay on the gymnasium floor (Jackson Hall) for two hours while the Board of Control stood and watched. His few possessions were sold to Queen's to pay for his funeral."

Queen's Encyclopedia

was a Kingston resident athlete who worked for the Queen's football team. He was subject to extreme racist abuse.



1957

The **Faculty of Law** was established and opened to women from the start.

Black students were once again admitted to the School of Medicine

1965

The **Faculty of Education** was established and open to women from the start.

1978

Bartholomew's family requested an explanation for Bartholomew's expulsion. **Queen's, however, remained silent.**

1981

Numerous incidents of sexual harassment at Queen's University's John Deutsch Centre were reported.



Picture retrieved from The Queen's Journal's article "Tolerance and Responsibility." (January 16, 1981).

Sandy Walker's day in a wheelchair provided insight into problems faced by people with physical disabilities:

"Physical barriers were everywhere. Entering buildings, not to mention getting from one to other required a lot of forethought."

1982

Principal R Watts approved an official definition of sexual harassment as a first step toward setting up official grievance procedures at Queen's.

Professor Maxwell, the co-founder of the Association of Women Teaching at Queen's, noted that Queen's was in the bottom 20 percent of universities in the number of women employed.

"There is a tendency to think that if we first get the position of women materially changed, then the language will change. However, language is part of the same struggle."

"Professor Colin Leys's words. Retrieved from: The Queen's Journal (November 12, 1982).

"What's in a word?"

This issue of naming was of particular interest to a group of students in the Politics Department who opposed the use of sexist language in class discussions. Other politics students were opposed to the movement and regarded the "issue of language" as trivial.

Although the application of the 1918 ban ended, it remained on the university's books as an official policy.

Queen's appointed an **Equal Employment Opportunities Officer** with a mandate to eliminate discriminatory practices affecting Queen's employees.

Serious allegations against Libyan students.



"They think we are hitmen. But we are just students. We are nothing really."

Words of a Libyan student at Queen's during an interview. Retrieved from: The Queen's Journal (December 4, 1981).

"What's in a word?"

1983

Posters were placed around campus depicting a blonde male with the words, "Queen's Youth Wants You." For many, armbands were reminiscent of the horrors of fascism and its effects in the 20 Century.



Picture retrieved from The Queen's Journal
"Queen's Youth posters offend"
(March 25, 1983).

1984

'Visa student' enrolment dropped 25% in 1984-85, after the Ontario government imposed a 40% hike in differential fees for international students

1985

Over 50 students protested Queen's poor record in hiring women faculty. Queen's ranked 42nd among 52 post-secondary institutions in its percentage of full-time women on staff

The main justification for introducing the differentials was "the required costs to educate foreign students"

1988

The campus bookstore released the following racist advertisement:



Retrieved from: The Queen's Journal
(December 2, 1988).

The campus bookstore issued an apology; however, the University did not officially and publicly denounce this incident.

"Can Queen's continue to draw income from this source?" ... They asked.

Professors from Political Studies, Religion, Electrical Engineering, Economics, Pathology, Mathematics, and Art and Science decry South African investments as "aids to the white minority government's efforts to perpetuate the system of apartheid."

An anonymous racist letter and a bar of soap were sent to Professor Madhu Bhalla.



"The most effective measure against racial prejudice is education and open discussion to break the silence. Racism is like rape. You know it happens, but no one talks about it."

Professor Bhalla's words.
Retrieved from: The Queen's Journal
(January 13, 1989).

"The number of crisis calls to the Kingston Sexual Assault Centre doubled from 1988 to 1989, with 353 crisis calls and 2,124 information calls. Eighty-eight calls dealt with date rape alone. Fully half of the calls came from Queen's students."

Sexism and Destiny
at Queen's by Alison Dickie
This Magazine, March 1990

Attack on the "NO" means No Campaign

In October, television cameras and newspaper photographs showed men's residences sporting signs put up as a response to the "No means No" campaign against date rape sponsored by the student government.

Although the Dean of Women ordered the signs taken down, they were still up a week later.

A Group of Women Takes action

"Since the administration's silence condoned the actions of the men of Gordon House, it fell to women students to call attention to the issue of violence against women.

So about a hundred women calling themselves '**A Group of women**' staged a 29-hour sit-in in principal David Smith's office. Wearing scarves across their faces to protect their identities, they presented a basic list of demands.

It was the first broadly based feminist action in the university's history."

