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TO: Senate  
FROM: Angela Campbell, Associate Provost (Equity & Academic Policies)  
SUBJECT: Annual Report on the Action Plan to address Anti-Black Racism  
DATE: December 7, 2022  
DOCUMENT #: D22-29  
ACTION REQUIRED:  INFORMATION  APPROVAL/DECISION

ISSUE The Annual Report on the implementation of McGill's Action Plan to address Anti-Black Racism ("Action Plan") is present for information.

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BACKGROUND & RATIONALE McGill presented the Action Plan in 2020, since which time work has been undertaken to uphold its ambitious commitments to enhance the representation and flourishing of Black students, faculty, and staff.

PRIOR CONSULTATION



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## THEME 1: STUDEND1:



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## Acknowledgement of Traditional Territory

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McGill University is located on land which long served as a site of meeting and exchange amongst Indigenous peoples, including the Haudenosaunee and Anishinaabeg nations. We acknowledge and thank the diverse Indigenous people whose footsteps have marked this territory on which peoples of the world now gather.



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Message from Richmond Yeboah  
Report Co-Author  
PhD Candidate, School of Information Studies

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## How to Read this Report

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This report provides an overview of activities undertaken pursuant to the Action Plan over the 2021-2022 academic year (September 2021 to August 2022 inclusive). It reflects the structure of the Action Plan, which is organized along five principal themes: students, research, outreach, workforce, and space. These five priorities also find reflection in the themes around which the Strategic EDI Plan is organized. The present report focuses on setting out the actions undertaken across our campuses over the past year to continue the complex, extensive work necessary for our community to understand and meaningfully address anti-Black racism.

This report seeks to document as fully as possible recent progress on the Action Plan's implementation. Quantitative data are provided where available. The balance of the information is descriptive. As was the case last year, we have aimed also to elicit some voices from various members of Black communities at McGill and beyond so that





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## Detailed Actions 2021 +2022

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### THEME 1: STUDENT EXPERIENCE

#### 1/ Student Demographic Survey

##### COMMITMENT

Understand and analyze its student demographic landscape through conducting a student demographic survey. Survey data will be disaggregated to be able to discern the representativeness of specific racialized and ethnic groups (e.g., Black students). Analyses will be undertaken with reference to population data for Montreal, Quebec, and Canada. Informed by these analyses, measures will be designed and deployed to enhance outreach and support for student applicants from O F \* L C o n s i t u t i o n underrepresented student populations.

##### ACTION UPDATE

- v The student EDI survey has launched and currently has a response rate of 47.9%. Among respondents:
  - o 4.4% overall self-identify as Black students;
  - o 4.9% of students who are Quebec residents self-identify as Black;
  - o 3.5% of Canadians from other provinces self-identify as Black; and
  - o Among international students, 3.1% of American students self-identify as Black.
- v Black student representation by Faculty ranges from 2.2% (B.A. & B.Sc.) to 8.8% (School of Continuing Studies).

#### 2/ Expand Institutional Supports for Racialized Students

##### COMMITMENT

Expand institutional supports for racialized students. Specific measures will include:

- v Appointment of at least one Wellness Advisor or Counsellor in Student Services with expertise in connection with the psychological impacts of racism, including systemic and anti-Black racism.
- v Appointment of a Black Student Affairs Liaison to facilitate the sharing of student concerns and questions with O F \* L C o n s i t u t i o n administration and to provide Black students with guidance and information about resources and supports on and off campus.
- v Extension of administrative support and budget





health professionals to help reduce health disparities among Black and other historically marginalized communities.

Through such initiatives, and with the support of the Dr. Kenneth Melville McGill Black Faculty and Staff Caucus, Black students, alumni, and allies, the time is ripe, more so than ever, for McGill to build meaningful interdisciplinary collaborations and community engagement across Departments, Schools, and Institutes within its campuses and beyond, as we strive to create a better, more equitable future for all.

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### **3/ Student Leadership Program**

#### **COMMITMENT**

Develop a Student Leadership Program through which current McGill students who self-









## 2/ USS Membership

### COMMITMENT

Become a member institution of the Universities Studying Slavery (USS) network. In so doing, McGill will join institutions from around the world committed to earnest and open studies of their past with a view to addressing contemporary inequities. Membership and engagement with the USS network will broaden our links with institutions undertaking these critical explorations, opening prospective research opportunities and partnerships.

