

Scarborough Charter on Anti-Black Racism and Black Inclusion

UCalgary Report on Progress

April, 2024





Territorial Land Acknowledgement

The University of Calgary, located in the heart of Southern Alberta, both acknowledges and pays tribute to the traditional territories of the peoples of Treaty 7, which include the Blackfoot Confederacy (comprised of the Siksika, the Piikani, and the Kainai First Nations), the Tsuut'ina First Nation, and the Stoney Nakoda (including Chiniki, Bearspaw, and Goodstoney First Nations). The City of Calgary is also home to the Métis Nation of Alberta (Districts 5 and 6).

The University of Calgary is situated on land northwest of where the Bow River meets the Elbow River, a site traditionally known as Moh'kins'tsis to the Blackfoot, Wíchîspa to the Stoney Nakoda, and Guts'ists'i to the Tsuut'ina. On this land and in this place, we strive to learn together, walk together and grow together "in a good way."

"Our laws come from the land, and our practices of granting rights and privileges is a process we were born with that ties us to this land."

Piikani Elder Dr. Reg Crowshoe, Hon. LLD'01, Cultural Advisor at UCalgary

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Acknowledgements



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The work we have done up to this point represents a start. We see our university's support for the Scarborough Charter as an extension of a long-term commitment to empowering Black futures. This is work that strengthens all aspects of our campus and every member of our community.

Dr. Ed McCauley

President and Vice-Chancellor

I. BACKGROUND

On Nov. 18, 2021, UCalgary signed the *Scarborough Charter on Anti-Black Racism and Black Inclusion*.¹ The Scarborough Charter was the major outcome of National Dialogues and Action for Inclusive Higher Education and Communities, held virtually on Oct. 1 and 2, 2020. This event included the participation of several UCalgary members including a plenary talk on opportunities for change by UCalgary Vice-Provost (EDI) Malinda S. Smith, a Scarborough Charter Steering Committee member.² The National Dialogues brought together Canadian higher education leaders, Black scholars, students and community organizations to tackle anti-Black racism and advance Black inclusion.³ The Charter, with signatories from more than 60 Canadian post-secondary institutions, commits to advancing four foundational principles — Intersectional Black Flourishing, Inclusive Excellence, Mutuality and Accountability — reflecting a collective response to demands for racial justice. As a signatory of the Charter, UCalgary strongly endorsed its principles and has committed to actionable steps against anti-Black racism by fostering equity, diversity, inclusion and accessibility at all institutional levels.

UCalgary participated in the first Inter-Institutional Forum of the Scarborough Charter (IIF), co-hosted by President Santa Ono of the University of British Columbia and President Joy Johnson of Simon Fraser University.⁴ This report is prepared for the second IIF hosted by President Vivek Goel at the University of Waterloo and President Deborah MacLatchy at Wilfrid Laurier.⁵ Dr. Smith, UCalgary's vice-provost of EDI, will serve as vice-chair of the second IIF. This report summarizes some initiatives at UCalgary to support the Black students, postdoctoral scholars, and academic staff on campus and in the broader community that align with the Charter's four principles and objectives.