"Visible minorities at Queen's"

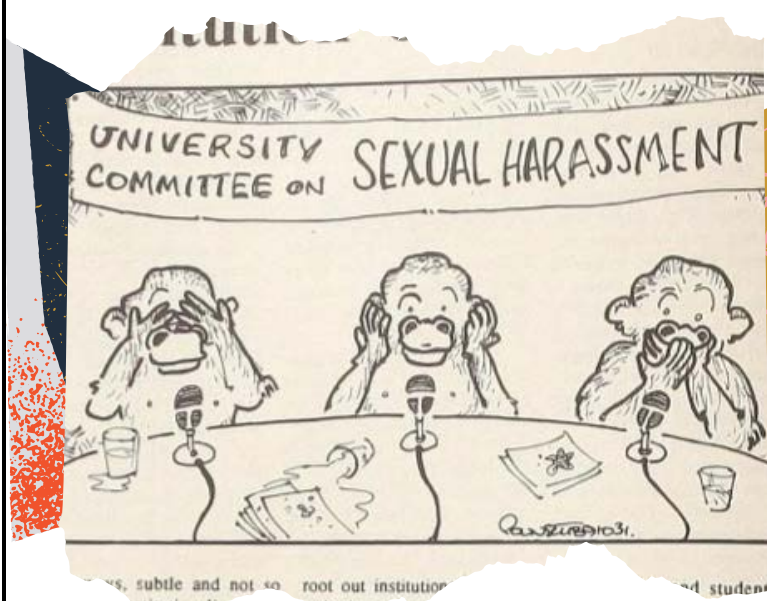
was the title of an article in The Journal in which some students expressed their viewpoints about racism at Queens.

"There is no consensus as to whether racism is a large issue at Queen's or not"

"When a woman of colour is attacked, she's attacked for being a woman as well."

"I want people to know that there are black Canadians"

Retrieved from The Queen's Journal' (October 3, 1989)



Retrieved from: The Queen's Journal (October 31, 1989).

"Take back the night"

Almost 200 women and children shouted and sang as they walked through Kingston downtown to protest the danger faced by women in the community.

In November, the Faculty of Law held a conference to examine institutional racism

The Principal's Advisory Committee on Race Relations was established.

1990

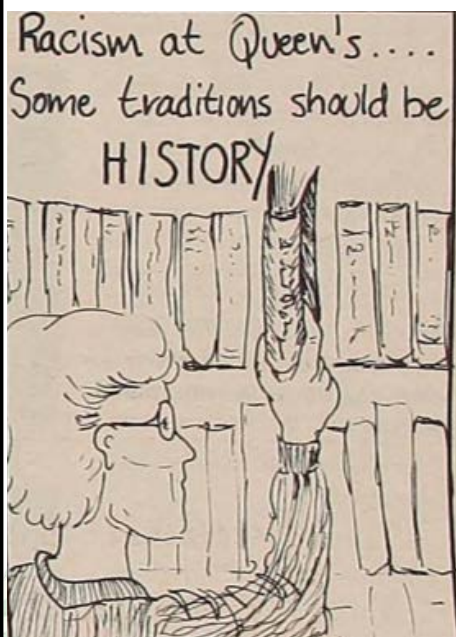
Anti-Islamic slogan— posted in Tech Centre

In August, shortly after Iraq invaded Kuwait, a sign bearing the words "Muslims Out of Canada" was found in the Technology Centre Building.

"Racism is systemic in our administration, this is just a small but blatant mirror to the greater picture of what's out there"

The Queen's Journal'
(September 18, 1990)

Queen's First Racism Awareness Week



"Let's get beyond racism awareness. It is our different but shared responsibility to act against racism."

Retrieved from: The Queen's Journal
(November 2, 1990).

1991

The Final Report of the Principal's Advisory Committee on Race Relations, "**Towards diversity and equity at Queen's: A Strategy for Change**" was released.

"We have been disturbed by the tone of hostility expressed towards the report... It is past time that the report be responded to with a generosity equivalent to that which animated its genesis and development."

