

# **APRIL 2021 NEWSLETTER**

Sheldon Bromfield, RWL12 Newsletter Editor https://www.oise.utoronto.ca/rwl12-toronto/

## **BRIDGING ACTIVITIES**

To those of you already aware of the efforts of the RWL12-Toronto organizing committee, its website and so on—you already know that due to the COVID-19 pandemic, the decision was made to postpone the conference from July 2021 to July 2022.

In order to continue to build towards a conference event date that still seems so far away, our committee has decided to launch a series of online events to bridge the time and increase attention to the type of work and learning research issues that will be discussed in Toronto on July 2022.

These online events are listed below. The first two events will be introduced in this first issue newsletter. Further details about other events will be reported through our website as well as subsequent newsletters.

- May 11, 2021, 5pm 7pm (Toronto / EST): A Discussion with Professor Adia Harvey Wingfield (Washington University in St. Louis, USA)
- June 18, 2021, 5:30pm 7:30pm (Toronto / EST): Virtual Student Graduate Consortium Event
- July 21, 2021, 5pm 7pm (Toronto / EST): A Discussion with Professor Stephen Billett (Griffith University, Australia)
- Sept 14, 2021, 5pm 7pm (Toronto / EST): A Discussion with Dr. Hanne Shapiro (Consultant in Digital Economy, Work & Learning, Denmark)
- Sept 3, 2021, 5:30pm 7:30pm (Toronto / EST): Virtual Student Event – 'How to Write a Good Abstract'

May 11, 2021, 5pm - 7pm (Toronto/ EST)

– Keynote Extra: Emotional labour and black healthcare workers in the time of COVID – Live on Zoom: A Discussion with Professor Adia Harvey Wingfield



In this moderated, livestreamed Zoom event (\*registration required), Professor Adia Harvey Wingfield will discuss some of the recent research, including her own, on how work can

be a site and catalyst for social change. While events of late have drawn renewed attention to inequalities in various workplaces, Professor Wingfield will talk about what we can learn from the research in this area and the importance of reconstructing workplaces to be environments where all can effectively contribute. This workshop will include an audience question and answer period. And, this event will serve as a precursor for her keynote address to the Researching Work and Learning conference in summer 2022.

\*REGISTER: <a href="https://oise-utoronto.zoom.us/meeting/register/tZUkfu-rqDgoG9lcm8NbOyiWDG50ngJBvq-K">https://oise-utoronto.zoom.us/meeting/register/tZUkfu-rqDgoG9lcm8NbOyiWDG50ngJBvq-K</a>

## **BACKGROUND READING for the EVENT:**

Wingfield, Adia Harvey. (2019.) Flatlining: Race, Work, and Health Care in the New Economy. Berkeley, CA: University of California Press.

Wingfield, Adia Harvey. (2020.) "Getting In, Getting Hired, Getting Sideways Looks: Organizational Hierarchy and Perceptions of Racial Discrimination." *American Sociological Review* 85 (1): 31-57.

# About the speaker:

Adia Harvey Wingfield's research examines how and why racial and gender inequality persists in professional occupations. Dr. Wingfield has lectured internationally on her research in this area, and her work has been published in numerous peer-reviewed journals including Social Problems, Gender & Society, and American Sociological Review. She is a former President of Sociologists for Women in Society (SWS) and President-elect of the Southern Sociological Society (SSS), the largest regional professional sociological association in the US. In addition to her academic scholarship, Professor Wingfield has written for mainstream outlets including Slate, The Atlantic, Vox and Harvard Business Review, and is the recipient of the 2018 Public Understanding of Sociology Award from the American Sociological Association. Her most recent book is Flatlining: Race, Work, and Health Care in the New Economy.

# June 18, 2021, 5:30-7:30 pm (Toronto/ EST) – RWL Virtual graduate student consortium

As the pandemic continues to disrupt our lives, graduate students across the world have been extensively impacted. Barriers related to field work, funding, virtual mode of learning and lack of opportunities for social connections within our disciplines, place graduate students in challenging situations. In the run up to the RWL Conference 2022, we are creating a collective space for graduate students to meet, connect and engage. If you are currently pursuing graduate studies in the field of work and learning or planning to study or work in the field, you are invited to be a part of this community. Mark your calendars, register, and join us for our first ever virtual consortium on June 18 from 5:30-7:30 pm ET.

\*REGISTER: https://oise-

<u>utoronto.zoom.us/meeting/register/tZcqfu2rrz0uH</u> tVqdJI0vZXEniZNYi0VmmfQ

# Doctoral Student Researcher Spotlight: – Amani Hitimana



Amani Hitimana is a doctoral student at the University of Toronto who also works for Christian Horizons, a not-for-profit organization, supporting people with

developmental disabilities in Ontario and Saskatchewan (Canada).

### His research

Amani's doctoral research focuses on identifying employment factors as best predictors of high organization-based selfesteem (OBSE) among persons with disabilities in the workforce. According to Statistics Canada's 2017 data on disability. there are currently 6.2 million people with disabilities in Canada, making up 20% of the general population, and yet this minority group is under-researched in academic fields. Previous studies have mostly focused on workplace accommodation and removing hiring barriers for employees with disabilities. Currently underway, Amani's study is investigating job factors such as pay satisfaction, satisfaction with schedule flexibility, job satisfaction and workload as predictors of organization-based self-esteem (OBSE) among employees with disabilities. This is the first study of its kind that would link OBSE and job factors among employees with disabilities. It involves surveying 1500 persons with disabilities in the workforce in Ontario (Canada) drawing on variable scales found in the existing literature. Including investigations of effects of age, gender, and tenure with the firm, the study hypothesizes a positive correlation between the selected job factors and OBSE—thus, the greater the satisfaction that employees with disabilities find in terms of pay, workload, schedule flexibility and their job responsibilities, the higher the OBSE level.