

# Black at UTM Priorities

Black at UTM's Strategic Framework focuses on addressing anti-Black racism, advancing racial equity, and creating empowering spaces of belonging for the University of Toronto Mississauga's Black staff, students, faculty, instructors, custodians, and librarian communities.

It articulates a shared purpose and vision for promoting Black Flourishing and Inclusive Excellence at the University of Toronto Mississauga.

## CENTERING BLACK VOICES

Centering Black voices at UTM challenges white supremacy's influence and constraints. It empowers Black individuals and communities to take up space, especially when oppressive systems attempt to render them invisible. Acknowledging historical racial hierarchy, it offers a lens into the Black experience within our educational institution. This approach centers on self-love and celebrates Black insight, intellect, voices, and emotions in engagement, planning, policymaking, and programming.



## PROMOTING ACCOUNTABILITY THROUGH COLLECTIVE RESPONSIBILITY

Anti-Black racism is systemic and pervasive. To challenge it requires both intellectual and practical exercise. Anti-Blackness and anti-Black racism require acknowledging Black histories, combating present oppressive practices, and instilling accountability for intentional actions. Everyone has a responsibility to challenge prejudice and uphold Black Flourishing and belonging.



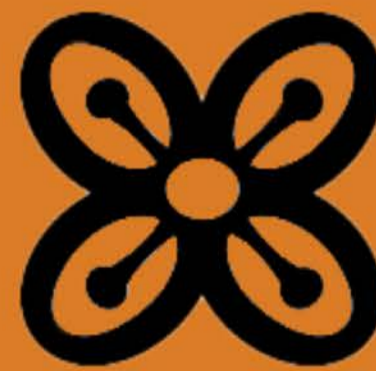
## INCREASING BLACK VISIBILITY AND IMPACT

Black at UTM aims to highlight Black visibility and empower Black communities to control their own narratives. By emphasizing storytelling and the use of print and online media to highlight the impact and accomplishments of Black individuals at UTM, Black at UTM aims to showcase the intellectual prowess within the Black community, as well as their leadership and influential involvement within UTM and beyond.



## FUNDING INITIATIVES AGAINST ANTI-BLACK RACISM

Dedicated funding is crucial to meaningfully addressing anti-Black racism at UTM. Investing in Black communities and making financial commitments to allocate resources to projects, research, events, and policies that aim to tackle anti-Black racism policies and practices signifies an institutional commitment to support Black-identifying communities, allies and supporters in promoting Black Flourishing and Inclusive Excellence goals for the institution.



## SUPPORTING COMMUNITY ENGAGEMENT, DIALOGUE AND PARTICIPATION

Creating safe spaces for dialogue and community building is crucial, especially when addressing anti-Black racism. Acknowledging our past and learning from history can foster growth and understanding. Prioritizing spaces for learning, listening, understanding, and healing allows us to reorient our perspectives and appreciate UTM's Black community as an integral part of the institution's diverse makeup.



## FOSTERING A CULTURE OF BELONGING



Black at UTM aims to foster a sense of belonging within campus culture by promoting inclusive policies and practices. True belonging occurs when equity, diversity, and inclusion converge, allowing individuals to feel welcomed and valued as their authentic selves. When Black communities perceive spaces as their own, psychological safety, acceptance, and a sense of value are experienced, eliminating the struggle to "fit in." Black at UTM aims to facilitate the co-creation of new spaces so that all feel welcome to show up.

## FACILITATING DATA-INFORMED DECISION-MAKING

To foster a culture of accountability, action, and transparency at UTM, Black at UTM emphasizes data-driven insights. By prioritizing meaningful data collection, Black at UTM aims to understand trends within the Black community related to recruitment, retention, advancement, and a sense of belonging of Black individuals at UTM. This information informs programming, services, policies, and practices, contributing to campus-wide equity, diversity, inclusion, and belonging goals. Progress is measured over time, holding everyone accountable.

