

Action Plan on Black Inclusion: A Living Document for Action

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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. These actions will evolve over time. This living document will help us move forward with the immediate action that needs to occur while acknowledging that the Action Plan will continue to evolve with further input and changing circumstances over the years. Further, while the VP Equity, People and Culture will facilitate the Plan and be accountable for reporting back on our progress, systemic change requires everyone to make concerted efforts to address anti-Black racism and to build a more inclusive community. The actions outlined in the Plan will therefore be embedded in our Integrated Resource Plans to enhance coordination and collaboration across various divisions, faculties and units.

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Representation



Objectives

Ensure that Black people, in their diversity¹, are represented in all areas of the university – Board of Governors, senior administration, managerial staff, tenured faculty, undergraduate and graduate students and alumni.

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.

Activities	Accountability (Division)	Timeline
GENERAL		
<p>1. Undertake an equity audit of all human resources policies and procedures through an anti-Black and anti-racist lens recognizing anti-Black racism is experienced in different ways across diverse Black communities – including policies and processes for recruitment, hiring, tenure/promotion and compensation.</p> <p>See also Data Collection thematic area on disaggregating race-based data to identify gaps in representation amongst faculty, staff and students.</p>	Equity, People & Culture	2021 and ongoing
FACULTY		
1. Hire a minimum of 12 new Black faculty over the next two years 2021-23) ^{*2} . Support departments’ readiness and develop their capacity to support Black colleagues.	Academic (Provost & Faculties)	2021-23
2. Develop and implement a Recruitment & Retention Plan that covers mitigating barriers for applying for positions (part time and full time), departmental readiness and mentorship programming for full and part time faculty/instructors.	Equity, People & Culture; Academic; Research & Innovation	TBD
3. Undertake a review and update the YUFA Affirmative Action (AA) program in 2020-21.*	Equity, People & Culture, AVP Labour Relations	2021-23
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.	Academic	TBD
STAFF		
1. Undertake a review of the AA program that is available in the York University Faculty Association (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 including senior administration. Additional programs may be considered in the review such as the development of mentoring and/or training programs for Black staff.*	Equity, People & Culture	2021-23

¹ Diversity includes gender, sexuality, ability/disability as well as ethnicity.

² Please see the *Increasing the Representation of Black Faculty Members at York: Report and Recommendations by the Joint Subcommittee of Employment Equity and Inclusivity*

Activities	Accountability (Division)	Timeline
STAFF (continued)		
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.	Equity, People & Culture	2022 and ongoing
3. Request the Board considers undertaking an assessment of representation on the Board to ensure diversity of lived experiences including members of Black communities.	President's Office	2021 and ongoing
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).	Equity, People & Culture	2022 and ongoing
5. Support the development of a Black staff affiliation group and support ongoing activities.*	Equity, People & Culture	2020-21 and ongoing
STUDENTS		
1. In consultation with students/student groups develop effective recruitment strategies aimed at recruiting students from diverse backgrounds, including Black students, at both the undergraduate and graduate level.	Students, Graduate Studies	Ongoing
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 (not deficit-based) and have appropriate staffing supports in place.	Students, Graduate Studies	2022-23
3. Provide support for Black students interested in leadership opportunities in student associations and Student Community Leadership Development (SCLD).	Students	Ongoing
4. Establish and expand existing 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 a new scholarship strategy.	Students, Advancement, Graduate Studies	Ongoing
5. Establish dedicated fellowships for Black students at the graduate level at all campuses.	Graduate Studies, Advancement, Research & Innovation	2021
6. Establish a dedicated post-doctoral program for recent Black PhD graduates.*	Graduate Studies, Advancement, Research & Innovation, Equity, People & Culture, Academic	2021
7. Actively recognize and celebrate the successes of Black students Determine the appropriate means to do so in consultation with Black student organizations.	Students, President's Office	2023
8. Develop a program including a mentorship program to support Black graduate students in their academic career path.	Academic, Graduate Studies	2022
9. Develop outreach activities to ensure that Black students are nominated for internal and external awards.	Students, Graduate Studies	2022
ALUMNI		
1. Request the York Alumni Board of Directors considers representation in its search matrix for new directors.	Advancement	2021
2. Support the development of the Black Alumni Network, created in 2020, and its ongoing activities.*	Advancement	Ongoing

Safety



Objectives

Create an environment where Black people feel physically, psychologically and emotionally safer.

