

# **Draft Action Plan on Black Inclusion**

For Further Consultation

February 2021

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The principles and objectives outlined in York University’s *Addressing Anti-Black Racism: A Framework on Black Inclusion* must lead to concrete action. This document outlines the activities the University will undertake to combat anti-Black racism.

THEMATIC AREA	OBJECTIVES	ACTIONS
<p><b>Representation</b></p>	<p>Ensure that Black people, in their diversity, are represented in all areas of the university – Board of Governors, senior administration, managerial staff, tenured faculty, undergraduate and graduate students, and alumni.</p> <p>Review recruitment/admissions, hiring, retention and advancement practices of the university with an anti-Black racism, equity and inclusion lens to remove barriers to access and inclusion.</p>	<p><b>General</b></p> <ol style="list-style-type: none"> <li>1. Undertake an equity audit of human resources policies and procedures through an anti-Black and anti-Racist lens recognizing anti-Black racism is experienced in different ways across a diverse Black community – including policies and processes for recruitment, hiring, tenure/promotion and compensation</li> </ol> <p><b>Faculty</b></p> <ol style="list-style-type: none"> <li>1. Hire a minimum of 12 new Black faculty over the next two years 2021-2023*</li> <li>2. Develop &amp; implement a Recruitment &amp; Retention Plan that covers mitigating barriers for applying for positions (part time &amp; full time), departmental readiness and mentorship programming for full and part time faculty/instructors</li> <li>3. Undertake a review and update the YUFA Affirmative Action program in 2020-2021*</li> <li>4. Inclusive and anti-oppressive teaching strategies will be included in the work of the Teaching Commons in relevant educational sessions for both full and part-time faculty/instructors</li> </ol> <p><b>Staff</b></p> <ol style="list-style-type: none"> <li>1. Undertake a review of the AA program that is available in the YUFA Collective Agreement (CA) for its’ application in the recruitment, retention and career advancement procedures of other (non-YUFA) employee groups to ensure that active efforts are being made to recruit and retain Black staff and leaders to fill positions at all levels of the University. Additional programs may be considered in the review such as the development of mentoring and/or training programs for Black staff*</li> </ol>

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		<p>2. Provide training across the University on best practices in all aspects of staff recruitment from development of the job description through interviewing to onboarding, support and job evaluation</p> <p>3. Request the Board to consider undertaking an assessment of representation of the Board to ensure diversity of lived experiences including members of the Black community</p> <p>4. Ensure the university is working towards a staff complement representative of our student communities in all their intersectionalities, including Francophone (as appropriate to serve the Glendon community)</p> <p>5. Support the development of a Black staff affiliation group and support ongoing activities*</p> <p><b>Students</b></p> <p>1. Actively recruit students from diverse backgrounds, including Black students, at both the undergraduate and graduate level, which require different strategies and actions</p> <p>2. Develop and implement specific supports for Black students to ensure their success at both the undergraduate and graduate levels. Supports developed should be proactive in nature and have appropriate staffing supports in place</p> <p>3. Provide support for Black students interested in leadership opportunities in student associations and Student Community Leadership Development (SCLD)</p> <p>4. Establish bursaries, awards and scholarships for Black students (both domestic and international) at all our campuses; conduct a review of existing bursaries, awards and scholarships for Black students as part of the development of a new scholarship strategy</p> <p>5. Establish fellowships for Black students at the graduate level at all campuses</p> <p>6. Establish a post-doctoral program for recent Black PhD graduates*</p> <p>7. Actively recognize and celebrate the successes of Black students (e.g., Convocation ceremonies honoring Black students) in consultation with Black student organizations</p> <p>8. Develop a program to support Black graduate students in their academic career path</p> <p>9. Develop outreach activities to ensure that Black students are nominated for internal and external awards</p>

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		<p><b>Alumni</b></p> <ol style="list-style-type: none"> <li>1. Request the York Alumni Board of Directors to consider representation in its search matrix for new directors</li> <li>2. Support the development of the Black Alumni Network, created in 2020, and its ongoing activities*</li> </ol>
<p><b>Safety</b></p>	<p>Create an environment where Black people feel physically, psychologically and emotionally safer.</p> <p>Establish new, culturally safe mechanisms for complaints about racial discrimination and harassment that are available in both English and French languages.</p>	<ol style="list-style-type: none"> <li>1. Create a bookable physical space dedicated to groups who wish to develop community and support networks for Black faculty, instructors, staff and students to develop community and support networks</li> <li>2. Create an anti-Black Racism Officer role that will lead racism complaints resolution, anti-Black racism education, annual reporting on anti-Black racist incidents and on the implementation of the framework to address Anti-Black racism.</li> <li>3. Update the York University Racism Policy and Procedures to a Human Rights Policy and procedures*</li> <li>4. Develop a proposal for an alternative community safety model; part of the development process will include community consultation (e.g., townhalls, focus groups)</li> </ol>

