



Memorandum

Office of the Provost & VP (Academic)
James Administration, Room 504
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TO: Senate

FROM: Professor Angela Campbell, Associate Provost (Equity & Academic Policies)

SUBJECT: Annual Report on the Action Plan to address Anti-Black Racism

DATE: December 6, 2023

DOCUMENT #: D23-32

ACTION REQUIRED: INFORMATION APPROVAL/DECISION

ISSUE The Annual Report on the implementation of the University’s Action Plan to address Anti-Black Racism is presented for information.

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 The Action Plan was developed in consultation with a broad range of stakeholders across the McGill community. It was presented to the Human Resources Committee on October 12, 2023, and to the Joint Board of Governors-Senate Equity, Diversity, and Inclusion Committee (EDIC), on November 23, 2023.

SUSTAINABILITY CONSIDERATIONS The Action Plan’s implementation has led to the establishment of a diverse array of resources that will sustain the initiatives to address anti-Black racism for the duration of the Action Plan and beyond.

IMPACT OF DECISION AND NEXT STEPS Continuation of work to meet the commitments set out in the Action Plan. The Annual Report will be presented to the Board of Governors, for information, at its meeting of December 14, 2023.

MOTION OR RESOLUTION FOR APPROVAL N/A

APPENDICES Appendix A: Annual Report on the Action Plan to Address Anti-Black Racism

Commitment

Action

Impact

ACTION PLAN TO ADDRESS ANTI-BLACK RACISM

ACKNOWLEDGEMENT OF TRADITIONAL TERRITORY

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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Looking Ahead



Message from Angela Campbell
Associate Provost,
Equity & Academic Policies
Report Co-Author

The work that has been undertaken to implement [McGill's Action Plan to Address Anti-Black Racism \("Action Plan"\)](#) has had a profound impact on our University community. Since the Action Plan's adoption three years ago, the lion's share of this work has been led by a team of extraordinary colleagues in the Office of the Provost & Vice-Principal (Academic), the "[Anti-Black Racism \(ABR\) Working Group](#)". Their efforts have been supported by the indefatigable Professor Terri Givens, the Provost's Academic Lead and Advisor on the Action Plan (2020- 2023) and boosted by leaders and colleagues across McGill who have heeded the Action Plan's calls to action through concrete measures that enhance, celebrate, and support Black excellence at McGill. Likewise, the Dr. Kenneth Melville McGill Black Faculty and Staff Caucus has continued to provide an important site of networking and advocacy for Black faculty and staff. What's more, our students – always ahead of the rest of us – have modeled Black talent, leadership, and ambition; groups such as the Black Students' Network and the McGill African Students' Society work tirelessly to uplift Black students and ensure their needs are known and met by the McGill administration.

Alongside my colleagues in the ABR Working Group, I am delighted to present this third annual report of the Action Plan. This report sets out focal points for our work over the reference year, September 2022 to August 2023 inclusive. It demonstrates the progress we are making across the University's core activities to confront anti-Black racism in a way that is meaningful and beneficial to advancing our academic mission. I have, since the Action Plan's inception, been consistently heartened by the way our campus community has worked collaboratively to fulfill the Action Plan's commitments. This momentum is remarkable, and it cannot wane; as my wisest colleagues remind me: this is a marathon, not a sprint. And while we are moving forward, we also face some headwinds and know that resistance to this work must be met with a commitment to persevere and continue engaging in dialogue and action. Work required to confront anti-Black racism is necessarily ongoing and we can expect that it will never truly be "done". Given our accomplishments to-date, I am optimistic that our campus community has the energy, ambition, humility, and determination needed to take up that work with success.



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

Working on these annual reports for three years, I would say that I'm very proud to be a student at one of the few institutions in North America that is committed to supporting Black and racialized students. Thanks to the ABR and Equity teams for being at the forefront of this initiative. However, I'd like to note that anti-Black racism is far from over; it may not be explicit, but it is subtle and systemic, which is just as, if not more, serious. Nevertheless, I would like to take this opportunity to call for more awareness about racism and its effects, including through workshops for students, staff, and faculty on a regular basis. I believe this is a very effective way to raise awareness in the McGill community and drastically confront the ongoing challenges of race-based discrimination.



Message from Terri E. Givens
Provost's Academic Lead
& Advisor, Action Plan to Address
Anti-Black Racism

As we enter the fourth year since the launch of the ABR Strategy, it is important to celebrate the work that has been done by faculty, staff, and students to implement a plan that has led to the accomplishments outlined in this report. In particular, I want to recognize the members of the ABR working group who have been an ongoing source of support for my work and have worked hard to ensure that we are reaching our goals. Along with the Provost's office, this has become a partnership with deans, managers, directors, department chairs, and people working at all levels to ensure that we are creating a welcoming and supportive campus for all.