Establish new, culturally safe mechanisms for complaints about racial discrimination and harassment that are available in both English and French languages.

Activities	Accountability (Division)	Timeline
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.	Finance & Administration, Equity, People & Culture, Students	2022
2. Ensure efforts are made across all the campuses to cultivate a sense of inclusivity in the spaces (e.g. artwork in areas where front line services are provided and in public spaces).	Finance & Administration	2022
3. Create an anti-Black Racism Officer role that will lead racism complaints resolution, provide consultation on the development and delivery of anti-Black racism education, prepare annual reporting on anti-Black racist incidents and on the implementation of the framework to address Anti-Black racism.	VPEPC	2022
4. Update the York University Racism Policy and Procedures to a Human Rights Policy and procedures.*	Equity, People & Culture	2021
5. As part of our commitment to review campus security and explore alternative models for community safety, ensure that the lens of equity, diversity and inclusion is central, and that the process will include community consultation (e.g., townhalls, focus groups) with Black community members.	Finance & Administration	2021-22
6. Request a legal opinion on the use of hate-speech, racist comments and other human rights concerns in classrooms to ensure safety of community members.	University Counsel	2021-22

Knowledge Creation



Objectives

- Recognize York University’s role in producing research and ideas that have reinforced anti-Black racism.
- Ensure that Black scholarship is represented in the curriculum, research, information sources and collections in all disciplines.
- Ensure that Black excellence in research is recognized in awards and in selection of research chairs.
- Support specific initiatives, including those that build Black studies research that addresses anti-Black racism and strengthens Black studies research in Faculties and organized research units.
- Increase funding for scholarships, bursaries and other forms of financial aid in support of Black students.

Activities	Accountability (Division)	Timeline
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.	Equity, People & Culture, President’s Office, Academic	2021 and ongoing
2. Create an Excellence in EDI Awards program (TBD)that provides recognition for the scholarship of equity-seeking faculty and students and the contributions of equity seeking staff (in consultation with Anti-Black racism Advisory Council, Indigenous Council etc.).	Equity, People & Culture, Academic	2022
3. Review existing awards and research chair programs to address barriers to Black scholars’ success.	Research & Innovation	2021-22
4. Undertake activities to actively seek out and encourage applications/nominations of Black faculty for awards.	Research & Innovation	2021
5. Provide support for the development of a Black Scholarship scholarly events fund.*	Research & Innovation	2021
6. Develop Black scholarship incentive grants to support research grant applications.*	Research & Innovation	2021
7. York Circle & Scholars Hub programs: Ensure diverse Black scholarship speakers are integrated, along with consideration of diverse representation of identity.*	Research & Innovation	2021
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.	Research & Innovation	2021-22
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 to more meaningfully represent the Caribbean and support Black and Caribbean diasporic graduate students.	Research & Innovation	2021-22 and ongoing

Activities	Accountability (Division)	Timeline
10. Explore opportunities for expanding anti-Black racism and Black Studies curriculum and provide resources as appropriate (e.g. across health, social work, social sciences and humanities, arts, performance and media etc.).	Academic	2021 and ongoing
11. Explore opportunities to develop recruitment strategies to promote continuing growth in the Black Canadian Studies Certificate and new enrolment growth in the African Studies major; assess the potential for expansion that builds on existing program and curricular strengths (i.e. potential new major in Black studies).	Academic	2021 and ongoing
12. Develop clear policies and procedures for grant committees using an anti-racist lens and ensure that committees are diverse.	Research & Innovation	2021 and ongoing
13. Develop and implement an anti-racist and anti-oppression training program for all awards committees.	Academic, Grad Studies, Research & Innovation	2020-21 and ongoing
14. 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.	Research & Innovation	2021 and ongoing
15. Ensure resourcing to the Libraries' collections to ensure appropriate levels of representation in collections for all Faculties; consider the creation of a special acquisition fund to achieve this goal and dedication of appropriate staffing resources.	Academic	Ongoing
16. Develop and provide appropriate training for librarians to ensure consideration of representation in future acquisitions.	Academic	2022 and ongoing
17. Consider the creation of special Library acquisition funds to support new programs such as a full major in Black Canadian studies	Academic	2021-22 and ongoing

