

# IMPLEMENTATION OVERSIGHT TEAM – ACTION PLAN PROGRESS REPORT – PHASE I

Based on the  
**Anti-Black Racism Task Force**  
Recommendations Report



University  
of Windsor

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# BACKGROUND

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 represented a significant shift in the global conversation around anti-Black racism.

Indigenous, Black, 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. In 2020, the University of Windsor affirmed its commitment to challenging and dismantling systemic oppression. A truly inclusive future for the University of Windsor begins with our actions and choices, and we invite all members of the campus community to engage in this important work.

The Anti-Black Racism Task Force, established in Fall 2020, listened to the experiences of Black students, staff, faculty, and alumni with the goal of determining priorities for substantive change. Its report (Fall 2021) highlighted critical issues for the University of Windsor to address to create a more inclusive, safe, and just campus and identified forty-one (41) recommendations to address systemic anti-Black racism across campus.

The Implementation Oversight Team (IOT) was established in the spring of 2022 to lead the development and implementation of the Anti-Black Racism Action Plan to turn the recommendations into measurable actions. The purpose of the IOT centres around three main tenets as outlined in the IOT Terms of Reference:

1. To review the recommendations of the Anti-Black Racism Task Force Report (2021) and oversee the implementation of these recommendations at the University of Windsor.
2. To prioritize recommendations and develop actionable plans (area of accountability, timelines) and identify metrics to measure success.
3. To review and strategize in order to prioritize recommendations and determine the individuals who will guide these efforts in the respective Units to ensure follow-through and accountability.

For the purposes of this Progress Report and for action planning, the recommendations outlined in the Anti-Black Racism Task Force Recommendations Report (2021) have been organized into ten (10) broad thematic areas (*figure 1*). Nine of these will be addressed specifically in this Progress Report as Accountability will be woven through each of the themes presented.

The Implementation Oversight Team Action Plan (IOTAP) will serve as an accompanying document to this progress report. The IOTAP will also serve as a living document for the IOT members and the campus community to remain aware of progress in addressing the recommendations put forth by the Anti-Black Racism Task Force, as well as responsibilities and accountability structures to create sustainable transformation.

For each of the thematic areas, this document includes:

- A high-level goal that articulates the overall outcome for the thematic area
- Actions that need to be achieved
- Accountability and responsibility for each action
- A colour-coded status indicator (refer to page 5) for each action, which shows progress as of September 1, 2023, and associated comments.

Combined, these thematic areas and associated recommendations address the historical and contemporary forces that result in social inequities to create a campus where everyone feels included, welcomed, and safe.

Figure 1



# I PURPOSE AND GUIDING PRINCIPLES

## PURPOSE

The Implementation Oversight Team Action Plan (IOTAP) is a working document that serves as a roadmap to dismantle anti-Black racism in efforts to cultivate a more equitable and inclusive learning and working environment at the University of Windsor.

## GUIDING PRINCIPLES

The following guiding principles are at the core of the work conducted by the Implementation Oversight Team and the actions required to redress anti-Black racism and achieve organizational change:

### I DIGNITY

We respect the inherent value and worth of each member of our community, and we will take meaningful action to ensure that everyone can succeed.

### I RESPECT

We value and celebrate the diverse perspectives, experiences, identities, and voices of all members of the campus community to create a campus culture where everyone feels welcomed, empowered, engaged, and that they belong.

### I EQUITABLE

We recognize and acknowledge that systemic barriers exist and will actively identify and address historical and contemporary forces that result in social inequities to ensure that all members of the campus community fully enjoy the opportunities to thrive in authentic ways.

### I ACCOUNTABILITY

We have a shared commitment, responsibility, and accountability to bring about anti-racist organizational change and actively measure and report outcomes and progress.

