



# SHELDON CHUMIR FOUNDATION

ETHICS IN LEADERSHIP

**GENDER, CULTURE & RELIGION:**

**Tackling Some Difficult Questions**



# GENDER, CULTURE AND RELIGION

## TACKLING SOME DIFFICULT QUESTIONS



THE MARSHA HANEN SYMPOSIUM ON ETHICAL LEADERSHIP AND GENDER EQUALITY

OCTOBER 1<sup>ST</sup> & 2<sup>ND</sup> 2010 — METROPOLITAN CONFERENCE CENTRE, 333 4<sup>TH</sup> AVE. SW, CALGARY

### Why This, Why Now?

The Sheldon Chumir Foundation is concerned with how we organize ourselves so as to live ethically well together – peacefully, with dignity for all and in mutual respect. Equality issues are central to our mandate. This Symposium will address one set of gender equality issues: those presented by Canada’s cultural and religious diversity.

### PROGRAM

#### FRIDAY, OCTOBER 1

##### EVENING

- 5:30-6:00 Registration
- 6:00-7:00 Dinner and introduction of Marsha Hanen
- 7:15-8:15 **Bedrock in principle, sometimes contested in practice: a framework for thinking about gender equality in Canada today**  
**JANET KEEPING**  
 Commentators:
  - TAREK FATAH
  - MORTON WEINFELD
  - MICHEAL VONN
- 8:15-9:00 Audience discussion
- 9:00-10:00 Dessert and coffee reception

#### SATURDAY, OCTOBER 2

##### MORNING

- 8:30-9:00 Coffee
  - 9:00-10:30 **Panel: When is state interference with religious or cultural practices justified to advance women’s rights? When is it not justified?**
    - TAREK FATAH
    - JENNIFER KOSHAN
    - DAN SHAPIRO
  - 10:40-11:25 Breakout sessions: Groups will bring questions or comments back to the plenary
  - 11:35-12:15 Plenary session: Panellists’ reactions to group questions and comments
- LUNCH WITH SPEAKER**
- 12:15-1:30 **Gender equality and the world we want to live in: Fairness and dignity for women in the developing world**
    - LAURYN OATES

- 1:30-3:00 **Panel discussion: “Honour killings” in Canada**
  - JANET KEEPING
  - ALIA HOGBEN
  - RICHELLE WISEMAN
- 3:00-3:15 Coffee
- 3:15-4:15 **How do we achieve dignity and respect for all in the face of diversity-inspired challenges?**
  - SALIMA EBRAHIM
  - MARILOU MCPHEDRAN
  - MORTON WEINFELD
  - ARUNA PAPP
- 4:15-4:45 **Reflection by MARSHA HANEN**
- 4:45-5:00 Symposium conclusion
- 5:00-6:00 Wine and appetizer reception

## DR. MARSHA HANEN



**Dr. Marsha Hanen** was the first President of the Sheldon Chumir Foundation for Ethics in Leadership, from 1999 - 2006. While President, Marsha initiated internship and fellowship programs, developed ethics-oriented education materials, established essay prizes and launched a multi-year project on human rights.

Prior to her tenure at the Foundation, Marsha taught and held administrative positions at the University of Calgary, where she launched interdisciplinary programs on “law and society” and “women’s studies.” From Calgary, she moved to Manitoba to serve as President of the University of Winnipeg for ten years.

Dr. Hanen has published widely, including a book on *Science, Morality and Feminist Theory*. Her tremendous service record includes the Prime Minister’s Council on Asia Pacific, the Women’s Legal Education and Action Fund (LEAF) Foundation, and the Canadian Civil Liberties Association. Amongst her many awards are the Y.W.C.A. Woman of the Year (Education) (1984), the Order of Canada (1999), and the Queen's Jubilee Medal (2002).

The Foundation dedicates this Symposium to Marsha and her vast accomplishments, in particular to those aimed at advancing equality.

## SYMPOSIUM SPEAKERS

### SALIMA EBRAHIM

**Co-Chair, Religions for Peace  
North American Women of Faith Network**



Salima Ebrahim has a BA (political science) and Masters of Science in Public Policy from the London School of Economics. She has worked in Edmonton, Quebec City, Ottawa, and in Geneva with the United Nations Office of the High Commissioner for Human Rights. Formerly an Issue Strategist with the City Of Calgary, she now lives in Toronto where she works as a Management Consultant.

