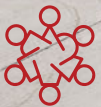



# Annual Report on Black Inclusion 2023-2024








# Land Acknowledgement







York University recognizes that many Indigenous Nations have longstanding relationships with the territories upon which York University campuses are located that precede the establishment of York University. York University acknowledges its presence on the traditional territory of many Indigenous Nations. The area known as Tkaronto has been care taken by the Anishinabek Nation, the Haudenosaunee Confederacy, and the Huron-Wendat. It is now home to many First Nation, Inuit and Métis communities. We acknowledge the current treaty holders, the Mississaugas of the Credit First Nation. This territory is subject of the Dish with One Spoon Wampum Belt Covenant, an agreement to peaceably share and care for the Great Lakes region.

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# Preamble

The work of supporting an environment for Black thriving must focus on the expansion of ways of knowing, doing and being. The York community is poised to celebrate the achievements of many contributors in bringing the Action Plan for Black Inclusion to fruition. While we reflect on the past three years of work, we must also look ahead to the final two years of the plan and renew our commitment to the Framework and Action Plan.

It was clear that we needed this year's report to account for what progress has been made on all of the items in the Action Plan. The first two years were focused on reporting work on the ground, across the community, whether it was itemized in the Action Plan or not. Having given some time and space for work to have taken place, the focus on the Action Plan items is timely and provided an opportunity for community members to identify recommended actions that required modification, replacement, or elimination, as the Action Plan had always been intended to be a living document, open to change at any point.

At the end of year three, we will also be turning our attention forward. Maintaining a commitment to the Framework and Action Plan is important as the University faces many challenges ahead, including financial constraints, enrolment challenges and a tough environment for the sector.

We hope that community members will be happy to learn that 80% of actions are complete, on track or were delayed but progressing. This is worth celebrating! We also hope it inspires community members to continue actioning the Framework in ways that make sense to them and the Black community at York. We ask that community members join in recognizing the hard work of the many contributors to the work of Black Inclusion and the progress the University has made. Updates such as this report are not possible without the efforts of many.



# Year 3 In Review: Sharpening the Focus

OVER THE COURSE OF 2023, SEVERAL THEMES EMERGED FROM THE WORK TO IMPLEMENT THE FRAMEWORK AND ACTION PLAN.

## **Learning about Black Inclusion work has helped focus activities.**

There were several activities that changed course, were paused, or even discontinued, as the focus of the plan became clearer. For example, as the YUFA collective agreements were being negotiated, it was recognized that a fund to support course load reductions could act as a retention tool, for self-identified Indigenous and racialized faculty members who are actively involved in Decolonization, Equity, Diversity, and Inclusion (DEDI) work. This added specificity to the activity and superseded the initial initiative. The depth of various activities will grow because of meaningful insights and understanding brought to the experiences. For another example, the inaugural Black Graduation event will continue to strengthen as an annual marquee affair honouring an important milestone for Black graduates.

## **Competing priorities challenged progress in various ways.**

Managing activities that advance Black Inclusion at York University, among other pressing priorities, and against the backdrop of narrowing budget lines has posed a challenge across the institution, and the sector. As a result, several initiatives were delayed, while some initiatives progressed at a slower pace.

## **A need to reduce the burdens of reporting.**

It was clear from conversations with the Black community that many feel the extra burden of reporting on the work in addition to doing the work. This demonstrates a need to rethink this annual report to address the concerns raised about the burden placed on Black folks who have always been doing 'Black Inclusion' work. There are now additional asks to share their activities for the report and to the wider community in different ways. In no way is it helpful for this strategic effort to be burdensome to the community. It has identified the need for single source reporting that supports evaluation for multiple purposes across the university community on a variety of strategies, frameworks and reports of all kinds.

## **Staying connected to the Black community and their interests.**

The Action Plan invites more possibilities and avenues to affect change across the institution and for a wide contingent; it is imperative to stay focused on and connected to the members of the Black community who are the real beneficiaries of this work. The system in place needs restructuring plans that deconstruct embedded power dynamics and dismantle prevailing notions about colonial practice. As the Action Plan activities uproot engrained dynamics, they are able to hone and imagine the interests most dire to the Black community: belonging and betterment.

## **Additional Activities**

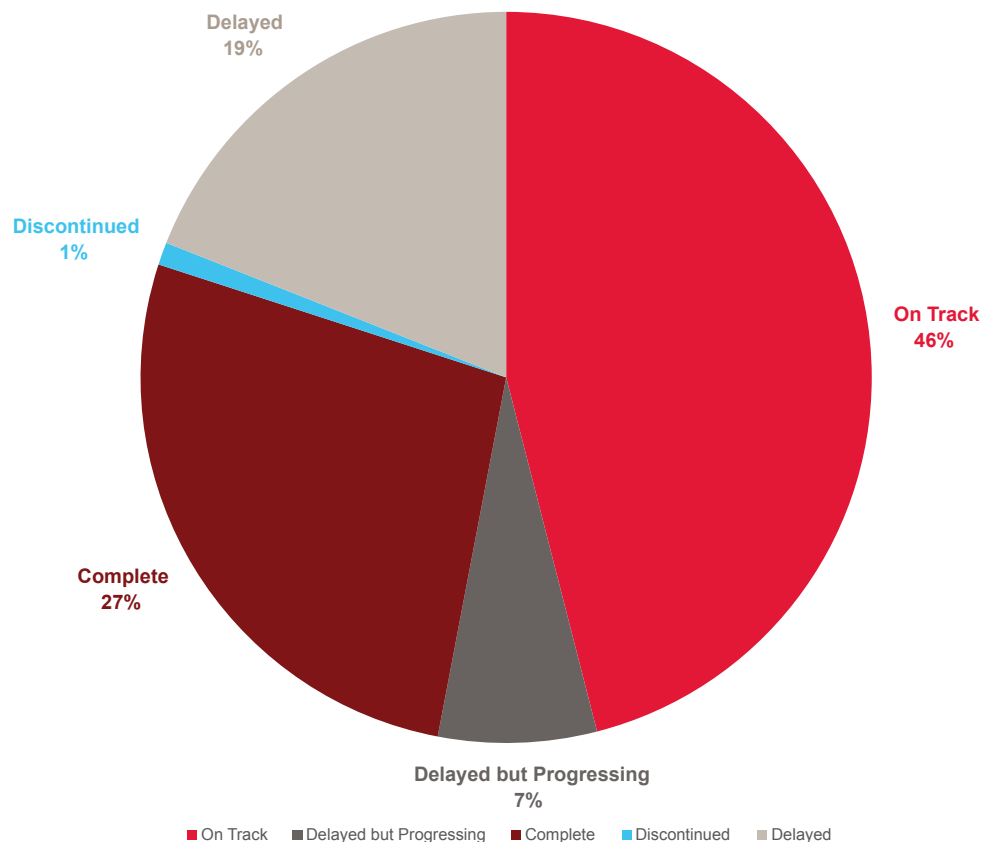
While this progress update gives an account of the Action Plan activities, there are several other activities and initiatives happening that align with the broader objectives and have also been submitted by people across York University who are doing great work. Please see these activities featured in [Appendix A](#).

# Progress Update Tracking

To measure and evaluate each Action Plan activity, the following tool and tracking terms will indicate their stage of progress:

- **“Complete”** indicates that the activity has officially concluded or been finalized, and even reported on.
- **“On Track”** indicates that the activity has been progressing well, as an ongoing initiative.
- **“Delayed but Progressing”** indicates that the activity has made slower than expected progress however continues.
- **“Delayed”** indicates that the activity has not progressed from its original planning stage, and/or made no/little progress to-date.
- **“Discontinued”** indicates that the activity has stopped indefinitely.

## Snapshot of Action Plan Progress (N=86)





## Representation

“Representation is a key consideration for creating inclusion at the University. Black faculty, students and staff have consistently stated that the University must do a better job of ensuring that its population is reflective of Black communities – including the diversity within Black communities based on intersections with gender identity, gender expression, ethnicity, language, disability, creed, sexual orientation, family status and other aspects of identity.”







## Objective #1

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.

GENERAL ACTIVITY #1	ACCOUNTABILITY (DIVISION)	TIMELINE	PROGRESS TRACKING
<b>Undertake an equity audit of all human resources policies and procedures through an anti-Black and anti-Racist lens recognizing anti-Black racism is experienced in different ways across a diverse Black communities – including policies and processes for recruitment, hiring, tenure/promotion and compensation</b>	Equity, People and Culture	2021 Ongoing	On Track
<p>An iterative audit tool for reviewing human resources policies has been developed, and several policies have been reviewed and revised as of October 2023.</p> <p>As of Spring 2023, the Human Resources team has been reviewing all job summaries, interview guides and interview assessments, to focus more attention on position skills that are transferable to improve opportunities for Black applicants. This review will continue and going forward the number of job summaries, interview guides and assessments that have been reviewed and updated will be tracked.</p>			

FACULTY ACTIVITY #1	ACCOUNTABILITY (DIVISION)	TIMELINE	PROGRESS TRACKING
<b>Hire a minimum of 12 new Black faculty over the next two years (2021-2023). Support departments' readiness and develop their capacity to support Black colleagues.</b>	Academic (Provost & Faculties)	2021-2023	Complete
<p>In line with institutional goals, 35 Black Faculty members have been hired since 2021. The approach to recruitment was reformulated in many instances to ensure that searches yielded desired results. 32 of the dedicated Black searches conducted during that time have had a 75% success rate (24 hired and still on faculty). One Black scholar was recruited through a search dedicated to any Federally Designated Group (FDG) member. Two Black colleagues resigned despite being recruited through dedicated searches.</p>			

FACULTY ACTIVITY #2	ACCOUNTABILITY (DIVISION)	TIMELINE	PROGRESS TRACKING
<b>Develop &amp; implement a Recruitment &amp; Retention Plan that covers mitigating barriers for applying for positions (part time &amp; full time), departmental readiness and mentorship programming for full and part time faculty/instructors</b>	EPC, Academic, Research & Innovation	2022	Discontinued
<p>The York-YUFA collective bargaining drove the need for three emerging activities that superseded this activity and will be captured as part of this plan.</p>			





EMERGING FACULTY ACTIVITY #2A	ACCOUNTABILITY (DIVISION)	TIMELINE	PROGRESS TRACKING
<p>Through the 2021-24 York-YUFA collective bargaining, established a hiring program to appoint at least nine (9) candidates who self-identify as Black peoples of African descent (for example Africans and African heritage people from the Caribbean, Americas, Europe) to tenure stream positions to start on or before by July 1, 2024. Faculty hired under this program for whom a PhD is a prerequisite of the position and who have not yet completed their PhD to be provided with a 0.5 teaching load reduction in the first year of probation.</p>	EPC, Academic, Research & Innovation	2021-2024	On Track

EMERGING FACULTY ACTIVITY #2B	ACCOUNTABILITY (DIVISION)	TIMELINE	PROGRESS TRACKING
<p>Through the 2021-24 York-YUFA collective bargaining, established an annual fund in the amount of \$100,000 for the purpose of providing a course load reduction to support service relating to/in support of Equity, Diversity and Inclusion (EDI) by faculty and librarians and archivists who self-identify as Indigenous or as members of a racialized groups.</p>	EPC, Academic, Research & Innovation	2021-2024	On Track

EMERGING FACULTY ACTIVITY #2C	ACCOUNTABILITY (DIVISION)	TIMELINE	PROGRESS TRACKING
<p>Through the 2021-24 York-YUFA collective bargaining, revised the factors included for service to include “Service to the University Community in support of Equity, Diversity, and Inclusion (EDI) initiatives and priorities.</p>	EPC, Academic, Research & Innovation	2021-2024	On Track

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The Employment Self-Identification Survey, with a revised set of questions in line with the Student Equity & Diversity Census questions, was launched in February 2024

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FACULTY ACTIVITY #3	ACCOUNTABILITY (DIVISION)	TIMELINE	PROGRESS TRACKING
<b>Undertake a review and update the YUFA Affirmative Action program in 2020-2021</b>	EPC	2021-2023	Complete
The YUFA Affirmative Action Program Program was updated and the report submitted in June 2023 by Faculty Affairs.			