<p><b>Knowledge Creation</b></p>	<p>Recognize York University’s role in producing research and ideas that have reinforced anti-Black racism</p> <p>Ensure that Black scholarship is represented in the curriculum, research, information sources and collections in all disciplines.</p> <p>Ensure that Black excellence in research is recognized in awards and in selection of research chairs.</p> <p>Support specific initiatives, including those that build capacity and research that address anti-Black racism in Faculties and organized research units.</p> <p>Increase funding for scholarships, bursaries and other forms of financial aid in support of Black students.</p>	<ol style="list-style-type: none"> <li>1. With the development of the Framework on Black Inclusion and an Equity Diversity Inclusion (EDI) Strategy for the University, develop and provide support to Faculties, Divisions and units in the development of EDI committees to take up the Equity Strategy, Framework on Black Inclusion and the Indigenous Framework</li> <li>2. Create an Excellence in EDI Awards program that provides recognition for the scholarship of equity-seeking faculty and students and the contributions of equity seeking staff</li> <li>3. Review existing awards and research chair programs to address barriers to Black scholars' success</li> <li>4. Undertake activities to actively seek out and encourage applications/nominations of Black faculty for awards</li> <li>5. Provide support for Black Scholarship scholarly events fund (Up to \$1,500 per event)*</li> <li>6. Develop Black scholarship incentive grants to support research grant applications (up to \$6,000)*</li> <li>7. York Circle &amp; Scholars Hub programs: Ensure diverse Black scholarship speakers are integrated, along with consideration of diverse representation of identify*</li> <li>8. Provide support to assist the Harriet Tubman Institute increase research funds to enhance its existing leadership in researching African and African diasporic realities and Critical Race Theory, as well as other Black and African theorizing, including decolonial theory, supporting diverse Black faculty and students and engaging in community outreach.</li> <li>9. Provide support to assist the Centre for Research on Latin America and the Caribbean to seek additional research funds to expand their research and programs</li> <li>10. Explore opportunities for expanding anti-Black racism curriculum and provide resources as appropriate</li> <li>11. Explore opportunities to develop recruitment strategies to promote enrolment growth in the Black Canadian Studies Certificate and the African Studies major; assess the potential for expansion that builds on existing program and curricular strengths</li> <li>12. Develop clear policies and procedures for grant committees using an anti-racist lens and ensure that committees are diverse</li> <li>13. Establish scholarships and fellowships for Black students at the post-doctorate, graduate and undergraduate levels at all campuses</li> </ol>
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|  |  | <p>14. Develop and implement an anti-racist and anti-oppression training program for all awards committees</p> <p>15. Consider ways VPRI office can act as sector-advocate with agencies such as the tri-council on issues of equitable funding of research and consider the creation of a program to support early-researchers in developing their research program to be best positioned for funding applications</p> |
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<b>Mental Health Supports</b>	Provide culturally relevant and bilingual resources to address the catastrophe of anti-Black racism.	<ol style="list-style-type: none"> <li>1. Have counsellors on staff, that have lived experience of anti-Black racism and who have expertise in supporting individuals who have experienced racial trauma, at least one should be bilingual in French and English</li> <li>2. Staff working in mental health-related areas to engage in ongoing training in cultural competence, cultural humility, anti-oppressive practice, racial trauma, microaggressions etc.</li> <li>3. Review process for workplace accommodation for faculty and staff through a lens of racial trauma</li> <li>4. Review process academic accommodations and supports for students through a lens of racial trauma</li> <li>5. Develop Health education programming in consultation with the Black community</li> <li>6. Align services and supports (e.g. programs, campaigns, etc.) with community standards and best practices as they pertain to service delivery with Black, Indigenous and racialized communities</li> </ol>
<b>Community Engagement</b>	<p>Develop additional opportunities for the York community to engage Black communities outside the University, recognizing the diversity within the Black community.</p> <p>Support Black-owned businesses by ensuring local Black-owned vendors and suppliers are aware of contract opportunities</p>	<ol style="list-style-type: none"> <li>1. Work with the TD Engagement Centre and the Anti-Black Racism Advisory Committee to develop additional external outreach and mentorship initiatives, including with the French-African and French-Caribbean communities</li> <li>2. Review the Social Procurement Policy to address barriers diverse (including Black and Indigenous) business owners may experience in attempts to obtain contracts</li> <li>3. Conduct outreach with local Black business community to raise awareness of opportunities to contract with York</li> <li>4. Develop &amp; implement a workshop series focussing on Black scholarship within the Entrepreneurial Ecosystem: start-up hiring practices, vendor selection, policy creation)*</li> <li>5. Identify ways to strengthen academic community-based knowledge creation, including community-based research opportunities that benefit the community</li> <li>6. Review alumni engagement events and activities to ensure representation of diverse Black voices and experiences are highlighted</li> </ol>
<b>Data Collection</b>	Collect and analyze disaggregated race data from students, staff, faculty and alumni.	<ol style="list-style-type: none"> <li>1. Collect disaggregated race-based data for students, faculty and alumni*</li> <li>2. Continue the development and implementation of the York Student Identity Census (YSIC)*</li> </ol>