Staff and Faculty Against
Racism at Queen's.
(February 15, 1991)

The inaugural Wimmins Frosh Week was a more inclusive alternative event sponsored by various groups during Frost Week

"Atif Ghani v Neil Myers"

Judicial Committee convicts a student for making racial slurs against a Pakistani descent student. The Committee wrote: "We understand that racism is a serious issue which affects our campus"

A student of Iranian background received an anonymous note which told him, "If you and your... paki... fagot... pro-abortion friends don't like it here, **leave before something happens to you.**"

The English Department published a newsletter that included a racist cartoon strip entitled 'Queen's burger. The cartoon began with the caption "Somewhere in Africa" and depicted an African ('savage') man hunting down a white man and practicing cannibalism.

Ekta Singh - Abandoning
Equity Policy

A Queen's Engineering Alumni sent a letter to the Jewish Student Society, Hillel, which contained several antisemitic sentiments on the Jewish presence at Queen's.

Principal Smith decided that the alumni **would no longer be welcome** to use the facilities in the Engineering Department.

The fight for recognition and reconciliation continued

"Still, no Native Studies Program at this University. Still, no support service for First Nations attending this university... Equal does not mean the same. Different does not mean inferior. However, as long as the dominant culture insists that equality means sameness. First Nations and others will be burdened with supposedly neutral standards."

The Journal, October 4, 1991.

1992

Creation of the Queen's University Human Rights Office



Despite the cold, students rallied against racism and voiced their opinions on different problems of discrimination and race.

Queen's Committee Against Racism and AMS Committee on Racism and Ethnic Discrimination organized Racism Awareness/Anti-Apartheid Week, uniting for the first time in the fight for **racial justice**



Retrieve from:
The Journal
January 17, 1992.

1994

Creation of the Four Directions Aboriginal Student Centre



Students formed an Anti-Racism coalition and held a rally denouncing the Heritage Front as Neo-Nazis



The Journal | November, 1994

1995



From 1992-1995, Elizabeth was one of the few prominent female spokespeople in The Heritage Front. She later defected and became active in anti-racism efforts.

Elizabeth Moore

(Queen's U student)

was featured in Hearts of Hate: The Battle for Young Minds, a 1995 documentary about the Canadian white supremacist movement.

1996

The position of Dean of Women was discontinued and a new position, the **University Advisor on Equity**, was created. This was part of a university-wide restructuring of equity and human-rights initiatives.

Two Queen's students came face-to-face with racism.

"We were surprised, however, as we turned to head up Aberdeen, to hear the shout behind us: run little n*ggers!"

The Queen's Journal'
(September 18, 1990)

1997

The Heritage Front distributed hate propaganda over campus for two weeks.

"In contravention of University Policy, hate literature was distributed on Campus. I personally find the content of the materials repugnant and hurtful. If any such materials surface again, I am confident that the University community, on reflection and discussion, will reject the extremist views expressed."

Statement from Principal Leggett
September 1997.

Queen's host a conference titled "Understanding Islam" to build friendship and understanding. Over 120 participants attended the conference.

Accessibility? Does it exists?

"Why can't all students get in the front door? If Queen's wants to have a diverse community, it needs to become accessible" Said Aaron Wong-Sing, a physically disabled student.

The Journal
November 1997

1998

In an interview, Dr. Ruth Galbraith reported there was an unwritten quota for women at the medical school:

"Classes had no more than six women, with many sections still entirely male."

Dedication of the Robert Sutherland Room

"When I unveiled the commemorative plaque with then-principal Bill Leggett that day, it was the culmination of an unprecedented campaign led by students from marginalized backgrounds. Without ambiguity, it said that Black people have always played a key role in building the learning environment, reputation and prestige of Queen's."

Words of University Councillor Greg Frankson



Gregory Frankson
(Artsci'97, Ed'99)

The AMS's first
Black
president

Controversy over caricatures used in Queen's Pub advertisements surfaced on campus.



"There are so few [black individuals] on campus so misleading caricatures portray stereotypes as the only image we see on campus"

The Queen's Journal'
(October 1990)

A note with Anti-asian slurs, "Ch*nks, go home," was found on the Stauffer Library wall.

