

Anti-Black Racism and Inclusivity for Black Faculty FBS Presentation

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Framework for Inclusive Universities

- **Institutional Approach** - Strategic and Academic Plan priority
- **Institutional Structure** - HRE Office, Vice-Provost (Indigenous Engagement), PACHRED, AEC, etc.
- **Knowing the facts about your institution and Canada** - Fact finding, working group, task force, climate survey, and other consultations

Framework for Inclusive Universities

- **Resource Allocation** - Explicit operating budget and budgeting process
- **Review and Updating** - Of policies, processes, practices, training and awareness (e.g., hiring, tenure, advising, recruitment, retention, mental health, campus security activities)
- **Measuring and Reporting** - Outcomes and successes

Framework for Inclusive Universities

- **Managing Fear and Concerns** - expanding an understanding of inclusive education and the role of universities in Canada's success as an inclusive society domestically and on the world stage
- **Differentiate between Fear & Concern and Pushback**
- **Establish Networks of Interest** - And practice for continuous improvement and progress

Canadian University Leadership by Racialized Groups

Table 2. Canadian university senior leadership by racialized groups (n=93)

	Total racialized population (%)	Arab or West Asian (%)	Black (%)	Chinese (%)	Japanese (%)	South Asian (%)	Racialized person (%)	Other ⁷ (%)
Senior university leaders¹	8.3	0.8	0.8	1.4	0.5	2.9	0.5	1.4
Full-time faculty ²	20.9	3.9	1.9	5.1	0.6	4.7	0.2	N/A
Doctorate holders ³	30.5	6.6	3.0	9.7	0.5	6.7	0.3	N/A
Graduate students ⁴	40.1	7.1	6.1	N/A	N/A	8.4	4.0	N/A
Undergraduate students ⁵	40.0	N/A	6.0	12.0	N/A	8.0	N/A	N/A
General population ⁶	22.3	2.3	3.5	4.6	0.3	5.6	0.7	N/A

1 Universities Canada EDI Survey

2 Statistics Canada, Census 2016

3 Statistics Canada, Census 2016 data on highest educational attainment - earned doctorates

4 Canadian Association for Graduate Studies, Canadian Graduate and Professional Student Survey, 2016

5 Canadian University Survey Consortium, 2018

6 Statistics Canada, Census 2016

7 Comparable data not available due to differences in definition of "other" racialized category