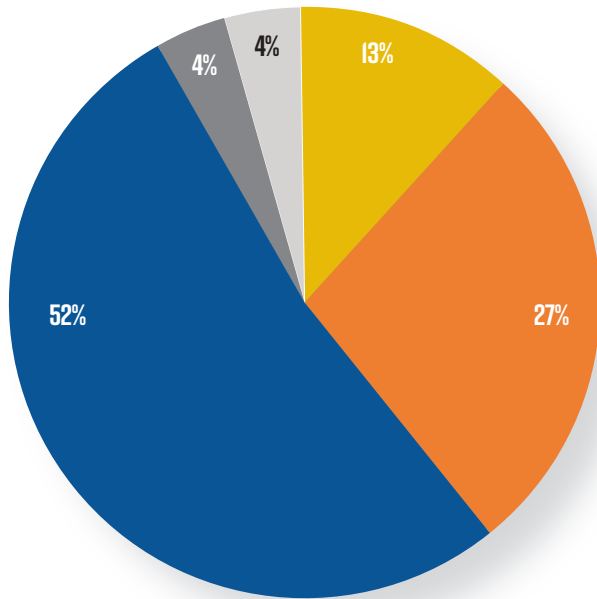
### I TRANSFORMATIVE

We integrate equity, diversity, and inclusion into our work and practices to drive sustainable, systemic anti-racist organizational change and to ensure that every person's journey at the University is free from discrimination and harassment.

# PROGRESS AT-A-GLANCE

(SEPTEMBER 1, 2023)

This document includes the status update for each of the 49 actions. The pie chart below provides a visual representation of the proportion of actions per status based on the colour-coded status indicators outlined below.



**Legend:** Colour-coded status indicators:

|            |  |
|------------|--|
| Yellow     | Indicates that the action has been completed.  |
| Orange     | Indicates that the action has been completed and is ongoing (no end date).   |
| Blue       | Indicates that the work associated with the action is in progress.   |
| Grey       | Indicates that little or no work associated with this action has started. Action is on track to be completed in 2023-24.                   |
| Light Grey | Indicates that work associated with this action has not yet started nor timelines finalized due to a variety of factors including funding. |

# INITIALISMS & CAMPUS IDENTIFIERS

| INITIALISM | ROLE ON CAMPUS  |
|------------|---|
| AROC       | Anti-racism Organizational Change                               |
| ARS        | Athletics and Recreational Services                             |
| AVP-HR     | Associate Vice-President - Human Resources                      |
| AVP-O      | Associate Vice-President - Operations                           |
| AVP-SE     | Associate Vice-President - Student Experience                   |
| BoG        | Board of Governors  |
| BSSC       | Black Student Support Coordinator                               |
| D-AROC     | Director, Anti-Racism Organizational Change                     |
| D-AAC      | Director, Alumni Affairs & Communications                       |
| D-ADV      | Director, Advancement   |
| D-AFA      | Director, Awards and Financial Aid                              |
| D-ATH      | Director, Athletics   |
| D-BSI      | Director, Black Studies Institute                               |
| D-CCP      | Director, Campus Community Police                               |
| D-CTL      | Director, Centre for Teaching & Learning                        |
| D-IBRTI    | Director, Indigenous, Black and Racialized Talent Incubator     |
| D-ODT      | Director, Organizational Development & Training                 |
| D-TAR      | Director, Talent Acquisition and Retention                      |
| D-UB       | Director, University Budgets                                    |
| DEAN – HK  | Dean of the Faculty of Human Kinetics                           |
| ED-ALR     | Executive Director, Academic Labour Relations                   |
| ED-OSRR    | Executive Director, Office of Student Rights & Responsibilities |
| EDI        | Equity, Diversity, & Inclusion                                  |
| EDI & ID   | Equity Diversity Inclusion & Indigeneity and Decolonization     |
| ELT        | Executive Leadership Team                                       |
| IA         | Institutional Analysis  |
| OHREA      | Office of Human Rights, Equity, & Accessibility                 |
| PRVST      | Provost   |
| PRVST-BC   | Provost Budget Committee  |
| REB        | Research Ethics Board   |
| RGSR       | Registrar   |
| SEN        | University of Windsor – Senate Committee                        |
| U.SECRT    | University Secretariat  |
| UWSA       | University of Windsor Students' Alliance                        |
| VP-FO      | Vice-President of Finance and Operations                        |
| VP-PEI     | Vice-President of People, Equity, and Inclusion                 |

# OFFICE OF STUDENT EXPERIENCE AND ITS POLICIES & PROCEDURES

## GOAL

Enable successful and sustainable implementation of student anti-Black racism and equity efforts through the re-structuring of the Office of Student Experience and redressing student policies.