### ACTION UPDATE

- ✓ Our membership to the USS has been accepted. This network provides our university with access to important initiatives, information, and opportunities in which McGill community members can take part.
- ✓ Professor Terri Givens, who is the 3 U R Y Academic Lead and Advisor (PALA) on the Action Plan, is McGill's liaison to the USS network.
- ✓ Professor Givens will be McGill's representative at the USS Fall 2022 Conference: Legacies of Slavery | Landscapes of Segregation

## 3/ Provostial Visiting Fellowship

### COMMITMENT

Establish a Provostial Visiting Fellowship-in-Residence on Black Life and History. This initiative will welcome to McGill, each year, a leading Black scholar whose research focuses on Black life and the Black experience, whether historically or in contemporary society. Application and selection oversight will occur through a collaborative process that involves the Office of the Provost & Vice-Principal (Academic) and the Dr Kenneth Melville McGill Black Faculty Caucus. Fellows may be selected from any discipline and will be welcomed within the Faculty most closely related to their discipline for one or two academic terms. Fellows will give a keynote lecture during their time at the University.

### ACTION UPDATE

- ✓ Persistent pandemic conditions during the reference year complicated the recruitment of a visiting fellow. Energies were redirected to the McGill Third Century (M3C) Postdoctoral Fellowship program. Three such fellows have been named and joined McGill in September 2022. The M3C Fellows are conducting research directly in connection with addressing structural and direct racism and other forms of oppression in institutional contexts.
- ✓ In 2023-24, McGill will aim to welcome two Fellows: one each in the Fall and Winter terms. Recruitment will begin in Fall 2022. Eligible candidates will hold tenure-track, tenured, or equivalent positions at a college or university in any country.

## 4/ African and Black Canadian Stu





*f* There was wide representation across Faculties, with 26% of mentees from Arts, 15% from Medicine, 11% from Education, 11% from Continuing Studies, 9% from Management, 8% from Science, 8% from Law, 5% from Agriculture and Environmental Science, 4% from Engineering, and 3% from Music

v Thanks to funding support, the MBAA held five events throughout the year for Black students and alumni, ranging from financial planning to career networking to an industry insights recruitment event, as well as the 2021 Homecoming event, *37 K* Politics of Memory: Commemoration as a Form of *5 H V L V W D Q F H*

v MBAA mentorship programs received recognition from the Council for the Advancement and Support of Education, a Grand Gold Award in the [Circle of Excellence Program](#).

v Launched in 2021 in support of the MasterCard Foundation (MCF) Scholars and Transitions Program, members of the McGill African Network have participated in career panels and lectures to open doors to MCF Scholars for diverse career opportunities. A mentorship program is in development and is slated to launch in 2023.

v The ABR working group and the MBAA collaborated on outreach and BHM 2022 planning.

I am very proud





although not directly referenced in the Action Plan, holds promise for establishing networks and partnerships that will support and promote Black research excellence in STEMM fields.

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In September 2020, as result of a series of consultations with the Dr Kenneth Melville McGill Black Faculty and Staff Caucus, the Principal and Vice Provost of McGill University mandated the creation of the Working Group on African and Black Studies as part of the Anti-Black Racism Plan. As a member of the ABSWG, and with the full endorsement of the Caucus, I was excited to share our vision for the expansion of African/Black studies at McGill. When combined with the successful recruitment, and hopefully retention of additional Black Faculty and Staff at McGill, I believe that the ABR provides an opportunity to







## **THEME 5: PHYSICAL SPACE**

### **1/ Campus Planning Working Group on Recognition and Commemoration**

## **ACTION UPDATE**

v Preliminary meetings with key stakeholders at McGill have taken place to determine how best to move forward with respect to the Bellairs Research Institute in a manner that preserves its important academic activities while advancing commitments made in the Action Plan. A formal working group is expected to be str 0.00000912 0 612 792 re W\* 00090 613d











new hires will probably leave McGill after a few years, leaving us in the same po