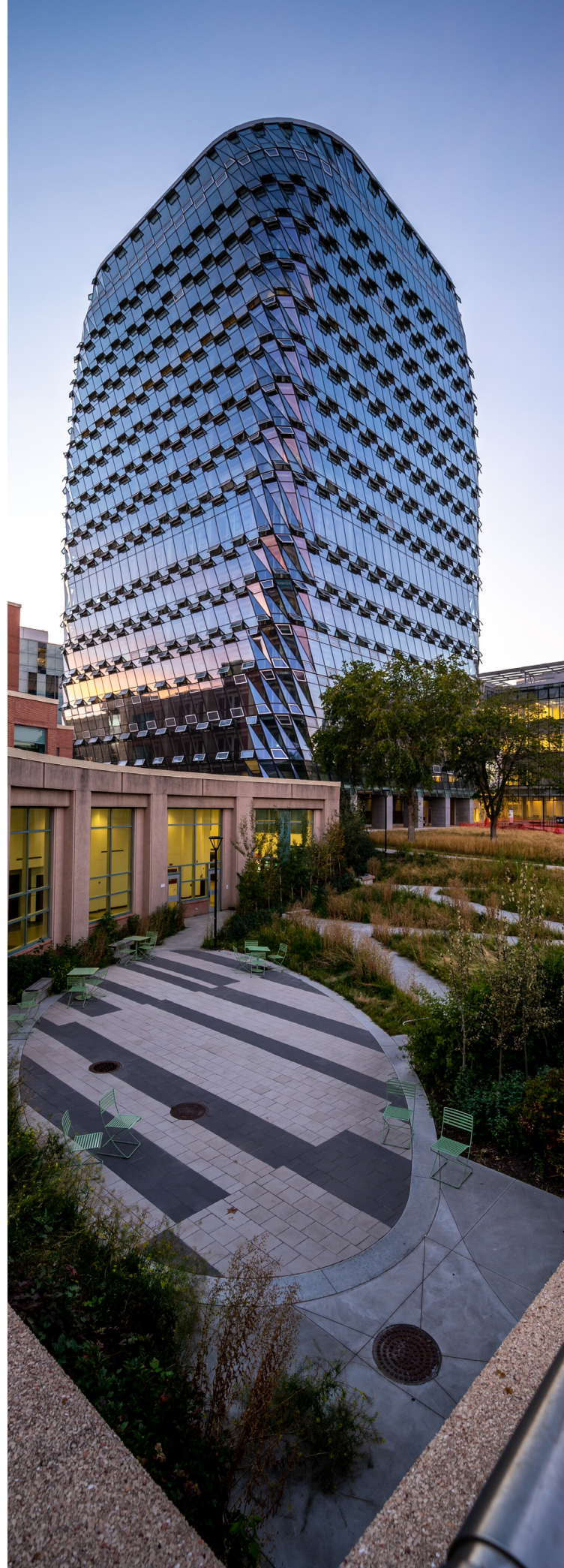
1 Pam Hyde, "UCalgary signs Scarborough Charter to address anti-Black racism and foster Black inclusion," University of Calgary, UToday (Nov. 18, 2021), <https://ucalgary.ca/news/ucalgary-signs-scarborough-charter-address-anti-black-racism-and-foster-black-inclusion>

2 Dr. Malinda S. Smith, plenary talk on "Deficit Thinking," <https://www.youtube.com/watch?v=x7DzNQDbk7Q>

3 University of Toronto Scarborough, "National Dialogue and Action for Inclusive Higher Education and Communities. Day 1 - Identifying Opportunities for Change: Plenary Talk 2 with Malinda Smith." (Oct. 1, 2020), <https://www.youtube.com/watch?v=x7DzNQDbk7Q>

4 First IIF of the Scarborough Charter, May 13-14, 2020, <https://events.ubc.ca/towards-black-flourishing/>

5 Second IIF of the Scarborough Charter, May 9-10, 2024, <https://uwaterloo.ca/inter-institutional-forum-scarborough-charter/>



II. Intersectional Black Flourishing

Intersectional Black Flourishing serves as a guiding principle for educational institutions to actively work against anti-Black racism by removing systemic barriers and fostering an environment of equity, inclusion and justice. UCalgary has made some significant strides in governance, research, teaching and learning, and community engagement. Some of the achievements listed below highlight the commitment to nurture human potential and advance research and education that uphold human dignity and sustainability.

Governance

- UCalgary leadership and governance is reflected in the work of Jon Cornish, the university's first Black chancellor; Dr. Malinda S. Smith, vice-provost and associate vice-president research (EDI) and the first Black senior leadership team member; and several senior and associate deans in faculties including the Faculty of Arts, Cumming School of Medicine and Werklund School of Education, among others.

- The Werklund School of Education established the Equity, Diversity and Inclusion (EDI) Dean's Advisory Circle, which consists of external community leaders, subject matter experts, alumni, institutional partners and administrative staff. The Advisory Circle guides the School's commitment to creating an inclusive culture and increasing Black student enrolment.
- The Cumming School of Medicine developed a strategic plan that includes a commitment to anti-racism, anti-oppression, equity, diversity, inclusion, wellness and inclusive governance. This included establishing a faculty anti-racism policy and ensuring that education programs proactively address equity, diversity, inclusion and accessibility (EDIA), as well as anti-racism.
- The Faculty of Social Work's Anti-Black Racism Task Force, co-chaired by Dr. Patrina Duhaney, PhD, and faculty dean Dr. Ellen Perrault, PhD, developed an action plan, "Confronting Anti-Black Racism & Promoting Black Inclusion and Excellence" (2021).⁶



⁶ Confronting Anti-Black Racism & Promoting Black Inclusion and Excellence: An Action Plan, Anti-Black Racism Task Force, Faculty of Social Work, University of Calgary, 2021
<https://socialwork.ucalgary.ca/sites/default/files/2021-10/Confronting%20Anti-Black%20Racism%20%26%20Promoting%20Black%20Inclusion%20and%20Excellence%20-%20An%20Action%20Plan%20v2.pdf>