It is not enough to have a strategy – there also has to be a change in culture. Although this is an ongoing process, I have been impressed with the changes I have seen across campus as new faculty, staff, and students have joined McGill and found pathways to thrive, as we recognize the work and sacrifice of those who blazed the trail over the years. There will always be more work to do, and it is a time to focus on the institutionalization of the strategy. I look forward to continuing the work, in my department, faculty and in the community.



Message from Karen Diop
Associate Director
Black Inclusion, Success, and
Strategic Initiatives

With great enthusiasm and admiration, I continue to witness the relentless commitment of our faculty, staff, and students. My sincere thanks go out to them for what they have already accomplished and what they will do in the future. As a leading academic institution, McGill is mobilizing a wealth of resources to address anti-Black racism in a self-reflective, innovative way, in alignment with pressing issues of long standing that continue to affect all of us. Despite the various challenges we encounter, we are working diligently to create a stronger, more inclusive community that asserts itself through well-informed and courageous leadership. In this time of structural change, the work that has already been accomplished will guide us in a direction where continuous learning, inclusivity, excellence, and humility will prevail.

HOW TO READ THIS REPORT

This report provides an overview of activities undertaken pursuant to Year 3 of the Action Plan, which spans the 2022–2023 academic year (September 2022 to August 2023 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 McGill's [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 develop a strong understanding of, 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. While it would be impossible to chronicle each measure taken up in the reference year to advance the Action Plan's commitments, what is set out here seeks to exemplify the nature and scope of achievements realized. Updates from the first two years of the Action Plan's implementation can be found on the [ABR Working Group's website](#).

It is important to realize that this Report sets out work that, while tied directly to the Action Plan, has connections to efforts and initiatives that fall within other equity-related programs at McGill. In this regard, advancements made pursuant to: McGill's [EDI Strategic Plan](#), [the 52 Calls to Action in the Report of the Task Force on Indigenous Studies and Indigenous Education](#), and the [Initiative against Islamophobia and Antisemitism](#) are noteworthy. Progress in regard to each of these initiatives is set out in companion reports simultaneously presented to the University's governance bodies and community.

This report concludes with some reflections on the areas that will be prioritized for Year 4 of work taken up pursuant to the Action Plan. Thank you for reading.

BACKGROUND AND CONTEXT

While this Action Plan is anchored to McGill's overarching EDI commitments, notably as set out in its [Strategic EDI Plan](#), it is also distinct in its rationale and aspirations.

Notably, the Action Plan seeks to initiate a process of acknowledgement of our university's historic connections to the transatlantic slave trade and its enduring legacies. The trade in African persons between Europe and the Americas lasted for more than 400 years. It resulted in the enslavement of 10 to 12 million persons of African descent and cost millions of others their lives. Slavery in the Americas reached into all institutions established during colonial settlement, including Canadian universities.

The legacies of transatlantic slavery find reflection in ongoing racial subordination and systemic anti-Blackness as witnessed through persistent pejorative stereotypes about African and Black persons, as well as their underrepresentation in the workforce, in leadership positions, and in higher education across the country.

As McGill embarks on its third century as a world-class institution of higher education, it has both the responsibility and the opportunity to address these barriers that have deprived Black persons of full access to opportunities – or that have limited their capacity to flourish – on our campuses. This work will allow us to do better in our express commitment, set out within our university's [mission](#), to the principles of equity and inclusiveness. It is against this background and within this context that work under the Action Plan is taken up at McGill.

