



Charte de
Scarborough
Charter

2023 - 2024

SCARBOROUGH CHARTER PROGRESS REPORT

& 2025–2028 STRATEGIC PRIORITIES

2025-2028



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Scarborough
Charter



SCARBOROUGH CHARTER 2023 & 2024 ANNUAL REPORT
& 2025–2028 STRATEGIC PRIORITIES REPORT
Prepared by the Inter-Institutional Steering Committee

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**PROGRESS &
2025-2028
Strategic Priorities Report**

This report highlights the Scarborough Charter’s 2023-2024 progress and outlines strategic priorities for 2025-2028. It reviews key accomplishments in leadership, research, and student support while addressing ongoing challenges such as resource constraints and data gaps.

Looking ahead, the report details plans for incorporating the Scarborough Charter Secretariat, enhancing data collection, expanding capacity-building initiatives, and strengthening advocacy efforts.

An appendix features the Black Population Diversity and Intersectionality in Canada report, offering critical insights from the Scarborough Charter Data Working Group.

This report serves as both a reflection on progress and a roadmap for sustained, collective action toward Black inclusion and equity in higher education.

Produced by:
THE SCARBOROUGH CHARTER

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MESSAGE FROM THE CHAIR

SCARBOROUGH CHARTER INTER-INSTITUTIONAL STEERING COMMITTEE



“Together, we are making a difference in addressing anti-Black racism and advancing Black inclusion in higher education.”

Since the public signing of the Scarborough Charter by member institutions in 2021, a lot has happened in our world. We’ve experienced a pandemic, record inflation, political leadership changes, tariff threats, and various global conflicts with impacts at the local level. The higher education sector also continues to experience heightened volatility due to changes in government policies towards immigration, declining enrolment, and increasing financial pressures.

We are also seeing a growing lukewarm attitude and, in some instances, hostility towards anti-racism and inclusion initiatives in certain areas. In Canada for example, the Black community is the 3rd largest visible minority

population with 1.6 million people, representing 2.41 per cent of the population. That number is expected to double to more than 3 million by 2041. Even though Black Canadians between the ages of 25-54 were more likely to hold a bachelor’s degree than non-visible minority and non-Indigenous populations, they are also more likely to be unemployed, underemployed, and receive less compensation than members of these groups and remain underrepresented in senior leadership positions in academia, as well as in corporate Canada. These issues, among others, are what unite the Forum in working together to learn and improve opportunities for Black students, staff, and faculty members across the country.

As the Scarborough Charter Inter-Institutional Forum, we have made progress together. Of the 66 actions and sub-actions in the Charter, over 20 of them are firmly underway at various stages of completion across member institutions. From progress on initiatives that are improving the attraction and retention of Black faculty and staff, to admission pathways dedicated to Black students, we have a lot to write home about. We also recognize that more still needs to be done. Progress is often slow, but what’s more important is understanding what needs to be accomplished and taking the first step. We have taken that first step together.

This is why on behalf of your Steering Committee, I am pleased to share some highlights of the progress we have made as self-reported by members. The report presents a snapshot of promising initiatives, and an outline of priorities to ensure the sustainability of initiatives necessary to address meeting the

sectoral challenges and to meet growing needs of members in 2025 and beyond. One of the key priorities is to make the Scarborough Charter an incorporated Canadian charity organization, to be based in Ottawa. The incorporation will allow for robust funding vehicles as well as an effective administrative structure and professional expertise that effectively supports long-term sustainability of the Charter’s objectives and operational effectiveness. This includes the Scarborough Charter Secretariat leveraging its location in the nation’s capital to engage with various stakeholders, leading multi-sectoral advocacy efforts in ways that are ultimately beneficial to members.

I want to thank the University of Toronto Scarborough for hosting the Scarborough Charter since inception. We would not be where we are today without that critical support and the launching pad provided by UTSC. We are also indebted to various community partners, institutional stakeholders, and other individuals who have supported the Scarborough Charter since its introduction in November 2021. I also want to thank former and current members of the Inter-Institutional Steering Committee for their selfless service to the Forum. Finally, we are most grateful to our Forum members, who are working hard every day to address anti-Black racism and Black inclusion at their various institutions through targeted actions, exemplary initiatives, and leadership by example. Together, we are making a difference.

