BACKGROUND

In an email to RRU employees on June 3rd, 2020, President Steenkamp expressed commitment for Royal Roads to continually expand and enhance its work in the area of equity, diversity, and inclusion and specifically, efforts on anti-racism.

On June 29th, 2020, President Steenkamp convened the following staff to create an RRU Anti-Racism Task Force (hereafter referred to as ARTF): Lisa Robinson (representing Human Resources), Gwen Hill (representing the Office of Research Services), Athena Madan (representing Faculty), and Pedro Marquez (as Executive liaison).
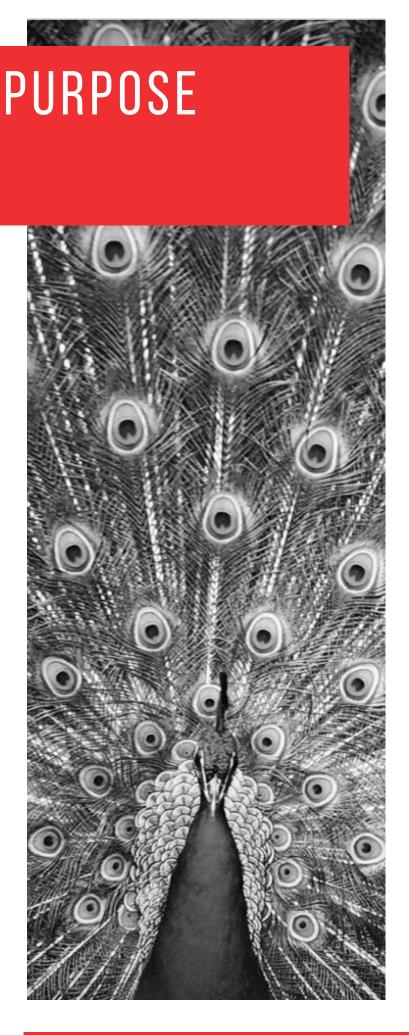
The principal task of the ARTF is to formulate an **RRU Anti-Racism Action Plan: Immediate Actions that RRU can take to combat Racism.** This Plan will include specific actions, metrics, and timelines, and be drafted with the engagement of a broader set of stakeholders and subject matter experts committed to equity and anti-racism at RRU.

The ARTF will operate within the President's Steering Committee on EDI (PSCEDI) and further engage with the Diversity Action Group (DAG), the Royal Roads University Faculty Association (RRUFA), the Canadian Union of Public Employees (CUPE), and other subject matter experts within RRU to develop immediate actions RRU can take to combat racism.

These Terms Of Reference are proposed to the PSCEDI for the purposes of amending the PSCEDI TOR to explicitly include anti-racism and anti-/de-colonisation work, thus housing the ARTF under the broader mandates of the PSCEDI.

The ARTF aims to complete their Action Plan for **November 2020.**

PURPOSE

OBJECTIVES

The RRU ARTF is charged with researching and interrogating structural racism at RRU that includes, but is not limited, to:

- Access to services
- Administration of grants & funding
- Admissions
- Allocation of resources (human & financial)
- Anti-racism literacy
- Diversity issues in the composition of the student body and staff overall
- Hiring and retention of faculty & staff
- Inclusive & emerging curriculum
- Issues of campus safety & security
- Issues of voice & authority in RRU publications
- Issues of voice & authority in the classroom, work environment, and RRU policy
- Legacies of slavery & colonisation
- Manifestations of xenophobia
- Philosophies of governance & structure
- Recognising the impact of intersectional issues
- Recognising foreign qualifications & experience
- Representation of voices across the curriculum
- Research: who and what projects get funded
- RRU institutional culture and policy

ARTF MANDATE

APPROACH

The ARTF will use an **anti-racist approach** to identify and provide recommendations to address the root causes of structural and individual racism, discrimination, & xenophobia for Black, Brown, Indigenous, and People of colour (BIPOC) as well as International Students (especially those from the Global South) at RRU. In addition, the Task Force is committed to interrogating structural racism and legacies of colonisation with a focus on intersectionality, attending to ability/difference, ethnicity, gender, gender identity, nationality, race, sexual orientation, socio-economic status, and power (aspects of racialisation under the broader umbrella of EDI).

PROPOSED PROCESS

The ARTF will:
- Facilitate consultative, process-oriented discussions, such as focus groups, with broader stakeholders and subject matter experts at RRU (students, faculty and instructional staff, administrators) leading to the crafting of the AR Action Plan,
- Examine multiple aspects of institutional, work, academic and learning environments and practices at RRU that could be systemically racist / actively suppress BIPOC potential as well as International Students from the Global South.
- Draw from & create a coherent framework for the implementation of EDI initiatives such as (but not limited to) the EDI Institutional Capacity Building Grant & the EDI Canada Research Chair Action Plan (led by Lisa Robinson & Gwen Hill) and outcomes relevant to racial justice in the Climate Action & Sustainability Action Plan (led by Robin Cox).

MEMBERSHIP

Leadership / Chair
- The ARTF will be chaired by Athena Madan with support from Gwen Hill and Lisa Robinson through to the final deliverable in November 2020.

Creation

The ARTF was initiated with the appointment of following members of the PSCEDI:
- Pedro Marquez, RRU Vice President, as Executive Liaison
- Lisa Robinson, representing Human Resources
- Gwen Hill, representing the Office of Research Services
- Athena Madan, representing Faculty

The ARTF will additionally seek to appoint membership to include representation from the Diversity Action Group (DAG), the Student body, Associate Faculty, RRU Alumni, Indigenous Student Services, & Student Affairs. Broader faculty and staff contributions are welcomed and intended to be via ongoing processes of consultation & focus groups.