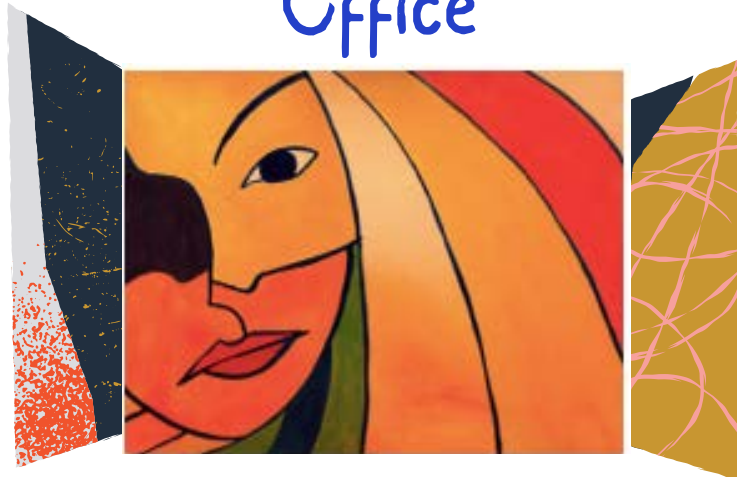
The Queen's Journal'
(November 1990)

Queen's hires the first Equity Advisor, **Mary Margaret Dauphine**, to fill the void left by the Dean of Women. She said:

"The University is at a point when it can move forward and deal with equity issues"

The Queen's Journal'
(April 1998)

Creation of the Equity Office



47 cases of email harassment were investigated through **STOPIT**, a program created to deal with and reduce harassment incidence.

"I must admit that I immediately noticed a sea of primary white faces upon my arrival. Let's say that the Queen's 'Tricolor' doesn't reflect anything but a flag."

Words of a student transfer student
The Queen's Journal' (October 1998)

Human Rights Office reported a steady increase in the number of reported incidents of obsessive, criminal behaviour.

Irène Bujara, HRO Director, said:

"Homophobia is also a major issue at Queen's, and racism continue to pose problems"

The Queen's Journal'
(April 1998)

The **Positive Space Program**

aims to create and identify respectful, supportive and safe learning and working environments for 2SLGBTQI+ students, employees and community members and people researching 2SLGBTQI+ issues.



In response to a national shortage of Indigenous physicians, the School of Medicine offered, for the first time, an alternative admissions process for Indigenous students.

Heritage Front posters made their presence known at Queen's once again:

"A poster featuring a cartoon was found displayed on University Avenue. The poster included two individuals standing on a street with Asian language signs. The dialogue has one of the individual remarks, 'What I like about multilateralism is its diversity.'"

The Journal Archives
October 1997.

'Seeing Beyond'

'Seeing Beyond' was a week of events and discussions designed to raise awareness about the queer community at Queen's, and dispel many of the phobias within it.

The Human Rights Office investigated the Queen's Alma Mater Society after some employees decorated the AMS office and lounge with sexist posters.

In response to sexist Frosh Week posters, the Sexual Assault Crisis Center hosted a press conference.



The Journal | September 17, 1999.

A group of approximately 50 students marched through Queen's campus protesting violence and hate.

"We want to do something that would get people talking about the great issue of hate"

Eva Dillon, March Against Hate Organizer
(December 1998)

2000

2000

Enid Lee addressed equity issues as part of Queen's Black History Month

"Although there is much progress being made with regards to equity on campus, there is still a lot that needs to be done."

Enid Lee

Enid Lee, a consultant on educational equity
The Journal | Feb 29, 2000)



Queen's GenerAsians sought to bring together different Asian Communities at Queen's and other universities.

"We wanted to raise questions of diversity and to look at niches that people put themselves in based on how they define their identity."

Kellie Fong
GenerAsians chairperson

Queen's and the Kingston communities celebrated Indigenous Culture with an Indigenous Awareness Week.

2001

A woman of colour who was a Queen's faculty member resigned from her post, a decision she said was prompted by racism. Five other faculty members followed suit shortly after.

2003

The Vice-Principal Academic formed a sub-committee to examine the issues and to assist the University in "getting a better sense of the experiences of visible minorities and First Nations persons at Queen's."

The study, "**Understanding the Experiences of Visible Minority and Aboriginal Faculty Members at Queen's University,**" showed the need for further measures to ensure full and equal participation of faculty, staff and students free from race-related grounds discrimination.

2004

A swastika and explicit words scrawled on a bulletin board in the Duncan McArthur Hall's gymnasium were left on display for at least six days before their removal.



The Journal | September 17, 2004.

The Henry Report was released by Dr. Frances Henry, now a professor emeritus from York University and an expert on anti-racism.

"SYSTEMIC RACISM TOWARDS FACULTY OF COLOUR AND ABORIGINAL FACULTY AT QUEEN'S UNIVERSITY"

"Queen's, like most other North American universities, is still struggling to overcome deeply entrenched cultural beliefs, values, norms and structures that preserve the continued dominance of Whiteness and maleness. Minority faculty members are faced with a multitude of experiences that reinforce their sense of "otherness," marginality and exclusion from the mainstream of University life."