DETAILED ACTIONS 2022 – 2023



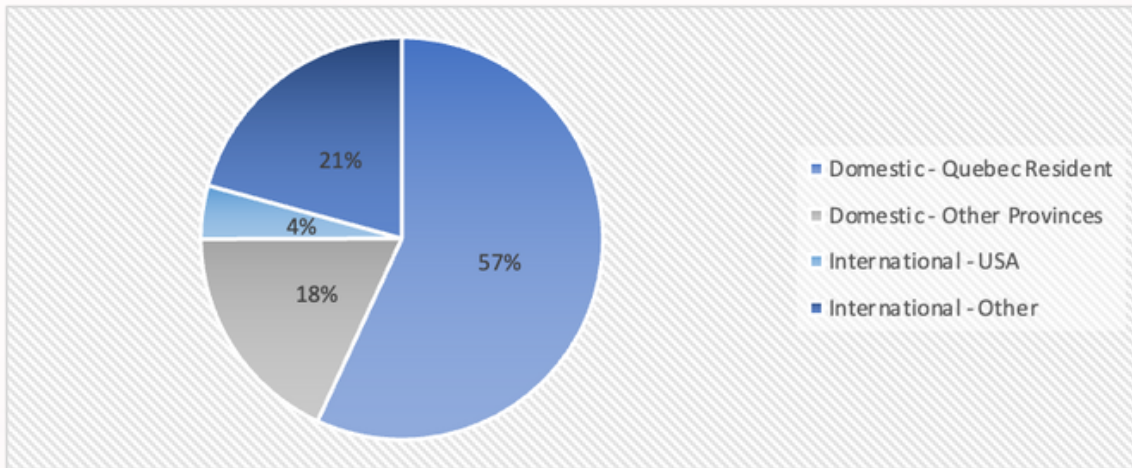
THEME 1: STUDENT EXPERIENCE

Representation

The Action Plan committed to building a student census to collect demographic data in a responsible and ethical manner and use it only for ameliorative purposes. This goal has been reached, with student data collected since 2020. Targets for Black student population are, according to the Action Plan, to be set “with reference to population data for Montreal, Quebec, and Canada.” For each of these three benchmarks, the Black population represents 6.8%, 4%, and 5% respectively.[1]

According to [McGill's student census](#), 4.4% of 22,358 students self-identify as Black. The chart below shows a breakdown of Black student representation by citizenship/residency as of the Winter 2023 term.

Black Students by citizenship/residency



- Note: Response rates are currently heavily skewed towards incoming students.

Fall 2021 saw the launch of the ambitious and innovative [McGill Black Candidate Pathway](#), which was developed via a collaboration among [Dr. Anita Brown-Johnson](#), MDCM'88, PGME'90, 2021 Haile T. Debas Prize laureate, McGill assistant professor and MUHC Chief of Family Medicine, Dr. Victoire Kpadé, MDCM'22, and Dr. Saleem Razack, Professor of Pediatric Critical Care Medicine and former Director of the [Social Accountability and Community Engagement \(SACE\) Office](#).

1] Data derive from Statistics Canada See:
<https://www150.statcan.gc.ca/n1/pub/89-657-x/89-657-x2019002-eng.htm>.

Alongside the new Community of Support program, this initiative seeks to increase Black representation among McGill medical students and, ultimately, among Canadian physicians. In Fall 2022, the McGill community welcomed 24 new students supported by the Community of Support program and the Black Candidate Pathway into its medical program, representing a 400 percent increase compared to previous years, in which fewer than five Black students joined the approximately 200-person newly admitted cohort. A second cohort of the BCP Program was welcomed in August 2023. Other Faculties are contemplating the implementation of similar programs for their admissions.

"The historic recruitment of 21 medical students into the MDCM Class of 2026 and 2 students into the Medicine Preparatory (Med-P) program during the inaugural year of the Black Candidate Pathway (BCP) was matched in the 2022 to 2023 admissions cycle, with 20 Black students enrolling in the MDCM Class of 2027 and 3 students enrolling in the Med-P program this academic year.

In addition, the Faculty of Dental Medicine and Oral Health Sciences implemented the BCP in the past year, in collaboration with the Faculty of Medicine and Health Sciences. Offers are still ongoing, with several students having earned offers of admission to both medical and dental schools.

The enthusiastic response of the local Black community to the call for applications to the BCP suggests that our collective efforts to welcome Black learners into health professional programs at McGill University is being heard.

Given early evidence of robust engagement of the inaugural cohort of medical students admitted through the BCP, ranging from peer mentorship, to community outreach, research and innovation, and leadership initiatives locally and nationally - such as creation of the first McGill Chapter of the Black Medical Students Association of Canada, and leadership of the national association by a member of the inaugural cohort, the BCP initiative is on the road to making a positive difference, inspiring best practices in community engagement and social accountability along the way, while also garnering philanthropic support of Black Alumni role models, such as Cadet Foundation President, Dr. Nicolas Cadet (MDCM'12), together with his wife, Dr. Ji Wei Yang (MDCM'12, MedResident'17) and parents.

Addressing the ripple effects of underrepresentation of Black and other historically marginalized communities in the health professions is critically important to eliminating health disparities. In so doing, McGill is cultivating a more vibrant, productive, and inclusive society for all.

I am grateful for the dedicated, volunteer service of members of the BCP File Review Committee, SACE Office, Community of Support Program, Directors of Admissions in the Schools of Medicine and Dentistry, and McGill University Administration's leadership in the development of the Action Plan to Address Anti-Black Racism, including key and ongoing contributions of the Dr. Kenneth Melville McGill Black Faculty and Staff Caucus.

***Dr. Anita Brown-Johnson, MDCM'88, PGME'90
2021 Haile T. Debas Prize laureate, McGill Assistant Professor,
& MUHC Chief of Family Medicine***

Supports

Over the reference year, in response to the needs and objectives communicated by Black students, McGill welcomed two new mental health professionals, Angela Ahenkorah and Khan Bouba-Dalambaye. Their work is focused on supporting Black students at McGill.