FACULTY ACTIVITY #4	ACCOUNTABILITY (DIVISION)	TIMELINE	PROGRESS TRACKING
Inclusive and anti-oppressive teaching strategies will be included in the work of the Teaching Commons in relevant educational sessions for both full and part-time faculty/ instructors	Academic	Ongoing	On Track
The Decolonization, Equity, Diversity, and Inclusion (DEDI) Community of Practice has been established in the Teaching Commons to emphasize the importance of inclusive teaching practices, and provides a space for instructors to share ideas, strengthen understandings, commitments, and tools for greater uptake of strategies.			

STAFF ACTIVITY #1	ACCOUNTABILITY (DIVISION)	TIMELINE	PROGRESS TRACKING
<b>Undertake a review of the AA program that is available in the YUFA Collective Agreement (CA) for its application in the recruitment, retention and career advancement procedures of other (non-YUFA) employee groups to ensure that active efforts are being made to recruit and retain Black staff and leaders to fill positions at all levels of the University including senior administration. Additional programs may be considered in the review such as the development of mentoring and/or training programs for Black staff</b>	EPC	2021-2023	Delayed
As a first step to Affirmative Action (AA) programming relating to staff, the University initiated and successfully negotiated proposals to incorporate Joint Committees on EDI in the YUSA-1, CUPE 1356 and CUPE 1356-1 collective agreements, so that there would be a forum to explore AA programming jointly with the relevant unions. It is anticipated that these Committees will commence in 2024, as a key vacancy caused delay. A review of the AA Program that is currently available to YUFA will be undertaken by the People Planning unit, in consultation with the Office of the VP Equity, People and Culture (VPEPC) to determine if a similar application should be established to staff recruitment, or any other changes that may be identified and recommended. Additional mentoring and/or training programming for Black staff has been undertaken in partnership with other Divisions such as Finance and Administration. As an example, a BIPOC mentoring and networking event was co-created with the Human Resources team.			





STAFF ACTIVITY #2	ACCOUNTABILITY (DIVISION)	TIMELINE	PROGRESS TRACKING
<b>Provide training across the University on best practices in all aspects of staff recruitment from development of the job description through interviewing to onboarding, support, and job evaluation</b>	EPC	2021 ongoing	On Track
<p>Two new onboarding courses were introduced within the Employment Learning and Development's YU Learn space, that critically discuss anti-Black racism and are titled: Management Activities and You, and York's Active Strategies and You. Training is also conducted by the Centre for Human Rights, Equity and Inclusion including such sessions as Employment Equity Principles towards Inclusion and Challenging Unconscious Bias for Managers. In Human Resources (HR), the responsibilities are shared with the relatively new University Services Centre/HR organizational structure.</p>			

STAFF ACTIVITY #3	ACCOUNTABILITY (DIVISION)	TIMELINE	PROGRESS TRACKING
<b>Request the Board to consider undertaking an assessment of representation of the Board to ensure diversity of lived experiences including members of Black communities.</b>	President's Office	2021	On Track
<p>The Board recently approved a new <i>Protocol on the recruitment, selection, and appointment of members of the Board</i>, which confirms the Board's established practice of bringing a DEDI lens to its complement. All members of the Board can voluntarily complete a self-declaration form and identify their equity profile markers, when joining the Board. Throughout each year, the Board reviews its skills matrix to consider the skills needed to deliver on its fiduciary responsibilities, as well as the equity profile of the Board to ensure that there is a diversity of voices around the table, including as it relates to the Black community.</p> <p>As part of its regular meeting cycle in September, the Governance and Human Resources Committee will be reviewing the Board Matrix to plan recruitment for the coming year. This will be an opportunity to discuss the equity profile of the Board and consider in greater detail opportunities to increase Black representation.</p>			

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Several initiatives, curated by the Black Excellence at York University (BE YU) program, were facilitated for and with Black students to support their academic success.

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STAFF ACTIVITY #4	ACCOUNTABILITY (DIVISION)	TIMELINE	PROGRESS TRACKING
<b>Ensure the university is working towards a staff complement representative of our student communities in all their intersectionalities, including Francophone (as appropriate to serve the Glendon community)</b>	EPC	2020 Ongoing	Delayed
<p>Currently employment equity data is analyzed in relation to the federal government's external availability data set, as required by the federal contractor's program. The <a href="#">Employment Self-Identification Survey</a>, with a revised set of questions in line with the <a href="#">Student Equity &amp; Diversity Census</a> questions, was launched in February 2024, after several delays. By aligning the questions, it is anticipated that analysis of the representation of employees and students in 2025 or 2026 will be possible, depending on the robustness of the data sets.</p>			

EMERGING STAFF ACTIVITY #4A	ACCOUNTABILITY (DIVISION)	TIMELINE	PROGRESS TRACKING
<b>Expanding reach to ensure improved marketing of available non-academic positions directed specifically to Black communities.</b>	EPC (USC), DFA	Ongoing	On Track
<p>A list of places to advertise open positions with reach to the Black community has been created and will continue to evolve on an ongoing basis.</p>			

STAFF ACTIVITY #5	ACCOUNTABILITY (DIVISION)	TIMELINE	PROGRESS TRACKING
<b>Support the development of a Black staff affiliation group and support ongoing activities.</b>	EPC	2020 Ongoing	Complete
<p>The <a href="#">York University Black Staff Network (YUBSN)</a> first formed in 2021, with membership open to all Black people of African descent who occupy non-academic staff roles at the University. This is a community-driven and led organization, with some support from the Office of the VP Equity, People and Culture. Its purpose is to foster collective strength and representation at all levels of the organization, while also contributing to processes that lead to the betterment of the community. For example, members were consulted for feedback and recommendations as part of the Security Services Review.</p> <p>Designed as a space to bond, promote Black excellence and ambitions, and encourage the pursuit of professional advancement, YUBSN was formally approved in November 2022. The Network has expanded its' engagement to include a book club and a fitness and wellness club for Black staff and creates collaborative opportunities for career development training.</p>			

STUDENTS ACTIVITY #1	ACCOUNTABILITY (DIVISION)	TIMELINE	PROGRESS TRACKING
<b>In consultation with students/student groups develop effective recruitment strategies aimed at recruiting students from diverse backgrounds, including Black students, at both the undergraduate and graduate level</b>	Students, Graduate Studies	Ongoing	On Track





STUDENTS ACTIVITY #1	ACCOUNTABILITY (DIVISION)	TIMELINE	PROGRESS TRACKING
<p>The collaborative efforts of the Division of Students' Recruitment &amp; Admissions team, the Black Excellence team, and several campus partners, to advance recruitment strategies and support prospective student-applicants have resulted in several meaningful initiatives. These include the annual virtual applicant reception, guidance counselling events, and valuable workshops, such as the Black Leaders and Community Builders workshop, and the Empowering Your Academic Journey: Elevate Your Experience at York University workshop. These well-attended events provide a platform to highlight the <a href="#">Black Excellence at York University (BE YU)</a> program to potential students with key information to choose York as a learning institution. York University representatives are also active members of the Equity Outreach Recruitment Community which is a network-based Community of Practice (CoP) for Ontario universities. Involvement in other special outreach initiatives, including the Urban Squash Toronto after-school program provides an opportunity for warm referrals, as well.</p>			

STUDENTS ACTIVITY #2	ACCOUNTABILITY (DIVISION)	TIMELINE	PROGRESS TRACKING
<p><b>Develop and implement specific supports for Black students to ensure their success at both the undergraduate and graduate levels. Supports developed should be proactive in nature (not deficit-based) and have appropriate staffing supports in place.</b></p>	<p>Students, Graduate Studies</p>	<p>Ongoing</p>	<p>On Track</p>
<p>Several initiatives, curated by the <a href="#">Black Excellence at York University (BE YU)</a> program, were facilitated for and with Black students to support their academic success. Some of the activities included leadership workshops (over 100 attendees), financial literacy learning sessions (28 attendees), healthy transition workshops (11 attendees), study skills, writing and academic advising sessions, anti-racism forums, peer mentorship, and social networking opportunities. From evaluations conducted, many Black students have reported that these supports add value to their experiences, by providing helpful and relevant information, and opportunities for engagement with others.</p>			

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Launched in September 2022, the Black Community Welcome was a rich collaboration with Black student organizations attracting over 10 distinct Black cultural student organizations.

