

MCGILL UNIVERSITY

BLACK STAFF TOOLKIT

This Toolkit is a non-exhaustive list of compiled resources at McGill. This list has been developed by members of the Anti-Black Racism working group and Black staff.

We update this list on a regular basis. Should any references need to be added, please contact us.

Fall/Winter 2023/2024

- [Onboarding with McGill](#) is an onboarding Guide for New Employees, McGill Academic & Administrative HR.
- The McGill Human Resources [Health & Well-Being Program team](#) is actively involved in promoting and encouraging employee health and well-being by offering employees resources, events, and challenges focused on a variety of health-related topics, information, tips, and links to health and wellness.
- [Wellness Resources for BIPOC Staff at McGill](#) curated by Sara Pierre, former Senior Employment Equity Advisor.
- [Employee and Family Assistance Program \(EFAP\)](#) is a free and confidential service offering short-term counselling and referral services. Also available to each employee's spouse and dependent children.
- [LifeWorks](#) is an online wellness program offered as part of the EFAP and has assessments, online modules and resources around mental health and well-being including articles and toolkits around diversity and inclusion and supporting those dealing with racism and discrimination as well as education around anti-racism.

Professional Development

- [Organizational Development \(OD\)](#) aims to optimize effectiveness and performance through McGill's people and processes. This in turn affects change and creates a climate where we attract, develop, and retain the best talent. The OD team also leads the [My Healthy Workplace](#) initiative which engages employees by providing opportunities for dialogue with McGill leadership to foster a healthier workplace and a sense of belonging and community for all. OD and MHW provide staff with various development and training opportunities:
- Staff Development workshops and more on the [My Healthy Workplace calendar](#)
- [Staff Developmental Programs](#) for staff, including directors, supervisors, and managers.
- [LinkedIn Learning at McGill](#): an online educational platform to develop business, technology-related, and creative skills through expert-led course videos.
- [Performance Dialogue \(PD\)](#) is a documented and time-sensitive conversation between the supervisor and the employee that ensures organizational effectiveness and staff engagement. This includes an exploration of development/training options and discussions on career aspirations.
- [Equity Team Workshops for Staff](#). The Equity Team in the Office of the Provost is committed to providing interactive and engaging learning environments where participants and facilitators address challenging topics openly and honestly.
- [Professional Exchange Program for Black Staff \(PEP\)](#), formally known as the IIP : contact abr-careerdevelopment@mcgill.ca
- [Employment Equity Community of Practice for HR Professionals](#)
- [School of Continuing Studies](#) offers diverse adult learners a path of life-long professional and personal transformation through innovative teaching, practical experience, and applied research. [Tuition assistance for McGill staff](#) is available for some credit courses and programs.
- McGill staff have access to [staff tuition discounts](#) at the [McGill Executive Institute](#) and non-credit courses at the [SCS](#).
- McGill staff can access the [McGill Libraries](#) and its vast collection of books, articles, and more.

- [Organizational Development - French at Work Program](#)
- Black Staff Employee Resource: Groupe de discussion Afrodescendant: antoine-samuel.mauffettealavo@mcgill.ca

Connecting with Community

- [The Black Employee Resource Group \(ERG\)](#) provides employees with space, resources, support, and educational material. For more information: shanice.yarde@mcgill.ca
- [Dr. Kenneth Melville McGill Faculty and Staff Caucus](#): The McGill Black Faculty and Staff Caucus was established to cultivate a nurturing learning and working environment for Black faculty and staff. For more information: blackfacultycaucus@mcgill.ca
- [Subcommittee on Racialized and Ethnic Persons \(REP\)](#): A multi-stakeholder group committed to advancing issues and policies of importance to Racialized and Ethnic Persons in the McGill community. For more information: rep@lists.mcgill.ca
- [Subcommittee on Queer People](#) : A subcommittee of the Joint-Board Senate Committee on Equity (JBSCE) committed to ensuring equity for queer people at McGill. For more information: queer@mcgill.ca
- [Disability Employee Resource Group \(ERG\)](#)

Addressing Anti-Black Racism

- [Consult McGill's Plan to Address Anti-Black Racism](#)
- [Consult McGill Plan to Address Anti-Black Racism – 2022/2023 Annual Report](#)
- [Meet members of the Anti-Black Racism Working Group](#): The ABR Working Group commits to overseeing and implementing the Action Plan. Members of the Working Group hold positions across various McGill units, including the Equity Team, Student Services, Enrollment Services, the Dean of Student's Office, and Teaching and Learning Services.



- [Black History Month | Equity at McGill - McGill University](#)
- [Black at McGill](#)
- Interested in a McGill Campus tour, contact: antoine-samuel.mauffettealavo@mcgill.ca
- Facebook groups: [Black Community of McGill \(Students, Faculty, Alumni, and Staff\)](#); [BIPOC McGill](#)

