

# Update: Anti-Black Racism and Equity, Diversity and Inclusion

University of Windsor Senate  
October 9, 2020



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# Progress Report: Anti-Black Racism Initiatives at UWindsor

June 2020:  
Commitment

- Combat anti-Black racism on campus
- Support equitable access to opportunities for Black students, staff and faculty
- Foster safer inclusive, welcoming and anti-racist communities on campus

Summer 2020:  
Preparation

Development of Groundwork For:

- UWindsor Anti-Black Racism Task Force
- Training and Educational Framework
- Mechanisms to better understand, monitor and track racial discrimination on campus, including a racial demographic data collection framework
- External review of equity, diversity, and inclusion processes, policies, programs, committees and reporting structures



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# Progress To Date:



Fall 2020:  
Launch

- President's Anti-Black Racism Working Group
- Anti-Black Racism Strategic Planning Officer and Special Projects Coordinator appointed
- Anti-Black Racism Task Force Terms of Reference and Call for Nominations
- Education framework and racial demographic data working groups established - Kaye Johnson
- Planning for Professional Development Program and research/teaching grant funds underway
- Academic leadership and Board of Governors anti-Black racism programming
- Website and resource page development



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## ANTI-BLACK RACISM TASK FORCE CALL FOR NOMINATIONS

The University of Windsor invites nominations and self-nominations from students, staff, and faculty for the **University Task Force on Anti-Black Racism**. Task Force membership will be predominantly Black.

**Deadline for Nominations: October 20, 2020**

Submit your nomination here: [www.uwindsor.ca/joinabrtaskforce](http://www.uwindsor.ca/joinabrtaskforce)

The University of Windsor is committed to a series of concrete steps to lay the groundwork to combat anti-Black racism on campus. A future of true inclusion and belonging at the University of Windsor begins with our actions and choices today.

To find out more about how you can contribute to this important work, please visit: [www.uwindsor.ca/antiblackracism](http://www.uwindsor.ca/antiblackracism)

Submit your  
nomination or self-  
nomination:

[www.uwindsor.ca/  
joinabrtaskforce](http://www.uwindsor.ca/joinabrtaskforce)

Deadline:  
October 20



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# For More Information and Regular Updates....

## Anti-Black Racism

Home



Our Priorities

President's Working Group on Anti-Black Racism

Anti-Black Racism Task Force

Resources for Black Community Members

Resources for Continuous Learning and Action

Contact Us



[UWindsor Home](#) > [Anti-Black Racism](#) > [UWindsor's Commitment to Challenge, Confront and Eliminate Anti-Black Racism](#)

## UWindsor's Commitment to Challenge, Confront and Eliminate Anti-Black Racism

<https://www.uwindsor.ca/antiblackracism/>



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# Equity, Diversity and Inclusion Review

- In 2021 and working across UWindsor, we will commission an external review of our institutional equity, diversity and inclusion efforts
- Currently developing the appropriate assessment parameters for the review:
  - Hiring/employment procedures,
  - Organizational structures,
  - Institutional reporting,
  - Institutional opportunities
  - Accountability



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# Racial Demographic Data Collection Framework

- To better understand and track forms of racial discrimination, we are exploring a racial demographic data collection framework.
- Existing surveys + new data and information + goals of the data
  - Academic: Time to degree completion; Academic standing; Academic appeals; etc.
  - Non-academic: Student non-academic misconduct; Campus Police interactions; Accessing student support services; etc.
- Establishing a Working Group to assist with developing this framework



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# **NATIONAL DIALOGUES AND ACTION FOR INCLUSIVE HIGHER EDUCATION AND COMMUNITIES** OCTOBER 1 & 2, 2020

- First of a series of national forums
- Focused on addressing equity and inclusion in Canadian post-secondary institutions and across the sector:
  - Forum 1 focused on anti-Black racism and Black inclusion
  - Others will focus on Indigeneity, mental health, disability, gender and other topics
- c. 3.000 student, faculty, staff, administrator, alumni, and sectoral representatives participated
- UWindsor is a partner institution



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# NATIONAL DIALOGUES AND ACTION FOR INCLUSIVE HIGHER EDUCATION AND COMMUNITIES

OCTOBER 1 & 2, 2020

## Goals:

- To move beyond talk
- To create and implement effective and sustainable concrete actions to address inequities in institutions and across the sector
- To create a 'National Charter of Principles and Actions'
  - Participating institutions can commit to draw on these as they address anti-Black racism and Black inclusion
- Recorded plenary sessions available here:  
<https://www.utsc.utoronto.ca/nationaldialogues/2020-video-replays>



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# NATIONAL DIALOGUES AND ACTION FOR INCLUSIVE HIGHER EDUCATION AND COMMUNITIES

OCTOBER 1 & 2, 2020

## Key Take Home Messages:

- Shared governance means that responsibility rests with both faculty and administration
- Set reasonable metrics and timelines; front-load initiatives; and keep to timetables
- There is a need for better data about students, staff, and faculty: “How can we help our students if we don’t know who they are?”