WISDOM J. TETTEY

Chair, Inter-Institutional Steering Committee
President and Vice-Chancellor,
Carleton University

INTER-INSTITUTIONAL STEERING COMMITTEE

(IISC) LEADERSHIP (2023/2024)

Wisdom Tettey

Chair, IISC, and President and Vice Chancellor, Carleton University (Chair, IISC)

Malinda Smith

Vice Chair, IISC, and Chair, Scarborough Charter Data Working Group. Vice-Provost & Associate Vice President Research (Equity, Diversity, Inclusion), University of Calgary

Adelle Blackett

Professor of Law & Canada Research Chair in Transnational Labour Law and Development, McGill University

Kofi Campbell

Provost & Vice-President (Academic), Brandon University

Michael Charles

Associate Vice-President, Innovation, Inclusion, Reconciliation & Healing, Centennial College

Delia Douglas

Director, Office of Anti-Racism, Rady Faculty of Health Sciences, University of Manitoba

Kim Glithero

Vice-President, People and Culture, Universities Canada

Jennifer Grant

Associate Vice-President, Anti-Racism Equity and Human Rights, George Brown College

Janet Johnson

President, Black Law Students' Association of Canada

Theresa Rajack-Talley

Vice-Provost, Equity and Inclusion, Dalhousie University

Stephanie Simpson

Vice Principal (Culture, Equity and Inclusion), Queen's University

Chanel Stanley

Secondary School Teacher, North Vancouver School District

Barrington Walker

Vice-Provost, Equity and Inclusion, McMaster University

Handel Wright

Professor of Education and Director, Centre for Culture, Identity & Education, University of British Columbia

John Ariyo

Executive Director, Scarborough Charter Secretariat

PROGRESS REPORTING

Since the launch of the Scarborough Charter in 2021, incremental progress has been made as self-reported by the signatory institutions. While the self-reported progress indicates a collective front to understand and address anti-Black racism and Black inclusion, a lot more still needs to be done. On the following page are some of the top 10 key accomplishments of the Scarborough Charter since launch.

KEY ACCOMPLISHMENTS

SUMMARY OF TOP 10

[73%]

of respondents reported having dedicated offices and leadership roles with a specific mandate to address racism within their respective institutions.

Some of these offices are led by members of the senior leadership team, such as vice presidents and vice provosts.

Others are led by staff in other senior positions, such as directors and advisors. While some of these offices and positions oversee equity, diversity and inclusion in the broader sense, some also have a specific focus on addressing anti-Black racism.

1. Dedicated EDI Offices and Leadership Positions

Majority of signatory membership reported having dedicated offices and leadership roles with a specific mandate to address racism within their respective institutions. Some of these offices are led by members of the senior leadership team, such as vice presidents and vice provosts. Others are led by staff in other senior positions, such as directors and advisors. While some of these offices and positions oversee equity, diversity and inclusion in the broader sense, some also have a specific focus on addressing anti-Black racism.



2. Race-Based Data and Survey Initiatives

Members reported administering various survey initiatives to identify the extent of representation and underrepresentation of their Black faculty, staff, and students through baseline data compilation and analysis. Although these initiatives are positive, respondents also identified various gaps associated with such efforts. These gaps are addressed separately under the Key Challenges section.

3. Black-Focused Research, Research Chairs, Studies, and Related Programs

Members reported a range of Black-focused research initiatives and study programs that are putting continued positivity on Black excellence. Some of these include Black Entrepreneurship Knowledge Hub, Institute of Black and African Diaspora Research and Engagement, Black Excellence Orientation Series, the Black History Project, and Black Research Seed Grants. Key Research Chair positions were also created, including a few Black studies programs across member institutions.

4. Leadership Initiatives for Black Faculty and Staff

Signatory institutions invested in increasing the

attraction, retention, and creation of key leadership opportunities for Black faculty and staff. Although more still needs to be done, some of the initiatives reported are significant enough to warrant mentioning as evidence of key progress. Some of these initiatives ranged from specific funding for Black scholars to mentorship programs, support for curriculum development, and hiring of leadership positions with a focus on Black inclusion.

5. Support Initiatives for Black Students

Several initiatives were administered by member institutions specific to supporting the inclusion, engagement, and advancement of Black students. Some of these included dedicated bursaries, mentorships and scholarships for Black students, admissions pathways, and operating Black student success centres.

6. Training Programs, Events and Educational Opportunities

Several educational events and training programs were reported by members. These programs were designed to increase knowledge of the entire institution and allies about equity, diversity, inclusion, accessibility, and anti-racism. A few others reported specific allyship with Indigenous programs to create a better sense of gratitude and appreciation of First Nations in Canada.

KEY ACCOMPLISHMENTS

SUMMARY OF TOP 10

7. Community Engagement

Members undertook various community initiatives within their institutions, and broadly within their host communities. The initiatives underscored the need for taking a whole-of-community approach to the success of Black students, staff, and faculty, both on and off campus, and in alignment with the vision of the Scarborough Charter. Some of the engagement efforts include various partnerships with the school boards to engage high school students, and encouraging their early interest in post-secondary education.

