

FHS Anti-Racism Task Force Meeting #3- Minutes

Location: Zoom

Date: November 16, 2020

Time: 8.30-10am

Attendees: Eighteen committee members:

Jayne Garland (Dean); Treena Orchard (Faculty); Anita Kothari (Faculty); Carla De Silva (Faculty); David Howe (Faculty); Andrew Johnson (Faculty); Tara Mantler (Faculty); Ivan Culum (Faculty); Marnie Wedlake (Faculty); Neciula de Paula Carneiro Porto G (Post-Doctoral Student); Denise Kamyuka (Graduate Student), Dennis Osei-Nimo Annor (Graduate Student); Chizoba Oriuwa (Alumni); Jacob Taylor (Alumni); Chika Obetta (Under-graduate Student); Olubukola Sonibare (Graduate Student); Larissa Bartlett (Staff); and Wendy Latimer (Staff).

I-Introductions & Jayne Intro

- Thank you for participating
 - general Introduction on occurrences of 2020 that brought BLM movement to the forefront
 - idea that platitudes of support were blank if we didn't proceed from within; how as a Dean, could we *do* this? How could we look at our board room, and reflect this?
 - most of our board room, faculty, staff, are white
 - the creation of the ARTF felt like a right step, a start

II- Review of previous minutes

- Can send email to Treena if you like
- Appreciation of origin story
 - envision having it grow as the ARTF grows/develops
 - can we share this document across the Faculty? Yes
 - point: reminder that this would be a call to action, let people know they are still welcome to join
 - anyone can join (staff, student, faculty, and alumni)
 - work on rephrasing the sentence re: the professional schools
- Are we OK with having this information on the website (that Jess/Treena are working on)?
 - yes, idea of full transparency is a good idea
- Are we focusing on only on student experiences (a student facing experience)? Or Staff/Faculty experiences as well?
 - anti black/anti indigenous experience, primarily as students, but maybe not having a hard line at students?
 - the hope that even if we focus on students, that whatever we learn it will bring in an experience for others (i.e., be applicable to others: staff/faculty, anti Muslim)? Don't want to be so broad that you cannot accomplish anything.
 - general consensus that if we focus on the *student* experience it will permeate and that the focus is what is needed/was asked for

III- Sub-Committees

- Each group can structure itself, the asterisk'd person will be the communication person, the goal of a meeting with our sub committee in Dec and then meet again as the task force in Jan
 - hopes: meet as a group, get to know each other, maybe map out ideas.
 - counter: some outline will be helpful – will set some outline with short term and long-term goals, and how we intend to accomplish them

IV- Research Assistants (for Faculty) – drafting job descriptions

- What do we want in this individual for our task force?
 - Research skills, training or special interest in EDI/racism
 - haven't met with sub-group yet so unsure what skills (we) would need a researcher to have
 - timeline: can't move forward with posting until we know what we want them to do; also don't want to be duplicating the work that the university is doing as a whole
 - are we creating a document like the President did? (this will help determine for skills)
 - part of the recommendation from the President's Office (?) was to create training/documents; (Jayne) does not want to repeat the same tasks over again as their office. We can tweak it if we need to or make it more specific to FHS

Social Media presence

- Can we use it to show that is being done by the ARTF here at FHS/UWO, what works, does not work
- A way to reach out and connect with other like minded, or educate others

IDEA

- Who can we contact in terms of the job description (Carol) when we start to think of ideas of what we would like in terms of skills, training, and so forth
 - Jayne indicated any social media would be done by Alan, FHS new media role
- Instead of always looking to Treena for leadership, if there is something that you feel passionate about, reach out and let her know you would like to take point on it
 - could we use OWL Site, especially for the sub committees so that they are central and everyone can view (Anita has volunteered to put the site together and asked a student to help; they can email if they choose)
 - **Microsoft Teams** also promoted and by popular response will be used instead of OWL. Tara M will set it up the page and both Tara/Carla have volunteered to show people how to use Teams 😊
 - want to use a service that has fewer restrictions as to who has access and can post.

V- Final comments

- Subgroups will meet in Dec
- ARTF will meet in Jan
- Teams will be set up and whoever would like training can reach out to Tara/Carla; we can start to see posting on there shortly.