| Action   | Accountability     | Responsibility                          | Status | Progress (as of September 1, 2023)   |
|--|--------------------|---|--------|--|
| Hire an external EDI consultant to support the restructuring of the Office of Student Experience and implement recommendations emerging from the review. | PRVST              | PRVST<br>VP-PEI <sup>2</sup>            |        | <ul style="list-style-type: none"> <li>External consultant hired and report submitted to the University<sup>3</sup>.</li> </ul>  |
| Increase accountability and oversight of the Office of Student Experience beyond the Office of the Provost.  | PRESIDENT<br>PRVST | PRVST<br>VP-PEI                         |        | <ul style="list-style-type: none"> <li>Informed by external review(s) – Charles C. Smith<sup>4</sup> and EDI&amp;ID review.</li> </ul>   |
| Embed the EDI lens in the hiring of all positions reporting to the Office of Student Experience and the Assessment & Care team.                          | PRVST              | AVP-SE<br>VP-PEI<br>(D-TAR;<br>ED OSRR) |        | <ul style="list-style-type: none"> <li>Informed by external reviews – Charles C. Smith and EDI&amp;ID review.</li> </ul>   |
| Review, define and clarify the principle of confidentiality embedded in policies and procedures.   | PRVST<br>VP-PEI    | ED OSRR                                 |        | <ul style="list-style-type: none"> <li>Confidentiality has been clarified within the Student Non-Academic Misconduct Procedures.</li> </ul>  |
| Review all student policies from an EDI lens.  | PRVST              | AVP-SE<br>VP-PEI<br>(ED OSRR)           |        | <ul style="list-style-type: none"> <li>Will resume once the AVP Student Experience assumes their role at UWindsor in the Spring of 2023. Additionally, the work to support this recommendation will be informed by the EDI&amp;ID review.</li> </ul>                 |
| Carry out an independent external review of student non-academic misconduct policies and procedures to ensure they are transparent.                      | PRVST<br>VP-PEI    | PRVST<br>VP-PEI                         |        | <ul style="list-style-type: none"> <li>A third-party review of student non-academic disciplinary processes to ensure their effectiveness, fairness, and efficiency and to foster an environment of accountability, trust, and healing has been completed.</li> </ul> |

<sup>2</sup> The name of the Office of the Vice-President Equity, Diversity, and Inclusion was changed to the Office of the Vice-President of People, Equity, and Inclusion in Winter 2023.

<sup>3</sup> The Equity, Diversity, Inclusion, Indigenization and Decolonization Report (EDI&ID) (2023) is complete and will be made available on the Vice President of People, Equity, and Inclusion website in the fall of 2023.

<sup>4</sup> Charles C. Smith Consultancy Firm: <http://www.charlescsmithconsulting.ca/>

# CAMPUS CLIMATE & SAFETY

## GOAL

Enable successful and sustainable implementation efforts to redress anti-Black racism against students and achieve equity through restructuring of the Office of Student Experience and the restructuring of student policies.

| Action  | Accountability           | Responsibility              | Status | Progress (as of September 1, 2023)  |
|---|--------------------------|-----------------------------|--------|---|
| Develop and implement a racism misconduct policy.   | PRVST<br>VP-PEI          | PRVST<br>VP-PEI             |        | <ul style="list-style-type: none"> <li>Scheduled start date – Fall 2023</li> <li>To be informed by the EDI&amp;ID external review that has been completed by the consultant.</li> </ul>   |
| Establish a Racism Misconduct Response Team and Prevention Officer solely responsible with receiving complaints of racism and additional supports to work with complainants and those with mediation, restorative, and transformative justice responsibilities working through an EDI lens. | PRVST<br>VP-PEI          | AVP-SE<br>VP-PEI            |        | <ul style="list-style-type: none"> <li>Scheduled start date to be discussed with incoming AVP Student Experience.</li> <li>To be informed by the EDI&amp;ID review and action #1.</li> </ul>  |
| Establish an Office of Black Students' Access and Inclusion using a community-based model.  | PRVST                    | VP-PEI                      |        | <ul style="list-style-type: none"> <li>Various positions have been established to support Black students including the hiring of a Black Clinical Therapist, Black Student Support Counsellor (Law), and Black Student Support Coordinator.</li> <li>Establishment of the Office of Black Students' Access and Inclusion is pending.</li> </ul> |
| Create designated safe physical spaces for Black students on campus to enhance inclusion and foster belonging (virtual space in the interim).   | VP-PEI<br>VP-FO<br>PRVST | VP-PEI<br>(D-AROC)<br>AVP-0 |        | <ul style="list-style-type: none"> <li>Consultants have been engaged to make welcoming space allocation recommendations.</li> <li>Report anticipated by December 2023.</li> </ul>   |
| Create a Campus Anti-Black Racism Resource Toolkit to support racially responsive and culturally sensitive practices across campus.   | VP-PEI                   | VP-PEI<br>(D-AROC)          |        | <ul style="list-style-type: none"> <li>Research to support development of the toolkit is underway.</li> <li>Web-based toolkit informed by the external EDI&amp;ID review to be completed by December 2023.</li> </ul>   |