A range of additional initiatives were pursued to ensure strong and focused support for Black students. For example:

- The **Black Student Affairs Liaison (BSAL)** established new supports to facilitate the navigation of student services and academic channels across McGill. The BSAL provides individual consultations and support to students as well as to student associations. In addition, he leads workshops and supports programming initiatives in academic and student-facing administrative units.
- Student Services units developed initiatives earmarked for Black students (e.g., Career and Planning Services, Wellness Hub, Scholarships and Financial Aid).
- Graduate and Postdoctoral Studies developed its **Anti-Black Racism Initiative (ABRI) Recruitment Awards**. This program extends Graduate Excellence Recruitment Awards to Black applicants to McGill's graduate degree programs. Awards are offered in support of the Action Plan, by nomination of their unit, based on self-identification during the admissions process.
- Pursuant to the commitment made under the Action Plan, McGill supported both financially and through advice and administrative support **Black Grad, Black History Month**, and Youth Day in 2023.



Students celebrate at Black Grad 2023. Photo credit: Tuza Dulcine

Student Outreach and Mentoring

A major success of the reference year was the growth of [Pick Your Path for Black Youth \(PYP\)](#). This is mentorship program connects Black high school and CEGEP students with Black McGill students and graduates. Last year, 26 students (with their parents' involvement) were paired with 25 McGill mentors. The program hosted five workshops for student participants and eight for their parents. In the result, five of eight eligible black students participants were admitted to McGill. They all named PYP as instrumental to their decision to choose McGill for their university education.



PYP participants and Coordinator at the final diner of the program

First-hand accounts testify to the amazing potential and impact of PYP. Examples of statements from participants below are demonstrative as is [this video](#) that has been prepared for the program.

PYP Participant Testimonials:

Quote 1 (Student):

“I loved the experience to meet someone in the field of interest that I was fascinated by. I developed a sisterhood with my mentor which is a relationship I cherish and will cherish for the rest of my life. It was more than finding a career path but also finding purpose and finding community. I am very grateful to have done this program.” - Aïsha Nsiempba

Quote 2 (Parent):

“It was really nice to have personalized answers to our questions regarding Cégep applications. We loved that our daughter got to meet and talk with students that are currently in the program she is interested in. She feels better informed about what to expect when she peruses her post-secondary education. We also really appreciated our mentor, what a great role model!” - Celia Dailey

Quote 3 (Mentor):

“The element that I liked the most about the program was meeting many new people with unique backgrounds and goals. During the program, I had the opportunity to talk to parents, mentors, and mentees, and seeing them succeed and their field and go after their vision was inspiring.” -Anonymous

Also in the reference year, a team from McGill visited Black student unions at Dawson, John Abbott, and Marianopolis Colleges. Each visit involved a panel discussion which gave prospective students the opportunity to ask questions about what it is like to be a Black student at McGill, and general questions about admissions. The goal of these outreach efforts is to promote excellent Black prospective students’ interest in studying at McGill and to let them know that McGill is a place where they belong and can succeed.



A team from McGill visit John Abbott’s Black Students Union for a panel discussion

Raising awareness about anti-Black racism to build a more inclusive community

Equity education is a key mode for promoting cultivating awareness about how discrimination can manifest in our environments, and how it can be prevented and addressed. Over the past reference year, the development of an online learning module on systemic racism was completed and it is anticipated that it will be rolled out to the McGill community in early 2024.

Additionally, various EDI workshops were delivered across the McGill community, including various workshops focused on anti-racism and addressing anti-Black racism. Sessions designed for academic and teaching staff address how racism can impact learning spaces and the role educators can play to establish an anti-racist learning environment. They further demystify the concepts of racism and anti-racism and stress how important instructors are to ensuring that McGill's learning environments are respectful and inclusive even, even when we address sensitive or potentially divisive topics.

While awareness-raising efforts are necessary year-round, [Black History Month \(BHM\)](#), celebrated at McGill each February since 2017, offers a chance for concentrated activities that celebrate Black excellence at McGill and beyond. BHM 2023 kicked off with a keynote address by [Dr. Rinaldo Walcott](#), Professor and the Carl V. Granger Chair in Africana and American Studies at the University of Buffalo (SUNY). Examples of other events included a conversation on Blackness and Disability with [Dr. Sami Schalk](#), a roundtable discussion hosted by the McGill Institute for the Study of Canada entitled Anti-racism in Canada and Beyond, and an address by UCLA professor and author [Dr. Kyle T. Mays](#) entitled Reparations, Landback, and the Possibilities of Kinship as Solidarity.



