

FHS Antiracism Task Force Meeting #8 -Minutes

AGENDA

Location: Zoom

Date: May 25, 2021

Time: 11:30-1pm

Attendees: Treena Orchard, Marnie Wedlake, Carla Silva, Ivan Culum, Anita Kothari, Debbie Rudman, Abigail Tesfaye, Larissa Bartlett, Denise Kamyuka, Tara Mantler, Andrew Johnson, Wendy Latimer, Kyla Urquhart (n.t.)

I. Greetings & Approval of Agenda:

II. Sub-Committee Updates (if relevant):

a) Curriculum group- worked on diversity statement people could use in their syllabi or on websites.

b) student facing initiative, listening session for racialized students –Summer selected because students want/need action. The idea is a survey to determine what these students would like to see in their classes going forward regarding EDI-D/Antiracism content and pedagogical approaches. Then we could create another document to circulate to the greater student body-undergraduate and graduate. We're still working on the best way to circulate this to the larger student body (Wendy L. – we do have a student body mailing list however it is not updated until later in July, also may need to reach out to each individual school to show that it is coming from our ARTF).

III. Action Items:

a) Leadership structure going forward: Carla D, Wendy L, and 1 to 2 students (Jayne is currently contacting) will be taking on the leadership for this taskforce! Thank you and congrats 😊 This will be a nice way to distribute the responsibilities among faculty/staff/student

b) Diversity Statement: Ivan drafted it and was sent out last week, and the curriculum sub-committee edited it a little. Is there any feedback? It reflects our mission, our objectives, and can also be modified to a more personal note if needed. Treena/Jayne made small edits already this morning [*“is essential to the FHS”*]. Wendy L. thinks we should keep the links in when we send it around because the information provided is good (ex. Alberta land acknowledgement).

Debbie L. Q's – OT already has a land acknowledgement on their website so is this separate from that? Would we include action steps, or because that would include more negotiation, keep it at our values and goals? Anita K. – because our goals our evolving should we just link to our web page [Ivan C.- like our mission statement, think it is a good idea to link as we acknowledge that the goals do evolve]. Carla D. reflected on the value of being modest about what you put in your diversity statement. this is a good statement. Cannot do actions without involving more levels of the committee.

c) Taskforce Coordinator: were about 25 apps, chose 3 to interview and we have a preferred candidate. Will update when we know more information. This person will be able to support liaising with the different schools and many other tasks hopefully within the month.

d) SHS Council Meeting; sharing PPT slides

- Treena sharing her PPT slides (See attached), tiny edits and overall everyone quite liked it.

IV. Next Steps:

a) Next meeting in June; finalize leadership and coordinator!

b) Additional example from Ivan's recent Q o L class-- experience of racial/systemic injustice. Found that students who are typically of a 'privileged group' felt skipped when a student from an equity seeking group received an award/recognition = reverse racism. These white students felt that they were impacted by systemic racism because they did not receive something. Advice on how to continue this dialogue? Anticipating he will just be addressing it in his debrief (just does not silence to be an option).

Some discussion of equality vs equity; it might seem unfair in the individual circumstances that they are not provided these opportunities; however, they have, over their lifetime, had experienced more opportunities and advantages before this. It is also another form of oppression to say, "you are only here because...." People often like the idea of equity, until a person in a position of power, suddenly finds themselves on the other side of it. Carla D- suggested forming smaller discussion groups where people can come in and discuss their thoughts, experiences. Almost like hallway chats, could be a block of time each month.

V. Wrap Up:

a) Doodle poll sent out shortly for June meeting.