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STUDENTS ACTIVITY #3	ACCOUNTABILITY (DIVISION)	TIMELINE	PROGRESS TRACKING
<p><b>Provide support for Black students interested in leadership opportunities in student associations and Student Community Leadership Development.</b></p>	Students	Ongoing	On Track
<p>Launched in September 2022, the Black Community Welcome was a rich collaboration with Black student organizations attracting over 10 distinct Black cultural student organizations. With over 500 attendees and over 4,200 punch-card interactions, students had a chance to learn about Black-focused resources and opportunities to advance student leadership and strengthen their experience. Creation and system-wide coordination of evidence-based peer mentoring programs, training, and assessments, to strengthen access and success for equity-deserving groups is underway for 2023-2024.</p>			

STUDENTS ACTIVITY #4	ACCOUNTABILITY (DIVISION)	TIMELINE	PROGRESS TRACKING
<p><b>Establish bursaries, awards and scholarships for Black students (both domestic and international) at all our campuses; conduct a review of existing bursaries, awards and scholarships for Black students as part of the development of a new scholarship strategy that includes awards not necessarily tied to academic merit.</b></p>	Students, Advancement, Graduate Studies	Ongoing	On Track
<p>Since the creation of the special program for Black Students in 2021, 25 awards and programs have been created, with 257 students supported and \$663,530 funds awarded. There are now over 60 awards designed specifically to support Black students. The output of awards seen throughout 2023 exceeded the output of 2021 and 2022 combined.</p>			

STUDENTS ACTIVITY #5	ACCOUNTABILITY (DIVISION)	TIMELINE	PROGRESS TRACKING
<p><b>Establish fellowships for Black students at the graduate level at all campuses.</b></p>	Students, Advancement, Graduate Studies	Ongoing	On Track
<p>In Fall 2022, the inaugural recipient of the <a href="#">Indigenous and Black Engineering and Technology (IBET) Momentum Fellowship</a> began a PhD program in Mechanical Engineering at Lassonde School of Engineering. The Fellowship is an ongoing initiative meant to spark a long-lasting interest in STEM research, improve representation in the field, and offer an environment committed to scholarly progression. The \$100,000 award spans a 4-year period, with \$5,000 provided for yearly Research Assistantship.</p> <p>The Faculty of Liberal Arts &amp; Professional Studies <a href="#">Entrance Award for Black and Indigenous Students</a> is recognition of long-standing representation concerns for Black and Indigenous students at the graduate level. A \$5,000 entrance award aims to close the representation gap and associated financial concerns to increase the likelihood of self-identified Black and/or Indigenous people applying to graduate studies.</p> <p>The <a href="#">Bennett Family Graduate Scholarship for Black and Indigenous Students</a> is a \$20,000 fund offered to successfully nominated graduates in a full-time PhD program, for up to 3 years.</p>			





STUDENTS ACTIVITY #6	ACCOUNTABILITY (DIVISION)	TIMELINE	PROGRESS TRACKING
<p><b>Establish a post-doctoral program for recent Black PhD graduates.</b></p>	<p>Graduate Studies, Advancement, Research and Innovation, EPC, Academic</p>	<p>Ongoing</p>	<p>On Track</p>
<p>The <a href="#">Provost's Postdoctoral Fellowships for Black and Indigenous Scholars</a> began in 2021, with recipients receiving \$70,000 per year, for 2 years. The award aims to address the underrepresentation of Black and Indigenous scholars in a variety of disciplines, fields of research and careers. The funds help these scholars focus on their research and career goals, while seizing invaluable opportunities for supervision, mentorship, resources, and networking. The 2022 Fellowship recipients were announced in October 2022, representing a cross-section of disciplines including engineering, ecology and ecosystem management, critical human geography, and rural studies.</p> <p>In the Faculty of Liberal Arts and Professional Development, the <a href="#">Postdoctoral Fellowship program</a> commenced a special initiative in 2023 called <i>Championing Emerging Indigenous &amp; Black Scholars</i>. The program acknowledges the need for increased research development opportunities for emerging Indigenous and Black scholars and prioritizes up to two qualified applications from candidates who self-identify from these groups.</p>			

STUDENTS ACTIVITY #7	ACCOUNTABILITY (DIVISION)	TIMELINE	PROGRESS TRACKING
<p><b>Actively recognize and celebrate the successes of Black students (e.g., Convocation ceremonies honoring Black students) in consultation with Black student organizations.</b></p>	<p>Students, President's Office</p>	<p>2022</p>	<p>On Track</p>
<p>In commemorative style, 142 Black graduates of the Class of 2023 were honoured at the <a href="#">inaugural Black Graduation celebration</a>, hosted by Alumni Relations, with support from the Division of Students and Student Engagement, and the York University <a href="#">Black Alumni Network (YUBAN)</a>. The event was the ideal setting to invite graduates and their guests for an evening of mingling and reflection on their academic milestone, and to offer insights into next steps along their career journey. Plans to enhance the event are being considered.</p>			

Since the creation of the special program for Black Students in 2021, 25 awards and programs have been created, with 257 students supported and \$663,530 funds awarded.







STUDENTS ACTIVITY #8	ACCOUNTABILITY (DIVISION)	TIMELINE	PROGRESS TRACKING
<p><b>Develop a program including a mentorship program to support Black graduate students in their academic career path.</b></p>	Academic, Graduate Studies	2022	On Track
<p>In August 2023, the Faculty of Graduate Studies hosted a new online workshop called <a href="#">Fostering Black Scholars Scholarship Success</a>, to share funding opportunities, experiences and valuable resources that will help attendees strengthen their grant proposals and scholarship applications. Black graduate students who participated in the workshop were also engaged in discussion with faculty members and other graduate scholars who have already received various awards for insights on research goals and career pathing.</p>			

STUDENTS ACTIVITY #9	ACCOUNTABILITY (DIVISION)	TIMELINE	PROGRESS TRACKING
<p><b>Develop outreach activities to ensure that Black students are nominated for internal and external awards</b></p>	Students, Graduate Studies	2022	Delayed but Progressing
<p>Information about scholarships, awards, bursaries, and nomination processes is currently available on the <a href="#">BE YU website</a>, and <a href="#">financial literacy workshops</a> provide a platform to discuss the benefits and value of these awards.</p>			

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The Provost's Postdoctoral Fellowships for Black and Indigenous Scholars began in 2021, with recipients receiving \$70,000 per year, for 2 years. The award aims to address the underrepresentation of Black and Indigenous scholars in a variety of disciplines, fields of research and careers.

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ALUMNI ACTIVITY #1	ACCOUNTABILITY (DIVISION)	TIMELINE	PROGRESS TRACKING
<b>Request the York Alumni Board of Directors (YUAB) to consider representation in its search matrix for new directors</b>	Advancement	2021	Complete
<p>The <a href="#">YUAB</a> has a proportionate representative composition of the diverse YU alumni and student community. Several members currently serving on the board are from the Black community, from a range of academic and professional backgrounds. Their contributions are important, and their impact is significant.</p>			

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The YUAB has a proportionate representative composition of the diverse YU alumni and student community.

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ALUMNI ACTIVITY #2	ACCOUNTABILITY (DIVISION)	TIMELINE	PROGRESS TRACKING
<b>Support the development of the Black Alumni Network, created in 2020, and its ongoing activities.</b>	Advancement	Ongoing	Complete
<p><a href="#">York University Black Alumni Network (YUBAN)</a> embodies Black excellence with an energetic group of graduates, enthusiastic about mentorship and inspiring the minds of emerging thinkers and leaders. YUBAN fosters inclusive excellence by reminding alumni and students of their origins and empowering them to think about where their academic and professional legacy can lead. With a relaunch of YUBAN in 2020, the executive team continues to curate awe-inspiring networking experiences and host practical workshops, such as financial health checks (facilitated in 2023), to best support the community interests.</p> <p>Alumni Engagement has supported mentoring on the online platform, Connecting YU, with over 200 members in the “Black Alumni &amp; Students Community.” Even greater impact will be experienced over time as the network and activities grow and become a self-sustaining and essential part of York’s Black Inclusion initiatives and overall culture of the university.</p>			

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YUBAN fosters inclusive excellence by reminding alumni and students of their origins and empowering them to think about where their academic and professional legacy can lead.

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## Safety

“The University must consider the respect, dignity and safety of Black people, including visitors to our campuses, when establishing and enacting community safety policies, procedures and programs. Furthermore, Black faculty, instructors, students and staff must have safe physical spaces where their knowledge and experiences are understood and centred.”





## Objective #1

CREATE AN ENVIRONMENT WHERE BLACK PEOPLE FEEL PHYSICALLY, PSYCHOLOGICALLY AND EMOTIONALLY SAFER.

ACTIVITY #1	ACCOUNTABILITY (DIVISION)	TIMELINE	PROGRESS TRACKING
<p><b>Create a bookable physical space dedicated to groups who wish to develop community and support networks for Black faculty, instructors, staff and students to develop community and support networks.</b></p>	Finance and Administration, EPC, Students	2022	Delayed but Progressing
<p>Community-Celebration Spaces is a key theme for Student Engagement to advance the goals of the Ontario Postsecondary Access and Inclusion Program (OPAIP) Ministry funding program. Within Student Life, space has been identified for community connection programs and services in addition to new spaces acquired at Winters College. Assessments for improvements, such as having a “dry community kitchen” available and finding a space with minimal supervision and surveillance requirements are being reviewed. Cost will continue to be a factor in moving forward with this activity, especially in older buildings with aging and/or inadequate infrastructure.</p> <p>For Black students in the faculties of EUC and Liberal Arts and Professional Studies (LA&amp;PS), ribbon-cutting ceremonies in 2023 marked the opening of campus spaces dedicated to fostering safe and supportive settings. These locales offer an array of programs that attract community members and strengthen bonds that last well beyond graduation.</p>			

ACTIVITY #2	ACCOUNTABILITY (DIVISION)	TIMELINE	PROGRESS TRACKING
<p><b>Ensure efforts are made across all the campuses that cultivate a sense of inclusivity in the spaces (i.e. artwork in areas where front line services are provided and in public spaces).</b></p>	Finance and Administration	2022	Delayed
<p>While there continues to be exceptional curated exhibits featured at the Art Gallery of York (AGYU), including the solo exhibition of Meleko Mokgosi: <a href="#">Imaging Imaginations</a> throughout January 20 to June 10, 2023, and Tim Whiten’s installation called <a href="#">Elemental Fire</a>, in the Fall of 2023. The University is still working towards completing this activity broadly, within the Action Plan period. Valuable input will come from the AGYU.</p>			





## Objective #2

ESTABLISH NEW, CULTURALLY SAFE MECHANISMS FOR COMPLAINTS ABOUT RACIAL DISCRIMINATION AND HARASSMENT THAT ARE AVAILABLE IN BOTH ENGLISH AND FRENCH LANGUAGES.

ACTIVITY #3	ACCOUNTABILITY (DIVISION)	TIMELINE	PROGRESS TRACKING
<p><b>Create an anti-Black Racism Officer role that will lead racism complaints resolution, provide consultation on the development and delivery of anti-Black racism education, prepare annual reporting on anti-Black racist incidents and on the implementation of the framework to address Anti-Black racism.</b></p>	EPC	2021	Complete
<p>To specifically centre anti-Black racism and Black inclusion work, the Strategist and Engagement Specialist – Black Inclusion (SES) role commenced work in October 2022 for a 2-year contract. Since that time, the SES has supported the drafting of annual reports for the York University Black Inclusion Framework and Action Plan, and provided consultative support to other divisions, faculties, and departments taking the lead on a variety of Black Inclusion initiatives. The SES focused attention on the racism complaints procedures for most of 2023, building relationships and conducting key feedback session with partners, to recommend areas for improvement. This internal work will be of benefit to all, across the University.</p>			
ACTIVITY #4	ACCOUNTABILITY (DIVISION)	TIMELINE	PROGRESS TRACKING
<p><b>Update the York University Racism Policy and Procedures to a Human Rights Policy and procedures*</b></p>	EPC	2021	Complete
<p>The brand-new <a href="#">Human Rights Policy and Procedures</a> was presented to, and adopted by, the Board of Governors in June 2021.</p>			

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The University concluded its Security Services Review in December 2022 and continues to work towards implementation of a community-centric model of security services.