*Professor Rinaldo Walcott delivers the 2023 Black History Month Opening Ceremony Keynote.
Photo credit: Guillaume Cossette*

THEME 2: RESEARCH & KNOWLEDGE

Throughout the reference year, McGill pursued a range of activities focused on advancing knowledge of Black histories and experiences and promoting Black excellence in research.

Our University has been a member of the [Universities Studying Slavery \(USS\) Network](#) since 2020. Karen Diop, Associate Director at McGill for Black Inclusion, Success, and Strategic Initiatives attended the 2022 USS Conference, At this place: History, Race, and a way forward, hosted by the University of North Carolina at Chapel Hill. Participation in USS events provides an opportunity for working with and learning from academic institutions who are studying their respective institutional relationships to the Transatlantic slave trade. Further, these networks promote the awareness and advancement of campus efforts to enhance equity and inclusion for Black students. The 2023 USS Conference will be held in Halifax, and McGill again will be represented.

McGill's **Visiting Fellows-in-Residence on Black Life and History Program** was established in the reference year. Thanks to terrific collaborations with McGill academic colleagues, two outstanding scholars have accepted our invitation to join McGill as the inaugural fellows. They will be welcomed in Winter 2024 within the Faculties of Education and of Medicine and Health Sciences and will carry out and share their scholarship through lectures and workshops.

Established in 1969, the **African Studies Program** at McGill was the first of its kind in

Canada. The Program offers courses across the disciplines leading to a Minor and Major Concentration and a Joint Honors Program, allowing students many exciting opportunities to explore a wide range of political, historical, social, economic, and environmental issues pertaining to Africa. The underlying conception of the African Studies Program emanates from the basic premise that African Studies is a foundational field of study and a global intellectual enterprise, rather than one constrained by territorial boundaries.

With a view to strengthening and expanding the Program, feedback was gathered from the African Studies Students' Association (ASSA) and the new leadership of McGill's African Studies Students Society (ASSA), as well as [Professor Khalid Medani](#), Chair of the African Studies Program Committee. The expansion of this Program is enabled by the appointment of new scholars at McGill with expertise in the study of Africa and the African diaspora. This has also permitted growth in course offerings in the Program cross-listed across other units. The Program further convenes a popular speakers' series co-sponsored with various departments. Going forward, initiatives will be implemented to devise ways to expand African Studies at McGill and to continue boosting awareness about and interest in the program. To this end, the Program's [website](#) was redesigned to represent the vibrancy and richness of this Program and its contributions to academic life at McGill.

Working alongside [Charles Drew Fellow, Asia Blackman](#), McGill's ABR Working Group launched the inaugural **Montreal Black Research Networking** event which united Black researchers, faculty, and graduate students from across the city. More than 75 participants attended. Due to the success of this initiative, it will be held once more in Fall 2023, centring the theme, Black Community Care.

McGill was a [proud gold sponsor](#) of the Canadian Black Scientists Network (CBSN) of the 2023 national conference for Black Excellence in Science, Technology, Engineering, Mathematics and Medicine/Health ([BE-STEMM 2023](#)). [Dr. Loydie Majewska](#) (Professor, Faculty of Medicine and Health Sciences) is a member of the conference's organizing committee. Dr. Gilda Barabino, President of the American Association for the Advancement of Science, was the keynote speaker delivering her address to Black professionals and trainees, which included McGill colleagues and students.

Highlights of the Attendee Experience

- I appreciated the use of concurrent sessions to display diverse research topics and themes.
- Inspiring talks by many excellent researchers
- Hearing the personal journeys of the speakers.
- The ease of access to all the workshops and the science fair.
- I love everything about the conference!
- Seeing and listening to the diverse speakers and rich discussions
- Seeing the scope of work being done by Black scientists
- I enjoyed the variety of keynote speakers and how easy it was to navigate the conference. I also appreciated the ability to access content on demand.
- Hearing from (and seeing) so many brilliant Black experts.
- The openness, welcomeness and quality of the conference and Speakers
- The variety of panelist and topics

Attendee Experiences: BE-STEMM 2023

In response to their immense contributions to society, [Alan Emetage](#) and [Christiane Taubira](#) were honored with an **honorary doctorate** in the Fall 2022 and Spring 2023 convocations respectively. Dr Emetage is a Bajan-Canadian computer scientist who developed the first version of “Archie”, which is considered the world’s first ever internet search engine. Dr. Taubira is the former Justice Minister of France, a fierce and tireless champion of human rights, and one of the most outspoken and progressive voices in the history of the French legislature.



