

U of T Anti-Black Racism Task Force

The U of T institutional Anti-Black Racism Task Force aims to address anti-Black racism and to promote Black inclusion and excellence within the University of Toronto tri-campus community. The task force will review University policies, processes, and practices to understand how they contribute to systemic anti-Black racism, and will provide recommendations that will further Black inclusion and excellence.

Terms of Reference

The Task Force will:

- Consult with members of the University community, including students, staff, faculty, and librarians about their experiences of anti-Black Racism on campus, and their recommendations for the advancement of Black inclusion and excellence
- Develop an inventory of existing divisional offices, resources, initiatives, and projects addressing systemic anti-Black racism and Black inclusion and excellence on all three campuses
- Make recommendations based on the best practices and policies at other research-intensive universities for addressing anti-Black racism and Black inclusion and excellence
- Review the University's existing practices, processes, and policies to determine whether existing tools are appropriate to address anti-Black racism and advance Black inclusion and excellence, and whether additional policies and processes may be required
- Review previous recommendations made by members of the U of T community pertaining to Anti-Black racism and Black inclusion and excellence
- Recommend an institutional strategy and actionable steps that will assist the University in achieving a more respectful, accountable, equitable, diverse, and inclusive community, and that will assist the University in responding to and preventing anti-Black racism
- Present to the President, the Vice-President and Provost, and the Vice-President Human Resources and Equity a final report containing its recommendations by March 31, 2021