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ACTIVITY #5	ACCOUNTABILITY (DIVISION)	TIMELINE	PROGRESS TRACKING
<p><b>As part of our commitment to review campus security and explore alternative models for community safety, ensure that the lens of equity, diversity and inclusion is central, and that the process will include community consultation (e.g., townhalls, focus groups) with Black community members.</b></p>	<p>Finance and Administration</p>	<p>2021</p>	<p>Complete</p>
<p>At the beginning of 2022, York University engaged in a comprehensive <a href="#">review of its Security Services</a> with support from leading internal experts commissioned to realize a security services model that was in keeping with the Framework on Black Inclusion. The Framework made it imperative that the review advocate for transformational shifts within a system deeply rooted in colonialism and racism. Both the Framework and the review represented an institutional acknowledgement that members of the Black community entering academic spaces have suffered from exclusion and harm due in part to anti-Black racism and discrimination.</p> <p>The University concluded its Security Services Review in December 2022 and continues to work towards implementation of a community-centric model of security services. The model envisions services that embody specific key elements and provides concrete non-exhaustive recommendations, including:</p> <ul style="list-style-type: none"> <li>• bias-free; with new standards of practice (SOPs) and training, and a reduction in police presence on campus,</li> <li>• transparent and accountable; ongoing communications to share operational matters, and situational concerns,</li> <li>• diverse and specialized; enhance response options with multi-pronged approach and expertise,</li> <li>• community-focused and collaborative; broadly define and engage community,</li> <li>• representative; enhance and monitor recruitment and target hiring efforts,</li> <li>• equity training; embrace and embed DEDI principles in training,</li> <li>• organizationally aligned, restructure culture and commitment to transition model.</li> </ul> <p>The process of transition has been accepted by York community members and still requires supportive leadership and committees to be realized.</p>			

ACTIVITY #6	ACCOUNTABILITY (DIVISION)	TIMELINE	PROGRESS TRACKING
<p><b>Request a legal opinion on the use of hate-speech, racist comments and other human rights concerns in classrooms to ensure safety of community members.</b></p>	<p>University Counsel</p>	<p>2021</p>	<p>Complete</p>
<p>The University has received a legal opinion on hate speech, and human rights matters that pertain to racism and racial discrimination. Discriminatory language, and behaviour anywhere at York University is not acceptable and constitutes an offence of our policies and provincial laws. The advice on this matter can be found within the <a href="#">Statement of Policy on Free Speech</a>, the <a href="#">Hate Propaganda Guidelines</a> and the <a href="#">Human Rights Policy and Procedures</a>. The aim of this activity is to provide clear information for people to understand their rights and responsibilities as a member of the York University community, and it is important to address any matters that would violate our codes of conduct.</p>			





## Knowledge Creation

“The work of Black scholars enriches the teaching, research, innovation, information resources, collections and overall learning environment for our students. Black scholarship must be taken up in the curriculum, research, information resources and collections in all disciplines at the University – from the humanities to engineering. Knowledge produced by Black scholars will enhance our students’ learning and ensure that they are better prepared to thrive in a diverse society.”





## Objective #1

RECOGNIZE YORK UNIVERSITY'S ROLE IN PRODUCING RESEARCH AND IDEAS THAT HAVE REINFORCED ANTI-BLACK RACISM.

ACTIVITY #1	ACCOUNTABILITY (DIVISION)	TIMELINE	PROGRESS TRACKING
<p><b>With the development of the Framework on Black Inclusion and a Decolonization, Equity, Diversity and Inclusion (DEDI) Strategy for the University, develop and provide support to Faculties, Divisions and units in the development of EDI committees to take up the Equity Strategy, Framework on Black Inclusion and the Indigenous Framework.</b></p>	EPC, President's Office, Academic	2021 Ongoing	Complete
<p>In 2021, CHREI expanded to include an Institutional Initiatives team dedicated to supporting concrete actions by divisions, departments and offices that are focused on advancing DEDI goals, which critically includes Black Inclusion work. The advisors have been a key resource and integral in plans and implementation projects for DEDI committees, training and learning sessions, robust policy drafting and reviews, and helping to navigate challenging dialogues about addressing racial issues on campus. The team has been in place for a 2-year period.</p> <p>Additionally, a <a href="#">DEDI toolkit</a> has been launched to support the learning and reflection needed for individual community members to build a foundation for taking up these important Frameworks and Strategies.</p>			

ACTIVITY #2	ACCOUNTABILITY (DIVISION)	TIMELINE	PROGRESS TRACKING
<p><b>Create an Excellence in EDI Awards program that provides recognition for the scholarship of equity-deserving faculty and students and the contributions of equity seeking staff. TBD in consultation with Anti-Black racism Advisory Council, Indigenous Council etc.</b></p>	EPC, Academic	2022	Delayed but Progressing
<p>The President's Staff Awards introduced the <a href="#">Excellence in Decolonization, Equity, Diversity, and Inclusion (DEDI) Award</a> in 2022 and honoured the inaugural recipients. The University looks forward to creating similar awards for faculty and students in this category in the future.</p>			







## Objective #2

ENSURE THAT BLACK SCHOLARSHIP IS REPRESENTED IN THE CURRICULUM, RESEARCH, INFORMATION SOURCES AND COLLECTIONS IN ALL DISCIPLINES.

ACTIVITY #3	ACCOUNTABILITY (DIVISION)	TIMELINE	PROGRESS TRACKING
<b>Review existing awards and research chair programs to address barriers to Black scholars' success</b>	Research and Innovation	2021-2022	Delayed but Progressing
<p>There will be ongoing efforts for this goal to be phased into awards and research chair programs within the Division of Research and Innovation Division (VPRI), and those programs housed in faculties and through the Division of Advancement. In VPRI, there is an existing EDI lens on York Research Chairs and Canada Research Chairs (CRC), with equity targets and reporting for the latter. The next CRC equity target in 2025 for racialized faculty is five; currently 11 racialized faculty (not all self-identify as Black) are in those positions, at York.</p>			

ACTIVITY #4	ACCOUNTABILITY (DIVISION)	TIMELINE	PROGRESS TRACKING
<b>Undertake activities to actively seek out and encourage applications/nominations of Black faculty for awards.</b>	Research and Innovation	2021 Ongoing	On Track
<p>In 2022, the <a href="#">Black Research Seed Grants</a> were launched, and has been awarded annually. The most recent <a href="#">Black Seed Grant recipients</a> were announced on May 3, 2024. In December 2023, the <a href="#">Black Incentive and Black Scholarly Outreach and Events</a> internal awards were also launched.</p>			

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The President's Staff Awards introduced the Excellence in Decolonization, Equity, Diversity, and Inclusion (DEDI) Award in 2022 and honoured the inaugural recipients.

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### Objective #3

ENSURE THAT BLACK EXCELLENCE IN RESEARCH IS RECOGNIZED IN AWARDS AND IN SELECTION OF RESEARCH CHAIRS.

ACTIVITY #5	ACCOUNTABILITY (DIVISION)	TIMELINE	PROGRESS TRACKING
<b>Provide support for Black Scholarship scholarly events fund (Up to \$1,500 per event).</b>	Research and Innovation	2021	Delayed
<p>The <a href="#">Black Scholarly and Black Scholarship: Events and Outreach Activities</a> grants providing funding starting at \$500, up to \$1,500 to host outreach events such as community engagement or workshop for research conducted by Black scholars. These programs are in development but have not yet launched.</p>			

ACTIVITY #6	ACCOUNTABILITY (DIVISION)	TIMELINE	PROGRESS TRACKING
<b>Develop Black scholarship incentive grants to support research grant applications (up to \$6,000).</b>	Research and Innovation	2021	On Track
<p>The Offices of the Vice President, Research, and Innovation (VPRI) and Vice President, Equity, People and Culture (VPEPC) signaled a positive way forward, by announcing a \$150,000 commitment to fund Black scholars in their research endeavours and a consultation process to establish a funding program. In addition, a \$2.25 million 3-year commitment was granted to support community engagement and research initiatives that advanced the ideals of decolonization, equity, diversity, and inclusion.</p> <p>The <a href="#">York Incentive Grant for Black Scholars and Black Scholarship</a> provides a rolling deadline for applications, and awards up to \$3,000 that support the development of grant applications.</p>			





## Objective #4:

SUPPORT SPECIFIC INITIATIVES, INCLUDING THOSE THAT BUILD BLACK STUDIES RESEARCH THAT ADDRESSES ANTI-BLACK RACISM AND STRENGTHENS BLACK STUDIES RESEARCH IN FACULTIES AND ORGANIZED RESEARCH UNITS.

ACTIVITY #7	ACCOUNTABILITY (DIVISION)	TIMELINE	PROGRESS TRACKING
<b>York Circle &amp; Scholars Hub programs: Ensure diverse Black scholarship speakers are integrated, along with consideration of diverse representation of identity.</b>	Research and Innovation	2021	On Track
<p>Black faculty and alumni have consistently and continuously been featured through the signature lecture series: Scholar's Hub, Level-Up, and Mid-Career Conversations. These features have ranged from lectures specifically designed for Black alumni and their interests such as "The Resistance Work of Black Mothers", to broader topics and audiences with <a href="#">Black speakers sharing their in-depth knowledge on careers in technology</a> and entrepreneurship to retirement planning.</p>			

ACTIVITY #8	ACCOUNTABILITY (DIVISION)	TIMELINE	PROGRESS TRACKING
<b>Provide support to assist the Harriet Tubman Institute increase research funds to enhance its existing leadership in researching African and African diasporic realities and Critical Race Theory, as well as other Black and African theorizing, including decolonial theory, supporting diverse Black faculty and students and engaging in community outreach.</b>	Research and Innovation	2021-2022	Complete
<p>The multidisciplinary organized research units that focus on Black populations and cultures, the historical presence and significance of Blackness, the African continent, Caribbean countries, and African and Caribbean diasporas, were awarded \$100,000. The <a href="#">Harriet Tubman Institute</a> received the other \$50,000.</p>			





## Objective #5

INCREASE FUNDING FOR SCHOLARSHIPS, BURSARIES AND OTHER FORMS OF FINANCIAL AID IN SUPPORT OF BLACK STUDENTS.

