

MEMORANDUM DCD #3, 2020-21

To: Faculty, University of Toronto Scarborough
From: Professor William A. Gough, Vice-Principal Academic & Dean
Date: 21 September 2020
Re: Upcoming Anti-Racism Events

Dear Faculty:

I am writing to draw your attention to two significant anti-racism events that will be taking place on September 30 and on October 1-2:

September 30 is **Orange Shirt Day**, an initiative now in its 8th year that aims to raise awareness in Canada—particularly within educational spaces—about the history of the residential school system and its ongoing impact on Indigenous communities. This year, a strike and related events organized under the framework of [#alloutseptember30th](#) aims to take a stand against anti-Black and anti-Indigenous racism.

On October 1 and 2 from 12-4 PM, the University of Toronto will be hosting the [National Dialogues and Action for Inclusive Higher Education and Communities](#), focused on addressing anti-Black racism and Black inclusion in Canadian higher education. Over the course of two days, participants will have the opportunity to choose from amongst nine interactive online sessions with panelists from academia and beyond to address student, faculty, and staff access and success; inclusive teaching, learning and curricula; inclusive decision-making structures; responsibilities and obligations of non-Black peers; mentorship and more. The concurrent sessions will explore the relevant issues, taking into account the diverse and intersecting identities within the Black community.

The first day of the Dialogues and Action will focus on systemic anti-Black racism, key barriers to Black inclusion and approaches to identifying and responding to them. The second day will focus on developing concrete actions and accountability mechanisms for structural and systemic change. The outcome of the deliberations will inform the creation of a charter of principles and commitments, which will support the implementation of the actions identified, and help to sustain an enduring culture against anti-Black racism and in support of Black inclusion.

I encourage faculty, staff, and students to participate in these events. As noted above the National Dialogues is being hosted by the University of Toronto and led by our Vice-President & Principal, Professor Wisdom J. Tettey, and many U of T Scarborough community members have contributed to the organization. To be clear this event while focussing on the needs of particular groups, needs the fulsome involvement of all groups to foster the environment in which progress can be made. I invite you participate in these Dialogues.

In order to facilitate participation by members of our campus community, we would ask faculty, if possible, to avoid scheduling required course assessments on September 30, October 1, and October 2.

Yours sincerely,



William A. Gough
Vice-Principal Academic & Dean
University of Toronto Scarborough