



**Framework to Address Systemic Anti-Black Racism  
in the Faculty of Medicine and Health Sciences**  
Social Accountability and Community Engagement Office (SACE)  
October 2020

**PURPOSE:** to support the Faculty's ongoing consultations and the creation of a Faculty action plan against anti-Black racism.

McGill University's [Action Plan to Address Anti-Black Racism](#), released September 30, defines five axes of action:

1. Student Experience: committing to demographic data for the student body, supports for Black, Indigenous and racialized students, and budgeted commemorations, for example, Black History Month.
2. Research and Knowledge: the development of anti-racist training and curricula, and inclusive pedagogies.
3. Outreach: targeted recruitment activities to increase Black students' access to McGill, and increasing student aid.
4. Workforce: recruitment targets for Black staff (5% by 2025, 6.8% by 2032), and Black tenure track hires (5% by 2032).
5. Physical Space: commemorative iconography, as well as space for Black students (similar to First Peoples' House).

The McGill Faculty of Medicine and Health Sciences endorses the University plan. We are committed to dismantling systemic racism and eradicating discrimination based on race, ethnicity, culture, gender, sexual orientation, disability or socioeconomic origins. Members of the Faculty's Black community provided critical input into the University plan. We thank you for your contributions. Over the coming weeks, we will build on the University plan, working closely with the Black community and broadly consult with others to finalize the Faculty's plan of action.

### **Framework for consultation**

In summer 2020, the Faculty's Social Accountability and Community Engagement (SACE) Office held community events and preliminary consultations to begin the Faculty's action planning process. SACE listened and heard from stakeholders on how we might better tackle systemic racism and microaggressions, enhance curricular content and increase the representation of Black students in the Faculty. These events, consultations and input are captured in the framework below, which we will use to help inform conversations going forward. This framework will evolve into a proposed plan of action for the Faculty and will also inform ongoing efforts to combat systemic racism and discrimination of other disadvantaged people in our community. Accountable, transparent communication and consultation are paramount; the Faculty community and key stakeholders will be regularly consulted and updated.

Thank you, all, for your commitment and engagement.

Timeframe	Actions	Lead(s)	McGill Action Plan Axis
Community events & consultations			
June 2020	<p><b>Black-led event:</b> the SACE Office organized a special event on June 22, 2020 to discuss the effects that systemic and overt racism has on Black people and the community as a whole. Participants were encouraged to share their experiences, feelings and concerns. A report was produced following the event.</p> <p><b>Next step:</b> present report to Faculty leadership.</p>	SACE Office	<ul style="list-style-type: none"> <li>✓ Cross-cutting all 5 axes identified on page 1</li> </ul>
July 2020	<p><b>Allyship and Skills-building event:</b> the SACE Office organized a session for faculty members, staff and students on July 13, 2020 to discuss the skills and tools that move us from simply standing with the community to taking purposeful action towards dismantling the structures of racism that foster oppression.</p> <p><b>Next step:</b> second event planned for fall 2020.</p>	SACE Office	<ul style="list-style-type: none"> <li>✓ Student experience</li> <li>✓ Research and knowledge</li> </ul>
September 2020	<p><b>Presentation of report of Black-led event to Faculty leadership:</b> completed.</p> <p><b>Next step:</b> report to be posted on SACE website.</p>	Loydie Majewska, PhD, Associate Professor, Department of Pediatrics, Pascale Caidor, PhD, SACE Office, with support from Saleem Razack, MD, Director, SACE Office.	<ul style="list-style-type: none"> <li>✓ Cross-cutting</li> </ul>

October 22 and 27, 2020	<p><b>Internal Black community consultation on this framework and timeline.</b></p> <p>Internal Faculty leadership and broader <a href="#">Faculty Council</a>/internal community consultation on framework and timeline.</p> <p><b>Formalization of proposed plan.</b></p>	SACE Office and Dean's Office	✓ Cross-cutting
November-December, 2020	<p><b>Allyship and Skills-Building event:</b> second session for faculty members, staff and students to discuss the skills and tools that move us from simply standing with the community to taking purposeful action towards dismantling the structures of racism that foster oppression.</p>	Faculty Development Office, SACE Office, Medical Students' Society of McGill	<ul style="list-style-type: none"> <li>✓ Student experience</li> <li>✓ Research and knowledge</li> </ul>
November-December, 2020	<p><b>Black Faculty member networking event for students, faculty and staff, and creation of "Black Caucus" list.</b></p> <p>SACE has created a preliminary mailing list of Black students, faculty and staff.</p>	SACE Office (Pascale Caidor, PhD) working with Loydie Majewska, PhD, Myrna Lashley, PhD, Melissa Cobbler, MA, (WELL OFFICE), Charlene Lewis, BA, (Teaching Learning Services), Black students	<ul style="list-style-type: none"> <li>✓ Student experience</li> <li>✓ Workforce</li> </ul>
By December 31, 2020	<p><b>Proposed action plan submitted to Dean's Office for ratification at next Faculty Council meeting.</b></p>	SACE Office and Dean's Office	✓ Cross-cutting
February 2021	<p><b>Faculty Black History Month event.</b></p>	SACE Office	<ul style="list-style-type: none"> <li>✓ Student Experience</li> <li>✓ Research and knowledge</li> <li>✓ Outreach</li> <li>✓ Workforce</li> </ul>
Spring 2021	<p><b>External community consultations.</b></p>	SACE Office in collaboration with Université de Montréal	✓ Outreach