Research

- UCalgary's Provost's Postdoctoral Awards for Indigenous and Black Scholars was launched in 2021⁷ and the inaugural cohort included three Black scholars.⁸ UCalgary has several Canada Research Chairs held by leading Black scholars, including Dr. Bukola Salami, PhD, Canada Research Chair Tier 1 (Black and Racialized Peoples Health), the first Canada Research Chair on Black Peoples Health in Canada, in the Cumming School of Medicine; and Dr. Jennifer Adams, PhD, Canada Research Chair Tier 2 (Creativity and STEM) in the Faculty of Science.
- The Faculty of Kinesiology academic program, led by Dr. William Bridel, PhD, supports undergraduate- and graduate-level research on Black women's experiences in physical activity in Alberta, contributing to the body of knowledge on EDIA.⁹
- The Cumming School of Medicine has seen the participation of the Black Physicians Association of Alberta working with undergraduate medical education to provide mentorship to Black medical students.
- The Black Youth Mentorship and Leadership Program is a partnership with the Faculty of Nursing at the University of Alberta, the Alberta Children's Hospital Research Institute, and the O'Brien Institute for Public Health at the Cumming School of Medicine at UCalgary.¹⁰ It is designed to empower Black youth through research and mentorship opportunities. This initiative significantly impacted participants' confidence and academic aspirations,

7 Provost's Postdoctoral Awards for Indigenous and Black Scholars, <https://research.ucalgary.ca/postdocs/funding-opportunities/provosts-postdoctoral-awards-indigenous-and-black-scholars>

8 Pamela Hyde, "Inaugural recipients of Provost's Postdoctoral Awards for Indigenous and Black Scholars announced," UToday (Oct. 19, 2021), <https://ucalgary.ca/news/inaugural-recipients-provosts-postdoctoral-awards-indigenous-and-black-scholars-announced#>

9 "Investigating the Physical Activity Experiences of Black Women Living in Alberta," <https://research.ucalgary.ca/participate/investigating-physical-activity-experiences-black-women-living-alberta-reb23-1354>

10 Black Youth Mentorship and Leadership Program, <https://cumming.ucalgary.ca/office/precision-equity-social-justice/pathway-supports/black-youth-mentorship-program>

with an increase from 64 per cent to more than 90 per cent in students believing they could become leaders.

- The recipient of the Donald I. Rice Award, Dr. Kannin Osei-Tutu, MD, a family physician, also holds pivotal leadership positions, including senior associate dean of Health Equity and Systems Transformation with the Cumming School of Medicine,¹¹ founder and president of the Black Physicians' Association of Alberta (BPAA), executive member of the Black Physicians of Canada, and national chair of the Royal College Accreditation Working Group focusing on Anti-Black Racism in postgraduate medical education. Additionally, he spearheads an innovative research program aimed at redefining compassion inclusively and leveraging digital technology and artificial intelligence for equitable health outcomes.

11 Todd Anderson, "Dr. Kannin Osei-Tutu appointed senior associate dean, Health Equity and Systems Transformation," UToday (February 10, 2023), <https://cumming.ucalgary.ca/news/dr-kannin-osei-tutu-appointed-senior-associate-dean-health-equity-and-systems-transformation>



This is a historic moment for Canadian higher education and UCalgary to move from commitment to action. I look forward to working with colleagues across campus and in the broader community to seeing these actions create meaningful change across the post-secondary sector.

Dr. Malinda Smith

Vice-Provost and Associate VP Research (EDI)

Teaching and Learning

- The Faculty of Law has a Black Student Equitable Admissions Process,¹² an initiative that emerged from UCalgary Law's responsiveness to student anti-racism advocacy.¹³
- The Cumming School of Medicine has a Black Applicant Admissions Process for Undergraduate Medical Education, part of its response to combatting systemic racism.¹⁴
- The Faculty of Social Work introduced three scholarships for Black students: the Dr. Wanda Thomas Bernard Leadership Scholarship, the Emerging Voices Scholarship for undergraduate students, and the David Este Excellence Graduate Scholarship.¹⁵
- The Schulich School of Engineering¹⁶ supported the

¹² Black Student Equitable Admissions Process, Faculty of Law, UCalgary, <https://law.ucalgary.ca/future-students/how-apply-jd-programs/future-black-students>

¹³ Dean Parthenis, "UCalgary Law launches new admissions process for Black students: Process responds to calls to action from student group," UToday (Sept. 2, 2020), <https://www.ucalgary.ca/news/ucalgary-law-launches-new-admissions-process-black-students>

