



University of Windsor

University of Windsor Anti-Black Racism Task Force Call for Nominations

The University of Windsor invites nominations and self-nominations from students, staff, faculty, and community members for the Task Force on Anti-Black Racism.

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

The Task Force will:

1. Listen to 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. Identify and review programs, pedagogical practices, policies, 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 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.

About the Task Force

The Task Force is advisory to the President, but operates independently. It will provide ongoing updates as it deems necessary, as well as the Final Report, to the Board of Governors and the Senate. All reports will be made publicly available.

Membership:

The composition of the Task Force will reflect the diversity of 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. Representation will include members of faculty and staff, students, student unions and Black student groups, a community member/alumnus, and representation from a variety of disciplines. A detailed outline of the Task Force composition can be found at www.uwindsor.ca/antiblackracism.

The Task Force will select co-chairs (one student, one staff/faculty). The Task Force will be Black-led.

Task Force membership will prioritize Black voices as the majority of the composition. 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 if required by the Task Force

Nomination Process

Candidates may be nominated or self-nominate for eight at-large positions on the Task Force (two students, two staff, four faculty). Representatives of constituencies identified in the Terms of Reference will be nominated by those groups.

All candidates or nominators for at-large positions are asked to complete the nomination form [HERE](#). Deadline for nominations is Tuesday, October 20th, 2020.

Nominations for at-large positions will be reviewed by the President's ABR Working Group¹, using the criteria above as a basis for decision making. In order to further independence of decision making, the President will recuse himself from this process. An expression of interest is not a guarantee of membership on the Task Force, but those not appointed will have many other opportunities to engage within the consultation process.

Timeline: Approximately 10 months. The work of the ABR Task Force is the first information gathering phase of an ongoing process to establish substantive cultural change that will help to create a safe environment for racial minority members of our University community. The Task Force will review this proposed timeline as part of its preliminary discussions and may revise if necessary. Meetings will take place as determined by the Task Force to meet its goals.

Resources: The University acknowledges its mandate to learn and unlearn, challenge and dismantle systemically racist practices and barriers in order to create a safer and more equitable environment for Black students, staff and faculty. We acknowledge that there can be no progress without a real, long-term, and consistent institutional commitment. 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.

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 of Education), Marium Tolson Murty (Anti-Black Racism Strategic Planning Officer), and Bev Hamilton (Working Group Support).