| Action   | Accountability               | Responsibility                     | Status | Progress (as of September 1, 2023)   |
|--|------------------------------|------------------------------------|--------|--|
| Provide opportunities for Black students to participate in leadership roles at the University.   | ELT                          | VP-PEI<br>(D-AROC)                 |        | <ul style="list-style-type: none"> <li>Indigenous, Black and Racialized Talent Incubator has been established<sup>5</sup>.</li> <li>Anti-Black Racism Student Leadership Experience Grant and the Anti-Black Racism Teaching and Learning Grants established, and projects underway and/or completed<sup>6</sup>.</li> </ul>               |
| Identify specific actions to ensure Black students, faculty and staff feel seen, included, and safe on campus.   | VP-PEI<br>PRVST              | PRVST<br>VP-PEI<br>D-BSI<br>DIBRTI |        | <ul style="list-style-type: none"> <li>Black Scholars hiring initiative for July 1, 2023 is complete with 14 new faculty hires<sup>7</sup>.</li> <li>Black Studies Research Institute established<sup>8</sup>.</li> <li>Indigenous, Black, and Racialized Talent Incubator established.</li> </ul>   |
| Ensure the EDI and anti-Black racism lens is part of the operation of Campus Community Police.   | VP-FO                        | AVP-O<br>D-CCP                     |        | <ul style="list-style-type: none"> <li>The Director of Campus Police position is being reviewed to ensure core competencies in EDI, anti-racism, and trauma-informed approaches are evident.</li> </ul>  |
| Embed in policies, Senate by-laws, procedures, Collective Agreements, and governance structures zero tolerance and meaningful consequences for racism and racial discrimination.   | President<br>PRVST<br>VP-PEI | AVP-HR<br>ED-ALR<br>U.SECRT        |        | <ul style="list-style-type: none"> <li>Progress in EDI language embedded in the WUFA Collective Agreement.</li> <li>Review of policies and procedures to be informed by the EDI&amp;ID review.</li> <li>Other Unions/All Collective Agreements?</li> <li>Establishment of the Senate Subcommittee of Senate Governance on EDID.</li> </ul> |
| Expand the Office of the Vice-President Equity, Diversity and Inclusion and develop a coherent EDI and anti-Black racism strategy to continually improve and maintain an environment free of harassment and all forms of discrimination. | VP-PEI                       | VP-PEI<br>(AVP- HR;<br>D-AROC)     |        | <ul style="list-style-type: none"> <li>EDI&amp;ID external review completed. This will provide the foundation for the development of the EDI Strategy.</li> </ul>  |

<sup>5</sup> <https://www.uwindsor.ca/vp-people-equity-inclusion/37/cube-indigenous-black-student-talent-incubator>

<sup>6</sup> More information pertaining to these grants can be found at <https://www.uwindsor.ca/vp-people-equity-inclusion/344/anti-black-racism-grants>

<sup>7</sup> More information can be found at <https://www.uwindsor.ca/dailynews/2023-01-05/black-studies-institute-looking-attract-top-global-talent-ongoing-hiring-initiative>

<sup>8</sup> <https://www.uwindsor.ca/blackstudies/303/black-studies-institute> , <https://blackstudiesinstitute.com/>

# OFFICE OF HUMAN RIGHTS, EQUITY, & ACCESSIBILITY (OHREA)

## GOAL

Re-envision OHREA as an independent office recognized for fair, transparent, and accountable human rights processes, and practices.