As McGill marked its bicentenary, the **McGill Third Century (M3C) Postdoctoral Research Fellowship** was established to highlight the University's commitment to shining a light on previously understudied but critical areas of research that advance social progress. The program further seeks to promote emerging scholars from underrepresented groups. The reference year marked the Program's inaugural year, during which three fellows were welcomed: Dr. Jayne Malenfant (Integrated Studies in Education), Dr. Tanya Mathews, (School of Communication Sciences and Disorders), and Dr. Milka Nyariro (Sociology). In August 2023, the Program welcomed a new M3C Fellow, Dr. Amber Rose Johnson (English). In the 2023-24 academic year, McGill will host a symposium featuring the research and accomplishments of McGill's M3C Fellows.



Amber Rose Johnson:
Department of English
CM3C Postdoctoral Fellow
2023-24



Milka Nyariro:
Department of Family Medicine
CM3C Postdoctoral Fellow
2022-23



*Being an M3C fellow has afforded me the opportunity to build partnerships with community organizations that focus on underserved communities in Montreal. Through these partnerships, I am able to reach parents and educators to share my research on the cultural and linguistic differences in emergent literacy practices in the Black community. - **Dr. Tanya Mathews, School of Communication Sciences and Disorders, M3C Postdoctoral Fellow 2022-23***



*The M3C program has given me an opportunity to dig deep into research that is important to my community. I have been provided with mentorship, including important peer mentorship with the other M3C Fellows. This has been a unique space to focus on building a strong base for my academic trajectory that would otherwise have been very difficult to find. This program has allowed me to undertake important research led by myself and others with lived experience of homelessness, to produce a number of academic articles, international and pan-Canadian conference presentations, and secure project funding for community organizations that I do research with. This time has been invaluable for me to show up as a researcher in solidarity with those I am working with toward housing justice. - **Dr. Jayne Malenfant, Integrated Studies in Education M3C Postdoctoral Fellow 2022-23***

THEME 3: OUTREACH

McGill's [Dr. Charles R. Drew Graduate Fellowships](#) launched its second year, welcoming Art History and Communications Studies student, **Shania Johnson**. The program also recruited two new Drew Fellows, who will join McGill as of Fall 2023: **Odufa Emike Kadiri** will begin graduate studies in Information Studies, and **Roenika Wiggins** will commence graduate studies in Air & Space Law.

The Drew Fellowships were launched in 2021 in honour of one of our university's most illustrious alumni. Dr. Charles R. Drew, MDCM'33, (1904–1950) was an American surgeon and scientist who earned the title "Father of Blood Banking" for his trailblazing work on the long-term preservation of blood plasma. These fellowships in his name aim to support exceptional graduate students, with preference for those who completed undergraduate studies at an HBCU (historically black college or university). The fellowships further seek to promote at McGill the values that Dr. Drew espoused and reflected throughout his lifetime: academic excellence, perseverance in the face of adversity, leadership, and a commitment to justice.

Over the reference year, McGill alumni and donors around the world continued to devote their time, energy, and support to initiatives that support McGill's Black students, faculty members, and graduates. McGill relied on alumni outreach and engagement channels



"I recently completed the first year of my Master's program in Art History, where I have developed my research questions concerning the representation of race in Byzantine visual culture.

*The Charles Drew fellowship has supported my McGill experience tremendously, and I am beyond grateful for the continued support as I complete my final year." - **Shania Johnson***

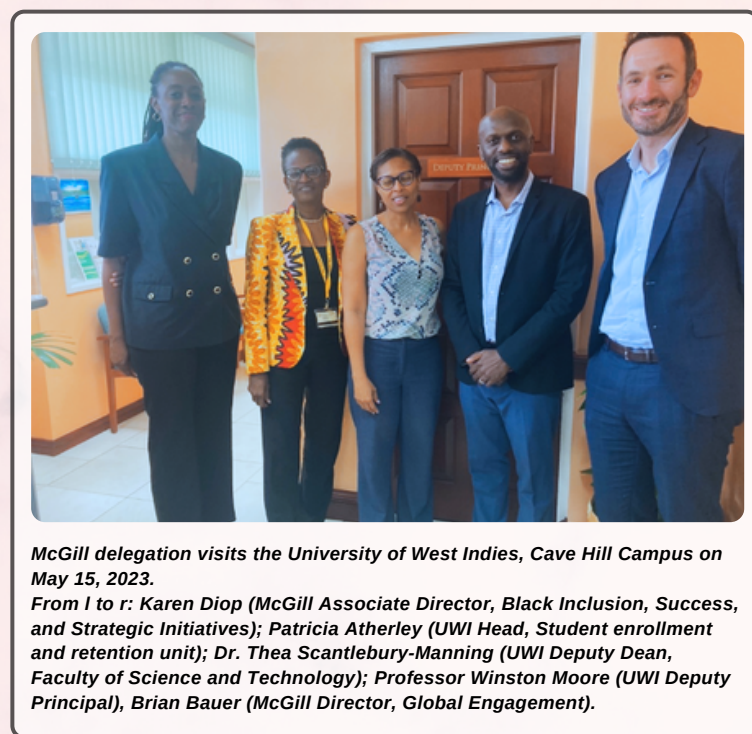
to celebrate McGill's Black community and spotlight the University's overall commitment to acknowledging and addressing anti-Black racism. The following are examples of initiatives rendered possible through donor support, which are tied to the Action Plan:

- The creation of new awards in support of Black undergraduate and graduate students across various Faculties.
- New opportunities for Black students through the [Pick Your Path for Black Youth](#) program.
- The [McGill Dental Inclusion Program \(MDIP\)](#).
- The Black Law Student Association Outreach Project.
- The Department of Physics' BIPOC Summer Research Experience.