Mental Health Supports



Objectives

Provide culturally relevant and bilingual resources to address the catastrophe of anti-Black racism.

Activities	Accountability (Division)	Timeline
1. Have a diverse group of counsellors on staff, who have expertise in supporting individuals who have experienced racial trauma. To support students at Glendon at least one should be bilingual in French and English.	Students	2021 and ongoing
2. Departments who work in mental health-related areas should engage in ongoing training in supports to students facing issues related to racism and system discrimination, such as: training in anti-oppressive clinical practice, cultural competence, cultural humility, intersectionality, racial trauma, microaggressions etc.	Equity, People & Culture, Students	Ongoing
3. Ensure diversity among practicum students in the Student Counselling, Health & Well-Being Centre.	Students	2022
4. Review and update the Mental Health Strategy to include recommendations from the Framework on Black Inclusion.	Equity, People & Culture, Students	2021-23
5. Review process for workplace accommodation for faculty and staff through a lens of racial trauma.	Provost, VPEPC, AVPHR	2022-23
6. Review process of academic accommodations and supports for students through a lens of racial trauma.	Students	TBD
7. Develop health education programming in consultation with Black student communities in the Student Counselling, Health & Well-Being Centre.	Equity, People & Culture, Students	TBD
8. 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.	Students, Grad Studies	TBD
9. Consider adding resources to support Black students in navigating University services. The position would provide academic support and transition advice to connect students to Black identified specialists, if this is the students' preference, in a variety of support offices (Counselling, Health and Well-Being, Student Accessibility Services, etc.). This could be an expansion of the current Black Excellence at York (BE YU) program.	Students, Grad Studies	TBD

Community Engagement



Objectives

Develop additional opportunities for the York community to engage Black communities outside the University, recognizing the diversity within these communities.

Support Black-owned businesses by ensuring local Black-owned vendors and suppliers are aware of contract opportunities.

Activities	Accountability (Division)	Timeline
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.	Equity, People & Culture, Advancement, President's Office	2022 and ongoing
2. Review the Social Procurement Policy to address barriers diverse (including Black and Indigenous) business owners may experience in attempts to obtain contracts.	Finance & Administration	2021 and ongoing
3. Conduct outreach with local Black business community to raise awareness of opportunities to contract with York.	Finance & Administration	2021 and ongoing
4. Develop and implement a workshop series focussing on Black scholarship within the Entrepreneurial Ecosystem (e.g. start-up hiring practices, vendor selection, policy creation etc.).*	Research & Innovation	2022 and ongoing
5. Identify ways to strengthen academic community-based knowledge creation, including community-based research opportunities that benefit the community.	Research & Innovation	2022
6. Review events on campus - including alumni engagement events and activities - to ensure representation of diverse Black voices and experiences are highlighted and support Black cultural expression on campuses.	Advancement	2021

Data Collection



Objectives

Collect and analyze disaggregated race data from students, staff, faculty and alumni.

Collect data on anti-Black racism incidents and complaints.

Data collection will be utilized to identify gaps and trends that signal systemic racial disparities. so that appropriate actions can be taken.

