

FHS Anti- Racism Task Force Meeting #7, Minutes

AGENDA

Location: Zoom

Date: April 29, 2021

Time: 1:30-3pm

Attendees: Treena Orchard, Marnie Wedlake, Carla Silva, Ivan Culum, Jayne Garland, Anita Kothari, Debbie Rudman, Dennis Annor, Jake Taylor, Maxwell Smith, Neciula de Paula Carneiro Porto G, Olubukola Sonibare, P. David Howe, Wendy Latimer, Kyla Urquhart (n.t.)

I. Greetings & Approval of Agenda:

EDI-D memo sent out last week, any thoughts? Surprise shown at the preference shown to not use 'BIPOC'. Understand why, however, it has become very popular in mainstream/social media, so how can we (as Western) change this? Be aware of semantics, and know that whatever list of terms we create now it could change later; how much time/effort do we (SHS) want to put in? The memo is saying to avoid it when possible, and this committee has also made the decision to focus on Black and Indigenous issues. If we are keeping in line with those ideas still this is possible. Language has pitfalls; reminder that it is impossible to know the correct word all the time (this is not expected), but the effort to try should always be made. Treena indicated she was happy with the memo because it is good to receive this guidance from people with lived experience. Do not be afraid to communicate, it's ok to mess-up as long as you are looking to educate and engage.

II. Sub-Committee Updates, if relevant:

a) Explore ARWG recommendations through faculty lens

- Anita update (ARWG): no meeting in April. Provided recommendations for what can happen at Fac level and are currently waiting to see what is happening there.

b) Review FHS curriculum

- Ivan update: SQCT and syllabus item, trying to come up with a 'boilerplate' item for Faculty to insert (draft in Teams if anyone would like to view). Also, a way to get feedback from the students; not an evaluation but a way to reflect for the next time around. WE are planning of doing some training or providing materials for faculty members to have as well.

- Treena (from Curriculum Committee and FHS Council meeting): from the feedback regarding [Ivan's] update at these two meetings we can also think about operationalizing them later. Such as doing the feedback in one year, after the faculty has had a chance to have some training. Or some faculty already have wording in their syllabus but make it more universal and have all faculty utilize it.

- Jayne: we have a FHS in June (push forward without pushback) Faculty Council. A small presentation of resources that can be used, idea of what access they have to the education to move forward. [Treena is meeting with CTL next week to do that].

c) Collecting stories & documenting experiences

Carla update: no meeting in April. In her course students are creating stories based on a book they are reading. A great way to share experiences. Interesting to have a series of events around

movies (followed by small discussions or short stories – any creative means). It allows you to remain anonymous while sharing – people do not know which part is your story but fosters more of an experience to something that is not yours. Start a book club – invite students, have discussions around those. Carla will ask her students if she can share their stories with the rest of the faculty.

Something else can we do next year to show that we are committed to creating community: Wendy has suggested “One book, one SHS” (or one movie). These art forms can address what we are trying to do on this committee, community. Role out around the end of September (for year of timing). Good idea, less intimidating way than a research article and more integrated. Anita mentioned the role of Funding and the required EDI section, could be a way to ‘hook’ people in – show them the benefit of the EDI statement in the Research field; frame it as essential to our success. Jayne indicated that all hires (senior and junior) have EDI statements, and SHS requires an EDI statement in their cover letter.

III. Action Items:

a) Leadership structure going forward

- i. Determine a team by **June 8, 2021** FHS Council Meeting
 - Treena pointed out (again 😊) she will be enjoying her sabbatical so we will have to have new leadership decided by this time

b) Event for students FHS app, panel – DATE, Volunteers

- i. **Mid to late May?** [nope, more like fall and likely an arts-driven event]
 - see Wendy and Carla’s comment above *Collecting stories & documenting experiences update*

c) Curriculum Committee and SHS Council Update

- i. Do we need to slow our roll...?
 - not sure if we (SHS/FSH) are there yet, for a challenge. Might take longer than anticipated, as people are wanting more training/education first. Still, something for us to keep in mind for future date.
- ii. How to push forward with a “challenge” vs. pushback?
 - see Jayne and Treena’s comment above *Review FHS curriculum update*. Marnie said maybe make the challenge “phase 2”; emphasis that it should be inviting/engaging. Debbie pointed out to be mindful that we do not take it too slow because people are experiencing racism every day. People with privilege will not feel the same pressure as those who are marginalized, but we need to push. Discomfort is part of the process. Max suggests if we have the resources in place, we can push people a bit otherwise you will get stagnation and no process. Treena indicated that maybe after meeting with CTL, in our June meeting, we can provide information to faculty and nudging them.
- iii. CTL Resources & Training before our “challenge”?
 - see Treena’s comment above *Review FHS curriculum update*.

-Jayne: this something that our new EDI coordinator will be able to assist with in terms of putting information together. There can also be extra sessions for Undergrad and Grad Chairs, etc. as they are generally the first stop for questions.

IV. Next Steps:

a) Organize student facing event

- see Wendy and Carla's comment above *Collecting stories & documenting experiences update*

b) Leadership process

- see Treena's comment above in *Leadership structure going forward.*

c) Interview & hiring Coordinator

- not sure when but hopefully this will happen before June.

V. Wrap Up:

a) Next meeting in May, Doodle poll sent out shortly