

<p>Preamble</p>	<p>On July 8, 2020, the Faculty of Social Work (FSW) embarked upon a formal initiative to address anti-Black racism across the Faculty. The FSW Anti-Black Racism Task Force was developed to help facilitate a number of initiatives. Our Faculty has a commitment to address systemic issues that are relevant to anti-Black racism in our historical and political contexts. Anti-Black Racism Task Force is a sub-committee of the Equity Action Committee (which has a long-term mandate). The Task Force will work with the Equity Action Committee and other FSW Committees to create an all-encompassing faculty-wide action plan to confront all forms of racism and inequities within our Faculty.</p>
<p>Purpose</p>	<p>The purpose of the FSW Anti-Black Racism Task Force is to guide the advocacy, development and implementation of strategies to address anti-Black racism in the Faculty of Social Work. We will inform other Faculty efforts and the Equity Action Committee for the duration of this task force. We balance addressing anti-Black racism, learning, and celebrating, e.g. marking Black History month, Black achievements, etc.</p>
<p>Definition</p>	<p>Anti-Black racism is prejudice, attitudes, beliefs, stereotyping and discrimination that is directed at people of African descent and is rooted in their unique history and experience of enslavement and its legacy (Government of Ontario, 2020). Anti-Black racism is enacted and reinforced in policies and practices rooted in Canadian institutions such as education, health, social and community services, and the criminal justice system (modified from Black Health Alliance, Toronto, 2020).</p>
<p>Scope & Responsibilities</p>	<p>Scope: The Task Force’s mandate is to expand awareness, confront and address Anti-Black racism within our Faculty.</p> <p>Responsibilities: Under the direction of the Dean, the task force is responsible for the coordination of initiatives and actions to eliminate Anti-Black racism and to eradicate racist beliefs, behaviors and actions within the Faculty of Social Work. These include:</p> <ul style="list-style-type: none"> • Ensuring that the day-to-day experiences of Black Faculty, staff, students, alumni, community, and stakeholders are respectful and equitable; • Reviewing FSW values, policies, procedures, structures, curriculum, and functions from an anti-Black/anti-racist lens; • Identifying issues and areas of priority. This would include a review of any relevant research (e.g. Dr Este’s work and Dr. Sitter’s project) and a review of student concerns. Previous faculty actions and pertinent FSW Equity Action Committee data will also be reviewed to consider what might be built upon; • Ensuring that faculty members and staff are aware of the work of the task force by regularly reporting to Faculty meetings and Faculty Council; • Review effective practices, research to inform our work, review our resources in consultation with students; • Providing oversight for the alignment of our social work values and actions against Anti-Black racism in the Faculty of Social Work; • The group will also strive to align with the purpose and values of this task force with respect to the FSW Equity Action Committee;

	<ul style="list-style-type: none"> • Creating an implementation plan that includes the strategies, priorities, concrete actions resources required, and dates for evaluation (i.e. effectiveness of each item of the action plan and completion); • Consider community realities, faculty realities, points of tension/ opportunities; • Identifying the organizational structure and functional change when we address anti-Black racism; • Developing a long-term plan for implementation, which includes monitoring, reporting and evaluation. Establishing mechanisms for involvement of and communication with stakeholders (internal/external). Identifying structures to support change process (i.e. roles and responsibilities of each member of our faculty); • Work closely with the FSW Equity Action Committee to support faculty-wide work to take action against racism in all forms. <p>The Chair or designate is responsible for liaising and reporting with offices and committees such as:</p> <ul style="list-style-type: none"> • The Faculty and Staff at the Faculty of Social Work • The Equity Action Committee for the Faculty • University of Calgary Dimensions Steering Committee • The U of C Office of Equity, Diversity, and Inclusion • The University of Calgary Diversity and Equity Network • Annual review and update of this terms of reference with the committee.
<p>Composition</p>	<p>The FSW Anti-Black Racism Task Force consists of:</p> <ul style="list-style-type: none"> • Dean (as Co-Chair) • Academic Co-Chair • Vice-Dean • Associate Dean, Research & Partnerships • Associate Dean, Teaching & Learning • Associate Dean, Graduate Programs • Associate Dean, Undergraduate Programs • Up to eight additional academic staff (including sessionals) • Representation from Staff (2) • Representation from Students (1 Undergrad, 1 Graduate) • Community stakeholders (2) • University liaison/rep • Equity Action Committee liaison • Others to be consulted as required <p>Voting, Membership, Proxies and Quorum: Voting may be useful for determining actions at certain times. All task force members vote except for the Chair who votes in the event of a tie. No proxies are accepted. If a voting member is required to be absent from a meeting, it is that member’s responsibility to designate an alternate to attend and provide the name of the alternate to the Chair in advance of the meeting. A quorum is 50%, as for policy committees.¹</p>

¹ That the quorum for academic policy committees be 50% (Faculty Assembly, September 22, 1999)

	<p>If any committee member is experiencing a conflict of interest with any part of a discussion (e.g. resource allocation), then that committee member shall inform the Chair, and the Chair shall designate an alternate to work with the Task Force to consider that issue.</p>
Agendas & Meetings	<p>The task force will meet bi-weekly, with additional subcommittee meetings held as required to accommodate the implementation of the action plan. The task force will also meet as required at the call of the Chair. The Chair will provide information for review to members at least one week in advance of the meeting.</p>
Reporting	<p>A report will be provided regularly to the Dean and the Faculty of Social Work Faculty Meeting on the task force's plan, actions completed, and evaluation of various initiatives, every three months.</p>
Resources	<p>An annual budget will be allocated to support the implementation of different initiatives. Time may be requested from staff positions as needed.</p>
Evaluation	<p>The functioning and extent to which the Task Force is meeting its intended mandate, including these terms of reference, will be evaluated on at least a yearly basis. Measurable outcomes include increased awareness of anti-Black racism and its effects, mandatory training for faculty and staff, development of anti-Black racism resources/database, curriculum development with a particular focus on anti-Black racism, and implementation of mechanisms to address incidents of anti-Black racism across the faculty.</p>