Activities	Accountability (Division)	Timeline
1. Collect disaggregated race-based data for students, staff, faculty and alumni.*	Equity, People & Culture, Students	Ongoing
2. Continue the development and implementation of the York Student Identity Census (YSIC).*	Students	Fall 2021 implement student census
3. Analyze disaggregated data to identify gaps and trends and develop appropriate action plans, including at the faculty and departmental level, for implementation of programs or initiatives to address gaps and barriers.	Equity, People & Culture, Students	2021 and yearly ongoing
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, etc.	Equity, People & Culture	2022
5. Develop process to track racism-based complaints, including how complaints were resolved.	Equity, People & Culture	2022 and yearly
6. Regular audits of anti-Black racism that are reported conducted with the assistance of the Ombuds Office and/or the University Audit office.	Equity, People & Culture	2022 and ongoing

Education

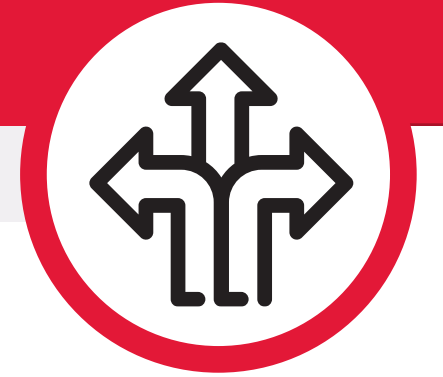


Objectives

Ensure all students, faculty and staff receive ongoing education in understanding and addressing anti-Black racism, starting with the leadership of the University.

Activities	Accountability (Division)	Timeline
1. Develop relevant educational modules that address anti-racism, including anti-Black racism, using an anti-oppression framework. These modules should also address microaggressions, violence, white supremacy and challenge privilege. Deliver to all levels of leadership and to employees. Training to begin with senior leadership in 2020-21.*	Equity, People & Culture	2020 and ongoing
2. Develop additional modules tailored to address specific topics of relevance to various groups (i.e. hiring, registrarial services, campus security etc.). This can be required training as part of onboarding or ongoing training.	Equity, People & Culture	2022 and ongoing
3. Develop and 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.*	Equity, People & Culture, Research & Innovation	2020-21
4. Engage students with lived experience in the development and delivery of training and education, wherever possible.	Equity, People & Culture, Students	2022 and ongoing
5. Train leaders at all levels in effective resolution techniques for when complaints are brought forward.	Equity, People & Culture	2022 and ongoing
6. Develop a training program for students, staff, faculty and instructors to understand trauma-informed principles, which can impact supports and services (such as accommodations).	Equity, People & Culture, Students	2022
7. Ongoing evaluation of service delivery models to reinforce our intention to create services that are as accessible and as barrier free as possible.	All Divisions	2022
8. Explore the potential of developing a required course that addresses issues relating to anti-racism, anti-oppression etc.	Academic	2023-24

Decision Making



Objectives

Consider the impact of decisions related to policies and programs on Black communities.
Include Black members of the university community in decision-making processes.

Activities	Accountability (Division)	Timeline
1. Create an anti-Black Racism impact assessment tool outlining principles to inform equitable decision-making.	Equity, People & Culture	2023-24
2. Develop an EDI and anti-racist lens tool for committees across the organization to use in the membership composition and selection processes.	Equity, People & Culture	2022-23

Accountability



Objectives

Create an Anti-Black Racism Advisory Council.

Engage in regular updates and evaluation of the implementation of this framework.

Activities	Accountability (Division)	Timeline
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 and recommendations to the President, Vice-Presidents (PVP) and Deans on addressing anti-Black Racism at York including: (a) reviewing and assessing the implementation of this Action Plan, (b) ensuring targets and metrics are set, (c) monitoring implementation. This Committee will work in relationship with the President’s Advisory Council on EDI.	Equity, People & Culture	2021-22
2. Provide yearly updates on the implementation of this Framework and action plan.	Equity, People & Culture	2022 and yearly
3. Evaluate the implementation of the framework at year three.	Equity, People & Culture	2024
4. Identify administrative supports to assist the Anti-Black Racism Advisory Committee in its work	Equity, People & Culture	Ongoing
5. Embed anti-racism and EDI into regular planning frameworks at the university such as in Integrated Resource Plans.	All Divisions	2022 and ongoing
6. Committees across campus consider representation when forming (e.g. awards, scholarships, bursaries adjudication committees).	All Divisions	Ongoing