The **McGill Black Alumni Association (MBAA)** remained vibrant and active in 2022-23, holding three events for Black students and alumni. These included an event focused on career networking and job search strategies, a Black History Month discussion with author Perry C. Douglas (BA'91), as well as a Homecoming event, “Blackness and belonging”. In total, the events gathered over 550 participants.

In response to the Action Plan, an Advisory and Accountability Panel on Black Student Life (“Panel”) completed its mandate to advise University leadership on key areas affecting Black students at McGill. The Panel was chaired by McGill’s Associate Director, Black Inclusion, Success, and Strategic Initiatives and Black Student Affairs Liaison, and included membership from the McGill and Montreal Black communities. Throughout the reference year, the university worked to implement the recommendations arising from the Panel’s report, all of which have been accepted. The Panel’s final report can be accessed [here](#).

The **McGill Black Mentorship Program (MBMP)** continued its critical work. This initiative, launched in 2021, is led by the McGill Black Alumni Association (MBAA) in partnership with the McGill Alumni Association (MAA), and McGill’s Subcommittee on Racialized and Ethnic Persons (SCREP). It provides Black students with the opportunity to explore their academic, personal, and professional goals with guidance and support from Black alumni, faculty, and staff who share their experiences and knowledge. In all, the MBMP has matched 132 mentees with 120 mentors.



Outreach to **prospective partner institutions** of higher education institutions was a highlight of work under the Action Plan’s auspices carried out in the reference year. In May 2023, a delegation traveled to Barbados to visit the **University of the West Indies (UWI)** – with whom McGill has a Memorandum of Understanding (MOU) – to explore pathways for collaboration between our institutions. The visit was extraordinary and fruitful. Follow-up visits and meetings are planned to explore faculty exchange opportunities, student internship placements, and welcoming UWI representatives at McGill’s Celebration of Black History Month in February 2024.

In addition, a delegation from the McGill's School of Social Work travelled in March 2023 to **Howard University**. There, the delegation met with the Dean and colleagues from Howard's Faculty of Social Work. Potential sites of collaboration were identified, the first of which is the organization of a conference planned for 2024 entitled: Transnational Perspectives on Social Work: Canada and the US. We anticipate that this will establish an impetus for consolidating future partnerships.



Howard University Gallery of Art, March 2023.

From left to right.

Meirong Liu, Associate Professor and Director of Research, Community, Administration & Policy Practice, Social Work (Howard University)

Karen Diop, Associate Director, Black Inclusion, Success, and Strategic Initiatives (McGill University)

Robert Cosby, Assistant Dean of Administration, Office of the Dean, Social Work, (Howard University)

Nicole Ives, Director, School of Social Work (McGill University)

Syndie David, Assistant Professor, School of Social Work (McGill University)

Phylcia Rashad, Dean, Office of the Dean, College of Fine Arts (Howard University)

Sandra Edmonds Crewe, Dean, School of Social Work (Howard University)

Cudore L. Snell, Professor, School of Social Work/Office of the Provost (Howard University).

Credit: Karen Diop

THEME 4: WORKFORCE

Academic Staff

A core commitment of the Action Plan was to increase substantially the representation of Black academic staff. At the time of the Action Plan's development, there were 14 tenure-track or tenured Black academic staff at McGill. The Action Plan committed to **targets of 40 and 85 Black tenure-track or tenured professors by 2025 and 2032 respectively.**

In the reference year, McGill continued its strategic recruitment and retention efforts to appoint excellent Black scholars and to support their professional flourishing. **There are now 39 Black tenure track or tenured professors at McGill. This is in addition to 31 ranked Contract Academic Staff (CAS) who are Black.** These colleagues, who bring exceptional talent to McGill, have been recruited from and appointed to a multitude of disciplines and Faculties. A number of them have been nominated to and selected for prestigious awards such as CRCs, James McGill Professorships, and William Dawson Awards.

