

Internal FA Anti-Racism Initiatives

Developed with the FA Equity Committee and leaders of the FA Indigenous Faculty Committee and unanimously supported by the FA Executive Committee, June 2020

1. FA to invite participation in an Ad Hoc Black and People of Colour Caucus for FA members – to provide a safe space for BPOC FA members, as well as to enable them to provide advice and recommendations on policy issues to the FA and the university. Since the FA Ad Hoc Indigenous Faculty Committee has come together over the last year to provide similar opportunities for Indigenous faculty members within the FA, the concern here was primarily to create a space for BPOC FA members. However, as is appropriate, it will be left to the two organizations to discuss their relationship and the nature of their respective membership. The FA plans to call an initial meeting of those potentially interested in forming a BPOC FA Caucus, so that BPOC members can decide on the nature of such a caucus.
2. FA Staff and Officers to undertake anti-racism training.
3. The FA to collect information about courses offered which have anti-racist component or focus and to make this information available to the UVic community.