The ARTF seeks to implement a balance of orientation as well as ethnicity to reflect a majority diversity of its membership as much as is possible. Regardless of how members identify individually, all ARTF members should be individuals who clearly and experientially understand and are committed to the issues, concerns and goals identified in the purpose and mandates described in these TOR.

RESOURCES & FINANCIAL SUPPORT

ARTF contributions are approved for recognition by managers, directors and deans, through the appropriate release time and/or WLUs as appropriate for their department.

The ARTF has a seed fund under the discretion of the Executive Liaison (Pedro Marquez, RRU Vice President) for marketing support (posters, web content etc) and to fund activities during focus groups/AR Action Plan roll-out.

REPORTING

The ARTF will report weekly through the Executive Liaison (Pedro Marquez, RRU Vice President) to the RRU Executive.

The ARTF will provide a final report at the end of all consultative processes, anticipated for November 2020. This report will include both substantive recommendations of the Anti-Racism Action Plan as well as recommendations on the Plan's follow-up and implementation.

ON FINAL DELIVERABLE(S)

,The ARTF will provide Recommendations and Proposals for Change recommending:
- An implementation framework consistent with broad RRU community participation.
- An ongoing institutional monitoring & accountability process in consultation with the President.
- Potential issues of future advocacy and mobilisation around anti-racism & decolonisation.
- Specific AR practice(s), framework(s), and recommendations for decolonisation initiatives across the University, with measurable outcomes & defined timelines.
- Specific recommendations about the implementation of AR & EDI principles into academic & administrative structures.

Last, in light of RRU's designation as a Changemaker Campus, recommendations will intend to contribute to lasting, organisational change as well as connect to social action.

GLOSSARY OF TERMS

Words are important when promoting equity, diversity, and inclusion. The following working definitions enable us to have a common understanding of a word or subject.

Anti-Racist approach: An active practice to identify, educate, and change / dismantle values, structures, systems, and behaviours that may perpetuate systemic racism. The objectives of an anti-racist approach are threefold: (a) to centre, validate, and celebrate the lives, experiences, cultures, and knowledges of BIPOC, colonised peoples, and peoples from the Global South; (b) de-center dominant narratives inherited from slavery and colonialism; and (c) redistribute and share power equitably in public policy, practice, and institutions.

BIPOC: Black, Indigenous, and People of Colour.

Colonialism: A practice of domination, which involves the subjugation of one people to another. Settler colonialism — such as in the case of Canada — is the unique process where the colonising population does not leave the territory, asserts ongoing sovereignty to the land, actively seeks to assimilate the Indigenous populations and extinguish Indigenous cultures, traditions and ties to the land.

Decolonial approach: A way to explore how colonisation, modernity, capitalism, and neoliberalism has displaced an array of modes of living, thinking and being. Decolonial approaches contend that modern societies have been built through processes of slavery, racialisation, erasure, and objectification, which require repair and reconciliation. A Decolonial approach aspires to the following three objectives; (a) to elevate, renew, rediscover, validate, and celebrate the lives, experiences, cultures and knowledges of BIPOC, colonised peoples, and peoples from the Global South; (b) de-center dominant narratives inherited from colonialism; and (c) restore, repair, and redress social and historical power inequities.

Discrimination: Treating someone unfairly by either imposing a burden on them, or denying them a privilege, benefit or opportunity enjoyed by others, because of their race, citizenship, family status, disability, sex or other personal characteristics.

Global South. An emergent term most commonly used in a descriptive manner and often used in contrast with the global North as a political economy characterisation, Its function is more than a metaphor for underdevelopment, referencing instead a history of colonialism, neo-imperialism, and differential economic and social change through which large inequalities in living standard, life expectancy, and access to resources are maintained.

Intersectionality. Acknowledges the ways in which people's lives are shaped by their multiple and overlapping identities and social locations, which, together, can produce a unique and distinct experience for that individual or group, creating complex and multiple barriers to opportunities.

GLOSSARY OF TERMS (CON'T)

Race: Refers to the categories into which society places individuals on the basis of physical characteristics (such as skin colour, hair type, facial form, and eye shape). Though many believe that race is determined by biology, it is now widely accepted that this classification system was in fact created for social and political reasons. Such identities reflect the cultural attitudes of imperial powers dominant during the age of European colonialism.

Racialisation: The complex and contradictory process through which groups come to be designated as being of a particular "race," based on characteristics such as ethnicity, language, economics, religion, culture, & affiliation, and on such basis, subjected to differential and/or unequal treatment. The process by which people are identified by racial characteristics is a social and cultural process, as well as an individual one, and reinforced by systems and dynamics of power in society.

Racism: The marginalisation and/or oppression of people of colour based on a socially constructed racial hierarchy that privileges white people.

Systemic or institutional racism: Systemic Racism: A combination of systems, institutions and practises that advantage white people, and, for people of colour, perpetuate widespread disadvantages in access and opportunity in society. Systemic racism is grounded in the history of laws, institutions, and policies which were created on a foundation of white supremacy and maintains and supports systemic inequities and systemic racism. In this definition, the term "white supremacy" refers to the systematic marginalisation or oppression of people of colour based on a socially constructed racial hierarchy that privileges white people. It does not refer to extremist ideologies which believe that white people are genetically or culturally superior to non-whites and/or that white people should live in a whites-only society.

Sources: The Canadian Race Relations Foundation's Glossary of Terms; the Government of Canada's Anti-Racism Strategy 2019-2022; the Ontario Anti-Racism Directorate; the Ontario Human Rights Commission's Policy and guidelines on racism and discrimination; the Alberta Civil Liberties Research Centre; and the Oxford Bibliographies in Literary and Critical Theory.