Systemic racism & Microaggression			
Fall 2020	<p><b>Graduate students diversity survey update:</b> presented by Aimee Ryan, PhD, Associate Dean, Biomedical BSc, Graduate &amp; Postgraduate Affairs to Faculty Leadership Council.</p> <p><b>Next step:</b> survey and analysis of results, also to be presented to Faculty leadership.</p> <p>Interventions proposed will likely be multi-faceted.</p>	Associate Dean, Biomedical BSc, Graduate & Postgraduate Affairs, supported by SACE Office	✓ Student experience
November 2020	<p><b>Equity training:</b> introduced this year for UGME Admissions Committee members.</p> <p><b>Next step:</b> SACE Office to initiate discussions with School of Physical and Occupational Therapy/Ingram School of Nursing/School of Communication Sciences and Disorders</p>	SACE and Admission offices	<ul style="list-style-type: none"> <li>✓ Student Experience</li> <li>✓ Outreach</li> </ul>
Winter-Spring 2021	<b>Racism and microaggressions in Graduate Studies:</b> Faculty development and leadership sensitization.	Associate Dean, Biomedical BSc, Graduate & Postgraduate Affairs, and SACE Office	✓ Cross-cutting
By June 30, 2021	<b>Systemic racism and microaggressions training:</b> training for leaders and teachers.	SACE and Faculty Development offices	<ul style="list-style-type: none"> <li>✓ Student experience</li> <li>✓ Research and knowledge</li> <li>✓ Workforce</li> </ul>

Increased representation and wellness of Black students			
October 7, 2020 and February 2021	<b>Webinar series for pre-med Black students (University and CEGEP students).</b>	SACE Office Supporting Young Black Student group MDCM Admissions Office	✓ Student Experience
By June 30, 2021	<b>Black Students' Program: STEM</b> (Commitment to develop and Implement).  Plan to formally bring underrepresented student outreach and recruitment to the <a href="#">Widening Participation Committee</a> as a mandate.	Associate Dean, Biomedical BSc, Graduate & Postgraduate Affairs, Bastien Castagner, PhD, (Pharmacology), support of SACE Office, as required	✓ Student Life ✓ Outreach
Fall 2021	<b>Implementation of Black Students' Pathway and Community of Support programs:</b> Undergraduate Medical Education, School of Physical and Occupational Therapy, Ingram School of Nursing, School of Communication Sciences and Disorders have expressed commitment to develop and implement.  <b>Sustainability Projects Fund application:</b> to support the development of the Black Student Pathway program and the outreach Community of Support program.	MDCM Admissions Office (SACE support as required)  Working in partnership with current Black Medical Students  School admissions leaders	✓ Student experience ✓ Outreach
Ongoing	<b>Dissemination of student demographic information:</b> posted, together with action plans, on SACE website to ensure transparency.	SACE Office	✓ Student Experience

<b>Increased representation and wellness of Black faculty members and staff</b>			
Fall 2020	<b>Develop accountability around equity and the learning/work environment:</b> aligned with University Action Plan targets for recruitment of Black staff and tenured faculty.	SACE Office and Dean's Office	<ul style="list-style-type: none"> <li>✓ Workforce</li> <li>✓ Physical Space</li> </ul>
December 2020	<b>Dissemination of Faculty demographic information:</b> Faculty diversity report to be presented to Dean.	SACE Office (Faculty Equity Committee)	<ul style="list-style-type: none"> <li>✓ Workforce</li> </ul>
<b>Anti-racism curriculum</b>			
Fall 2020	<b>Conversations:</b> with Faculty's School of Physical and Occupational Therapy, Ingram School of Nursing, School of Communication Sciences and Disorders to discuss curricular content.	Curriculum leaders in each School, supported by SACE Office	<ul style="list-style-type: none"> <li>✓ Research and knowledge</li> </ul>
By September 2021	<b>Graduate Studies curricular content support:</b> explore feasibility of developing a Racism in Science and Biomedical Research elective course.	Associate Dean, Biomedical BSc, Graduate & Postgraduate Affairs, with SACE Office support	<ul style="list-style-type: none"> <li>✓ Student experience</li> <li>✓ Research and knowledge</li> </ul>
By June 30, 2021	<b>Postgraduate Medical Education:</b> curricular anti-racism content.	Fernanda Claudio, PhD, (PGME), supported by Associate Dean PGME and SACE Office	<ul style="list-style-type: none"> <li>✓ Research and Knowledge</li> </ul>
By December 31, 2021	<b>UGME curricular update:</b> content in all courses, specific systemic racism material.	Associate Dean UGME, Saleem Razack, MD, Black Students	<ul style="list-style-type: none"> <li>✓ Student experience</li> <li>✓ Research and knowledge</li> </ul>

2020-2021	<b>Creation of a Black Health Lead job description:</b> to oversee development and implementation of a coordinated long-term action plan to increase the number of Black students in all health-related professional and graduate programs based on identified needs and priorities in Black communities.	SACE Office	<ul style="list-style-type: none"> <li>✓ Student experience</li> <li>✓ Research and knowledge</li> <li>✓ Workforce</li> </ul>
-----------	---	-------------	---

All members of the Faculty community are strongly encouraged to share in confidence their thoughts and feedback about the framework and actions so far proposed via email to [sace.office@mcgill.ca](mailto:sace.office@mcgill.ca) or via [this online form](#).