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# Anti-Black Racism Training & Education Framework

Presentation on Behalf of Working Group  
Kaye Johnson, Executive Director  
Office of Human Rights, Equity & Accessibility



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# Framework Working Group Members

- Erika Kustra, Director, Centre for Teaching and Learning
- Herman Dayal, UWSA President
- Kaye, Johnson, Exec. Director, Human Rights, Equity & Accessibility
- Marcela Ciampa, Director, Organizational Development and Training
- Richard Douglass-Chin, Associate Professor, English Studies and Creative Writing & Women's and Gender Studies



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# Introduction

On June 11, 2020, Dr. Robert Gordon, President and Vice-Chancellor released an action plan for addressing anti-Black racism on campus. The action plan included the establishment of a training and education framework and strategy to “raise awareness and understanding of anti-Black racism, whether intentional, unconscious or systemic, as well as proactive and remedial strategies to deal with it”.



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<b>Phase 1</b>	<ul style="list-style-type: none"> <li>- Development of the general framework</li> <li>- Compilation of anti-racism/anti-Black racism resources and the creation of a related webpage</li> <li>- Planning/inclusion of anti-Black racism training for senior management and faculty and staff</li> <li>- Connection with Deans and Directors for preliminary information gathering of unit activities</li> </ul>
<b>Phase 2</b>	<ul style="list-style-type: none"> <li>- Working with student union groups to support training opportunities</li> <li>- Involvement of employee unions/bargaining groups</li> <li>- Development of a list of potential presenters, both internal and external</li> </ul>
<b>Phase 3</b>	<ul style="list-style-type: none"> <li>- More in-depth review of unit activities related to anti-racism and anti-Black racism</li> <li>- Review of information garnered via the Anti-Black Racism Task Force</li> </ul>
<b>Phase 4</b>	<ul style="list-style-type: none"> <li>- Progress report</li> <li>- Update Anti-Black Racism Training and Education Framework as applicable</li> </ul>



**Key Principles:** The following principles will guide the development and implementation of the learning strategies.

- Collaboration across the institution/disciplines;
- Where possible, active and experiential learning strategies;
- Learning opportunities should include learning strategies to promote reflection on identity, change or activity;
- Transformative experiences should be embedded in the design of learning opportunities;
- The work of those engaged in anti-racist work needs to be recognized, particularly those who are BIPOC; and
- First Voices should guide the identification of facilitators.



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# Strategic Goals

The following goals will be achieved through the development and implementation of a wide array of learning opportunities:

- To raise awareness and understanding of anti-Black racism, whether intentional, unconscious or systemic;
- To build capacity and competency at the individual and organizational level to challenge racism and support individual/organizational change; and
- To develop and implement proactive and remedial strategies to deal with anti-Black racism.



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Learning Strategy	Foundational Learning (Start Fall 2020)	Enhancing Learning (Start Fall 2020)	Transformative Learning (Start Spring 2021)	Self-Learning (Start Fall 2020)	Enhancing Curriculum and Research (Start Winter 2021)
Aim	To enhance awareness and understanding.	To build capacity (enhance knowledge and skills topic specific).	To build competence through transformative experiences and tools to support change	To enhance knowledge by connecting the campus community to key resources	To transform curriculum and research across disciplines
Audience	Students, faculty, staff, mandatory for senior administrators and Board of Governors.	Students, faculty, staff	Students, faculty, staff	Students, faculty, staff	Faculties and Departments
Example Program	Anti-Black Racism Workshops	Anti-Black Racism Learning Series	Anti-Black Racism Educational Program	Self-Learning Portal	Curriculum and Research Development & Enhancement



## Continuous Improvement/Evaluating Training Programs

A continuous improvement framework will be developed and implemented to:

- Support the continual enhancement of the learning initiatives;
- Ensure that the content and methodologies used meet the needs of students, faculty and staff; and
- Measure the changes in knowledge, skills and behaviour that result from participation in the learning opportunity.



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