### TAREK FATAH

**Founder  
Muslim Canadian Congress**



A Canadian political activist, writer and broadcaster, Tarek is the author of two books: *Chasing a Mirage: The Tragic Illusion of an Islamic State*, and the forthcoming *The Jew Is Not My Enemy: Unveiling the Myths that Fuel Muslim Anti-Semitism*. He is an advocate for gay rights, separation of government and religion, rejecting adoption of Sharia law in Canada, and in favour of a “liberal, progressive form” of Islam.

### ALIA HOGBEN

**Executive Director  
Canadian Council of Muslim Women**



Alia Hogben currently resides in rural Ontario and writes a monthly column on Islam and Muslims for the Kingston Whig Standard newspaper. She is a social worker by profession and previously worked with the Ontario Ministry of Community & Social Services, St. Lawrence Community College, and the Children’s Aid Society.

### JANET KEEPING

**President  
Sheldon Chumir Foundation for Ethics in Leadership**



Janet was a co-founder of the Alberta Civil Liberties Research Centre and its first Executive Director. She is a director of the Canadian Civil Liberties Association, the Rocky Mountain Civil Liberties Association and Transparency International-Canada. She has taught courses on gender equality and the law.

## GENDER, CULTURE AND RELIGION: TACKLING SOME DIFFICULT QUESTIONS

### JENNIFER KOSHAN

Associate Professor, Associate Dean (Research) and Graduate Program Director, University of Calgary



Before joining the faculty of law in 2000, Professor Koshan practiced law in the Northwest Territories as Crown counsel and worked as Legal Director of the B.C. branch of the women's Legal Education and Action Fund (LEAF). She specializes in constitutional law, equality and human rights, and state responses to violence.

### MARILOU MCPHEDRAN

Principal  
Global College, University of Winnipeg



Marilou McPhedran is a lawyer, human rights advocate and Member of the Order of Canada. She was a co-founder of the women's Legal Education and Action Fund (LEAF). She was previously Chief Commissioner of the Saskatchewan Human Rights Commission and has held positions at the City of Toronto, Women's College Hospital, and the universities of Waterloo, Victoria and Saskatchewan.

### LAURYN OATES

Projects Director  
Canadian Women for Women in Afghanistan



Lauryn Oates is a professional human rights advocate and international development practitioner, with particular expertise in gender and women's human rights. She has worked with clients in Canada, the UK, Germany, the US, Ghana, Afghanistan, Uganda and elsewhere, and is a frequent commentator on the dangers of cultural relativism.

### ARUNA PAPP

Consultant & Counsellor  
Cultural Competency



Aruna Papp is the author of the public policy study "Culturally Driven Violence Against Women: A growing problem in Canada's immigrant communities" which was released in July 2010 by the Frontier Centre For Public Policy. She has two Master's degrees and has worked as a social worker for 30 years, counselling families dealing with domestic violence.

### DAN SHAPIRO

Research Associate  
Sheldon Chumir Foundation for Ethics in Leadership



Dan Shapiro completed his M.A. and B.A. (Hons) in philosophy. Prior to joining the Sheldon Chumir Foundation, Dan taught moral philosophy, critical thinking and the philosophy of education at the University of Winnipeg. He researches and writes on ethics, human rights and civil liberties – especially freedom of expression.

### MICHAEL VONN

Policy Director  
BC Civil Liberties Association



Micheal is a lawyer with expertise in the area of privacy and access to information. Prior to studying law she worked in education and policy for AIDS Vancouver. She has been an Adjunct Professor at the University of British Columbia and regularly speaks on civil liberties and gender equality.

### MORTON WEINFELD

Professor  
McGill University



Dr. Weinfeld teaches sociology and holds the Chair in Canadian Ethnic Studies. Among his many publications on immigration and multiculturalism are *Ethnicity, Politics and Public Policy* (with Harold Troper) and *Like Everyone Else but Different: the paradoxical success of Canadian Jews*.

### RICHELE WISEMAN

Executive Director  
Centre for Faith and the Media



Richelle is one of the founders of VISION TV: Canada's Faith Network. She is trained in English Literature and Journalism. Prior to joining the Centre for Faith and the Media, she worked as a journalist and communications consultant.