Dismantling Systemic Racism, Enabling Equity & Inclusivity for All
We at the Faculty of Environmental and Urban Change are committed to addressing anti-Black racism and to facilitating an EUC culture and practice fully attentive to equity, diversity, and inclusivity. Our approach is meant to be restorative, hopeful, and tangible in pursuit of systemic change.

We endorse the *Scarborough Charter on Anti-Black Racism and Black Inclusion in Canadian Higher Education* signed by York University on Nov 18, 2021. We are committed to the principles and objectives outlined in York University’s *Addressing Anti-Black Racism: A Framework on Black Inclusion*. We are committed to transformative change through the objectives and activities reflected in York University’s *Action Plan on Black Inclusion*.

This *EUC Black Inclusion Action Plan 2020-25* is a living document informed by EUC Dialogues during 2020/21 and ongoing consultations with EUC Faculty Council (and Equity Committee), EUC staff, EUC Black Caucus, EUC Equity Research Assistants, and others within YU community.

This is a moment in time for EUC to create something together. But we need to share the work equitably and respectfully; we need to avoid burdening those for whom the system has not been designed. It is a matter of trust. Actions will be informed, systemic, and sustainable over the long term.
EUC Black Inclusion
Actions to Date

• Identified objectives and activities within EUC Strategic Plan (2020/25) & Integrated Resource Plans (2020, 2021)
• Hiring three designated Black full-time tenure track faculty members in Black Geographies, Planning, Physical Geography
• Participating in Black Post-Doctoral Fellowship Program ($80K for 2yr PDF) in 2022 or 2023
• Enhanced representation of Black colleagues in management/leadership team
• Appointed EUC Representative(s) on President’s Advisory Council on Anti-Black Racism, JEDI Committee and YU Staff Roundtable for 2020/21 & 2021/22
• Employed Research Assistants to support EUC response to anti-Black racism and Black inclusion efforts
• Established EUC Faculty Council Equity Committee (modeled on long-standing FES Faculty Council Equity Committee)
• Established EUC Advisory Committee on Black Inclusion (members from Dean’s Office, staff, faculty, alumni, students)
• Hosted EUC Anti-Black Racism Dialogue #1 Fall 2020, Dialogue #2 Winter 2021, Dialogue #3 anticipated Winter 2022
• Promoting ABR and unconscious bias training for faculty, staff and management/leadership team
• Raising external funds to establish scholarships for Black and Indigenous students totaling ~$150k/year to date
• Supporting strategic teaching & learning initiatives (e.g. Jay Pitter’s Engaging Black People & Power; Summer 2021 Institute for Political Economy & Ecology with Prof Robin E. Kelley UCLA)
• Recognizing and celebrating successes of Black students, faculty, alumni via social media & recruitment/events
• Ensuring alumni and public engagement events and activities include diverse Black voices and experience
EUC Black Inclusion Action Plan

THEMATIC AREAS

- Representation
- Safety
- Knowledge Creation
- Mental Health Supports
- Community Engagement
- Data Collection
- Education
- Decision Making
- Accountability

OBJECTIVES
ACTIVITIES
TIMELINES
## REPRESENTATION

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| Ensure that Black people, in their diversity, are represented in all areas of the university – Board of Governors, senior administration, managerial staff, tenured faculty, undergraduate and graduate students, and alumni. | • Hiring three designated Black full-time tenure track faculty members  
• Participating in Black Post-Doctoral Fellowship Program ($80K for 2yr PDF)  
• *Explore faculty support and retention plan*  
• Established EUC Faculty Council Equity Committee  
• Established EUC Advisory Committee on Black Inclusion with membership from Dean’s Office, Staff, Faculty, Alumni and Students  
• Promoting ABR and unconscious bias training for faculty, staff and management/leadership team  
• *Establish ABR, anti-oppressive teaching strategies for instructor training*  
• Raising external funds to establish scholarships for Black and Indigenous students totaling ~$150k/year  
• *Explore student recruitment, support, award nominations, leadership opportunities*  
• Recognizing and celebrating the successes of Black students, faculty, alumni via social media channels & via recruitment/events  
• Ensuring alumni and public engagement events and activities include diverse Black voices and experiences | • 2020-2022  
• 2022 or 2023  
• *Pending*  
• 2020 (Sept)  
• 2022 (Jan)  
• 2020 ongoing  
• *Pending*  
• 2021 ongoing  
• *Pending*  
• 2020 ongoing  
• 2020 ongoing |
## SAFETY