| Action   | Accountability      | Responsibility      | Status | Progress (as of September 1, 2023)  |
|--|---------------------|---------------------|--------|---|
| Conduct a comprehensive, transparent review/audit of OHREA to identify and define deficiencies and solutions.  | VP-PEI              | VP-PEI              |        | <ul style="list-style-type: none"> <li>• EDI&amp;ID external review completed, which outlines recommended actions<sup>9</sup>.</li> </ul>   |
| Conduct a campus survey to document experiences of faculty, staff, and students with respect to human rights complaint processes and current structure (Gather baseline data). | VP-PEI              | VP-PEI (OHREA)      |        | <ul style="list-style-type: none"> <li>• Initial consultations completed as part of the EDI&amp;ID external review<sup>10</sup>.</li> <li>• Student survey incomplete<sup>11</sup>.</li> </ul>                                      |
| Establish an independent Office of Human Rights reporting to the Board of Governors.   | PRESIDENT<br>VP-PEI | PRESIDENT<br>VP-PEI |        | <ul style="list-style-type: none"> <li>• EDI&amp;ID external review completed, which includes recommendations to address this action.</li> <li>• Implementation of recommendations pending.</li> </ul>                              |
| Establish a process to support transparent communication of the status of complaints/investigations.   | VP-PEI              | VP-PEI              |        | <ul style="list-style-type: none"> <li>• EDI&amp;ID external review completed, which includes recommendations to address this action.</li> <li>• Implementation of recommendations pending.</li> </ul>                              |
| Conduct a transparent and consultative review of the University's Human Rights Policy.   | VP-PEI              | VP-PEI              |        | <ul style="list-style-type: none"> <li>• EDI&amp;ID external review completed, which included an environmental scan of policies across the post-secondary sector and preliminary recommendations.</li> <li>• Review TBD.</li> </ul> |
| Establish a timely and transparent process for dealing with human rights complaints and investigations.  | PRESIDENT<br>VP-PEI | PRESIDENT<br>VP-PEI |        | <ul style="list-style-type: none"> <li>• EDI&amp;ID external review completed, which includes recommendations to address this action.</li> <li>• Implementation of recommendations pending.</li> </ul>                              |
| Establish a process for addressing complaints, disputes, and conflicts in a fair, trustworthy, inclusive, and just manner (mediation, ombuds and conflict resolution).         | PRESIDENT<br>VP-PEI | PRESIDENT<br>VP-PEI |        | <ul style="list-style-type: none"> <li>• EDI&amp;ID external review completed, which includes recommendations to address this action.</li> <li>• Implementation of recommendations pending.</li> </ul>                              |

<sup>9</sup> The EDI&ID report can be found at <https://www.uwindsor.ca/vp-people-equity-inclusion/>

<sup>10</sup> Employment Equity Annual Report 2021 [https://www.uwindsor.ca/ohrea/sites/uwindsor.ca.ohrea/files/employment\\_equity\\_annual\\_report\\_2021\\_final.pdf](https://www.uwindsor.ca/ohrea/sites/uwindsor.ca.ohrea/files/employment_equity_annual_report_2021_final.pdf)

<sup>11</sup> The survey that OHREA references is separate from the Student Self-Identification Survey (SSIS), available for students at UWinsite Student at <https://www.uwindsor.ca/registrar/uwinsite-student>

# AFROCENTRIC INITIATIVES

## GOAL

Celebrate and value initiatives that highlight the experiences and peoples of Africa and the African diaspora within historical, social, and cultural contexts.

| Action   | Accountability | Responsibility | Status | Progress (as of September 1, 2023)  |
|--|----------------|----------------|--------|---|
| Provide annualized funding and resources to longstanding Afrocentric initiatives (The African Diaspora Youth Conference [ADYC] and AFROFEST. | VP-FO          | D-UB           |        | <ul style="list-style-type: none"> <li>• Institutional funding has been secured to support the African Diaspora Youth Conference on an ongoing basis<sup>12</sup>.</li> <li>• AFROFEST is affiliated with UWSA, and funding is allocated through that entity<sup>13</sup>.</li> </ul> |

<sup>12</sup> <https://www.uwindsor.ca/vp-people-equity-inclusion/344/anti-black-racism-grants>

<sup>13</sup> Please contact UWSA for more information <https://uwsa.ca/services/afrofest/>

# DATA COLLECTION & ANALYSIS

## GOAL

Ethically collect, house, analyze, and communicate race-based data for students, staff, and faculty to support equitable evidence-based decision making, public accountability, and to identify gaps and trends that may signal systemic racial disparities.

