

FAQS – Implementation of the Anti-Black Racism Recommendations

1) How do we fit these in along with our existing priorities (i.e., where do these fall on our to do list hierarchy)?

2) Who do we report to and what accountability measures are in place?

3) Who is going to provide me/us with training to implement this work? Who do we consult with to ensure we are ‘doing it right’?

4) Funding and resources. Who is supposed to fund these initiatives – individual departments or will funding be provided?

5) When do these initiatives need to be completed? When it says “2021-2022,” is the deadline end of fall/winter term (April 2022), end of academic year (Aug 2022), or end of year (Dec 2022)?

6) What if I/my department need(s) more time than allotted to complete the initiative?

7) I don’t think this initiative falls under my department. Have you talked to x department or unit?

1) How do we fit these in along with our existing priorities (i.e., where do these fall on our to do list hierarchy)?

The UTM Strategic Framework shared by Vice-President & Principal Gillespie with the community over the last year, clearly identifies the campus priorities. <https://www.utm.utoronto.ca/strategic-framework/summary> Addressing the anti-Black racism recommendations align with the priorities and is therefore a critical endeavor to undertake. To show the connection more easily between the framework and the recommendations, we have indicated on each summary slide (see power point deck) the category under which each recommendation falls. Note that there may be some overlap so while one strategic framework pillar is highlighted, know that it may address two or even three at the same time.

If you are uncertain about how the recommendations fit with your existing area priorities, the Operational Group can help facilitate sessions to help your area explore and identify a path forward.



A visual representation of the University of Toronto Mississauga's Strategic Framework

2) Who do we report to and what accountability measures are in place?

The information gathered from units and departments will be shared with senior leadership at UTM as a first step. This information will be reviewed, evaluated, and follow-up meetings will be scheduled as needed. Information will also be shared with our tri-campus colleagues and senior administration in those areas. It is expected that any information shared on our local UTM dashboard will also appear on the tri-campus commitments site as well. <https://commitments.utoronto.ca/>

3) Who is going to provide me/us with training to implement this work? Who do we consult with to ensure we are ‘doing it right’?

There are many resources available to help do this work.

Equity, Diversity and Inclusion Office (EDIO): <https://www.utm.utoronto.ca/edio>

The EDIO has a wealth of resources at their disposal and can help answer your questions, provide support internally, consult and advise on equity-related planning, or refer externally if needed. They support all community members.

UTM Equity Network:

This is a relatively new group to UTM that consists of representatives from various equity and anti-racism/oppression committees situated in academic units and departments. While the group itself doesn't offer training, it is a good resource for asking questions and to learn about best practices. The UTM Equity Hub provides examples of equity and anti-racism approaches and initiatives underway in departments. (insert link when complete)

Anti-Racism and Cultural Diversity Office (ARCD): <https://antiracism.utoronto.ca/>

This tri-campus office serves all community members and, like our local EDIO, has many resources and supports available for use.

Equity Diversity & Inclusion in Research & Innovation (EDRI): <https://ediri.utoronto.ca/about/>

If you are looking for research related supports, the EDRI has a full roster of workshops and offerings that may be of assistance.

The Toronto Initiative for Diversity & Inclusion (TIDE): <https://www.toronto-tide.ca/>

TIDE is a grass-roots organization made of up faculty helping other faculty and academic administrators with EDI related issues. They offer consulting and workshops on an as needed basis and can tailor them to specific area needs.

4) Funding and resources. Who is supposed to fund these initiatives – individual departments or will funding be provided?

We understand that everyone has been stretched thin over the past two years by the demands of the pandemic and that resourcing is a very real concern. While our group is not able to disburse funds, we can provide suggestions and guidance on where to secure financial support.

- **Partner units at other campuses:** Given U of T's decentralized nature, the recommendations most relevant to your unit will also be relevant for sister departments at UTSG and UTSC. We suggest connecting with your tri-campus colleagues to learn more about their plans, leverage any work already done and even pool resources to distribute the workload and share in the progress made.

- **Funding Programs:** If additional funds are required, there may be some opportunities available through various university offices such as those listed below. In the case of academic units, check with the **UTM Office of the Dean's** for local resources and guidance.
 - Access funding: <https://www.provost.utoronto.ca/awards-funding/apuf/>
 - Connaught fund: <https://connaught.research.utoronto.ca/funding-opportunities/>
 - U of T Funding Database: <https://research.utoronto.ca/funding-opportunities/db>
 - Covid 19 Funding Opportunities: <https://cris.utoronto.ca/spotlight/033120/#covidfunds>
 - Funding for Black & Indigenous Faculty Hires: Available through the Dean's Office. Consult with the Vice-Dean, Faculty for more information.

5) When do these initiatives need to be completed? When it says "2021-2022," is the deadline end of fall/winter term (April 2022), end of academic year (Aug 2022), or end of year (Dec 2022)?

The recommendations were accepted by the University of Toronto in April 14, 2021. Deadlines will therefore align with the month of April every year.

6) What if I/my department need(s) more time than allotted to complete the initiative?

If more time is needed, please still provide an update when requested, detailing why the initiative has fallen behind schedule and the expected completion date of the initiative. This information is also informative to demonstrate commitment and that work is underway.

7) I don't think this initiative falls under my department. Have you talked to x department or unit?

You will note on your associated Power Point slides that all stakeholders for each recommendation have been identified. This is to help you reach out to others as needed to discuss the work and possible partnerships. If you feel a stakeholder is missing, feel free to e-mail Heather.Hines@utoronto.ca with the details for follow-up.