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<td>Create an environment where Black people feel physically, psychologically and emotionally safer.</td>
<td>• Designate safe, bookable space for discussion, conflict resolution, space</td>
<td>• Pending</td>
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<td></td>
<td>• Establish Anti-Black Racism Officer and/or links to HREI</td>
<td>• Pending</td>
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<td>• Establish Black peer mentors/Black student advisors</td>
<td>• Pending</td>
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<td>Establish new, culturally safe mechanisms for complaints about racial discrimination and harassment that are available in both English and French languages.</td>
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# KNOWLEDGE CREATION

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| Recognize York University’s role in producing research and ideas that have reinforced anti-Black racism | • Explore opportunities for expanding anti-Black racism curriculum and provide resources as appropriate – curriculum working group  
• Explore research funding opportunities for Black scholarship & scholars  
• Include diverse Black speakers within events or Black-focused events  
• Raising external funds to establish scholarships for Black and Indigenous students totaling ~$150k/year  
• Recognizing and celebrating the successes of Black students, faculty, alumni via social media channels & via recruitment/signature events  
• Establish webpage offering EDI resources/information | • Pending  
• Pending  
• Pending  
• 2021 ongoing  
• 2020 ongoing  
• Pending |
<p>| Ensure that Black scholarship is represented in the curriculum, research, information sources and collections in all disciplines. | | |
| Ensure that Black excellence in research is recognized in awards and in selection of research chairs. | | |
| Support specific initiatives, including those that build capacity and research that address anti-Black racism in Faculties and organized research units. | | |
| Increase funding for scholarships, bursaries and other forms of financial aid in support of Black students. | | |</p>
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| Provide culturally relevant and bilingual resources to address the catastrophe of anti-Black racism. | • Establish clear pathways to YU/HREI mental health supports  
• Mental health training for faculty, students, staff | • Pending  
• Pending |
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| Develop additional opportunities for the York community to engage Black communities outside the University, recognizing the diversity within the Black community. | • Alumni and public engagement events and activities include diverse Black voices and experiences  
• *Encourage EUC social procurement practices to support Black business owners*  
• *Champion and support community-based knowledge creation (that benefit the community)* | • 2020 ongoing  
• *Pending*  
• *Pending* |
| Support Black-owned businesses by ensuring local Black-owned vendors and suppliers are aware of contract opportunities | | |
## DATA COLLECTION

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| Collect and analyze disaggregated race data from students, staff, faculty, and alumni. | • Use university-level data collection and analyses to inform EUC Black inclusion action planning.  
• Collect and analyze faculty-level data where relevant and confidential as needed to inform EUC Black inclusion action planning. | • Pending  
• Pending |
<p>| Collect data on anti-Black racism incidents and complaints. | | |
| Data collection will be utilized to identify gaps and trends that signal systemic racial disparities so that appropriate actions can be taken. | | |</p>
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| Ensure all students, faculty and staff receive ongoing education in understanding and addressing anti-Black racism, starting with the leadership of the University | • Promoting ABR and unconscious bias training for faculty, staff (within work hours) and Leadership Team  
• *Establish ABR, anti-oppressive teaching strategies for instructor training*  
• Establish fund to pay trainers (staff, students, faculty) with lived experience as racialized and/or black persons  
• Encourage participation in HREI educational and training modules on anti-racism, anti-oppression, trauma-based accommodations, resolution techniques for all leaders, faculty, staff and (work study) students in EUC | • 2020 ongoing  
• *Pending*  
• 2022 ongoing  
• 2020 ongoing |
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| Consider the impact of decisions related to policies and programs on Black communities. Include Black members of the university community in decision-making processes. | • Established EUC Faculty Council Equity Committee (based on long-standing FES Faculty Council Equity Committee)  
• Established EUC Advisory Committee on Black Inclusion with membership from Dean’s Office, Staff, Faculty, Alumni and Students | • 2020 (Sept)  
• 2022 (Jan) |
### ACCOUNTABILITY

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<td>Create an Anti-Black Racism Advisory Council</td>
<td>• Identified objectives and activities within EUC Strategic Plan (2020/25) &amp; Integrated Resource Plans (2020/21, 2021/22)</td>
<td>• 2020 ongoing</td>
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<td>Engage in regular updates and evaluation of the implementation of this framework</td>
<td>• Established EUC Faculty Council Equity Committee (based on long-standing FES committee)</td>
<td>• 2020 (Sept)</td>
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<td>• Established EUC Advisory Committee on Black Inclusion with membership from Dean’s Office, Staff, Faculty, Alumni and Students</td>
<td>• 2022 (Jan)</td>
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<td>• Employed Research Assistants to support EUC response to anti-Black racism and Black inclusion efforts</td>
<td>• 2020 ongoing</td>
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<td>• Reported on actions-to-date by Dean during Faculty Council meetings</td>
<td>• 2021 (Apr) 2022 (Jan)</td>
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SHAPING A JUST & SUSTAINABLE FUTURE FOR ALL