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	<p>Collect data on anti-Black racism incidents and complaints.</p> <p>Data collection will be utilized to identify gaps and trends that signal systemic racial disparities so that appropriate actions can be taken.</p>	<ol style="list-style-type: none"> <li>3. Analyze disaggregated data to identify gaps and trends and develop an appropriate action plan for implementation of programs or initiatives to address gaps and barriers</li> <li>4. See also under Safety the creation of an anti-Black Racism Officer that will lead racism complaints resolution, anti-Black racism education, annual reporting on racist incidents and reporting on the implementation of the framework to address Anti-Black racism</li> <li>5. Develop process to track racism-based complaints, including how complaints were resolved</li> <li>6. Regular audits of anti-Black racism that are reported conducted with the assistance of the Ombuds Office and/or the University Audit office</li> </ol>
<b>Education</b>	<p>Ensure all students, faculty and staff receive ongoing education in understanding and addressing anti-Black racism, starting with the leadership of the University</p>	<ol style="list-style-type: none"> <li>1. Develop relevant educational modules that address anti-racism, including anti-Black racism, using an anti-oppression framework. Deliver to all levels of leadership and to employees. Training to begin with senior leadership in 2020-21*</li> <li>2. Develop additional modules tailored to address specific topics of relevance to various groups – i.e., hiring, admissions, campus security, etc.. This can be required training as part of onboarding or ongoing training</li> <li>3. Develop &amp; deliver a series of online modules Challenging Unconscious Bias to those involved in research and adjudication. Initial delivery to be conducted with staff in VPRI*</li> <li>4. Engage students with lived experience in the development and delivery of training and education wherever possible</li> <li>5. Train leaders at all levels in effective resolution techniques for when complaints are brought forward</li> <li>6. Develop a training program for students, staff and faculty/instructors to explore the process for academic accommodation based on trauma</li> </ol>
<b>Decision-making</b>	<p>Consider the impact of decisions related to policies and programs on Black communities</p>	<ol style="list-style-type: none"> <li>1. Create an anti-Black Racism impact assessment tool outlining principles to inform equitable decision-making</li> <li>2. Develop an EDI and anti-racist lens tool for Committee across the organization to use in the membership composition and selection processes</li> </ol>

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	Include Black members of the university community in decision-making processes.	
<b>Accountability</b>	<p>Create an Anti-Black Racism Advisory Council</p> <p>Engage in regular updates and evaluation of the implementation of this framework</p>	<ol style="list-style-type: none"> <li>1. Create an Anti-Black Racism Advisory Committee (name to be determined) comprised of diverse and intersectional identities of Black York faculty, instructors, students, staff, alumni and community members. The council will also include allies. This Committee will provide advice on addressing anti-Black Racism at York and review annual reports related to the</li> <li>2. Provide yearly updates on the implementation of this Framework and action plan</li> <li>3. Evaluate the implementation of the framework at year 3</li> <li>4. Identify administrative supports to assist the Committee in its work</li> <li>5. Embed anti-racism and EDI into regular planning frameworks at the university such as in Integrated Resource Plans</li> </ol>

\* denotes actions that are either complete or in progress