| Action  | Accountability  | Responsibility            | Status | Progress (as of September 1, 2023)  |
|---|-----------------|---------------------------|--------|---|
| Ensure that policies and procedures are in place for the safe and secure collection, storage, access, and retention of race-based data for students, faculty, and staff.  | PRVST<br>VP-PEI | REB<br>IA                 |        | <ul style="list-style-type: none"> <li>Processes have been established with regards to the access, storage, and safekeeping of data gathered through the Student Self-Identification Survey.</li> <li>A general policy is currently under development to outline a framework for data collection and analysis (not specific to race-based data).</li> </ul> |
| Collect and analyze student race-based data using a single question.  | PRVST<br>VP-PEI | RGSR<br>AVP-SE<br>IA      |        | <ul style="list-style-type: none"> <li>Collection of race-based data through a Student Self-identification Survey – Phase I and Phase II completed.</li> <li>Ongoing promotion to resume Summer 2023<sup>14</sup>.</li> </ul>   |
| Establish a long-term data collection initiative to assess the overall experience of racialized students.   | PRVST<br>VP-PEI | IA<br>AVP-SE              |        | <ul style="list-style-type: none"> <li>Baseline data must be collected and campus-wide engagement efforts needed to encourage student survey participation.</li> </ul>  |
| Disaggregate employment equity data related to Black employees from the visible minority category and analyze the data on hiring and promotion of Black faculty and staff. Recommend measures to increase the number of Black employees promoted, particularly to senior roles. | PRVST<br>VP-PEI | OHREA<br>AVP-HR<br>ED-ALR |        | <ul style="list-style-type: none"> <li>EDI&amp;ID review makes recommendations on the collection and use of data to better inform decision-making.</li> </ul>   |
| Conduct a comparative review of employee salaries based on race.  | PRVST<br>VP-PEI | AVP-HR<br>PRVST           |        | <ul style="list-style-type: none"> <li>The review would depend on the collection and analysis of dis-aggregated internal data and then establishing a comparative framework to undertake the review.</li> </ul>   |

<sup>14</sup> Communications and marketing plan for campus wide engagement to launch and reboot as of September 2023. More details to follow on VP-PEI website at <https://www.uwindsor.ca/vp-people-equity-inclusion/>.

# REPRESENTATION

## GOAL

Enhance the proportionate representation of Black and other racialized people in all areas of the University including but not limited to faculty, staff, leadership positions, Board of Governors, and Senate.

| Action   | Accountability  | Responsibility          | Status | Progress (as of September 1, 2023)  |
|--|-----------------|-------------------------|--------|---|
| Conduct a review of the talent development process as it relates to hiring for positions at senior administrative levels.  | VP-PEI          | VP-PEI (AVP-HR)         |        | <ul style="list-style-type: none"> <li>A comprehensive external EDI&amp;ID review has been completed, which will inform the University's broader institution-wide equity, diversity, and inclusion processes, policies, programs, and reporting structures.</li> </ul>  |
| Review institutional recruitment and hiring practices/systems from an anti-Black racism lens and identify key actions to enhance recruitment, hiring, and support of the career progression of Black people. | PRVST<br>VP-PEI | VP-PEI (AVP-HR; D-AROC) |        | <ul style="list-style-type: none"> <li>A comprehensive external EDI&amp;ID review has been completed, which will inform the University's broader institution-wide equity, diversity, and inclusion processes, policies, programs, and reporting structures.</li> <li>Black Scholars hiring and Indigenous, Black, and Racialized Talent Incubator initiatives.</li> </ul>   |
| Develop and implement a strategy to enhance the representation of Black and racialized people on Senate and on the Board of Governors.   | BOG<br>SEN      | U.SECRT                 |        | <ul style="list-style-type: none"> <li>University is signatory to the 50/30 Challenge aimed at attaining gender parity and significant representation (at least 30%) of underrepresented groups on boards and senior management positions<sup>15</sup>.</li> <li>Processes have been implemented to support the achievement of the 50/30 challenge.</li> <li>As of May 2023: 54.84% of women and 29.03% of additional designated groups.</li> </ul> |
| Make the Vice-President, Equity, Diversity, and Inclusion role permanent.  | PRESIDENT       | VP-PEI                  |        | <ul style="list-style-type: none"> <li>Approved by the Board of Governors as a permanent role.</li> <li>Name change to Vice-President, People, Equity and Inclusion<sup>16</sup>.</li> </ul>  |
| Implement the Black scholars hiring initiative (12 Black faculty hires).   | PRVST<br>VP-PEI | VP-PEI<br>D-BSI         |        | <ul style="list-style-type: none"> <li>This hiring initiative is complete with the hiring of 14 new faculty members as of July 1, 2023.</li> </ul>  |

<sup>15</sup> University of Windsor Secretariate 2023

<sup>16</sup> Include information as to where this information can be found

# EDUCATION & TRAINING

## GOAL

Enhance the capacity of the campus community to address anti-Black racism and enhance racial equity.