2005

International students' voices came to the fore at a forum run by the AMS Ad hoc International Student Issues Committee



The Journal | November 11, 2005

Queen's students and community members gathered outside Grant Hall for a candlelight vigil for Transgender Day of Remembrance.

A Queen's undergraduate student dressed in blackface as Miss Ethiopia at a Halloween party

"This is something that's not a joke. It's degrading ... it's really important because it speaks to what we tolerate and what we accept and what we maintain here at Queen's University."

Kareena Elliston, ArtSci '06.

2006

"It may not be that women are seen as a minority, but they still may not have the same access to all of the different levels of academia and jobs."

Lisa Webb, Ban Right Center Advisor

A banner near the Queen's Muslim Student Association was set on fire.

A Survey of staff experiences prompts calls for change to a 'culture of whiteness.'

2007

The administration investigated the incident, and around the same time Queen's announced the appointment of its first diversity adviser, a Queen's history professor,

A racialized Queen's faculty member was forced off an on-campus sidewalk on University Avenue and subjected to racial slurs by 4 male students wearing engineering jackets.

Barrington Walker

led to an anti-racist rally outside Stauffer Library.

2008

"I hope this show of solidarity is the beginning of a renewed and vigorous commitment across all parts of this university. With the lead of the administration, I have been asked to advise, to fight racism - to root it out whenever we see it - to call its name."."

The Human Rights Office organized a forum to discuss Ontario's human rights legislation. This was the first meeting of its kind at Queen's.

Faculty members asked the University to take stronger stance on racial issues and diversity on campus in response to a racist incident on campus.



Mark Harris, ArtSci '08, created a Facebook event to promote Wednesday's rally protesting racism on campus.

The Queen's University Muslim Students Association was the target of a break-in to their club space and a vandalized poster in the JDUC.

Queen's campus received an unwelcome paint job as five cases of offensive graffiti were reported to campus security.

2009

The offices of the Principal and Vice-Principal (Academics) created Queen's University Panel on Diversity, Anti-Racism and Equity (DARE) was established to foster inclusiveness.

Principal Tom Williams awarded the Queen's Human Rights Initiative Award to the Muslim Student Association for its initiative, "Strive for a Hate-Free Campus."

Education on Queer Issues Project hosts first Celebrate Bisexuality Day tomorrow to combat stereotypes of bisexual individuals.

The Diversity Advisor position was replaced with the Director of Educational and Equity Projects

"We try to access the different areas of the University in which we could make progress increasing diversity among our community and maximizing understanding between different groups."

Patrick Deane, Vice-Principal (Academic)

2010

Three vehicles in the An Clachan parking lot were each vandalized with anti-black & antisemitic slurs. One car had "Jew" written on it, and two others had "n*gger" written on them.

Principal Daniel Wolf and Vice Principal (Academic) Patrick Deane issued a statement regarding the two racist incidents in one week

"Racist actions and attitudes have no place at this University where we have an obligation, and opportunity, to educate one another to overcome stereotypes and prejudices."

Queen's received more than one million in additional funding from the provincial government to attract and support Indigenous students.

Safiah Chowdhury

the first hijab-wearing Muslim AMS president, was subject to derogatory slurs at Stauffer Library.

"Two students were talking to each other. One said to the other, 'Oh, I'm freaking out right now: the Taliban turban of terror is sitting down here.'"

A poster with an image evoking a Nazi party flag has campus groups calling for the removal of the poster and a response by Queen's administration.



2011

Queen's InvisAbilities aimed to promote the message that not all disabilities are obvious with a week-long awareness campaign.

"We want to change the idea that just because you have an illness, that is your identity."

2012

The Equity Office in collaboration with PSAC 901 and the SGPS presented the full report of **Understanding Each Other: Perceptions of Accent and Authority among Classroom Instructors at Queen's University**

In an open letter, 155 professors apologize for the way university administration handled accusations that the history teacher used racist and sexist language in class

A professor in the History department received hate letters containing homophobic death

2013

Six Queen's students are the victims of a hate crime that took place on Sunday, according to Kingston police.

threats at her home. The community responded by creating a "Kingston Loves the Queer Community" Facebook group. The page quickly received over 4500 likes.

