

FHS Anti- Racism Task Force Meeting #6, Minutes

AGENDA

Location: Zoom

Date: March 30, 2021

Time: 1-2.30pm

Attendees: Treena Orchard, Marnie Wedlake, Debbie Rudman, Bukola Sonibare, Elaine D'Agostino, Chizoba Oriuwa, Ivan Culum, Denise Kamyuka, Andrew Johnson, Anita Kothari, Jayne Garland, P. David Howe, Tara Mantler, Kyla Urquhart

I. Greetings & Approval of Agenda:

a) Notetaker (Kyla Urquhart)

The Coordinator position add is now LIVE and will be up for another couple weeks. Treena recommended *A Mind Spread Out on the Ground* by Alicia Elliott, which is a very powerful book.

II. Sub-Committee Updates:

We have folded our Indigenous TRC sub-group because it is identical to the Faculty level Indigenous Curriculum committee, which Treena sits on.

a) Explore ARWG recommendations through a faculty lens

As per our minutes from last meeting, there will be some actions stemming from this report that we must wait for the University to move first before we as a school can, which is fine.

b) Review FHS curriculum to identify exclusionary content

This group has been very busy and a few of us will migrate to this sub-group to help with the activities regarding Curriculum and Policy. One issue mentioned is how to include issues regarding race/cultural safety into our course outlines. This is one of the tasks that the Coordinator can help with. This group also met with CTL, who recommend that it be done in conjunction with them (a workshop), so Faculty and Staff understand the impact of this wording (i.e., that it is not just rhetoric). It's also vital that *what* goes into the statement in the course outline aligns with what profs can actually provide. CTL could do a workshop for a school if requested.

Jayne mentioned that our outlines are like contracts and wondered if they would they have to be passed at School Council levels within the Faculty and the EPC. Might be good to have that extra layer of eyes on it, and Treena mentioned about standardizing this information across the faculty. Mention was also made of how to raise issues around racism in the classroom. Students are unsure of how to, or who to raise it with, therefore it is feeling like it was not being addressed. The University is working on this and Andrew shared some information about a link we were recently provided to the UWO's racism reporting tool and portal link. He's also going to chat with Jess B about language across the schools and promoting it to Faculty and students/HSSA.

The Equity & Human Rights Office is working on these issues, including the ambiguity related to recording and responding to issues of racism/issues in the class. They now have a portal where they can record these instances. Tara mentioned that it would be fruitful to hold a *listening session* for the students to hear

where we can lend more support or how they are navigating this. This is a fabulous idea that can overlap with the members in the Story Telling sub-group. The student app was mentioned, as was the fact that the students don't really use it! Can we find ways to update/upgrade our content in this regard to promote student usage. The issue of documenting racial incidents was raised and the lack of clarification for students about what it means if they fill out the form- is it anonymous, who sees the information and where does it go when they press "submit"?

c) Collecting stories and documenting racialized experiences

This group hasn't had a chance to get together yet due to scheduling. The Curriculum sub-committee will be reaching out to make sure that they are not duplicating work/information.

III. Action Items:

a) Leadership structure going forward- determine a process

A suggestion of approaching a team -oriented structure was made versus one person doing everything, which is what it currently is. The idea of a couple of Faculty, students, and staff was suggested. How will this look going forward? We need to determine this in the next couple of months because Treena's sabbatical begins July 1. Jayne mentioned the presence of Senior Leadership within the ARTF. She's thinking of seeing which Associate Dean is interest in each portfolio and then having them accountable to ensure that things keep moving forward in that task force/initiative. This doesn't mean that the AD would Chair the initiative and is suggested as a way of helping ensure that there is accountability for the taskforce going forward and being supported at the Faculty level. Treena mentioned that her initial idea about taskforce membership is that it would involve a core group of people, but also be fluid to account for different folks coming in and out as their schedules and energies allow. If members have any suggestions or comments for this action item, feel free to email Treena.

b) Sharing the Taskforce with students- FHS app, panels, webinars

Having panels have been very successful in other areas of SHS and we might consider using the school app. The issue of timing was raised, and the consensus is that students are spent and just need to get to the end of April. Maybe let them know about us and consider hosting an event in May? A member of the President's ARWG said that from her experience, it can be hard to get folks to come out to things when the term is over. So, maybe we can aim for a smaller, soft launch event in May and a more robust one in the Fall, when people tend to have more energy and are more enthusiastic. It was mentioned that the listening panels discussed by the Curriculum group could be a way to facilitate greater awareness.

c) Taskforce "Challenge": resources, implementation, survey

This is a key Medium- term goal: for example, that by September XX% of SHS has received anti-racism training, and then challenge the other schools to meet that. As per a previous agenda **action** item, we were considering framing this as a letter to the other schools. But first we need to look at what kind of training or activities we want and what this to look like. When we get our new Coordinator, they can issue a survey to determine how we want to achieve this task. One idea raised is to have teams within the challenge (inspired by the Global Challenge of past years).

Questions of including not just anti-black racism and Indigenous training, but also issues related to health, was raised as something we might also need/want to include with an eye to preparing our students and/or young professionals. The issue of timing is important to consider, in terms of time of year and to ensure we don't duplicate other EDI training and events that are rolling out across campus. Jayne suggested that we could raise the initiatives when the Leadership team/Directors meet, typically

the 4th Monday of every month. It's a good opportunity to talk to them about it, so too is the last Faculty Council meeting.

IV. Next Steps:

- a) Interviews folks for Coordinator position; currently live and up for another couple weeks
- b) Develop our "Challenge" survey & administer it. Ask the new Coordinator to gather/list our resources, then compose survey to determine what training/activities would be occurring.
- c) Draft a letter to FHS community about the Challenge
- d) Determine date + Info for ARTF event- students for et al. following up on the idea that we pilot a smaller event in May, then larger event in Fall.

V. Wrap Up:

Thank you from Jayne, who acknowledged that everyone is digging deep and keeping the momentum going forward.