¹⁴ Black Applicant Admissions Process: Taking action against systemic racism, Undergraduate Medical Education, Cumming School of Medicine (July 7, 2020), <https://cumming.ucalgary.ca/mdprogram/future-students/black-applicant-admissions-process>

¹⁵ Faculty of Social Work scholarships for Black undergraduate and graduate students, <https://socialwork.ucalgary.ca/about/about-faculty/anti-black-racism-task-force/scholarship-opportunities>

¹⁶ Canadian Black Scientist Network, Black in STEMM Conference, <https://blackscientists.ca/partners-sponsors/>

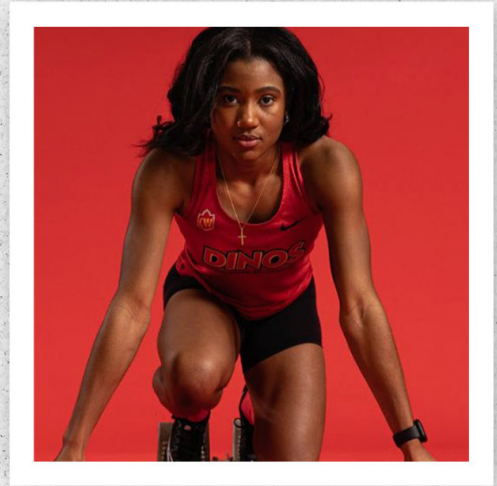
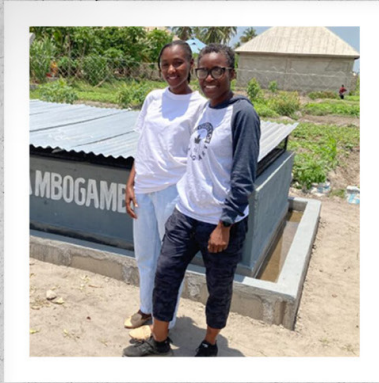
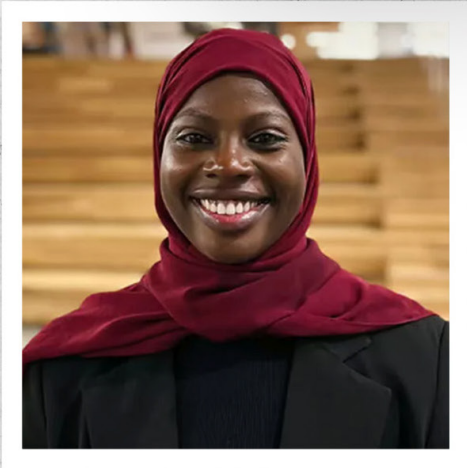
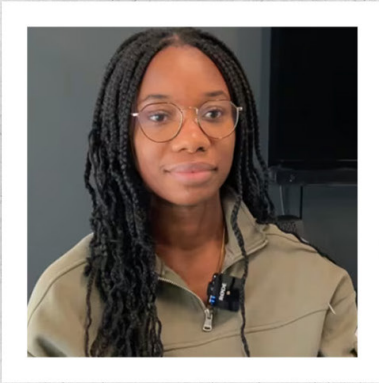
launch of the UCalgary student chapter of the National Society of Black Engineers (NSBE).¹⁷ The first official event, which included undergraduate and graduate students and faculty members, had 50 registrants.

- The Faculty of Law's Foreign-Trained Lawyers Program (FTLP)¹⁸ reported that 60 per cent of 2023/24 FTLP students self-identify as Black.
- Dr. Nicole Johnson, MD, a paediatric rheumatologist at Alberta Children's Hospital and a clinical associate professor at UCalgary, holds key leadership roles in promoting racial equity in health care. Her advocacy positions include co-curriculum lead for Health Equity for Post-Graduate Education at the Cumming School of Medicine (CSM); associate director of MD Admissions with CSM; CanMEDS 2025 Expert Working Group (communicator role); chair for the Diversity and Inclusion Task Force for the Canadian Rheumatology Association; and board executive and physician lead for medical student mentorship with the Black Physicians' Association of Alberta. She was recognized for inspiring students in STEM (science, technology, engineering and mathematics) with awards from the Calgary Black Chambers, UCalgary Department of Pediatrics (Education award), and the

¹⁷ NSBE UCalgary, <https://www.linkedin.com/company/nsbe-university-of-calgary/about/>

¹⁸ FTLP, <https://law.ucalgary.ca/future-students/post-jdl1b-certificate-programs/foreign-trained-lawyers-program>





