

The University of Manitoba Anti-Racism
Task Force
Terms of Reference

January 2022

1. Introduction

Now more than ever, educational institutions in Canada and across the world are being called to identify and address racism; to collaboratively develop strategies with clear and measurable outcomes; and to assign accountability for implementing them.

Key issues that have been identified across Canadian Universities include:

- Lack of safety, inclusion and belonging among Indigenous, Black and racialized students, staff and faculty members due to racism ranging from micro-aggressions to harassment, violence and racial profiling.
- Structural barriers and disparities in hiring, retention and advancement for Indigenous, Black and racialized academics and administrative leaders.
- Lack of Indigenous, Black and racialized representation and content within curriculum and educational programs and initiatives/outputs.
- Institutional legacy and history of racism and exclusion tied to institutions.
- Siloed and fragmented efforts to tackle racism on an institutional level; lack of a comprehensive/holistic approach and integrated central strategy.
- Scarcity of culturally responsive mental health and wellness supports and resources that meet the needs of Indigenous, Black and racialized campus members.

In support of the University's commitment to eliminating all forms of racism, a framework to guide the process of developing an anti-racism strategy for the University has been developed. It builds on the commitment of the President to address racism, and on the significant work done by the *Office of the Vice-President (Indigenous) (OVPI)*, the *Equity, Diversity and Inclusion (EDI) Task Force*, the *Rady EDI Office* and many other offices, faculty, staff and students across the UM working toward racial justice and equity. As a first step, the framework includes the creation of an Anti-Racism Task Force to guide and contribute to development of the Strategy through an iterative and consultative process.

Anti-Racism Task Force

This document outlines the mandate and terms of reference of the UM Anti-Racism Task Force. While it draws on the experiences of other Canadian Universities, including the University of Ottawa, Concordia and the University of Waterloo, the approach outlined here is unique to the UM. It is based on the key principle that the development of an Anti Racism Strategy for the UM should be collaborative.

2. Establishing the UM Anti-Racism Task Force

The UM Anti-Racism Task Force is envisioned as a bridge between the raw expression of lived experience gathered through community engagement and the development of a comprehensive Ant-Racism Strategy; led by Indigenous, Black and racialized UM students, staff and faculty. It will consider ways to engage the University community, identify the key themes emerging from this community engagement process and pull these threads through more focused consultations to create actionable recommendations, both on targets and outcomes for the Anti-Racism strategy, and on immediate priorities for the UM community.

2.1. Mandate

The University of Manitoba Anti-Racism Task Force will be asked to complete the following:

- Make recommendations to inform the UM Anti-Racism Strategy; and
- Identify immediate priorities to address racism at the University, as experienced by faculty, staff and students

These activities will account for and address intersectionality.

2.2. Terms of Reference

The Anti-Racism Task Force will:

- Review in detail the *Final Report of the President's Task Force on Equity, Diversity and Inclusion* and the *Report and Recommendations of the University of Manitoba Indigenous Leadership* to identify key themes
- Review the approaches to developing anti-racism strategies at other Canadian Universities
- Establish subcommittees to further explore the key themes identified
- Identify individuals and/or groups for consultation to develop a deeper understanding of all aspects of each theme, and to identify preferred/best practices
- Identify areas that require immediate action and provide actionable recommendations
- Develop and circulate draft recommendations on targets and outcomes of the UM Anti-Racism Strategy

It is expected that the Task Force members will review in detail the *Final Report of the President's Task Force on Equity, Diversity and Inclusion*. Through this analysis, they will identify key themes for further exploration and analysis through the establishment of subcommittees. The Task Force may elect to supplement these with additional themes based on their knowledge and lived experience, and/or on topics identified through anti-racism strategy development at other Universities in Canada or beyond.

To further explore these themes, the Task Force will identify individuals and/or groups for consultation. Expected to focus primarily on Indigenous, Black and racialized viewpoints and lived experiences, these consultations will enable the Task Force to develop a deeper understanding of all aspects of each theme, and to identify preferred/ best practices. It will further allow them to identify areas that are appropriate for immediate action.

Task Force members will develop and circulate draft recommendations on targets and outcomes for the Anti-Racism Strategy. It will further comment on immediate priorities for the UM community and provide actionable recommendations. It will obtain feedback from key community stakeholders and advisors and incorporate any such feedback prior to delivering their Final Report and Recommendations to the President.

The Anti-Racism Task Force will work closely with the *OVPI* and will review in detail the *Report and Recommendations of the University of Manitoba Indigenous Senior Leadership*. The Task Force will further seek input from other key groups and actors involved in anti-racism, EDI and human rights/anti-discrimination work at the UM including, but not limited to the *Office of Human Rights and Conflict Management (OHRCM)*, the *EDI Lead*, *Human Resources* and the *Rady*

Faculty of Health Sciences EDI Office. It will consult and build on the previous work achieved by these offices and their members and communities.

2.3. Structure

Task Force Membership

The Anti-Racism Task Force is cross-functional, with cross-level representation. Indigenous, Black and racialized centered, it was selected by the Vice-President (Administration) and the Vice-President (Indigenous). Consideration was given to candidates who have a proven interest and background in anti-racism and EDI. Consideration was given to maximizing the diversity of Indigenous, Black and racialized experiences within the Task Force. Selection of candidates targeted a minimum of 75% Indigenous, Black and racialized members.

Based on examples such as the *U Ottawa Action Committee on Anti-Racism and Inclusion* and the *Concordia University President's Task Force on Anti-Black Racism*, the Task Force is comprised of a broad representation from the University of Manitoba community (see Appendix A for the list of confirmed Task Force members).

The Task Force will be supported by both an experienced Facilitator and a Project Manager.

Sub-Committees

Following establishment of the Task Force, it is expected that 3 to 5 sub-committees will be established. These will be chaired by Task Force members.

The Task Force will identify the focus areas, size and composition of the sub-committees.

Appendix A

Confirmed Task Force Members

- Naomi Andrew, Vice President, Administration (Co-Chair)
- Catherine Cook, Vice President, Indigenous (Co-Chair)
- Tina Chen, Distinguished Professor, Department of History, Faculty of Arts
- Amanda Fowler Woods, Graduate Student, Rady Faculty of Health Sciences (Bannatyne)
- Aakash Pawar, Student, Faculty of Law (Fort Garry)
- Shyanti Saha Arpa, Student, Asper School of Business (Fort Garry)
- Tee-Tee Appah, Student, Faculty of Science
- Reem Elmahi, Student, Faculty of Science
- Raven Morrisseau, Faculty of Arts (Fort Garry)
- Marcia Anderson, Vice-Dean, Indigenous, Rady Faculty of Health Sciences
- Leona Huntinghawk, Lecturer, Faculty of Social Work
- Nusraat Masood, Director of IEEQ, Price Faculty of Engineering
- Delia Douglas, Anti-Racism Practice Lead, Rady Faculty of Health Sciences
- Valerie Williams, Diversity Consultant, Human Resources
- Janesca Kydd, General Counsel, Office of Legal Counsel
- Karen Schwartz, Faculty Relations Officer, Office of the Provost and Vice-President (Academic)
- Karen Ragoonaden, Dean, Faculty of Education
- Michael Yellow Bird, Dean, Faculty of Social Work
- Jitendra Paliwal, Associate Dean (Academic and Graduate Programs), Faculty of Agricultural & Food Sciences
- Lalitha Raman-Wilms, Dean, College of Pharmacy, Rady Faculty of Health Sciences
- Cary Miller, Associate Vice President, Indigenous, Curriculum, Scholarship and Research
- Duane Brothers, Board of Governors Member (Alumni Representative)