The [Dr. Kenneth Melville McGill Black Faculty and Staff Caucus \("Caucus"\)](#) played a key role in the success of these recruitment and retention efforts. Caucus members who were appointed as provostial delegates for the searches tied to the Action Plan made crucial contributions that deserve recognition and gratitude:

Professors Anita Brown-Johnson, Philip Howard, Nicole Ives, Loydie Majewska, and Fackson Mwale.

Support for Black faculty occurs through initiatives that centre networking, mentoring, and professional development opportunities. University-wide mentorship and professional development initiatives ([Provost's Faculty Mentorship Network](#), [First Manuscript Project](#), and the [Development Initiative for Academic Leadership](#)) were put in place or grown over the reference year. These efforts are shown to have a disproportionate benefit for faculty from underrepresented groups, including Black faculty.

Administrative and Support Staff

The **representation of Black administrative and support staff in the MPEX/EXEC categories grew from 4.1% to 4.4%** in the reference year. This progress is important, given that the Action Plan sets a **target of 5% representation** of Black M-level and executive staff by 2025. To support continued growth, the University's position postings are sent to targeted Black community associations; since July 2022, a total of 453 applicants, 11 of whom were eventually hired, indicated in their applications that they applied to a position that they had become aware of through our Black community association partners.

Our Human Resources staffing professionals have all participated in learning workshops on equity in hiring and the Action Plan. McGill's supervisors also participate in growing numbers in equity education workshops related to anti-racism and microaggressions.

In 2022, the Internal Internship Pilot Program (IIP) was initiated in response to the following action item in the Action Plan: "Work to increase the representation of, and career opportunities for, Black administrative and support staff." In its pilot iteration, eight Black staff were paired with six hosts, allowing staff members to shadow their host and gain unique professional opportunities. Participants deemed the pilot a success and the program has now become a permanent initiative entitled the [Professional Exchange Program \(PEP\)](#).

THEME 5: PHYSICAL SPACE

Increasing Representation across Campus Physical Spaces

With a view to expanding the representativeness of iconography and imagery across McGill, discussions began during the reference year to form the terms of reference for a committee that will be charged with expanding opportunities and criteria for the naming of University assets. Its mandate will align with the 2017 [Final Report of the Provost's Task Force on Indigenous Studies and Indigenous Education](#), the 2018 [Final Report of the Principal's Task Force on Respect and Inclusion in Campus Life](#), the 2018 [Final Report of the Working Group on Principles of Commemoration and Renaming](#), the 2020 [Strategic EDI Plan](#), and the 2020 [Action Plan to Address Anti-Black Racism](#), each of which acknowledges the importance of inclusive

Black Student Space

After redecorating and organising this space, it officially opened for student use. The ABR Working Group organised a launch welcoming Black students to the space, and the reception was wonderful. Students across McGill are now free to drop in and use this space reserved for them, to rest or catch up on work between courses, or to network and socialize.

use of space and the power of physical representation. The Working Group will be initiated in 2023-24.

Bellairs Research Institute

A McGill delegation traveled to Barbados in May 2023 as part of the existing MoU between McGill and the University of the West Indies. The occasion afforded an opportunity for the McGill team to visit our Bellairs site and drop in on the Applied Tropical Ecology course. The visit has also prompted explorations of potential collaborative opportunities to celebrate Bellairs' forthcoming 70th anniversary in 2024. Such celebrations could link McGill's important work rooted in the Faculty of Science occurring at Bellairs with the University's partnership with UWI and with McGill's ongoing work to address anti-Black racism. These discussions are ongoing.





LOOKING AHEAD

We are delighted about the important progress that has been made over Year 3 of the Action Plan. As we have said since the inception of this Action Plan, our work to address anti-Black racism will always be iterative and ongoing. While we ought to take stock of gains we have made, we must also look ahead to the work that remains to confront anti-Black racism with courage and conviction.

The reference year covered by this report saw the groundwork laid for further efforts that will deepen and expand in the year to come. Notably, in Year 4, we anticipate that the following areas will constitute our points of focus:

1. Sustaining and supporting the work of the ABR Working Group, notably to strengthen student-facing supports herein.
2. Developing opportunities to support and facilitate the professional growth and advancement of Black faculty and staff at McGill.
3. Sustaining recruitment efforts to ensure equitable Black faculty and staff representation as set by the targets in the Action Plan.
4. Expanding activities within the framework of McGill's partnership with the University of the West Indies (UWI).
5. Welcoming and celebrating the accomplishments and contributions of McGill's inaugural Provostial Visiting Fellows-in-Residence on Black Life and History.
6. Developing McGill's partnership with Howard University.

Please be on the lookout for invitations to share your voices and views on these efforts over the months ahead.

The final word of this report is dedicated to recognizing those who have been working to address anti-Black racism at McGill not just since Action Plan's inception, but for decades and generations. Your work is a credit to McGill and it permits our ongoing efforts to make our campuses more equitable and inclusive for all.