Black Physicians of Canada in 2021¹⁹, 2022²⁰ and 2023, respectively.²¹

Community Engagement

- The Inaugural Black Scholars Reception: Celebrating Vision, Courage, and Inclusive Excellence at the University of Calgary, hosted by Dr. Malinda Smith, vice-provost and associate vice-president research (equity, diversity and inclusion), brought together Black scholars, faculty, staff and students in a lively gathering filled with energy, joy and meaningful connections with UCalgary senior leadership and deans.²²
- UCalgary has provided platinum sponsorship to the Black Scientist Network for three consecutive years (2022, 2023, 2024).
- The UCalgary Black Alumni Network was co-founded

by Liza Arnason, BA'92, and Donna Robinson, BA'92.²³

- Six Black student leaders were recognized for their academic excellence and community engagement with the 2023 Violet King Engaged Scholar Award, co-sponsored by the Student Union Quality Money and the Office of Equity, Diversity and Inclusion.²⁴
- The African Studies program in the Faculty of Arts hosted a welcome lunch and evening public lecture with His Excellency John Mahama, former President of Ghana²⁵, and a public lecture by renowned Africanist Dr. Toyin Falola, PhD, on the "Future of Africa."²⁶
- The Haskayne School of Business collaborated with the Calgary Black Chambers²⁷ to develop a mentorship

19 Danielle Ignacio-Pacunayen, "Visibility and inclusive excellence in science: Faculty members win Calgary Black Achievement Awards," UToday (March 23, 2001), <https://ucalgary.ca/news/visibility-and-inclusive-excellence-science-faculty-members-win-calgary-black-achievement-awards>

20 O22 Annual Report Data Section Final.pdf (ucalgary.ca)

21 Calgary Black Chambers Black Achievement Awards - Calgary Black Chambers

22 Deb Cummings, "Creating Space at the Table," UToday (May 27, 2021), <https://alumni.ucalgary.ca/news/creating-space-table>

23 Deb Cummings, "Creating Space at the Table," UToday (May 27, 2021), <https://alumni.ucalgary.ca/news/creating-space-table>

24 Violet King Engaged Scholar Awards, <https://www.ucalgary.ca/equity-diversity-inclusion/awards-scholarships/violet-king-engaged-scholar-award>

25 Michael Platt, "Former Ghanaian president visits campus, praises UCalgary's diversity: John Mahama promotes West Africa as a hub for innovation and economic growth," UToday (Nov. 22, 2023), <https://ucalgary.ca/news/former-ghanaian-president-visits-campus-praises-ucalgarys-diversity#>

26 African Studies Speaker Series Lecture: Dr. Toyin Falola, "The Future of Africa," Department of Anthropology, Faculty of Arts, Nov. 23, 2023, <https://events.ucalgary.ca/arts/anthropology-archaeology/event/443206-african-studies-speaker-series-lecture-the-future>

27 Calgary Black Chambers, <https://calgaryblackchambers.ca>

program for Black business students, featuring students at the annual Black History Month dinner.

- The UCalgary Black Law Students' Association was honoured with the Large Chapter of the Year award at the 33rd National Black Law Student Association of Canada Conference on Feb. 17, 2024,²⁸ following the initiation of the Black Student Application Process (Black Law Student Equitable Admission Process) in 2020, which saw a significant increase in the enrolment of Black law students.
- The Cumming School of Medicine sponsored the national conference of the Black Medical Students of Canada. In April, 2023, supporting UCalgary Black medical students who networked with peers and participated in professional development workshops.

III. Inclusive Excellence

Inclusive Excellence underlines the integral relationship between excellence in higher education and equity, diversity and inclusion principles. It emphasizes that achieving excellence necessitates recognizing society's

social complexities, proactively addressing barriers, biases and systemic inequities, fostering inclusion and belonging, and effecting positive societal transformation. UCalgary has taken meaningful steps to foster an environment where equity, diversity, inclusion and accessibility are at the forefront of achieving inclusive academic and research excellence.

Governance

- The Faculty of Law has implemented the Black Law Student Equitable Admission Process, which allows applicants of Black African or multiracial descent to submit personal essays supporting their applications, to enhance diversity and inclusion within the law. The Faculty of Social Work has initiatives to increase the number of Black academic, non-academic staff and sessional instructors. This demonstrates a governance approach focused on diversifying faculty and staff to reflect better and support the diverse student population.
- The Faculty of Social Work has initiatives to increase the number of Black academic and non-academic staff, and sessional instructors. This demonstrates an approach focused on diversifying faculty and staff to reflect and support the diverse student population.