ACTIVITY #9	ACCOUNTABILITY (DIVISION)	TIMELINE	PROGRESS TRACKING
<b>Provide support to assist the Centre for Research on Latin America and the Caribbean to seek additional research funds to expand their research and programs to more meaningfully represent the Caribbean and support Black and Caribbean diasporic graduate students.</b>	Research and Innovation	2021 Ongoing	Complete
<p>The multidisciplinary organized research units that focus on Black populations and cultures, the historical presence and significance of Blackness, the African continent, Caribbean countries, and African and Caribbean diasporas, were awarded \$100,000. The <a href="#">Centre for Research on Latin America and the Caribbean</a> received \$50,000.</p>			

ACTIVITY #10	ACCOUNTABILITY (DIVISION)	TIMELINE	PROGRESS TRACKING
<b>Explore opportunities for expanding anti-Black racism and Black Studies curriculum and provide resources as appropriate (for example across health, social work, social sciences and humanities, arts, performance and media etc.).</b>	Academic	2021 Ongoing	On Track
<p>In the 2023-2024 academic year, <a href="#">York University approved a proposal for the new Black Studies undergraduate honours degree program</a>, launching in September 2025. The program represents the first hybrid Liberal Arts &amp; Professional Studies program at the university.</p>			

ACTIVITY #11	ACCOUNTABILITY (DIVISION)	TIMELINE	PROGRESS TRACKING
<b>Explore opportunities to develop recruitment strategies to promote continuing growth in the Black Canadian Studies Certificate and new enrolment growth in the African Studies major; assess the potential for expansion that builds on existing program and curricular strengths (i.e. potential new major in Black studies).</b>	Academic	2021 Ongoing	On Track
<p>2018 was the inaugural offering of the <a href="#">Black Canadian Studies</a> Certificate program at York University, as a standalone certificate or in conjunction with an undergraduate degree. Since that time, the program, providing a platform to merge scholarship from cultural studies, history, literature, and music, has gained momentum to include robust course offerings that deepen the understandings and experiences of Black Canadian histories, cultures, and ways of knowing. More than a study of often-forgotten perspectives, it is an exploration of identity and discovery of Black essence. Seeing the critical mass gravitate towards the program with increased interest and registration year after year is a testament to its longevity, success, and value. The University is honoured to continue hosting this model program.</p>			





ACTIVITY #12	ACCOUNTABILITY (DIVISION)	TIMELINE	PROGRESS TRACKING
<b>Develop clear policies and procedures for grant committees using an anti-racist lens and ensure that committees are diverse.</b>	Research and Innovation	2021 Ongoing	Delayed
Each Faculty has internal grant review committees and there is an opportunity for VPRI and VPEPC personnel to convene policy discussions with the Associate Deans, Research to streamline processes.			

ACTIVITY #13	ACCOUNTABILITY (DIVISION)	TIMELINE	PROGRESS TRACKING
<b>Establish scholarships and fellowships for Black students at the post-doctorate, graduate and undergraduate levels at all campuses.</b>	Academic, Graduate Studies, Research and Innovation	2021 Ongoing	On Track
<p>The <a href="#">Provost's Postdoctoral Fellowships for Black and Indigenous Scholars</a> began in 2021, with recipients receiving \$70,000 per year, for 2 years. The award aims to address the underrepresentation of Black and Indigenous scholars in a variety of disciplines, fields of research and careers. The funds help these scholars focus on their research and career goals, while seizing invaluable opportunities for supervision, mentorship, resources, and networking. The 2022 Fellowship recipients were announced in October 2022, representing a cross-section of disciplines including engineering, ecology and ecosystem management, critical human geography, and rural studies.</p> <p>In Fall 2022, the inaugural recipient of the <a href="#">Indigenous and Black Engineering and Technology (IBET) Momentum Fellowship</a> began a PhD program in Mechanical Engineering at Lassonde School of Engineering. The Fellowship is an ongoing initiative meant to spark a long-lasting interest in STEM research, improve representation in the field and offer an environment committed to scholarly progression. The \$100,000 award spans a 4-year period, with \$5,000 provided for yearly Research Assistantship.</p>			

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In 2022, the Black Research Seed Grants were launched,  
and has been awarded annually.

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ACTIVITY #14	ACCOUNTABILITY (DIVISION)	TIMELINE	PROGRESS TRACKING
<p><b>Develop and implement an anti-racist and anti-oppression training program for all awards committees.</b></p>	<p>Academic, Graduate Studies, Research and Innovation</p>	<p>2020 Ongoing</p>	<p>On Track</p>
<p>In April 2022, York University launched and introduced the <a href="#">Places of Online Learning for the Adjudication of Researchers Inclusively and Supportively (POLARIS) program</a>. It is a web-based asynchronous education and learning hub, with an EDI lens, which supports the process of adjudication of professors conducting research and for search committees. This innovative program provides a 6-module online course with EDI content for adjudicators. For faculty members serving on search committees, there is an additional component, which includes another module and in-person training session which focuses on search procedures and policies. Certificates are provided on full completion of either course.</p> <p>Notably, this program promotes the value in learning about equity concerns related to research hiring practices, since the University acknowledges the historical disadvantage and exclusion that Black faculty have experienced in research spaces. Also, the program offers the research community a tool to demonstrate their commitment to DEDI, by receiving a Diversity Composition Report (DCR) which details the level of diversity in their research work. The DCR is a confidential collection of self-identification diversity data. Adjudication committees, and principal investigators rely on the DCR to confirm membership representation of federally designated groups (FDG), including racialized people, and can use the tool to inform inclusivity work, to encourage their engagement and participation.</p> <p>The use of POLARIS is being recommended for all awards committees.</p>			

ACTIVITY #15	ACCOUNTABILITY (DIVISION)	TIMELINE	PROGRESS TRACKING
<p><b>Consider ways VPRI office can act as sector-advocate with agencies such as the tri-council on issues of equitable funding of research and consider the creation of a program to support early-researchers in developing their research program to be best positioned for funding applications.</b></p>	<p>Research and Innovation</p>	<p>2021 Ongoing</p>	<p>On Track</p>

ACTIVITY #16	ACCOUNTABILITY (DIVISION)	TIMELINE	PROGRESS TRACKING
<p><b>Ensure resourcing to the Libraries' collections to ensure appropriate levels of representation in collections for all Faculties; consider the creation of a short-term special acquisition fund to achieve this goal and dedication of appropriate staffing resources.</b></p>	<p>Academic</p>	<p>2022 Ongoing</p>	<p>On Track</p>
<p>This activity remains a priority and with the newly announced (May 2024) Dean of Libraries, there will be continued focus on fulfilling this mandate.</p>			





ACTIVITY #17	ACCOUNTABILITY (DIVISION)	TIMELINE	PROGRESS TRACKING
<b>Develop and provide appropriate training for librarians to ensure consideration of representation in future acquisitions</b>	Academic	2022 Ongoing	On Track
<p>This activity remains a priority and with the newly announced (May 2024) Dean of Libraries, there will be continued focus on fulfilling this mandate.</p>			

ACTIVITY #18	ACCOUNTABILITY (DIVISION)	TIMELINE	PROGRESS TRACKING
<b>Consider the creation of special acquisition funds to (1) support the onboarding of new programs as they are developed such as a full major in Black Canadian studies (2) an open access fund focused on representative acquisitions for collection such as the works of Black scholars.</b>	Academic	2021 Ongoing	Delayed
<p>This activity remains a priority and with the newly announced (May 2024) Dean of Libraries, there will be continued focus on fulfilling this mandate.</p>			





## Mental Health Supports

“Recognizing that anti-Black racism has a significant impact on the psyche of individuals, the University will ensure that culturally responsive resources are available to support the mental health and well-being of Black faculty, students and staff.”







## Objective

PROVIDE CULTURALLY RELEVANT AND BILINGUAL RESOURCES TO ADDRESS THE CATASTROPHE OF ANTI-BLACK RACISM.

ACTIVITY #1	ACCOUNTABILITY (DIVISION)	TIMELINE	PROGRESS TRACKING
<b>Have a diverse group of counsellors on staff, who have expertise in supporting individuals who have experienced racial trauma. To support students at Glendon at least one should be bilingual in French and English.</b>	Students	2020	On Track
<p>The Student Counselling, Health &amp; Well-being (SCHW) Department is engaged in a <a href="#">3-year trauma responsive organizational model accreditation process</a> to ensure that all department staff understand, recognize, and respond to the impacts of trauma including racial trauma. SCHW continues to ensure bilingual support is available at the Glendon Campus. SCHW is working with an external vendor to create a virtual portal that will contain resources and supports, in English and French, and include resources to address anti-Black racism and meet the needs of diverse student populations.</p>			

ACTIVITY #2	ACCOUNTABILITY (DIVISION)	TIMELINE	PROGRESS TRACKING
<b>Departments who work in mental health-related areas should engage in ongoing training in supports to students facing issues related to racism and system discrimination, such as: training in anti-oppressive clinical practice, cultural competence, cultural humility, intersectionality, racial trauma, microaggressions etc.</b>	EPC, Students	Ongoing	On Track
<p>The Student Counselling, Health &amp; Well-being (SCHW) Department is engaged in a <a href="#">3-year trauma responsive organizational model accreditation process</a>, to enhance programming. All SCHW staff and practicum students receive training in the Sanctuary model, which is a trauma informed organizational model, as well as in culturally competent counselling techniques, applying the DEDI Framework, and helping to address the impacts of microaggressions in counselling practice. SCHW Practicum students are also provided with many opportunities to learn from and work with SCHW clinical staff.</p>			

ACTIVITY #3	ACCOUNTABILITY (DIVISION)	TIMELINE	PROGRESS TRACKING
<b>Ensure diversity among practicum students</b>	Students	2022	Complete
<p>The SCHW Practicum program is offered to a wide range of students who represent diverse cultural backgrounds, interests, and other social demographics.</p>			





ACTIVITY #4	ACCOUNTABILITY (DIVISION)	TIMELINE	PROGRESS TRACKING
<b>Review and update the Mental Health Strategy to include recommendations from the anti-Black racism Framework.</b>	EPC, Students	2021-2022	Complete
<p>Several engagement sessions were conducted to gather feedback on the Mental Health Strategy, including sessions specifically for equity-deserving groups. The draft Well-being Strategy incorporates key principles from the Framework on Black Inclusion, and its recommendations are mindful of the overarching ideal of increasing the sense of belonging for all members of the York community. The importance of “integrating innovative, effective, and inclusive research,” for example, aligns with the Framework to emphasize that Black voices and thought leaders are imperative in research realms.</p>			

ACTIVITY #5	ACCOUNTABILITY (DIVISION)	TIMELINE	PROGRESS TRACKING
<b>Review process for workplace accommodation for faculty and staff through a lens of racial trauma.</b>	Provost, EPC, AVPHR	2021-2023	Delayed

ACTIVITY #6	ACCOUNTABILITY (DIVISION)	TIMELINE	PROGRESS TRACKING
<b>Review process of academic accommodations and supports for students through a lens of racial trauma.</b>	Students	Ongoing	Delayed

