



**The Race and Anti-racism Network (RAN) Review:
Action, 2021.
Envisioning, promoting, and building a racially equitable,
diverse, and inclusive university**



Submitted by
The RAN Subcommittee:

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The Race and Antiracism Network (RAN) Report Review (Reports of 2011 and 2017)

The Race and Antiracism Network (RAN) is committed to raising the profile of race-related issues at UFV and beyond; addressing issues of racism, and developing theoretical and practical strategies and tools of anti-racism. RAN is a voluntary network of more than 250 students, faculty, staff, and administrators who are committed to raising the profile of race-related issues at UFV and beyond, addressing issues of racism, colonialism, and developing theoretical and practical strategies and tools for anti-racism.

Located on traditional and ancestral Stó:lō territory, the University of the Fraser Valley strives to be an inclusive, welcoming, and evolving community. Human diversity and equity are core to the university's mission and the betterment of society. We acknowledge that our work takes place on the traditional Stó:lō territory.

The purpose of the 2021 review is two-fold. RAN has a strong interest in moving UFV forward in terms of our mission statement, which is to facilitate antiracism and decolonization awareness and education, bring people together for dialogue, and create a space for people to examine and work towards racial equity, diversity, and inclusion. The work of the subcommittee from the RAN is work based on our commitment to change within UFV.

The specific objectives of RAN are:

- Raising awareness about racism and race-related (gender, sexuality, religious, class, dis/ability) issues at UFV, the Fraser Valley, and society at large;
- Organizing events for members of UFV related to race and anti-racism;
- Bringing together individuals and communities at UFV and beyond working on anti-racism, decolonization, and anti-colonial projects;
- Providing a space for people of colour, Indigenous peoples and allies to work on issues of related to race and acolonial politics;
- Resources pending, responding to local, regional, national, and international events and issues relevant to RAN;
- Facilitating dialogues and discussions within UFV among staff, faculty, administrators and students;
- Advocating for changes within UFV that are consistent with the above objectives.

A subcommittee was formed in 2020, to read and review the RAN reports from 2011 and 2017. The subcommittee examined the reports and recommendations and set out to collect information about what had been done since those reports were completed. The 2011 report was a comprehensive report based on a year of work, collecting information and consulting with various units in the institution. The 2017 report was the Postcards Project. This was the result of research conducted on campus about the prevalence of racism on campus.

In 2021, we acknowledge that the language and context that was used in 2011 and 2017 may well have changed. There are notes throughout various sections where unit names may have changed and where new roles and positions may have been created or revised. The 2021 review resulted in reports at two levels. At a micro level, there is an examination of each recommendation that was made in 2011 and 2017, with a followup on what has been done since the recommendations were made. The report identifies what the review subcommittee was able to find out through various emails, meetings, and searches for data. We contacted various people to complete this information, and acknowledge that there may be information that we were unable to collect. Our work was conducted over a five month period.

On a broader, macro level, our report makes recommendations for 2021, based on our review of the recommendations and any updated information. We respectfully acknowledge that this report has been done with the intention of moving forward in a good way, to assist UFV to change, build, and sustain a racially equitable, diverse, and inclusive university.

General Recommendations 2021:

It is commendable that many initiatives are taking place across the university. However, they are not always visible nor proven effective, particularly for students, faculty, staff, and administrators. The traceability of such initiatives and their limited visibility in time hinder true and sustainable change. The other challenges are noted with respect to data collection and information and communications of outcomes. These recommendations are directed to senior administration, with the expectation that all levels of the university would be engaged in taking action.

RAN recommends that UFV undertake the following actions:

1. **Recognition:** UFV will recognize RAN as THE partner in race matters.
2. **Sustainability:** Move from the initiating concept of action (e.g. only one workshop on unconscious bias from Human Resources to date) to program and policy. Programs and policies are anchored in time and will prove to be more efficient in terms of accountability.
3. **Tracking:** Design a framework (in partnership with RAN) for particular initiatives, a template, a set of instructions, or a model that would help RAN record and track data and at the same time, set a path for possible collaboration with Human Resources, Institutional Research, the Equity Office (forthcoming) and the Student Union Society.
4. **Accountability:** Design an accountability process by creating a space/ content specific to anti-racism in areas such as Professional Development reports, ROSA applications, programs and departments reviews.
5. **Policy:** Design a university accountability policy specific to preventing and countering racism.
6. **Communication:** Centralize the information (not the actions) in a portal on anti-racism linked to EDI website and likely the RAN website. The benefit of this is to avoid

unwanted duplications (and competition), waste of resources, can inform gaps in actions and areas needing focus, and communications issues.

7. **Self-identification:** Consider a self-identification option for all UFV forms and applications.
8. **Annual Reporting:** Publish annual reports on alleged occurrences of racism from EDI, HR, SUS, TLC, RAN etc. as a way of making racism visible and real so that patterns and systems can be addressed and appropriate actions taken.
9. **Assert for Change:** RAN will make recommendations (with review dates) to the Board Chair, Senate Chair, President (operations) and the Provost (Vice-President, Academic) to assert these recommendations for change at all levels, divisions, departments, and units (including SUS, CIVL radio, student clubs etc). The RAN's intention is to ensure that the Board, Senate VP's, AVP's, Directors and Deans are accountable and transparent in creating an EDI Plan that includes Anti-racism.