28 Gideon Christian, "Empowering Change: Black Law Students Enrolment in Canadian Law Schools," *Slaw: Canada's online legal magazine* (Feb. 22, 2024), <https://www.slaw.ca/2024/02/22/empowering-change-black-law-students-enrolment-in-canadian-law-schools/>



Research

- The Indigenous and Black Engineering and Technology (IBET) Momentum Fellowship,²⁹ with a funding value of \$25,000 provided by the Schulich School of Engineering, is designed to bolster diversity and equity at UCalgary. It explicitly supports Indigenous (First Nations, Métis and Inuit) and Black (African/Caribbean-descent) researchers in engineering. This initiative aims to create equitable opportunities and eliminate systemic barriers, enriching the academic and research environment by ensuring the inclusion and respect of equity-deserving groups.
- The Faculty of Science, under the leadership of Dr. Jennifer Adams, PhD, professor and Canada Research Chair, organized the Freedom Dreaming: Affirming and Embracing the Creativity and Innovation of Black People in STEMM (science, technology, engineering, mathematics and medicine) event.³⁰ This demonstrates an effort to integrate and highlight Black excellence in research and academic work.
- The collaboration between sociologists Dr. Rita Yembilah, PhD, and Dr. Jenny Godley, PhD, of UCalgary's Faculty of Arts; Academics Without Borders; and Ghana's Simon Diedong Dombo University in Wa, northwest Ghana, to enhance ethics guidelines in Ghanaian research illustrates an inclusive research

29 The Indigenous and Black Engineering and Technology Momentum Fellowship (IBET), <https://iac01.ucalgary.ca/FGSA/Public/SpecificAward.aspx?AwardID=6900>

30 Nadine Sander-Green, "Freedom Dreaming event celebrates Black excellence in STEMM," UToday (Feb. 21, 2024), <https://ucalgary.ca/news/freedom-dreaming-event-celebrates-black-excellence-stemm>

initiative with international impact.³¹

Teaching and Learning

- The Faculty of Kinesiology created the Race and Indigeneity in Movement Cultures course (KNES 434) as a permanent offering in the academic calendar. This helps advance epistemic pluralism and embed inclusivity and diversity in the curriculum.
- The Faculty of Law reports, in its juris doctor program, 19.2 per cent (25 of 130) students self-identify as Black, and more than 40 per cent of its graduate students self-identify as Black.
- The Faculty of Arts hired Black assistant professors (teaching) in Anthropology/Archaeology, African Studies and Sociology in July 2023. This represents a strategic decision to enhance diversity within the faculty's academic staff and a commitment to cognitive justice.
- In 2022, Nigerians comprised the entire graduating class of the Master of Law program at UCalgary's Faculty 31 Heather McCoy, "UCalgary researchers bring Academics Without Borders to Ghana: Sociology-led project helps Ghanaian university institutionalize research ethics in the social sciences," UToday (Oct. 3, 2023), <https://ucalgary.ca/news/ucalgary-researchers-bring-academics-without-borders-ghana>



of Law. Dr. Ian Holloway, PhD, dean of law, highlighted that this was the first instance of the faculty graduating a class comprised of students from a single country, specifically from Africa.³²

- In March 2024, the Faculty of Nursing hosted its first gathering of Black nursing students and alumni under the leadership of Bemil Lawal, RN (assistant professor teaching) and Dr. Heather Bensler, EdD, to foster connection and support, address anti-Black racism experienced by students in nursing education and health care, and to work together to launch a local chapter of the Canadian Black Nurses Alliance.

Community Engagement

- The Haskayne School of Business hosted a Black student mixer to address feelings of isolation among Black students. The School also aims to address challenges in acquiring work and internship/co-op opportunities. This reflects a proactive approach to community engagement that supports Black students' well-being and professional development.

³² Julieanne Acosta, "All U of C Master of Laws graduates are Nigerian this year," *The Gauntlet*, (June 29, 2022), <https://thegauntlet.ca/2022/06/29/all-u-of-c-master-of-laws-graduates-are-nigerian-this-year/>

- In November, the Cumming School of Medicine Black Medical Students Association (BMSA) hosted Journey to Med, an event that brought out approximately 100 Black students and faculty interested in medicine and science as a career choice.
- The Schulich School of Engineering collaborated with the University of Alberta to expand the Experiential Learning in Innovation Technology and Entrepreneurship Program for Black Youth in Calgary. The goal is to foster inclusive excellence through community engagement by supporting Black students and aspiring engineers.
- The Faculty of Arts co-sponsored public lectures during Black History Month 2024, including one by renowned art historian Dr. Charmaine Nelson, PhD, and the Remembering Alberta's Sleeping Car Porters event, which celebrated Black history and excellence. This signals a commitment to community engagement that enriches cultural understanding and appreciation.

