

McGill Education Strategies to Address Anti-Black Racism

Department of Integrated Studies in Education (DISE)	Educational and Counselling Psychology (ECP)	Kinesiology & Physical Education (KPE)
<p>Overall Objectives:</p> <ul style="list-style-type: none"> • Increase the representativeness of the student body • Develop mentoring, networking, and advancement opportunities for students and staff from underrepresented groups Funds will be used to support to outreach activities related to recruitment and retention of Black Undergraduate students in the department. 	<p>Overall Objectives:</p> <p>To develop Student Voice projects that directly with McGill's ABRP commitment to develop a Student Voice program (Student Experience–Action Item #3 in the ABRP). Recruit students from the department from equity groups with a focus on Black and Indigenous students will take a leadership role in working with faculty and students to develop a systematic departmental action plan.</p>	<p>Overall Objectives:</p> <p>To have dedicated EDI representatives within KPE. re-examine and improve current Departmental practices for equity, diversity, and inclusion. To work on support and outreach initiatives with Black community members, both internally and externally.</p>
<p>Projects:</p> <p>CEGEP Recruitment: Working with the newly hired Student Recruitment Officer, the Department would:</p> <ul style="list-style-type: none"> • Organize recruitment events specifically for Black students at the CEGEP level • Include Black teachers from the local educational community. <p>Mentorship Program:</p> <ul style="list-style-type: none"> • Pair newly admitted Black students with a student mentor(s). 	<p>Projects:</p> <p>Student Voice Program: Two student leaders will be identified through consultation with student representatives and through self-nomination solicited to the student body. These students, in consultation with Departmental and Faculty EDI representatives, will identify potential strategies to address Anti Black racism, such as:</p> <ul style="list-style-type: none"> • Black-Student Voice podcast • A student-run place to highlight the ideas, perspectives, initiatives, research, and concerns of ECP's black student body. • Student recruitment initiatives (e.g., updated ECP website content with previous and current student experiences) • Student community initiative (e.g., online and in-person student forums for engagement and support) • Professional development workshops • Public speaker series (e.g., black education scholars) 	<p>Projects:</p> <p>Student EDI Representation:</p> <p>Two KPE students (undergraduate and graduate) per term to work with Faculty of Education EDI Committee members from KPE, Drs. Koch and Usselman, to advance KPE equity, diversity, and inclusion initiatives. Eg. identify and assess our departmental strengths and limitations with regard to outreach, representation, support, and success vis-à-vis Black students in KPE.</p> <p>KPE EDI Assessments:</p> <ul style="list-style-type: none"> • Examine the KPE curriculum for areas of strength and improvement in terms of demographic diversity (e.g., inclusion of Black scholars) and



	<p>Student surveys to canvass opinions and needs to identify top initiatives.</p>	<p>compare/contrast our curriculum with other KPE programs.</p> <ul style="list-style-type: none">• Reassess the criteria for student awards to ensure neutrality. How might award criteria be improved to enhance outreach, representation, support, and success vis-à-vis Black students in KPE? <p>Support & Outreach:</p> <ul style="list-style-type: none">• Examine potential research supports for students' engagement and networking with Black community members. Explore potential outreach opportunities for KPE faculty, graduate, and undergraduate students to engage with Black community members.• How might we increase enrollment of Black students in KPE? Investigate student experiences in KPE, including support, curricula, etc.
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