| Action   | Accountability | Responsibility                               | Status | Progress (as of September 1, 2023)  |
|--|----------------|--|--------|---|
| Implement a Black Studies degree program.  | SEN<br>PRVST   | DEAN, FAHSS<br>D-IACS<br>D-BSI               |        | <ul style="list-style-type: none"> <li>The Black Studies degree program development is part of the mandate of the Black Studies Research Institute</li> <li>The Black Studies Institute was approved by Senate on October 7, 2022.</li> <li>An inaugural Director of the Black Studies Research Institute has been appointed<sup>17</sup>.</li> </ul>   |
| Develop and implement an anti-racism (including anti-Black racism) education and training strategy/ structure. | VP-PEI         | VP-PEI (OHREA;<br>D-AROC;<br>D-ODT)<br>D-CTL |        | <ul style="list-style-type: none"> <li>Training framework completed with continuous monitoring and updates.</li> <li>Sessions delivered in 2021, 2022, and 2023 to BoG, senior leaders, faculty, and staff.</li> <li>Continuing Education course titled the Foundations of Race and Anti-Black Racism established, and financial support provided to employees to enroll.</li> <li>New courses under development through Continuing Education.</li> </ul> |
| Establish an Anti-Racism Pedagogies Teaching Leadership Chair to support curricular and educational change.*   | PRVST          | PRVST<br>VP-PEI                              |        | <ul style="list-style-type: none"> <li>Temporary, grant-driven, Anti-Racism Pedagogies Teaching Leadership Chair appointed<sup>19</sup>.</li> </ul>   |
| Establish and distribute Anti-Black Racism Teaching and Learning Research grants. <sup>20*</sup>               | VP-PEI         | VP-PEI (D-AROC)                              |        | <ul style="list-style-type: none"> <li>Criteria and committee established.</li> <li>Teaching and learning grants distributed.</li> <li>Temporary grant funding at this time<sup>21</sup>.</li> </ul>  |

<sup>17</sup> In 2022, a UWindsor tenure-track faculty member was appointed to serve in the role of BSRI Director.  
<https://www.uwindsor.ca/blackstudies/303/black-studies-institute>

<sup>18</sup> This is a temporary position supported by grant funding that was announced in 2021. This grant position expires December 31, 2023.  
<https://www.uwindsor.ca/antiblackracism/316/anti-racism-chair>

<sup>19</sup> One-time funding allocation

<sup>20</sup> This is a temporary position supported by grant funding that was announced in 2021. This grant position expires June 30, 2023.  
<https://www.uwindsor.ca/research-innovation-services/658/anti-black-racism-teaching-and-learning-grants>

<sup>21</sup> Initiatives against anti-Black racism professional development funding is currently available.

\* Action not outlined in the Anti-Black Racism Task-Force Report (2021) but speaks to one of the outcomes associated with the recommendation.

# SERVICES & SUPPORTS

## GOAL

Provide specialized services and supports to Black students so that they can thrive in an environment that fosters growth and development.

| Action  | Accountability  | Responsibility                                       | Status | Progress (as of September 1, 2023)   |
|---|-----------------|--|--------|--|
| Establish a Black Student Support Office and coordinators to address the specific needs of Black students and support their wellbeing and success.                        | VP-PEI<br>PRVST | D-AROC<br>AVP-SE                                     |        | <ul style="list-style-type: none"> <li>• Hired for the role of Black Student Support Coordinator.</li> <li>• Hired for the role of Black Clinical Therapist.</li> <li>• Faculty of Law – Black student support counsellor hired.</li> <li>• Establishment of an office outstanding.</li> </ul> |
| Create a network of Black Alumni to increase levels of engagement for Black students on campus and for Black students to lean on.   | AVP-E           | D-AAC<br>D-AROC                                      |        | <ul style="list-style-type: none"> <li>• Conducted Phase I of UWindsor Black Alumni Consultations Report (2021)<sup>22</sup>.</li> </ul>   |
| Increase scholarship and bursary funds for Black students.  | VP-FO           | D-ADV<br>PRVT-BC<br>D-AFA<br>(Distribution of funds) |        | <ul style="list-style-type: none"> <li>• Established and distributed Anti-Black Racism Student Leadership Experience Grants (one-time grant funding at this time).</li> <li>• Establishment of additional scholarship funds with the UWindsor Black Student Scholarship Fund.</li> </ul>       |
| Establish a talent development program for graduate students and post-docs (financial support, mentorship, research opportunities, service-learning opportunities, etc.)* | VP-PEI          | VP-PEI<br>D-IBRTI                                    |        | <ul style="list-style-type: none"> <li>• A Director of the Indigenous, Black and Racialized Talent Incubator, has been appointed<sup>23</sup>.</li> <li>• Capacity-building grants to be informed by the EDI&amp;ID Review.</li> </ul>   |

<sup>22</sup> <https://www.uwindsor.ca/vp-people-equity-inclusion/350/reports-publications>

<sup>23</sup> A current UWindsor tenure-track professor has been appointed to this role. This is a volunteer position.  
<https://www.uwindsor.ca/vp-people-equity-inclusion/378/cube-indigenous-black-student-talent-incubator>

\* Action not outlined in the Anti-Black Racism Task-Force Report (2021).