IV. Mutuality

UCalgary's efforts to advance the principle of Mutuality are evident in its proactive engagement in cultivating mutually





beneficial relationships with the institution and Black communities on campus, in the broader community, and globally. This is evident across various dimensions of university life, including governance, research and innovation, teaching and learning, and community engagement. These actions reflect the university's role as a supportive and integrative institution, aiming to align its initiatives with the growth and needs of Black communities, ensuring mutual development and collaboration.

Governance

- The Cumming School of Medicine (CSM) created a senior associate dean position for Health Equity and Systems Transformation.³³ The role highlights a governance approach aimed at embedding principles of equity and inclusion within the medical school's administration, directly contributing to fostering a supportive environment for Black communities both within and outside the institution.

Research

- The CSM's Black and Racialized Health Equity Research Program³⁴ focuses on Black and racialized people's health, Black anti-racism, racial equity, and the mental health of Black and racialized people and immigrants, highlighting a research commitment to inclusive excellence by addressing health disparities.
- UCalgary's engagement in global health for 20 years in Uganda, Tanzania and Guyana has resulted in bilateral travel and benefits in educational methods, care delivery and research.

³³ Todd Anderson, "Dr. Kannin Osei-Tutu appointed Senior associate dean, Health Equity and Systems Transformation," UToday (Feb. 10, 2023), <https://cumming.ucalgary.ca/news/dr-kannin-osei-tutu-appointed-senior-associate-dean-health-equity-and-systems-transformation>

³⁴ Black and Racial Equity (BARE) Research Program, Cumming School of Medicine, <https://cumming.ucalgary.ca/research/bare/home>

The CSM has dramatically changed paediatric/adolescent and cardiovascular health in these countries.

- The Faculty of Arts has led collaborations with Academics Without Borders in Ghana to improve ethics guidelines in Ghanaian research, representing a mutual exchange of knowledge and expertise. This benefits the academic community and broader societal stakeholders, reinforcing the university's role as a global partner in research initiatives.

Teaching and Learning

- The Schulich School of Engineering set up initiatives to provide work-integrated learning support for undergraduate students, including consultations with Black-led partnerships.



- In 2023, as part of the UCalgary Inclusive Excellence Cluster Hiring Initiative, the CSM initiated or completed the hiring of three Black scholars for assistant professor positions.
- On March 8, 2024, the Faculty of Social Work hosted the Dare to Dream tour at UCalgary's main campus, targeting Black youth aged nine and older. This in-person event was designed to introduce Black youth to social work and encourage them to pursue a advanced education at the UCalgary. career and study in the program.

Community Engagement

- A Courageous Conversations event with Vice-Provost Malinda Smith, in conversation with noted U.S. law professor Kimberlé Crenshaw (UCLA Law and Columbia Law) and emceed by Dr. Bukola Salami, PhD, a professor with UCalgary's C, offered the university community and the city of Calgary a timely opportunity to engage in conversations on intersectionality, anti-racism, human and civil rights, and social change. The March 18, 2024 event on was co-sponsored by the Office of Equity, Diversity and Inclusion; One Child Every Child; O'Brien Institute for Public Health; Alberta Children's Hospital Research Institute; and the Office of Vice-President (Research).
- The annual UCalgary Black History Month events³⁵, including

35 "Black Excellence: A Heritage to Celebrate; a Future to Build," Black History Month 2024, Office of Equity, Diversity and Inclusion, <https://www.ucalgary.ca/equity-diversity-inclusion/literacy-education/black-history-month/bhm-2024-black-excellence>

those organized by the Haskayne School of Business, the African Studies program and the Africa Centre, exemplify community engagement that fosters networking, mentorship, and mutual economic development opportunities for Black students and community members.

- The Schulich School of Engineering initiated partnerships with Black-led organizations like TheSTEMGirl and BrainSTEM Alliance for summer programs and youth initiatives. This highlights a commitment to community engagement that directly supports Black students and aspiring engineers, reflecting the principle of mutuality in action.

- The Faculty of Social Work hosted an Open House Discovery Session designed for high school students. This event introduced attendees to rewarding careers in social work. Additionally, the session provided an overview of the educational pathways that lead to the Bachelor of Social Work (BSW) program.

V. Accountability

The University of Calgary's commitment to the principle of Accountability is evident through its dedication to ongoing improvement and transparent responsibility for its actions and outcomes. This commitment manifests across four critical areas: governance, research, teaching and learning, and community engagement. Selected initiatives highlight how the university is actively working towards meaningful progress and accountability to its community and stakeholders, emphasizing the importance of consultation, representation and transformative inclusion.

