

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

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liberal arts &
professional studies | YORK U



Special Advisor supported 7 job searches to increase representation of Black faculty

1. Dept. of History, **African American History** assistant/associate prof., completed
2. Department of Philosophy, **Philosophy** open rank, completed
3. Department of Communication Studies, **Media, Information, and Black Experience** assistant professor, completed
4. Department of History, **History of Africa Since 1900** open rank, committee's final report submitted
5. Department of English, **Literatures of the African Diaspora in North America** assistant professor, committee's final report submitted
6. Department of Social Science, Criminology, **Race, Racialization and Crime**, assistant/associate professor, committee's final report submitted
7. Department of Politics, **Black Politics** assistant/associate professor, committee's final report submitted

Supported five new initiatives for Black faculty and students

1. Black Scholars Research Fund, AD Research and Graduate Studies
2. DARE 2021 Special Initiative: Championing Black Student Researchers, AD Research and Graduate Studies (10 out of 57 awards went to Black students)
3. Championing Emerging Black Scholars—LA&PS Postdoctoral Fellowship, AD Research and Graduate Studies
4. Undergraduate Internships focused on equity and social justice, AD Programs
5. Tom Janes Award for incoming undergraduate students, LA&PS Advancement

Administered Anti-Black Racism Initiatives Fund – over \$40,000 disbursed

Events	Number	Project Leads	Amount Approved
Webinars / Webinar Series	6	Faculty, graduate & undergraduate students, Harriet Tubman Institute	\$14,000.00
Conferences / Workshops	5	Faculty, graduate students, staff, CERLAC	\$14, 410.00
Black History Month Events	3	Faculty, Harriet Tubman Institute, CFR	\$6, 050.00
Virtual Training Workshops	2	Graduate & undergraduate students, Harriet Tubman Institute	\$5,760.00

Special advisor-led webinars and teach-ins attracted more than 6,000 participants

1. Virtual Toronto launch of *We Do This 'til We Free Us: Abolitionist Organizing and Transforming Justice* (Mariame Kaba, Souheil Benslimane, Lisa Guenther, Robyn Maynard, Justin Piche, Christina Sharpe) April 15, 2021 (**485 Zoom and live stream attendees**).
2. “Black Health and Wellbeing in a Time of COVID and Racial Injustice,” Dr. Edna Aryee, clinical psychologist, March 19, 2021. (**150 Zoom attendees**)
3. “Diaspora, Humanism and the Global Project of Black Freedom,” Inaugural Del & Wanita Smyth Lecture in Peace, Justice and Human Security” (Keguro Macharia, Zakiyyah Iman Jackson, Rinaldo Walcott, Christina Sharpe) February 5, 2021. (**826 Zoom attendees; 2.4K post-event views**)
4. “Living in Reciprocity: Black, Brown and Indigenous Solidarities” (Leanne Betasamasoke Simpson, Robyn Maynard, Shama Rangwala) November 20, 2020. (**532 Zoom attendees; 1K post-event views**)
5. “Identifying and Responding to Racial Aggressions in the Workplace,” co-facilitated with Lisa Brown, Centre for Human Rights, Equity and Inclusion, October 16 and 30, 2020. (**400 Zoom attendees**)
6. “Black Life: A Toronto Teach-In on Black Studies, Literature, Visual Arts, and Disability Studies” (Idil Abdillahi, Andrea Fatona, Canisia Lubrin, Christina Sharpe, Rinaldo Walcott), September 18, 2020. (**389 Zoom attendees**)

Special advisor (SA) delivered 8 invited guest talks at York

1. “Using Anti-Oppressive Pedagogies to Disrupt Power Relations and Honour Student Epistemologies,” Closing Plenary, Teaching in Focus Conference, Teaching Commons, May 11, 2021.
2. “Paradigms of Justice and Equity: Learning from the Space of Difference in the Canadian Academy,” *BIPOC Graduate Student Experiences*, Resource Centre for Public Sociology; Black, Indigenous, BINBWoC Graduate Student Collective and Harriet Tubman Institute, May 10, 2021.
3. “Anti-Black Racism as the Ground We Walk On,” YFS Anti-Black Racism Townhall, February 26, 2021.
4. “Setting the Stage for Success” Division of Students Black Excellence Project, February 25, 2021.
5. “Practices of Critical Anti-Racist Pedagogies,” Panel with Carl James moderated by Tom Loebel, Graduate Program in Theatre Colloquium Series, Faculty of Arts, Media, Performance and Design, Feb. 23, 2021.
6. “‘Progress?’ Addressing Anti-Black Racism at the Institutional Level.” Celebrating Black History Month: Looking Back, Moving Forward, Harriet Tubman Institute, February 1, 2021.
7. “Sounding Black and Indigenous Futures in Toronto: An Analysis of Amai Kuda’s ‘We Can Do It.’” Friday Forums, Department of Music, January 29, 2021.
8. Discussant, “Black and Indigenous Alliances: Reconfiguring Education for Otherwise Futures,” Panel with Ixchel Bennett, Warren Crichlow, Susan Dion, and Carl James (moderated by Nombuso Dlamini), Faculty of Education, December 1, 2020.

SA delivered 7 invited guest talks at other universities, and for community and government organizations

1. “Black Feminist Thought & Caribbean Women’s Poetics: Response to the Racial Crisis of our Times.” Africana and American Studies, University at Buffalo–SUNY, April 1, 2021.
2. “Black Voices in Can Lit,” a conversation with Jael Richardson and Ian Williams moderated by Catherine Grant, Hart House Literary & Library Committee, University of Toronto, February 22, 2021.
3. “Anti-Black Racism and Racial Equity: A Learning Pathway Dialogue,” Centre for Intercultural Learning, Global Affairs Canada, Ottawa, December 16, 2020.
4. “Anti-Black Racism: Institutional Constraints & Pedagogy,” panel with Rinaldo Walcott and Treisha Hylton, moderated by Idil Abdilahi, Faculty of Community Services, Ryerson University, November 26, 2020.
5. “Building Black Studies in Canada: Moving Beyond Anti-Racism Courses,” Provost’s Speaker Series on Systemic Racism, University of British Columbia Okanagan, October 23, 2020.
6. Keynote, Black Business and Professional Association Scholarship Awards, October 9, 2020.
7. “Black Tax and the Invisible Labor of Black Women in the Academy,” BLM Scholar Strike Canada digital teach-in, moderated by Michele Johnson, September 10, 2020. (**6.3K views**)

Established connection initiatives for faculty and staff

- Pre-tenure Black Faculty support meetings
- Staff reading group
- Summer meet & greet and mentorship workshop for new faculty



Representing LA&PS in university-wide initiatives

1. Addressing Anti-Black Racism: A Framework on Black Inclusion
2. President's Advisory Council on EDI
3. Undergraduate Students' Sub-Committee
4. Committee of Justice, Equity, Diversity & Inclusion Leaders (JEDI)
5. Faculty of Graduate Studies' reports and workshops to support Black graduate students

Other Ongoing Priorities

- Black Studies Major/ Minor (in process)
- Faculty Council Equity Diversity and Inclusion Standing Committee (in process)
- Website with teaching and research resources on anti-Black racism (in process)
- Black Youth in Care Summer Program, PI Daniel Kikulwe (in preparation stages)
- Explore YU summer program (postponed)
- Staff audit (needs to be established)
- Recommendations for moving forward (in process)