

Special Advisor on LA&PS's Anti-Black Racism Strategy

ANDREA A. DAVIS

liberal arts &
professional studies | YORK 



The Special Advisor will:

- Report to Dean and provide guidance / input on questions related to anti-Black racism
- Establish and Chair Advisory Committee of students, faculty, and staff
- Advise Dean's Offices in hiring of Black faculty and hiring and promotion of Black staff
- Disburse \$100,000 of new funding for initiatives identified by faculty, students and staff
- Work with AD Global & Community Engagement to deliver Explore YU summer program
- Work with AD Graduate Studies & Research to disburse \$50,000 of new research funding
- Advise Dean's Office through AD Programs on major/minor degree program in Black Studies
- Organize and lead public education events on anti-Black racism
- Advise on process for permanent Advisor position on race and equity in LA&PS

The Dean's Offices will:

- Facilitate discussions and action on anti-Black racism and community engagement
- Work with collegial committees on anti-Black racism curriculum
- Work with Faculty Council on permanent committee on EDI
- Establish confidential communication for sharing experiences and suggestions
- Establish website collecting resources on anti-Black racism
- Institute unconscious bias training for members of hiring committees in the Dean's Office
- Develop equity targets for the hiring of CPM positions
- Develop mentoring and career advancement pathways for Black staff colleagues
- Establish five new DARE Awards for Black undergraduate student researchers
- Establish five to ten new undergraduate internships

Advisory Committee on LA&PS's Ant-Black Racism Strategies

1. Andrea A. Davis, Special Advisor on LA&PS's Anti-Black Racism Strategy, Humanities
2. Ena Dua, Professor School of Gender & Sexuality Studies
3. Michele Johnson, Associate Dean Students and Professor History
4. Daniel Kikulwe, Assistant Professor Social Work
5. Nathaniel Boateng, Undergraduate student rep., SCOLAPS
6. Shaunasea Brown, PhD candidate Humanities, Black Graduate Students' Collective
7. Paulette Wilson Franks, Manager Faculty Affairs, LA&PS
8. Orlene Ellis, Graduate Program Assistant, Development Studies Program, Social Science

Updates

- \$100,000 Anti-Black Racism Initiatives Fund
- Targeted Black Hires
- Black Studies Major/Minor
- Internships for Black and Indigenous Students
- \$50,000 in Research Funding for Black Faculty
- New Funding for Graduate Students
- DARE Awards for Undergraduate Students
- Website

Anti-Black Racism Initiatives Fund

- Applications are welcome from all LA&PS community members
- Up to \$500 for small community building or mentorship events—funds may cover cost of honorarium or food where appropriate social distancing measures are possible
- Up to \$1000 for bigger ideas that can be implemented with a small group, such as seminars, workshops, and wellness initiatives
- Up to \$3000 for projects that involve larger audiences to drive impact, such as conferences and webinars
- Apply once, any time throughout the year
- Applicants will be notified by e-mail within three to four weeks of application

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Public Education Events

- **Thursday, September 10:** Scholar Strike Teach-In, “Black Tax and the Invisible Labour of Black Women in the Academy”
- **Friday, September 18:** Black Life: A Toronto Teach-In on Black Studies, Literature, Visual Arts, and Disability Studies
- **Friday, October 16 (3-4:30 pm)** and **Friday, October 30 (9-10:30 am):** Identifying and Responding to Anti-Black Racism in the Workplace
- **Friday, October 23 (2-3:30 pm):** Black Studies in Canada, UBC and York University
- **November 20 or 27, TBA:** Living in Reciprocity: Black, Brown and Indigenous Solidarities
- **January TBA:** Coping with Mental Health in a time of COVID-19 and Anti-Black Racism
- **February TBA:** Black History Month event with Jean Augustine Chair in Education

Other Priorities

- Mentorship Program for Pre-Tenure Faculty
- Black Caucus Reading Group for LA&PS Staff
- Outside Facilitator / Investigator to Assess Staff Hiring and Promotion Processes and Practices

How to contact me

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