Specific Recommendations 2021:

RAN accepts and understands that we may not be aware of all the work that has been done, and the nuances of the work that is continuing and in process.

1.Indigenization

Respectfully, we make the following recommendations:

- 1.1 That** there to be greater clarity of the roles of each unit and area that has responsibility for Indigenization.
- 1.2 That** there be clarity on how we (RAN and UFV generally) would be informed and seek information about progress being made on Indigenization for the institution. While we understand that Teaching and Learning is playing a leading role in Indigenization of the curriculum, there are other units and individuals that are engaged in Indigenization of the curriculum. Further, Indigenization is about the entire institution including all service units, all administrative units, supports to students, and working with non-Indigenous staff, faculty, and students who are less familiar with the goals of Indigenization.

2.Internationalization

- 2.1 International** student issues should be addressed under EDI, in conjunction with UFV International.
- 2.2 Create** a system of tracking and feedback so that any outcomes from activities can be identified. This would be accompanied by a communication system so the information on outcomes is distributed.
- 2.3** Inform International students of anti-racism resources on campus.

3.Supporting Anti-racism for Students

- 3.1 That** there be a concerted and united effort behind providing anti-racist experiences and support to students and to putting relevant structures in place.
- 3.2 Tracking** self-identified race/ethnicity disaggregated data on students is required for the benefit of students, and for the university as a whole.
- 3.3 Inform** students of anti-racism resources on campus.
- 3.4 Provide** anti-racist, anti-oppression, and decolonization education, training, and research opportunities to students.
- 3.5 Support** students in preventing and responding to alleged racist and discriminatory incidents on campus by ensuring that appropriate student-led systems are in place.

4. Collecting Anti-racism Information (Data)

- 4.1 That** there be a centralized, independent, and transparent university-wide office for students, faculty, staff, and/or administrators to confidentially and/or anonymously report incidents of racism and/or discrimination and/or harassment on campus, to investigate and resolve those incidents in a manner consistent with procedural fairness or fundamental justice, to recommend or provide avenues of redress, and to assess institutionalized patterns of racism and/or discrimination with capacity to recommend ameliorative actions, whether this is done through the existing but currently unstaffed Human Rights Office and/or the newly created Director of EDI, and/or another entity such as a university Ombuds office.
- 4.2 That** such an office be properly staffed and resourced, consistent with its other recommendations for the EDI Director's office.
- 4.3 That** UFV make public (annually) the Human Rights Office's report (or other similar offices like the Director of EDI) on UFV's compliance with our Equity and Inclusion compliance mandate. RAN will itself make further efforts to gather information about racism on campus for the purposes of accountability and transparency.
- 4.4 That** UFV conduct an Equity Systems Review and/or an Equity or Anti-Racism Climate Survey. An Equity Survey was completed in 2010 and the results were publicly available but needs to be updated since these data are now more than 10 years old.
- 4.5 That** UFV collect and disseminate race/ethnicity disaggregated data about its students, faculty, staff, administrators, and governance structures.
(This latter recommendation is consistent with other provincial efforts to collect and report on race/ethnicity disaggregated data, including the BC Office of the Human Rights Commissioner <https://bchumanrights.ca/wp-content/uploads/BCOHRC_Sept2020_Disaggregated-Data-Report_FINAL.pdf>. There are various options for doing this: <https://www.cbc.ca/news/canada/race-canadian-universities-1.4030537> [see, e.g. paras Some Universities Keeping Track; Filling the Data Void].)

5. Hiring Tenure and Promotion

- 5.1 UFV** makes a commitment to diversity hiring policies and practices.
- 5.2 Audit** human resources and university policies and practices to ensure that they support diversity hiring, including those relating to promotion, tenure, and retention.
- 5.3 Train** DRC and URC members to recognize and value anti-racist, Indigenization, and anti-oppressive teaching, scholarship, and service, and to value the labour involved in working actively in these ways.
- 5.4 Integrate** a decolonization and anti-oppression component into new faculty Orientation and the new faculty handbook.
- 5.5 Inform** all new faculty, staff, and administrators of anti-racism resources on campus. This should be noted in tenure and promotion information.

6. Raising Awareness

- 6.1 Create** a handbook for distribution to Faculty Advisors and to other UFV personnel (guide on 'handling difficult equity moments', informal and formal complaint procedures, and guidelines on human rights frameworks).
- 6.2 Create** a plan and process to inform students, faculty, and staff on how to seek support, how they can report experiences of racism, and who to report these experiences to within the institution. This process should have an accountability, communications, and feedback mechanism.
- 6.3 Organize and support** regular anti-racism speakers and workshops, not only by RAN but by other committees and units of the university.
- 6.4 That** the Library to conduct an inventory and create a LibGuide specific to anti-racism.
- 6.5 Consider** developing mandatory anti-racism training for all new students, faculty, staff, and administrators.

7. Institutionalizing Anti-racism

- 7.1 That** the Office of a Vice President coordinate the development and implementation of a UFV wide anti-racism strategy, with specific attention to the recommendations of the 2021 RAN Report.

Respectfully submitted,
RAN Report Subcommittee:

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A complete Appendix is attached, which provides the detail recommendations from 2011 and 2017, and provides an outline of what information the committee was able to collect via various email contacts, consultations, and meetings.