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.

ELEVATE BLACK EXPERTISE

· Expand the Black Leadership Advisory Committee as a forum to improve equity policies, propose new anti-racist initiatives, and drive positive change.

· Amplify work by the Black Spaces and Belonging Committee, connecting its recommendations with other campus-wide space plans and processes.

· Engage Black students and employees intentionally on decision-making task forces and other major groups that shape the campus' long-term direction.

PROMOTE ACCOUNTABILITY AND COLLECTIVE RESPONSIBILITY

· Update, and share models from, the Black Inclusion and Excellence Dashboard annually to assess campus-specific progress on U of T's 58 commitments against anti-Black racism.

· Engage managers, directors, and senior leaders as champions and allies, including through events and partnership opportunities with the Black Initiatives Office.

· Extend Black @ UTM's presentation series, aiming to reach every team on campus to share priorities, discuss responsibilities, and identify opportunities for collaboration.

INCREASE BLACK VISIBILITY AND IMPACT

· Create stories, campaigns, and other communications consistently, including profiles on the Black @ UTM website, that celebrate Black excellence, experiences, and impact.

· Incorporate existing works by, and new commissions for, Black artists across campus spaces, as guided by our special advisor for public art.

· Develop leadership programs that support equitable career progression, including through secondments, special projects, and other opportunities for Black employees in roles beyond EDI.

FUND INITIATIVES AGAINST ANTI-BLACK RACISM

· Establish new, and sustain existing, funding streams for pilots, projects, and events aligned with the 58 recommendations of U of T's Anti-Black Racism Task Force.

· Create, and fundraise for, awards and scholarships to recognize outstanding contributions of Black students, researchers, and employees.

· Continue to leverage, and incentivize the use of, U of T's diversity in academic hiring fund and provost's postdoctoral fellowship.

SUPPORT COMMUNITY ENGAGEMENT AND DIALOGUE

· Expand opportunities for community building and intercultural understanding, extending momentum from Black on the Shelf, Inua Learning Circles, and other events in the Black @ UTM series.

· Share anti-racist teaching and research resources, including workshops through the Teaching and Learning Collaborative and Black Research Network.

· Host the Black Flourishing and Inclusive Excellence Summit annually as a forum to share ideas, coordinate partnerships, and implement anti-racist priorities.

BUILD A CULTURE OF BELONGING

· Launch, and resource sustainably, the new Centre for Black Excellence and Belonging as a designated campus space for community connection.

· Promote racially attuned approaches to Black mental health and wellness, as grounded in values, histories, and lived experiences of Black communities.

· Strengthen Black-centered campus, tri-campus, and alumni networks to share best practices, make meaningful connections, and navigate U of T effectively.

ENABLE DATA-INFORMED DECISIONS

· Leverage U of T's employment equity survey to inform recruitment, retention, and professional development programs for Black faculty, staff, and librarians.

· Share results of U of T's student equity census annually, including with academic departments to guide anti-racist recruitment and retention plans.

· Promote broad access to, and awareness of, other campus-specific equity data to support gap analyses, shape strategic planning, and quantify credible successes.

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Black at University of Toronto Mississauga

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