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*Reflections on impediments to equity, diversity, and inclusion in the mathematics professoriate*

Many universities nowadays have developed elaborate statements and policy documents on equity, diversity, and inclusion. However, the reality on the ground is that these matters remain a far cry on many a university campus in Canada, and elsewhere. The disequilibrium that exists in equity, diversity, and inclusion is particularly stark in the mathematical sciences. It is important to understand the whys and the wherefores of this state of affairs. This talk will examine, in a frank and dispassionate manner, some of the issues that continue to challenge efforts aimed at making the mathematical sciences more welcoming, inclusive, diverse, and equitable.