



# Anti-Racism Strategy (2020-2022)

(Principal's Office)

The mission of Massey College is to support an inclusive, intergenerational community of scholars, “nourish learning and serve the public good”. This is the guiding spirit behind Massey College’s Anti-Racism Strategy which aims chart a way forward that maintains an environment of rigorous academic discussion and exchanges and secures Massey College’s relevance, sustainability and intellectual contributions for decades to come. Development of this Strategy began in 2019 and has evolved to reflect current and urgent conversations about racial justice in Canada. The Strategy will be reviewed and responsive to the Anti-Black Racism Committee established by the Governing Board, along with consultations with equity, diversity and inclusion experts both within and beyond the Massey College community. In addition, the Strategy is shaped by a review of best practices that have made a measurable and meaningful impact on addressing institutional racism.

The intention behind the Strategy is to secure an anti-racist community through effective policy and culture-based changes. We know that in spite of the rigor of the commitment and purpose within this Strategy, the path will be rocky at times – we are embarking on a journey. This Strategy should be regarded as an evolving document to ensure that it can be responsive to on-going discussions and new lessons about how best to address racism in our society. It comprises of five pillars : Governance and accountability, Operations, Admissions and Recruitment, Programming and Communications.

## **1. Governance and Accountability**

- a. The Governing Board has mandated the establishment of an Anti-Black Racism Committee. The mandate of the Committee is:

“Under the auspices of the Governing Board, the Anti-Black Racism Committee will report to the Principal and the Chair of the Governing Board and undertake the following:

- Advise on best practices on Diversity and Anti-Black Racism training for employees, Governing Board members and all members of the Massey community
- Advise on Diversity and Anti-Black Racism Communications Strategy
- Liaise with Equity Office of the University of Toronto
- Liaise with Nominations Committees, Safety and Security Committee, and Admissions Committees
- Review the operation and implementation of the Massey College Code of Conduct
- Identify ways to prevent micro-aggressions and support a College atmosphere free of discrimination
- Identify appropriate methods of evaluation and reporting”

The Committee is being formed and will be approved at the next Governing Board meeting.

## **2. Operations**

The Strategy aims to support an anti-racist culture in the operations of the College.

Action items:

- a. Anti-Racism Training for staff (Initially scheduled for staff retreat in May 2020, rescheduled because of COVID—19 to August 2020).
- b. Recruitment: Move toward more formal hiring policies with advertising of positions, proactive recruitment to ensure greater diversity among staff.
- c. Building renovations and art renewal: ensuring that the building becomes accessible and reflects diversity of heritage and art forms.

### 3. Admissions and Recruitment

- a. Admissions process to include optional self-identification (completed Spring 2020).
- b. Admissions process aiming to achieving diversity (race, disciplines, gender) – on-going; additional bursaries available for diverse Junior Fellows.
- c. Recruitment of members of the College: diversity as a priority which includes pro-active recruitment efforts.

### 4. Programming

The programming for Massey College reflects the energy and curiosity of its community. It must be responsive to issues of diversity and racism. Massey offers a program of intellectual exchanges that must reflect the diversity of voices.

- a. Examples of Community Programs for the 1<sup>st</sup> Semester; NB: February will continue to be celebrated as Black History Month)
  - Orientation Week includes Equity 101 and Understanding Micro-aggression workshops (organized by Junior Fellows)
  - Indigenous Heritage Week :
    - “We are all Treaty People”: The Duty to Know the story of the land
    - Drum Ceremony
    - Indigenous Heritage High Table: October 2
  - Anti-Racism Training Week (available for all members of the community, special sessions for Members of the Governing Board, and mentors)
  - The College’s History Celebratory Dinner: (including a critical look at the college’s history)
  - Mental Health for All of Us: (includes addressing by-stander training and advocacy)
  - Remembrance Day Celebrations: November 11 celebrating diversity of experiences
  - Sexual Diversity & Pride Week: November 16 – 20, including High Table November 20
  - International Day of Persons with Disability – December 3
  - International Human Rights Day – December 10

b. Mentoring Program

A robust mentoring program must be developed. Mentors must have followed Anti-Racism training to be eligible. Additional group mentoring sessions to be added.

c. Massey Dialogues

Ensuring treatment of issues that speak to Anti-Racism.

**5. Communications**

a. Website updates to reflect diversity

b. Directory (with pictures) – end of September 2020 (Can be downloaded, “print at home” or bought from the College) to facilitate better communications between members of the community.

Date: August 10, 2020