

Whereas, Black History Month is celebrated by SFU and there has been a stated commitment to Equity, Diversity, & Inclusion (EDI) and racial equity;

Whereas, the UN has done a report on the need for governments and institutions, including universities, to implement Equity Policies and Practices for people of Black and African Descent to alleviate anti-Black racism and remove the disproportionate impacts on Black folks in its Report of the Working Group of Experts on People of African Descent on its mission to Canada;

Whereas programmes to support employment equity have existed to support various communities protected under the Employment Equity Act;

Whereas, there is inadequate support of Black SFU community members students as shown in the Diversity Meter of 2020, highlighting that those who identified of Black persons (Staff and Faculty) reported a lower positive agreement, and higher negative agreement in having the required supports to be successful and fit into SFU's culture;

Whereas, the University of British Columbia has passed a similar motion and the Simon Fraser University continues to strive to be leaders on issues of Equity, Diversity and Inclusion;

Whereas Tenure-Track Equity Hiring Programs programmes exist specifically for Black communities to advance equity for Black folks and faculty, and there are similar programmes that have been rolled out in Universities such as Ontario College of Art & Design (OCAD) University hiring initiative in support and callout for the International Decade for People of African Descent;

Be it resolved that the Senate recognizes and supports Black History Month moving forward, as well as recognize the International Decade for People of African Descent, and the historical and continuing contributions for Black Faculty staff and students at SFU, including those who have served in the Senate.

Be it further resolved that the Senate supports and recommends that the University funds and implements an initiative to support the hiring of at least 15 tenure-track Black faculty across the faculties and disciplines with an onboarding programme for the Black community members hired under such a programme, and that this hiring be coordinated under the SFU VP Academic's Office.

Be it further resolved that the Senate recognize harm and trauma that Black faculty and staff have faced due to the systemic and institutional racism that has existed at SFU, and to support and recommend implementation of programmes and that said supports have financial supports, for current Black faculty, students and staff to redress the inequities that currently exist.

Be it further resolved that the Senate consult the SFU Black Community groups such as the SFU Black Caucus on in what ways to make the onboarding of such a programme be beneficial to Black faculty, and any relevant equity support groups for Black faculty, staff and students.

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Resources and links:

1. [Ocad U Hires Five New Permanent Faculty In Recognition Of The International Decade For Peoples Of African Descent | Ocad University](#)
2. [Working Group of Experts on People of African Descent on People of African Descent in Canada](#)
3. UBC Senate meeting: [20210210 Senate Materials](#)
4. SFU Statement in Solidarity against racism acknowledging SFU's role in Systemic Discrimination <https://www.sfu.ca/pres/administration/former/andrew-petter/statements-andrew-petter/2020/sfu-stands-in-solidarity-against-racism.html>
5. SFU EDI in solidarity against anti-Black racism: <https://www.sfu.ca/edi/updates/announcements/2020/edi-advisory-council-statement-on-anti-black-racism.html>
6. SFU Diversity (results highlighting lower feelings of belonging and inclusion amongst Black faculty and staff): <https://www.sfu.ca/content/dam/sfu/edi/reports/Diversity%20Meter%20-%20Final%20Report.pdf>
7. McMaster makes commitment to Black academic excellence across the university: https://dailynews.mcmaster.ca/articles/mcmaster-makes-commitment-to-black-academic-excellence-across-the-university/?fbclid=IwAR2MXzuOjIVxV4O8FCCX0FZOIj07WI6OeQP7VNxig16_f3bMqYyL28PyR9s