Governance

- Participation as a signatory to the Inter-institutional Forum of the Scarborough Charter, co-hosted by the presidents of the University of British Columbia and Simon Fraser University, and the upcoming forum co-hosted by the presidents of the University of Waterloo and Wilfrid Laurier, reflect UCalgary's effort to foster

accountability and collaborative engagement across institutions, aiming for a broader societal impact.

- The OEDI's EDI Data Hub³⁶ highlights the importance of accessibility, diversity and inclusion for achieving inclusive excellence in research scholarship and teaching and learning at UCalgary. The initiative recognizes that diverse voices, experiences and perspectives enhance creativity, innovation and decision-making and aims to cultivate a rich talent pool capable of addressing contemporary global challenges.
- The Presidential Task Force on Equity, Diversity, Inclusion and Accessibility (PTF EDIA) at UCalgary is currently undertaking a collaborative engagement, research and data analysis to develop an institutional EDIA strategy and action plan. To achieve systemic improvement, the task force is using the IECB (Internal scan, external scan, consultations and best practices) strategic planning process and the SOAR (strengths, opportunities, aspirations and results) approach.

Research

- The Cumming School of Medicine (CSM) launched the CSM Support to Entry Program. This program is aimed at Black, Racialized, Indigenous, LGBTQ2S+ and disabled individuals, or those with diverse abilities and facing financial barriers, offering mentorship and educational opportunities to overcome systemic barriers in entering medicine and health-science research.
- UCalgary EDI Week 2024 embraced the Scarborough Charter's Accountability principle, featuring sessions like "Developing EDI Plans for Tri-Council Funding Applications" and "Understanding Black and Racialized Minority Experiences in Higher Education" to guide researchers in creating inclusive projects and address the challenges of equity-deserving groups, fostering transformative inclusion and continuous improvement in academia.

Teaching and Learning

- The Faculty of Kinesiology offers courses focused on race and Indigeneity within the curriculum and supports research on Black women's experiences



in physical activity. This highlights a commitment to enriching academic discourse and an understanding of issues affecting Black communities.

- The Faculty of Law champions the incorporation of critical race theory and anti-black racism components in the Foundations of Canadian Law course within the Foreign Trained Lawyers Program. This highlights a curriculum approach that integrates inclusive excellence by addressing systemic issues and enhancing understanding among future legal professionals.

Community Engagement

- The Schulich School of Engineering engages with Black-led community organizations to expand faculty-supported summer programs and youth initiatives. This approach supports Black elementary and high school students and aspiring engineers and strengthens the university's reciprocal relationship with the local Black community.
- The CSM's workshop on "Implicit Bias in Medicine" focuses on educating participants about their unconscious biases, especially relevant to their roles within medicine, and providing strategies for recognizing and reducing these biases to improve the work and learning environment.

36 University of Calgary EDI Data Hub, <https://www.ucalgary.ca/equity-diversity-inclusion/edi-data-reports/edi-data-hub>

- On March 7, 2024, UCalgary's School of Architecture, Planning and Landscape organized a compelling panel discussion moderated by Latosia Campbell-Walters and featuring experts Cecile Kotyk, Irvine Carvery and Dr. Patrina Duhaney, PhD, to examine the historical impact of planning policies that displaced Black communities and its subsequent effects on housing equity. The discussion aimed at integrating anti-colonial and anti-racist strategies into community planning and development, highlighting innovative approaches to equity and inclusivity.³⁷



³⁷ Black in this City Series: Black in -Planning and Housing, <https://events.ucalgary.ca/sapl/event/462735-black-in-this-city-series-black-in-planning-and>



Empowering Black Futures

Guided by the Scarborough Charter's four principles, the University of Calgary has made significant strides throughout all institutional levels to tackle anti-Black racism and advance Black inclusion including across governance, research, teaching and learning and community engagement.

Under the Intersectional Black Flourishing principle, highlights include the establishment of advisory groups, the launch of scholarships and mentorship programs, and the creation of courses and research programs highlighting Black stories and experiences. The principle of Inclusive Excellence is highlighted by initiatives such as equitable admissions processes, research fellowships, and partnerships with Black-led organizations to support student success and foster diversity within academic staff.

The principle of Mutuality is evident in UCalgary's collaborative efforts with Black communities, both locally and globally, to address health disparities, support youth empowerment, and to facilitate knowledge exchange. Finally, the Charter's Accountability principle is demonstrated through ongoing initiatives to enhance diversity data collection, develop institutional strategies, and integrate anti-racist practices into curriculum and community-engagement efforts.

Overall, UCalgary's commitment to the Scarborough Charter reflects its dedication to creating an inclusive environment that promotes the flourishing of Black communities while working towards transformative inclusion and societal impact.