ACTIVITY #7	ACCOUNTABILITY (DIVISION)	TIMELINE	PROGRESS TRACKING
<b>Develop health education programming in consultation with Black communities</b>	EPC, Students	Ongoing	On Track
<p>Canadian Campus Wellbeing Survey (CCWS) results have informed programming and supports provided to students, including those related to health education.</p>			





ACTIVITY #8	ACCOUNTABILITY (DIVISION)	TIMELINE	PROGRESS TRACKING
<p><b>Align services and supports (e.g. programs, campaigns, etc.) with community standards and best practices as they pertain to service delivery with Black, Indigenous and racialized communities.</b></p>	Students, Graduate Studies	Ongoing	On Track
<p>Planning sessions were completed with the Division of Students, York Change Leadership and Human Rights, Equity, and Inclusion to action the four priorities the Division of Students is accountable for in the DEDI strategy. To support with this work, student case scenarios were provided to identify and begin to dismantle systemic barriers for students accessing services, program policies, and supports across the university. Continuing the commitment to work towards integrating best practices for service delivery for Black, Indigenous, and racialized communities, the Division has partnered to introduce the <a href="#">Black Graduation Celebration</a> and the Black Community Welcome in 2022 and 2023. The Community Welcome events were expanded to include other equity-deserving groups including Southeast Asian students and Queer and Trans students.</p>			

ACTIVITY #9	ACCOUNTABILITY (DIVISION)	TIMELINE	PROGRESS TRACKING
<p><b>Consider adding resources to support Black students in navigating University services. The position would provide academic support and transition advice to connect students to Black identified specialists, if this is the students' preference, in a variety of support offices (Counselling, Health and Wellbeing, Student Accessibility Services, etc.). This could be an expansion of the current Black Excellence at York (BE YU) program.</b></p>	Students, Graduate Studies	Ongoing	On Track
<p>An Inclusion and Academic Success Coordinator was recruited for the BE YU program in January 2023. The role focuses on the development, implementation, and assessment of <a href="#">Black Excellence at York University</a> programming for current students, as well as associated access-related programming in the unit. The position is distinct from the additional resources called for in this section and is paid for in part by the OPAIP grant with some in-kind funds from the University. The Coordinator and team members have developed and implemented a range of mentoring services, workshops, transition programming, and ongoing support that took place throughout 2023, beginning in February. These services build on programming completed in 2021 during the pilot year of BE YU, before the Coordinator was hired in 2023.</p> <p>Instead of the proposed Navigator position, 8 Peer Mentors and Peer Mentor Leads were hired, who provide mentoring, workshops, transition programming and ongoing support to newly admitted Black students. These Peer Mentors fulfill the referrals and direct support aspects of the initial role.</p> <p>A position was also created for a Career Educator with knowledge of DEDI and Black Inclusion, using a racial trauma-informed lens to provide support with navigating complex funding opportunities, such as internal bursaries, Ontario Student Assistance Program (OSAP), and Bursaries for Students With Disabilities (BSWD). The Career Educator is also able to assist students navigate university resources, connect to peers, learn important accessibility-related processes, such as the Alternate Exam Centre, drop-in meetings, among other helpful programs.</p> <p>Additional resources are needed to cover costs of the existing Coordinator role and work/study Peer Mentor roles. While a navigator role of the kind proposed could be an asset for BE YU programming, particularly to focus on Black students in upper years of undergraduate studies and in graduate studies, it was strategically decided to extend programming into Student Life and Career services to address identified needs.</p>			





## Community Engagement

“York University should continue to partner and collaborate with external organizations that focus on addressing anti-Black racism and reducing barriers to educational opportunities for Black people.”





## Objective #1

DEVELOP ADDITIONAL OPPORTUNITIES FOR THE YORK COMMUNITY TO ENGAGE BLACK COMMUNITIES OUTSIDE THE UNIVERSITY, RECOGNIZING THE DIVERSITY WITHIN THESE COMMUNITIES.

ACTIVITY #1	ACCOUNTABILITY (DIVISION)	TIMELINE	PROGRESS TRACKING
Work with the TD Engagement Centre and the Anti-Black Racism Advisory Committee to develop additional external outreach and mentorship initiatives, including with the French-African and French-Caribbean communities.	EPC, Advancement, President's Office	2022 Ongoing	Delayed

ACTIVITY #2	ACCOUNTABILITY (DIVISION)	TIMELINE	PROGRESS TRACKING
Review the Social Procurement Policy to address barriers diverse (including Black and Indigenous) business owners may experience in attempts to obtain contracts.	Finance and Administration	2021	Complete
The <a href="#">Social Procurement Policy</a> was reviewed, revised, and approved by the Board of Governors in February 2024.			





## Objective #2

SUPPORT BLACK-OWNED BUSINESSES BY ENSURING LOCAL BLACK-OWNED VENDORS AND SUPPLIERS ARE AWARE OF CONTRACT OPPORTUNITIES.

ACTIVITY #3	ACCOUNTABILITY (DIVISION)	TIMELINE	PROGRESS TRACKING
<b>Conduct outreach with local Black business community to raise awareness of opportunities to contract with York</b>	Finance and Administration	2021 ongoing	On Track
<p>To signal a greater commitment to share knowledge and promising practices with Black-owned businesses, York University has signed a Memorandum of Understanding (MOU) with the Canadian Black Chamber of Commerce. The MOU, signed in March 2023 is a helpful step for the Black business community to access the <a href="#">Social Procurement Vendor Portal</a>, to submit applications and participate in bidding processes. Similar partnerships have been established with the Afro-Canadian Business Network, and the Afro-Canadian Contractors' Association. Current efforts are being made to secure a partnership with the Black Architects and Interior Designers Alliance, as well.</p> <p>Additional initiatives to raise awareness of contract opportunities include procurement training for participants of the <a href="#">Black Entrepreneurship Alliance</a>, and public posting of available bid summaries on <a href="#">Strategic Procurement Services website</a>, which increases access and transparency.</p> <p>Securing partnerships is generally a slower process as business community support organizations often need to develop their membership screening criteria to be able to be a Portal Partner. Most organizations are excited to do so and see partnering with us as a value add to their existing offerings.</p>			

ACTIVITY #4	ACCOUNTABILITY (DIVISION)	TIMELINE	PROGRESS TRACKING
<b>Develop &amp; implement a workshop series focussing on Black scholarship within the Entrepreneurial Ecosystem: start-up hiring practices, vendor selection, policy creation).</b>	Research and Innovation	2022 Ongoing	Delayed

ACTIVITY #5	ACCOUNTABILITY (DIVISION)	TIMELINE	PROGRESS TRACKING
<b>Identify ways to strengthen academic community-based knowledge creation, including community-based research opportunities that benefit the community.</b>	Research and Innovation	2022	Delayed





ACTIVITY #6	ACCOUNTABILITY (DIVISION)	TIMELINE	PROGRESS TRACKING
<b>Review events on campus including alumni engagement events and activities to ensure representation of diverse Black voices and experiences are highlighted and support Black cultural expression on campuses.</b>	Advancement	2021	On Track

The Alumni Engagement Department in the Division of Advancement has introduced and enhanced the representation of Black voices and engagement of Black alumni through a variety of means. In February 2020, the York University [Black Alumni Network \(YUBAN\)](#) was re-launched and has remained active, hosting events and mentorship programs that support many Black students and the alumni community. One of the key events the network supports is the Black Grad Celebration which was introduced in 2023 to celebrate the accomplishments of Black graduands. The 2023 celebration welcomed 117 guests and attendance is expected to rise as the event becomes an established part of the graduation tradition. The leadership of YUBAN has also met with and advised the President and VPEPC several times on matters related to Black Inclusion.

Alumni Engagement has supported mentoring within the online platform, Connecting YU, with over 200 members in the “Black Alumni & Students Community” group. Various Black faculty and alumni have also consistently and continuously been featured through the signature lecture series: Scholar’s Hub, Level-Up, and Mid-Career Conversations. These features have ranged from lectures specifically designed for Black alumni and their interests such as “The Resistance Work of Black Mothers”, to broader topics and audiences with Black speakers sharing their in-depth knowledge on careers in technology and entrepreneurship to retirement planning.

The immediate impact of this work is principally demonstrated by the thriving Black Alumni Network and their contributions to the supports provided for Black students. With greater attendance and engagement of Black alumni via in-person and virtual events, it is believed that the lasting impact will be achieved with growth and self-sustainability and will be an essential part of York’s Black Inclusion initiatives and overall culture of the university.





## Data Collection

“Disaggregated race data collection and analysis, collected with careful consideration of privacy and confidentiality, will contribute to advancing racial equity for Black faculty, students, staff and administrators.”







## Objective #1

COLLECT AND ANALYZE DISAGGREGATED RACE DATA FROM STUDENTS, STAFF, FACULTY AND ALUMNI.

ACTIVITY #1	ACCOUNTABILITY (DIVISION)	TIMELINE	PROGRESS TRACKING
<b>Collect disaggregated race-based data for students, staff, faculty, and alumni.</b>	EPC, Students	Ongoing	On Track
<p>The Student Data Working Group continues to collect student data. York University's <a href="#">Principles of the Ethical Use of Student Data</a> were released in the Summer of 2023, to build confidence and transparency in the process of data collection.</p> <p>Race-based data collection for employees continues to take place. A revised <a href="#">Employee Self-Identification Survey</a> was released to the community in February 2024 and is now embedded in the HR Self-Serve functionality. This allows employees to change/update their personal identify data at any point in time. Employees only need to complete the survey once. Phase two of the project is to develop a public and access-limited data dashboard. Development is underway for this next phase of the project.</p>			

ACTIVITY #2	ACCOUNTABILITY (DIVISION)	TIMELINE	PROGRESS TRACKING
<b>Continue the development and implementation of the York Student Identity Census (YSIC).</b>	Students	Ongoing	On Track
<p>The Student Census Working Group and the Ethical Principles for Student Data Working Group are supported by the Assistant Vice-Provost, the University Registrar, and the Assistant Vice-President, Institutional Planning &amp; Chief Data Officer. These members receive and will continue to rely on key recommendations to drive YSIC developments and improvements. The Student Equity &amp; Diversity Census questions continue to be provided during student enrolment each year and the Student Data Working Group will continue to support the census.</p>			





## Objective #2

DATA COLLECTION WILL BE UTILIZED TO IDENTIFY GAPS AND TRENDS THAT SIGNAL SYSTEMIC RACIAL DISPARITIES SO THAT APPROPRIATE ACTIONS CAN BE TAKEN.

