

UPDATED 26 May 2021

**Action Plan to Address Anti-Black Racism  
Action Item Progress Tracking**

**Legend**

Provost/AP/PALA	PVC	CER	UA	SLL	HR	CPDO	TLS
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Provost/AP/PALA: Provost/Associate Provost (Equity & Academic Policies)/Provost's Academic lead and Advisor  
PVC: Principal & Vice-Chancellor  
CER: Communications and External Relations  
UA: University Advancement  
SLL: Student Life & Learning  
HR: Human Resources  
CPDO: Campus Planning & Development Office  
TLS: Teaching & Learning Services

ACTION ITEM	RESPONSIBLE OFFICE	PROGRESS-TO-DATE
<b>STUDENT EXPERIENCE</b>		
Student demographic survey & analysis	ES	Data collection underway; first report to Senate in May 2021: <a href="https://www.mcgill.ca/senate/files/senate/09_d20-59_student_demographic_survey.pdf">https://www.mcgill.ca/senate/files/senate/09_d20-59_student_demographic_survey.pdf</a>
Appointment of LWA/Counsellor for Black/racialized students	S2	<a href="#">Melissa Cobler</a> appointed to the role of Wellness Advisor in the Student Wellness Hub
Appointment of Black Student Affairs Liaison	AP (EAP)	<a href="#">Antoine-Samuel Maufette Alavo</a> appointed to this role as of January 2021
Extension of support for BSN & MASS initiatives	AP (EAP)	Ongoing consultation with BSN & MASS and support for initiatives.
Student leadership program	ES (w/AP (EAP) re: design of program)	<a href="#">Camille Georges</a> appointed to the position of lack Community Outreach Associate Enrolment Services
Online learning module on systemic racism	AP(EAP)	Consultations occurred with student groups in July and November 2020 to assess potential focal points for content. Two content and program developers appointed: <ul style="list-style-type: none"> <li><a href="#">Dona Nham</a></li> <li><a href="#">Zeytouna Suleiman</a></li> </ul> Program development is underway. Rollout target: fall 2021
Enhanced capacity to develop Inclusive pedagogies and curricular approaches	TLS	<a href="#">Charlene Lewis Sutherland</a> appointed to the role of Senior Advisor: Equity and Anti-Racism Teaching and Learning
<b>RESEARCH AND KNOWLEDGE</b>		

Expanded history project	Provost/AP(EAP)	Draft Terms of Reference are with the Dr. Kenneth Melville Black Faculty Caucus for their review.
Join Universities Studies Slavery Consortium	Provost	Done
Visiting Fellowship-in-Residence	PALA	Call for applicants to come later in AY21/22
Working Group on African and Black Studies & ASP support	Provost	Terms of Reference developed in collaboration with Dr. Kenneth Melville McGill Black Faculty Caucus. Working Group has been formed and will carry out its mandate by September 2021. Working Group Chairs: <a href="#">Prof. Debra Thompson</a> and <a href="#">Dr. Khalid Medani</a>
<b>OUTREACH</b>		
Increased scholarship & student aid opportunities	UA	Initial meetings and opportunities explored with and by UA. Dr. Charles. R. Drew Graduate Fellowships approved; launch in June 2021.
Fund for Faculty-based initiatives	Provost	Done
Support for MBAA	UA/AP(EAP)	Discussions ongoing to with MBAA – support in multiple formats provided.
Advisory Panel on Black Student Life	Provost + PALA	Based on feedback received via Black McGill community meetings, we may revise this to be an “advisory and accountability panel on Black affairs” which would track progress on the Plan.  Co-Chaired by the PALA and the Black Student Affairs Liaison. Activities to launch in Fall 2021.
Partnership with and outreach to HBCUs	Provost	Discussions initiated w/Howard U. Outreach planned for Howard and several other HBCUs once Drew Fellowships are approved.
<b>WORKFORCE</b>		
Meet TT complement targets	Provost/AP(EAP)/PALA	Strategic hiring initiative launched. 18 licenses across Faculties and disciplines.
Semi-annual meetings with Caucus	Principal, Provost & PALA	Ongoing
Mentorship Network (TTs) and Specialized Mentorship for junior Black faculty	AP(EAP) + PALA	Network created with launch planned for F21
Budget for Caucus	Provost	Communication to Caucus regarding transfer of funding
Meet staff targets	HR	Senior Advisor training and practices to deploy to expand recruitment, meet targets, and develop staff support programs. Working Group created to meet ABR Action Plan commitments tied to HR.
All deliverables for staff (WF AI #3)	HR	

		Black staff resource group led by joint effort between HR and the Office of the Provost/Equity Team.
Enhanced equity & anti-racism training for senior advisories	AP(EAP) + PALA	In place and ongoing.
<b>PHYSICAL SPACE</b>		
Campus Planning WG on Recognition & Commemoration	CPDO	First meeting will be set in Winter 2021. Work will begin upon the arrival of a Program Manager to oversee the ABR Action Plan (appointment begins April 2021).
Statue (plaque then review issue of the location of the statue during Bicentenary)	Principal (with VP(CER), CPDO)	Plaque is being created and will be installed in W21. Plaque text is found <a href="#">here</a> . Review of location during Bicentenary.
Bellairs WG	AP(EAP)	Working Group's Draft Terms of Reference under review with campus stakeholders.
Living website (broaden "Blazing Trails")	VP(CER)	Website under development as part of Bicentennial planning.
Designated site/office/unit to address needs of Black/racialized students, staff, faculty	AP(EAP) (with S2)	Consultations through Fall and Winter about needs and how they can be most effectively addressed. Work underway to determine the site of such a space with a view to being available by Fall 2021.