# LANCER ATHLETICS

## GOAL

Create a more inclusive, safe, and welcoming environment for Black student athletes by confronting long-held beliefs, practices, and systems.

| Action  | Accountability  | Responsibility                               | Status | Progress (as of September 1, 2023)   |
|---|-----------------|--|--------|--|
| <p>Undertake an external review of the Athletic Department to dismantle anti-Black racism including:</p> <p>a. Hiring practices (for coaching and administrative staff)</p> <p>b. Policies, procedures, and practices</p> <p>c. Student supports (i.e., physical, emotional, and psychological)</p> | PRVST<br>VP-PEI | DEAN-HK                                      |        | <ul style="list-style-type: none"> <li>• Review plan to commence Fall 2022<sup>24</sup>.</li> <li>• Collaboration with the Black Student Support Coordinator – regular office hours (once a week) within the Athletics department providing guidance and support.</li> <li>• Consultation with Human Resources leadership on HR hiring practices that can be improved and enhanced for recruitment and hiring.</li> <li>• Review and updating of policies, procedures, and practices across ARS<sup>25</sup>, with an inclusivity lens.</li> <li>• Elevated CAO<sup>26</sup> Apprentice Coach Grant to increase funding with a focus on recruitment and hiring of a diverse candidate.</li> </ul>                  |
| <p>Establish a Student Athlete complaint mechanism and process separate and distinct from institutional complaint processes.</p>  | PRVST<br>VP-PEI | DEAN-HK (D-ATH)<br>VP-PEI (BSSC;<br>ED-OSRR) |        | <ul style="list-style-type: none"> <li>• Black Student Support Coordinator is the conduit for any student complaints.</li> <li>• Intention to post, approximately 10 hours per week, a position focusing on EDI and student supports in 2023HK EDI committee <a href="https://www.uwindsor.ca/humankinetics/HKF_EDI-committee">https://www.uwindsor.ca/humankinetics/HKF_EDI-committee</a> has a Concerns/Feedback Form for all students associated with HK, including all student-athletes. To date, no concerns related to ABR have been submitted.</li> <li>• Continuing to develop complaints mechanism and process policy in conjunction with the Office of Student Rights &amp; Responsibilities.</li> </ul> |

<sup>24</sup> This action is currently on pause awaiting further details pertaining to a campuswide external review process.

<sup>25</sup> Athletics and Recreational Services

<sup>26</sup> Coaches Association of Ontario <https://www.coachesontario.ca/getting-started/about-the-cao/>



# I REVIEW

The Implementation Oversight Team Action Plan Progress Report – Phase I, provides an overview of the identified action items as they pertain to the Anti-Black Racism Task Force Recommendations Reports (2021). Designed as a quick reference guide, this Progress Report offers UWindsor stakeholders a synopsis of the current efforts underway in bringing the recommendations to fruition, while also offering

indicators marking the additional work the institution must do in order to achieve said goals. Through use of a colour-coded Status Indicator (figure. 1), review and navigation of this document can be achieved with ease. Readers will have the ability to chart UWindsor's progress in achieving the goals of tackling each recommendation put forth by the Anti-Black Racism Task Force.

# I NEXT STEPS

The Implementation Oversight Team will continue to identify and address areas within this Progress Report and the IOT Action Plan that are outstanding, with the utmost urgency and care. The IOT will also continue to challenge the systemic practices that continue to hinder the process of building a culture of transparency, responsibility, accountability, and sustainability. The IOT remains steadfast in its commitment to ensuring the fulfilment of the 40+ recommendations as the institution works toward embedding these recommendations into

daily practice towards achieving equity in an ethos of justice. The IOT looks forward to providing our campus stakeholders with The Implementation Oversight Team Action Plan Progress Report - Phase II in 2024. In the interim, we are encouraged by the University of Windsor's community and will do our part as we all continue to strive towards a more just, equitable, safe, inclusive, antiracist institution where everyone will feel that they belong. If you have any questions at any time, please feel free to reach out to us at [abr@uwindsor.ca](mailto:abr@uwindsor.ca).