ACTIVITY #3	ACCOUNTABILITY (DIVISION)	TIMELINE	PROGRESS TRACKING
<p>Analyze disaggregated data to identify gaps and trends and develop appropriate action plans, including at the faculty and departmental level, for implementation of programs or initiatives to address gaps and barriers.</p>	EPC, Students	2021 Ongoing	On Track
<p>The <a href="#">Student Equity &amp; Diversity Census</a> was implemented for a third year in the Registration and Enrolment Module. The Census has received approximately 19,000 responses.</p>			

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The Student Equity & Diversity Census was implemented for a third year in the Registration and Enrolment Module.

The Census has received approximately 19,000 responses.

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## Objective #3

### COLLECT DATA ON ANTI-BLACK RACISM INCIDENTS AND COMPLAINTS.

ACTIVITY #4	ACCOUNTABILITY (DIVISION)	TIMELINE	PROGRESS TRACKING
See also under Safety the creation of an anti-Black Racism Officer that will lead racism complaints resolution, anti-Black racism education, annual reporting on racist incidents and reporting on the implementation of the framework to address Anti-Black racism.	EPC	2022	Complete
The Reimagining Complaints Process Review was conducted and completed in 2023, with a final report submitted to the Vice-President Equity, People and Culture (VPEPC) in February 2024. This review engaged many process holders and interested participants in key consultations and data collection. There were several recommendations from the report that are under review and consideration by the VPEPC.			

ACTIVITY #5	ACCOUNTABILITY (DIVISION)	TIMELINE	PROGRESS TRACKING
Develop process to track racism-based complaints, including how complaints were resolved.	EPC	2022 Ongoing	Delayed but Progressing
The Reimagining Complaints Process Review was conducted and completed in 2023, with a final report submitted in February 2024. This review engaged many process holders and interested participants in key consultations and data collection. There were several recommendations from the report that are under review and consideration by the VPEPC.			

ACTIVITY #6	ACCOUNTABILITY (DIVISION)	TIMELINE	PROGRESS TRACKING
Regular audits of anti-Black racism that are reported conducted with the assistance of the Ombuds Office and/or the University Audit office.	EPC	2021 Ongoing	Delayed





## Education

“To eliminate anti-Black racism from our campus, it is imperative for all members of the York community to understand the roots of anti-Black discrimination including intersectionality, and to gain the knowledge and skills to combat it.”





## Objective #1

ENSURE ALL STUDENTS, FACULTY AND STAFF RECEIVE ONGOING EDUCATION IN UNDERSTANDING AND ADDRESSING ANTI-BLACK RACISM, STARTING WITH THE LEADERSHIP OF THE UNIVERSITY

ACTIVITY #1	ACCOUNTABILITY (DIVISION)	TIMELINE	PROGRESS TRACKING
<p><b>Develop relevant educational modules that address anti-racism, including anti-Black racism, using an anti-oppression framework. These modules should also address microaggressions, violence, white supremacy and challenge privilege. Deliver to all levels of leadership and to employees. Training to begin with senior leadership in 2020-21.</b></p>	EPC	2020 Ongoing	Complete
<p>In the Centre for Human Rights, Equity and Inclusion's YU Learn training suite, a <a href="#">new REDDI Miniseries</a> was introduced in February 2023, including sessions such as Black Inclusion: Historic and Current Efforts to Dismantle Anti-Black Racism and Do the Work: Intervening on Racism. These sessions, offered to the wider York community, build on already intriguing and helpful workshops that focus on increasing awareness about the social harms of white supremacy, challenging and dismantling colonial notions that uphold discriminatory practice and skill building to interrupt myriad issues of anti-Black racism. The <a href="#">sessions were also facilitated in February 2024</a>, as a feature of Black History Month programming.</p>			

ACTIVITY #2	ACCOUNTABILITY (DIVISION)	TIMELINE	PROGRESS TRACKING
<p><b>Develop additional modules tailored to address specific topics of relevance to various groups – i.e., hiring, registrarial services, campus security, etc. This can be required training as part of onboarding or ongoing training.</b></p>	EPC	2022 Ongoing	Complete
<p>Two new <a href="#">onboarding courses</a> were introduced within the Employment Learning and Development, YU Learn space, that critically discuss anti-Black racism and are titled: <i>Management Activities and You</i>, and <i>York's Active Strategies and You</i>. Training is also conducted by the Centre for Human Rights, Equity and Inclusion, and sessions include <a href="#">Employment Equity Principles towards Inclusion, and Challenging Unconscious Bias for Managers</a>. In Human Resources (HR), the responsibilities are shared across relatively new University Services Centre/HR organizational structure.</p>			





ACTIVITY #3	ACCOUNTABILITY (DIVISION)	TIMELINE	PROGRESS TRACKING
<p><b>Develop &amp; deliver a series of online modules Challenging Unconscious Bias to those involved in research and adjudication. Initial delivery to be conducted with staff in VPRI.</b></p>	EPC, Research and Innovation	2020-2021	Complete
<p>In April 2022, York University launched and introduced the <a href="#">Places of Online Learning for the Adjudication of Researchers Inclusively and Supportively (POLARIS) program</a>. It is a web-based asynchronous education and learning hub, with an EDI lens, which supports the process of adjudication of professors conducting research and for search committees. This innovative program provides a 6-module online course with EDI content for adjudicators. For faculty members serving on search committees, there is an additional component, which includes another module and in-person training session which focuses on search procedures and policies. Certificates are provided on full completion of either course.</p> <p>Notably, this program promotes the value in learning about equity concerns related to research hiring practices, since the University acknowledges the historical disadvantage and exclusion that Black faculty have experienced in research spaces. Also, the program offers the research community a tool to demonstrate their commitment to DEDI, by receiving a Diversity Composition Report (DCR) which details the level of diversity in their research work. The DCR is a confidential collection of self-identification diversity data. Adjudication committees, and principal investigators rely on the DCR to confirm membership representation of federally designated groups (FDG), including racialized people, and can use the tool to inform inclusivity work, to encourage their engagement and participation.</p> <p>The use of POLARIS is being recommended for all awards committees.</p>			

ACTIVITY #4	ACCOUNTABILITY (DIVISION)	TIMELINE	PROGRESS TRACKING
<p><b>Engage students with lived experience in the development and delivery of training and education wherever possible.</b></p>	EPC, Students	2021 Ongoing	Delayed but Progressing
<p>The contributions of Black voices are critical to creating authentic training opportunities that foster learning and growth. It is equally critical to consider the weight that this activity can carry for some Black students, informing and contextualizing this work from their lived experience. With this balanced approach, the Centre for Human Rights, Equity, and Inclusion (CHREI) partnered with Athletics and Recreation staff and key equity-deserving student groups to provide a two-part training program, called <a href="#">Resisting Oppression, Advancing Rights (ROAR)</a> to over 150 members of staff and student-athletes. The course provided constructive strategies to interrupt racist encounters “on and off the field” and advance a sense of belonging within athletic environments, often seen as bastions for racial discrimination.</p> <p>There is value in this engagement approach and future educational opportunities that are strengthened by insights from Black students will be explored.</p>			





ACTIVITY #5	ACCOUNTABILITY (DIVISION)	TIMELINE	PROGRESS TRACKING
<b>Train leaders at all levels in effective resolution techniques for when complaints are brought forward.</b>	EPC	2022 Ongoing	Delayed

ACTIVITY #6	ACCOUNTABILITY (DIVISION)	TIMELINE	PROGRESS TRACKING
<b>Develop a training program for students, staff, faculty and instructors to understand trauma-informed principles, which can impact supports and services (such as accommodations).</b>	EPC, Students	2022	On Track
<p>In January 2023, the Student Support Certificate, a professional development program launched and is open to all York staff and faculty. The course certificate promises to strengthen the collective capacity to respond to student needs, fostering a more caring and positive community, which align with student-centric and appreciative advising goals. More than 120 participants are engaged and on track to complete the certificate, which highlights key student resources and effective referral processes, to access financial, career development, and immigration help, among other topics, based on student demographics.</p> <p>Another <a href="#">key resource for training</a> that is rooted in trauma-informed principles and practices is related to sexual violence and bystanders' interventions, offered by the Centre for Sexual Violence Response, Support &amp; Education.</p>			





ACTIVITY #7	ACCOUNTABILITY (DIVISION)	TIMELINE	PROGRESS TRACKING
<p><b>Ongoing evaluation of service delivery models to reinforce our intention to create services that are as accessible and as barrier free as possible.</b></p>	All Divisions	2022 Ongoing	On Track
<p>With every annual report published for the Black community and wider community to review, each Division reflects on the gains made or challenges faced, to achieve each Action Plan activity.</p> <p>For example, the Division of Students continues to support students with programs and services that are accessible and inclusive, while continually assessing opportunities for improvement. The EDI taskforce in Athletics &amp; Recreation formed in August 2023 with student representation to support, with incremental initiatives aimed at addressing systemic barriers and providing useful conflict resolutions strategies in complaints processes. Orientation programs have been evaluated and a formal financial petition committee was developed with staff from several service areas and faculties ensuring unbiased and equitable decision-making processes. Programs such as BE YU and the Residence Life are planned and implemented with an equity lens, so curriculum is mindful of and relevant to diverse student experiences.</p>			

ACTIVITY #8	ACCOUNTABILITY (DIVISION)	TIMELINE	PROGRESS TRACKING
<p><b>Explore the potential of developing a required course that addresses issues relating to anti-racism, anti-oppression, etc.</b></p>	Academic	2022	Delayed







## Decision Making

“All policy and programming decisions at the University must be filtered through an anti-Black racism lens that considers the needs, experiences and histories of Black peoples.”





## Objective #1

CONSIDER THE IMPACT OF DECISIONS RELATED TO POLICIES AND PROGRAMS ON BLACK COMMUNITIES

ACTIVITY #1	ACCOUNTABILITY (DIVISION)	TIMELINE	PROGRESS TRACKING
<b>Create an anti-Black Racism impact assessment tool outlining principles to inform equitable decision-making.</b>	EPC	2021-2022	Delayed
To be considered for bundling as part of the development of the second phase of the <a href="#">DEDI toolkit</a> .			

## Objective #2

INCLUDE BLACK MEMBERS OF THE UNIVERSITY COMMUNITY IN DECISION-MAKING PROCESSES.

ACTIVITY #2	ACCOUNTABILITY (DIVISION)	TIMELINE	PROGRESS TRACKING
<b>Develop an EDI and anti-racist lens tool for Committees across the organization to use in the membership composition and selection processes.</b>	EPC	2021-2022	Delayed
To be considered for bundling as part of the development of the second phase of the <a href="#">DEDI toolkit</a> .			





## Accountability

“York University pledges to implement this framework, ensuring that voices of Black faculty, students and staff are heard and considered throughout the implementation process.”





