

STRIVING TOWARDS BLACK INCLUSIVITY

A Call to Action

Faculty of Applied Science and Engineering of the University of Toronto

The Black Inclusion Steering Committee (BISC)

February 28th, 2019

Quick Introduction



- Mikhail Burke
- MSE 1T2, IBBME 1T8
- Dean's Advisor on Black Inclusivity Initiatives and Student Inclusion & Transition Advisor
- Co-chair of the FASE Black Inclusion Steering Committee

Black Inclusion Steering Committee (BISC)

Mission

To facilitate Faculty assessment of its operational framework and fostered environment as to identify various entrenched barriers to access, success and inclusion for its current (and potential) Black students/staff/faculty, and to provide actionable recommendations to address these barriers.

Black Inclusion Steering Committee (BISC)

Membership

- **Mikhail Burke** – Dean’s Advisor on Black Inclusivity Initiatives and Student & Transition Mentor
- **Thomas Coyle** – Vice Dean, Undergraduate Studies
- **Chioma Ekpo** – Asst. Director, Professional Experience Year (PEY) Co-op Program (PEY Co-op) + Engineering Career Centre
- **Dawn Britton** – Associate Director, Engineering Student Outreach Office
- **Emma Scully** – HR Manager, Faculty of Applied Science and Engineering
- **Portia Deterville** – Chairperson, National Society of Black Engineers East Canada Zone
- **Benjamin Kwashigah** - Third year, Electrical and Computer Engineering; Former Equity and Diversity Director on EngSoc
- **Markus Bussman** – Chair, Department of Mechanical and Industrial Engineering
- **Edgar Acosta** – Professor, Department of Chemical Engineering and Applied Chemistry; Chair of the FASE Community Affairs and Gender Issues Committee
- **Dimpho Radebe** – Alumni, Industrial Engineering (1T4); Former NSBE U of T President
- **Wanja Gitari** – Assoc. Professor, The Transitional Year Program & the Department of Curriculum, Teaching, and Learning at OISE/UT
- **Sandra Carnegie-Douglas** - Anti-Racism & Cultural Diversity Officer, Anti-Racism & Cultural Diversity Office**
- **Aisha Raja** – Program Coordinator, Anti-Racism & Cultural Diversity Office**

**ARCDO members of the committee no longer employed within the University

Consultations

- Outreach/Recruitment
- National Society of Black Engineers (NSBE) U of T Chapter
- Ryerson Engineering EDI Office
- Faculty of Medicine
- FASE Black Staff
- Black Researchers Initiative To Empower (BRITE)
- Black Faculty Working Group
- Admissions
- Transition Year Programme
- Toronto District School Board (TDSB) Black Student Achievement Community Advisory Committee
- Anti-racism and Cultural Diversity Office (ARCDO)

Report Recommendations

- 2 reports generated
- 26 total recommendations
 - 8 from the interim report
 - 18 additional within the final report
- **Critical Discussion:** Who will drive progress within the various recommendations?

Recommendations from Interim Report

<u>Recommendation</u>	<u>Proposed Champion(s)</u>
1. Establish a Faculty Equity, Diversity & Inclusion (EDI) office	1. Assistant Dean, Director, Diversity, Inclusion, Professionalism (AD-DIP)
2. Collect race-based data	2. Dean; AD-DIP; Vice-Dean, FY; AD-Administration; Registrar
3. Acknowledge and support Black History Month	3. Dean's Advisor on Black Inclusivity
4. Enhance and streamline communication to advertise and build inclusivity efforts	4. AD-DIP; Engineering StratComm; Engineer EDI Action Group
5. Have Black representation at departmental and Faculty seminar/lecture series	5. Chairs & Directors
6. Have targeted Black undergraduate student recruitment	6. Vice-Dean, FY; Director, Recruitment
7. Increase involvement at the NSBE National Convention	7. Dean's Advisor on Black Inclusivity
8. Build formal relationships with GTA Black community focused and professional organizations	8. Dean's Advisor on Black Inclusivity; Director, Outreach

Recommendations: Prospective and Current Undergraduate Students

<u>Recommendation</u>	<u>Proposed Champion(s)</u>
1. Continual review of broad-based admission goals and procedures to further enhance the equitable and inclusive nature of general admissions	1. Vice-Dean, FY; Dean's Advisor on Black Inclusivity; Director, Admissions
2. Develop alternative, gap-spanning admission and/or access pathways into U of T Engineering	2. Vice-Dean, FY; Dean's Advisor on Black Inclusivity; Director, Admissions
3. Develop a centralized peer mentorship initiative	3. Vice-Dean, Undergrad; Assistant Director, Student Experience & Teaching Development; Dean's Advisor on Black Inclusivity
4. Create infrastructure to increase faculty engagement in Outreach	4. Vice-Dean, Research; Director, Outreach; Chairs & Directors
5. Increase access to financial aid and scholarships	5. Director, Advancement; Registrar; Dean

Recommendations: Prospective and Current Graduate Students

Recommendation

1. Develop targeted workshop series to promote graduate school and support current graduate students
2. Create targeted undergraduate research opportunities
3. Continue to develop targeted recruitment strategies

Proposed Champion(s)

1. Vice-Dean, Graduate; Dean's Advisor on Black Inclusivity; Chairs & Directors
2. Vice-Dean, Undergraduate; Chairs & Directors
3. Vice-Dean, Graduate; Chairs & Directors

Recommendations: Prospective and Current Faculty

<u>Recommendation</u>	<u>Proposed Champion(s)</u>
1. Intentional utilization of Provost Office diversity-driven initiatives	1. AD-DIP; AD –Administration
2. Develop a framework to facilitate diverse candidate pool formulation and consideration	2. AD-DIP; AD –Administration
3. Define the means to value and incentivize EDI and mentoring work for faculty	3. Vice-Dean, Research; AD-DIP; AD –Administration

Recommendations: Prospective and Current Staff

<u>Recommendation</u>	<u>Proposed Champion(s)</u>
1. Develop avenues for formal mentorship	1. AD –Administration; AD-DIP
2. Provide opportunities for affinity group community building	2. Dean's Advisor on Black Inclusivity; Chairs & Directors
3. Improve access to secondment and professional development opportunities	3. AD –Administration

Recommendations: Other/General

<u>Recommendation</u>	<u>Proposed Champion(s)</u>
1. Integrate broader EDI considerations into Alumni and Advancement office operations	1. Director, Advancement; Dean; AD-DIP
2. Develop more equitable and accessible modes of financial reimbursement and invoice generation	2. CFO; Manager, Finance & Budget
3. Offer and incentivize more equity and cultural competency training for staff/faculty	3. Engineering EDI Action Group; AD-DIP; Chairs & Directors
4. Establish hard targets for representation at all Faculty levels	4. Dean; AD-DIP

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- Dean Chris Yip
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