2015

Queen's University's Sexual Assault Prevention and Response Working Group (SAPRWG) released a detailed report that includes recommendations to guide the university in addressing sexual assault, as well as a draft sexual misconduct policy.

Together We Are was established as a positive community of people celebrating equity, diversity and inclusion in the Queen's and broader Kingston community.

Queen's University marked Indigenous Awareness Week, which was organized by the Queen's Native Students' Association.

2016

Queen's Board of Trustees approved a university-wide sexual violence policy.

Graffiti depicting Nazi symbolism was found on a fence. It was cleaned up quickly by Queen's students and locals

Photos from a 'Beerfest' party gained national attention. The photos showed party-goers dressed up in costumes based on racial or cultural stereotypes.

A silent protest was staged by students to draw attention to the lack of university response to incidents of racism.



In response, Principal Daniel Woolf pledges to form **the Principal's Implementation Committee on Racism, Diversity, and Inclusion (PICRDI)** to make recommendations to help foster a campus that is welcoming, respectful, and reflective of diverse identities.



"We want to demand that the University moves forward on not just paying lip service to what's been happening on campus but moving forward with action."



"We are protesting not just because of the party, it's much bigger than that. We are drawing attention to the deeper systemic inequalities and racism on Queen's."



"Queen's strives to be a diverse and inclusive community free from discrimination. Any event that degrades, mocks, or marginalizes a group or groups of people is completely unacceptable."

Principal Daniel Woolf

2017

Principal Daniel Woolf established the **Principal's Implementation Committee on Racism, Diversity, and Inclusion (PICRDI)** to make recommendations and help foster a welcoming, inclusive campus.

The **Truth and Reconciliation Commission Task Force** Final Report was released to address the inequities faced by Indigenous Peoples at Queen's



The **University Council on Anti-Racism and Equity (UCARE)** was established to provide a forum to discuss the university's progress in addressing racism and promoting equity, diversity, and inclusion on campus.

Queen's Equity Appointments Process (QEAP) was launched to support inclusive hiring practices and to track the diversity of the applicant pool throughout the hiring process.

2018

A new mobile application was launched by the Queen's Equity and Human Rights Office to help visitors to campus find equity resources.

Two Jewish students from Queen's found a jack-o'-lantern with a giant swastika carved into it in front of their apartment, located just a 10-minute walk away from campus. The students said:

"I see that beyond a deep-set knowledge of antisemitism within us lies the strength to stand in the face of hate and declare our presence."



Queen's University formally rescinded the Senate resolution that enabled the 1918 ban on black Medical Students.

The School of Medicine formed the **Commission on Black Medical Students (CBMS)**.

The School of Medicine established mentorship programs for Black and 2SLGBTQI+ students.

The Dunin-Deshpande Queen's Innova on Centre (DDQIC) developed the **Konnect Program** to provide support and professional development opportunities for Queen's female entrepreneurs.

Summerhill was illuminated in celebration of the International Day of Persons with Disabilities, which promotes empowerment, inclusiveness, and equality for people who live with some form of disability.

Queen's created a dedicated space on campus for Queen's student groups working to advance social justice and inclusion:

"The Cottage" or the "Yellow House" - Student Centre for Racial Equity and Social Justice.



Agnes Etherington Art Centre's outdoor display of its Soundings exhibition—featuring the work of Indigenous artists—was vandalized with racist graffiti.

Antisemitic and racist slogans were found graffitied in multiple locations on the Queen's University campus.

A racist, homophobic and violent message, written in the form of a poem, was addressed to "Chown Four," referencing the fourth-floor dorms at the university's Chown Hall residence.

"A cowardly violation of human rights and the dignity of individuals. Queen's has worked hard — and continues to work hard — to support and implement a wide array of initiatives aimed at increasing diversity and inclusion and combatting racist hatred."

Patrick Deane,
Principal and Vice-chancellor

Queen's University made a public apology to those who had been affected by the 1918 ban.

Ethelbert's son, Daniel Bartholomew, attended the 2019 public apology.

At the 2019 Spring Convocation, Queen's presented Ethelbert D. J. Bartholomew with a posthumous MD, 101 years after he was pressured to withdraw from the Faculty of Medicine.



In response to a racist and homophobic note posted in a Queen's residence, hundreds of Queen's community members attended a student-organized march in solidarity with Indigenous and 2SLGBTQI+ students, staff, and faculty.