## Objective #1

### CREATE AN ANTI-BLACK RACISM ADVISORY COUNCIL

ACTIVITY #1	ACCOUNTABILITY (DIVISION)	TIMELINE	PROGRESS TRACKING
<b>Create an Anti-Black Racism Advisory Committee (name to be determined) comprised of diverse and intersectional identities of Black York faculty, instructors, students, staff, alumni and community members. The council will also include allies. This Committee will provide advice and recommendations to the President and Vice-Presidents (PVP) and Deans on addressing anti-Black Racism at York including (a) reviewing and assessing the implementation of this Action Plan (b)ensuring targets and metrics are set and (c) monitoring implementation.</b>	EPC	2021	Complete
The Advisory Council on Black Inclusion was established in February 2022. Terms of Reference for the Council have been outlined and a commitment made to advising the University on matters related to anti-Black racism and Black Inclusion.			

ACTIVITY #2	ACCOUNTABILITY (DIVISION)	TIMELINE	PROGRESS TRACKING
<b>Provide yearly updates on the implementation of this Framework and action plan.</b>	EPC	2022 Ongoing	Complete
The annual report on Black Inclusion provides insights into the activities underway across the University to address anti-Black racism issues, while strengthening the feelings of inclusion for members of the Black community at York. The report aims to emphasize the work that has been done, even before a strategic mandate was laid out, and celebrates the contributions that Divisions, departments, and offices have been involved in. In that effort, the University wholeheartedly acknowledges that the activities outlined are a fraction of the initiatives taking place and continue to fuel impetus for transformative change.			

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The Advisory Council on Black Inclusion was established in February 2022.

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## Objective #2

ENGAGE IN REGULAR UPDATES AND EVALUATION OF THE IMPLEMENTATION OF THIS FRAMEWORK.

ACTIVITY #3	ACCOUNTABILITY (DIVISION)	TIMELINE	PROGRESS TRACKING
<b>Evaluate the implementation of the framework at year 3.</b>	EPC	2024	Complete
<p>The Addressing Anti-Black Racism: Black Inclusion Framework and the companion Action Plan were both introduced to the York University community in 2021. Since that time, the University has provided annual updates on the progress of several initiatives that realize the goals of the plan. This year, it is important to reflect on all 86 Action Plan activities and the incredible progress that has been made with 27% of the activities reaching completion, such as the important Community Safety Review poised to bring out an ideological shift in the provision of safety services. There are 46% of the Action Plan activities that are ongoing and remain on track, growing and drawing insights from the continual work. An excellent example of this is with the Black Entrepreneurship Alliance, where ongoing training to broaden the knowledge of procurement processes and protocols helps to build capacity for new and seasoned Black business owners, in submitting service proposals. It will always be valuable training to facilitate as innovative and diverse businesses emerge.</p> <p>Despite the 7% of action plan activities that experienced some delays along the way, resulting from differences in time expectations, personnel transitions, and financial restraints, these initiatives are progressing at a suitable pace and will build momentum, even beyond the 5-year period.</p> <p>The recruitment and retention plan has been discontinued and superseded by more specific efforts to address representation among faculty. There are now more precise activities that have emerged including (1) a new hiring program with targets for tenured positions, (2) an annual course load reduction fund, (3) York – YUFA agreement term revisions that prioritize and cite DEDI initiatives as service to the University Community.</p>			

ACTIVITY #4	ACCOUNTABILITY (DIVISION)	TIMELINE	PROGRESS TRACKING
<b>Identify administrative supports to assist the Committee in its work.</b>	EPC	Ongoing	Complete
<p>The Equity, Diversity and Inclusion Program Manager has provided overwhelming support to the Advisory Council on Anti-Black Racism, with work to draft its terms of reference, facilitate a chairperson election, support for the Steering Committee, among other logistical and meeting preparation efforts.</p>			





ACTIVITY #5	ACCOUNTABILITY (DIVISION)	TIMELINE	PROGRESS TRACKING
<b>Embed anti-racism and EDI into regular planning frameworks at the university such as in Integrated Resource Plans.</b>	All Divisions	2022 Ongoing	On Track
<p>To stand firm beyond the years of this plan, it will be imperative for members of the York community to embed this Framework and Action Plan into the overarching Academic Plan and mission of the institution. Flowing from this goal, it is necessary to foster connections between this action plan and the IRPs that guide our work.</p> <p>The Faculty of Environmental and Urban Change has demonstrated its' leadership, as the objectives and activities from the Framework and Action Plan are already embedded in the EUC Strategic Plan 2020-2025 &amp; the annual IRPs.</p> <p>The Division of Students has continued to embed DEDI into the Divisional 5-year strategic plan and in the Integrated Resource Plan, reflected in the work that the Office of the University Registrar has undertaken to review the DEDI Strategy to prioritize DEDI professional development opportunities.</p> <p>The Division of Equity, People and Culture has embedded as one of its keystone objectives for the Divisional IRP, "facilitating a decolonizing, inclusive, diverse and collaborative ecosystem that promotes individual and collective flourishing." Additionally, the Division is charged with the caretaking and implementation of key frameworks to address anti-racism including the Decolonizing, Equity, Diversity and Inclusion Strategy, the Framework and Action Plan on Black Inclusion and the Indigenous Framework for York University, among other work. In collaboration with the Division of Students, anti-racism was a key consideration in the development and drafting of the soon to be released Well-Being strategy.</p>			

ACTIVITY #6	ACCOUNTABILITY (DIVISION)	TIMELINE	PROGRESS TRACKING
<b>Committees across campus consider representation when forming i.e.: awards, scholarships, bursaries adjudication committees.</b>	All Divisions	Ongoing	On Track
<p>The Division of Students 5 Year Strategic Plan foundational lens include Decolonization, Equity, Diversity, and Inclusion to anchor decision-making in this frame, an example includes forming committees that consider representation.</p> <p>Diversity of representation is a guiding principle for committee formation in the Division of Equity, People and Culture.</p>			



# Conclusion and Vision for the Future

This report demonstrates the importance of belonging and connection for the Black community to experience; it is about centering the lives of the Black community in hopes of their growth and potential being unlocked and maximized. There should always be an appetite for Black scholarship, research, and full engagement.

The promise will be to continue the great work, despite the challenges, particularly related to financial restraints and limited timelines. This will be achieved by prioritizing the effort to embed Black Inclusion Framework principles and Action Plan initiatives into strategic mandates and everyday work.



# Appendix A

Additional activities submitted for reporting by York community members that are not specifically listed in the Action Plan, but further the implementation and embedding of the Framework and categorized in the thematic areas of the Action Plan.

REPRESENTATION		
Department of Theatre & Performance	Hiring Black-identifying Research Assistant (RAY) for Jamie Robinson’s ongoing consultations with Vancouver’s Langara College, compiling a comprehensive database of IBPOC plays, between January to April, 2024.	On track
Lassonde	Lassonde School of Engineering, along with the federal program, the Natural Sciences and Engineering Research Council of Canada (NSERC), have started a new initiative in 2023 for Black and Indigenous students. The programs, the Lassonde Undergraduate Research Award (LUNA) and the Undergraduate Student Research Award (USRA), respectively, offer additional support for Black students, including an unlimited number of Summer research positions. All applications from Black and/or Indigenous students whose application meets all qualifications will be put forward to NSERC for funding.	Complete
KNOWLEDGE CREATION		
Dept of Theatre & Performance	<p>Megan Legesse, a York alumni, was hired and cast as Helen in “A Midsummer Night’s Dream” in High Park. This is particularly significant because it is a role rarely played by a Black actor, in a play directed by a Black artist.</p> <p>Professor Jamie Robinson was “Active Listener” for Coalmine Theatre’s production of “Appropriate” by African-American playwright Brendan-Jacob Jenkins. Robinson’s role was as cultural consultant during rehearsals with the all-white director and cast on issues of anti-black racism that emerge heavily in the play.</p> <p>In April 2023, “Casting and Race”: co-edited by Jamie Robinson, Marlis Schweitzer and Mariló Núñez was released in the Canadian Theatre Review issue, featuring several articles addressing the Black experience in casting.</p>	On Track
DATA COLLECTION		
Lassonde	<p>The Lassonde Co-op Program is committed to supporting equity, diversity, and inclusion. Many of the employer partners share these values and are seeking to provide opportunities for students who have historically experienced systemic barriers in the workforce.</p> <p>As of January 2023, the faculty implemented a self-disclosure form for the Co-op admission process to gather student data. This data is also used to be able to provide more targeted information, recruitment events and initiatives from employers to students who choose to self-identify. This information will be collected on a fiscal year basis.</p>	On Track





EDUCATION		
Lassonde	The Francis Tetteh Memorial Award, was created in memory of Francis Beamish Tetteh, a PhD Mechanical Engineering student who passed away in April 2021. During his year-long battle with cancer, he still managed to complete his qualifying exam, authored research papers and fulfilled his teaching assistantship duties. Francis was kind, humble and a friend to all. The award is offered to an international student who graduated from a post-secondary institution in Africa and is a member of an underrepresented group studying Engineering in Canada (i.e., self-identifying as Black, Indigenous, or a Woman as per York University practice/definition).	Complete
Lassonde	The newly established Praise Ayorinde Scholarship for International Students, named after a York alumna currently working as a software engineering manager, will be awarded to undergraduate international students with a minimum grade of 80% (for entering students) or a minimum grade point average of 7.5 (for continuing students). To be eligible, applicants must be enrolled in a program within the Lassonde School of Engineering and must have graduated from a high school or post-secondary institution in Africa. Preference is given to students who demonstrate financial need.	Complete
Division of Students	Throughout the 23/24 academic year, the Career Centre launched a career development series for Black identifying students. The team views this as a positive step toward fostering inclusivity and ensuring that black students have the resources and support needed to succeed in their careers. A key consideration has been to create an environment that is not only educational but also enjoyable and safe.	On Track
Office of the Registrar	The Office of the University Registrar management and staff participate in professional development, including learning activities focused on: embedding DEDI into team leadership, hiring practices, service delivery and work, and recognizing and unlearning unconscious biases.	On Track
Art Gallery of York	From March to June 2023, Toronto-based electronic musician, Obuxum was mentored by renowned experimental musician and producer Heidi Chan as part of Lead Time, the Art Gallery of York University's ongoing mentorship program. Developed in close consultation with Obuxum, this mentorship is an opportunity for one-on-one professional development with focused hands-on training using Ableton, a primary tool for electronic music production.	Complete
Art Gallery of York	The Art Gallery of York University is pleased to have brought back Art on my Mind, our songwriting, vocal, and performance workshop series. Taking place throughout the month of July 2023, this performing arts program was geared towards children and youth in the Jane Finch community and was organized in partnership with the Black Creek Community Farm. Facilitated by acclaimed R&B singer Kibra and the brilliant Hip Hop/Soul artist Dynesti, the program equipped aspiring artists of all disciplines to gain valuable musical skills, ultimately preparing them to shine on stage. Art on my Mind offered emerging songwriters, singers, and performers a unique opportunity to learn from and be mentored by two artists making names for themselves in Toronto's thriving music scene.	Complete