



University
of Windsor

University of Windsor Anti-Black Racism Task Force Terms of Reference

As an institution of higher learning, the University of Windsor has a duty to its faculty, staff, students and broader community to strive to be an agent of effective change. We have failed to fully address the pervasive racial injustice that manifests in society and on our campus. The year 2020 represents a significant shift in the global conversation around Anti-Black Racism. Black, Indigenous, and racialized peoples in Canada continue to face oppression, and the work of eradicating Anti-Black Racism and oppression in all its forms on our campus is critical. The University of Windsor is affirming its commitment to challenge and dismantle systemic oppression. A truly inclusive future for the University of Windsor begins with our actions and choices today. We invite all members of the campus community to engage in this important work.

Purpose

1. To **listen** and **learn** from the experiences of Black students, staff, and faculty across the University of Windsor, with the goal of centring these experiences in determining priorities for substantive change.
2. To **identify** and **review** policies, programs, pedagogical practices, research, and other concrete actions on campus and beyond, and **recommend** pervasive anti-racism and anti-oppressive practices with measurable, time-defined Calls to Action. These Actions will support equitable access to opportunities, highlight Black excellence and celebrate Black histories and cultures, and foster safer, inclusive, anti-racist communities.

In order for urgently needed and meaningful action to begin as soon as possible, the University will launch a number of preliminary initiatives this year based on early input from the Task Force and the findings of previous reviews and reports, while the Task Force pursues its work. The University will regularly seek input from the Task Force regarding these initiatives and provide updates to the Task Force on the status of these early initiatives.

Timeline

- Consultation and the Report are to be completed by June 2021 (approx. 10 months).
- Meetings will take place as determined by the Task Force in order to meet its goals.
- The work of the Anti-Black Racism Task Force is the first information gathering phase of an ongoing process to create substantive change that will implement initiatives identified by the Task Force. The Task Force will review this proposed timeline as part of its preliminary discussions and may revise if necessary.

Responsibilities & Reporting Structure

- The Task Force is advisory to the President, but operates independently.
- The Task Force will carry out its mandate through a consultative process.
- The Task Force will provide ongoing updates, as it deems necessary, as well as the Final Report to the President's Anti-Black Racism Working Group¹, the Board of Governors and the Senate. All reports will be made publicly available.
- The Task Force will respect the confidentiality and rights of both Task Force members and those they engage with.
- Information gathered by the Task Force will be governed by a Research Ethics Clearance that mandates confidentiality and protection of privacy protocols.

Resources & Financial Support

- The University will appoint an Anti-Black Racism Strategic Planning Officer as a full-time one-year position, to support the work of the Task Force and to provide leadership on preliminary initiatives related to combatting Anti-Black Racism on campus.
- In recognition of the time commitment, personal cost, expertise, and challenge involved in fulfilling the responsibilities of Task Force membership, the University commits to recompense in the form of academic awards for student members. Faculty and staff members will be eligible for professional development funding or research/teaching grant funding for Anti-Black racism and equity, diversity and inclusion related activities.
- The University will commit the funds necessary to support agreed to activities of the Task Force and to the long-term support of initiatives arising from Task Force recommendations.

Task Force Membership

The composition of the Task Force will reflect the diversity of the Black/African/Caribbean communities and voices on campus and the intersectionality of identities and backgrounds (i.e. gender, sexual orientation, culture, etc.) that impact Black experience, safety, and equity.

The Co-Chairs of the Task Force (1 student, 1 staff/faculty) will be determined by the Task Force. The Task Force shall be Black-led.

Task Force Composition:

- **(1) Student** – Caribbean African Organization of Students (UG)
- **(1) Student** – African Students' Association (UG)
- **(1) Student** – Making It Awkward: Challenging Anti-Black Racism (UG – Law/Social Work)
- **(1) Student** – Black Law Students' Association (UG – Law)
- **(1) Student** – Fusion (UG)

¹ The President's ABR Working Group membership is the President, Jeremiah Bowers (Anti-Black Racism Projects Coordinator), Tiffany Gooch (Board of Governors, Alumni), Kaye Johnson (Office of Human Rights, Equity, and Accessibility), Clinton Beckford (Faculty Member), Mariam Tolson-Murttty (Anti-Black Racism Strategic Planning Officer) and Bev Hamilton (Working Group Support).

- **(1) Student** – UWSA (UG – FT)
 - **(1) Student** - OPUS (UG – PT/Mature)
 - **(1) Student** – GSS (GRAD)
 - **(2) Student** – At-Large - one must be an international student (Broader Student Engagement)
 - **(1) Faculty** – Appointed Full-time WUFA Member (Academic & Institutional Knowledge)
 - **(4) Faculty** – At-Large Full-time WUFA Members (Academic & Institutional Knowledge)
 - **(2) Academic Administrators** – Appointed (Academic & Institutional Knowledge)
 - **(1) Community** – Appointed/Alumni Association (Community/Alumni Engagement & Institutional Knowledge)
 - **(2) Staff** – At-Large (Institutional Knowledge)
- Total (20): **10** students // **7** faculty // **1** Community Rep // **2** Staff (Non-Admin)

Membership Selection Process

- Constituency representatives (i.e. student groups and WUFA) will be appointed by their respective constituency, with attention to the criteria below.
- The community representative will be identified in consultation with the Alumni Association.
- At-large student, staff and faculty members will be determined by an open call for nominations. Nominations will be reviewed by the President’s Anti-Black Racism Working Group, using the criteria below as a basis for decision-making. To further the independence of decision-making, the President will recuse himself from this process.

Membership Criteria

Task Force membership will prioritize Black voices as the majority of the composition and reflect the intersectionality of Black/African/Caribbean experiences (i.e. gender, sexual orientation, cultures, etc.), and a diversity of academic disciplines. Black candidates will be prioritized. Membership should reflect the following characteristics:

- Knowledge and understanding of Anti-Black Racism issues
- Experience working on anti-racism issues
- Activism in the community on racial justice, anti-racism, equity issues
- Commitment and accountability to a collective process
- Skills in listening, analysing, and learning
- Ability to work in a team through consensus decision-making
- Availability and willingness to attend meetings at least once a month, and more frequently as required by the Task Force

Membership Guidelines:

- If a constituency-based member steps down, their constituency will appoint another individual.
- If an at-large community, faculty, staff, or student member steps down, another will be identified and appointed, subject to the Task Force’s approval.