8. Biennial Inter-Institutional Forum event

The Scarborough Charter hosts an Inter-Institutional Forum event that takes place every two years. The well-attended event covers topical issues, speakers, and panelists on anti-Black racism and Black inclusion in Canadian higher education. The event also provides a great opportunity for participants to

meet with colleagues and exchange ideas and experiences relating to anti-Black racism work. The first Forum event took place in May 2022, jointly hosted by the University of British Columbia and Simon Fraser University. The second Forum event took place in May 2024, jointly hosted by the University of Waterloo and Wilfrid Laurier University. The next Forum event will take place in 2026.

9. Collective Supports from Charter Partnerships and Networks

The University of Toronto Scarborough (UTSC) has provided generous support as the host of the Scarborough Charter since inception, creating the important launching pad needed to get the Charter’s strategic and operational work in motion. In addition, the Scarborough Charter Inter-Institutional Steering Committee (IISC) has also provided leadership in driving the core vision and principles of the Charter forward. Furthermore, membership supports

the Charter through their dedicated annual dues and engagement. In 2021, the Scarborough Charter launched with 40 signatories. Membership has now grown to 59 members, representing a 48 per cent increase over four years.

10. Retention of the Inaugural Executive Director of the Scarborough Charter

The Scarborough Charter hired its inaugural Executive Director in July 2024 – the first staff of the Charter. The Executive Director is already providing leadership, engagement and other strategic initiatives to advance the vision

and objectives of the Charter. The ED will also ensure the long-term sustainability of the Charter and its operational activities.

+48%
increase in membership since 2021: From 40 to 59 signatories.



SELF-REPORTED ACCOMPLISHMENTS

MEMBER PROGRESS HIGHLIGHTS

The self-reported accomplishments of the Scarborough Charter members cover a wide range of topics specific to the guiding principles and actions of the Charter. While not all the 59 signatory members participated in the self-reported survey, those who participated provided a glimpse into some of the efforts that are being taken to implement the Charter, and the opportunities and challenges that need to be addressed. Below are snapshots of key highlights of progress as reported by members.

Acadia University

- Inaugural Vice-Provost, Equity, Diversity, and Inclusion from 2022-2023. Associate Vice-President of Inclusion, Diversity, Equity, and Accessibility announced in 2024.
- A multitude of new positions have been created. Among these, five are designated positions whose roles directly supporting Black student success and flourishing.
- Development of a STEM Leadership Academy to support Black STEM Scholars, marking a proactive step towards equitable practices in research leadership.
- Successful launch of the Acadia campus satellite location for Cape Breton's School of Nursing, with the program committing 50% of nursing seats to African Nova Scotian, Mi'kmaq, and Indigenous students

- A Black student lounge was created in 2022. The lounge is a welcoming and safe space for Black students that is available during the day and after hours.

Algoma University

- The first Algoma University 2023-2028 EDI Strategy was released in December 2023. As part of the implementation process, Algoma University deliverables include the development of an institutional plan on Black Excellence to align with the University's commitment to the Scarborough Charter on Anti-Black Racism and Black Inclusion in Canadian Higher Education.
- Establishment and support for scholarships and bursaries for Black

- students, such as the LEAP Entrance Bursary and ACCANO Scholarship.
- The Learners Early Access Program, in partnership with the Peel District School Board (PDSB) and Dufferin-Peel Catholic School Board (DPCDSB) and industry partners, provides a 'leap' from high school to university for equity-deserving students who are historically underrepresented on university campuses.
- Appointed a department chair to the Algoma University EDI Task Force to ensure the integration of EDI initiatives and accountability frameworks into the office of research and innovation strategic planning.
- Partnership and collaboration with the City of Brampton on Black Inclusion projects such as Black History Month and Brampton OnStage Heartbeats Internship & Co-op Program for Black Youth.
- In 2024, the inaugural Black Student Association was established, reflecting a direct commitment to the principles of the Scarborough Charter by advancing Black inclusion, representation, and community within the institution.
- Black Graduation Ceremonies have been formalized as key annual celebrations, embedding them into the institution's culture as enduring representations of Black traditions of excellence.

Bishop's University

- The EDI strategy writing process adopted

- grassroots, community-centred approach, involving approximately 400 members of the university community.
- The Black Professionals Networking Session convened Black professionals alongside students from our university and neighbouring CEGEPs, universities, and high schools.
- A PhotoVoice project, themed around #BlackJoy, was a celebration of resilience, triumph, and cultural vibrancy within the Black community.
- Developed an EDI website, serving as a hub for learning materials and resources. A cornerstone of this platform is the Anti-Racism section, curated by Black students.
- Proceeded with a review of student code of conduct to, among other changes, more effectively address instances of racism while actively promoting affirming behaviours, such as anti-racism.
- Launched the drafting of a new EDI strategy that strategically weaves priorities and actions derived from the Scarborough Charter.

Brock University

- Brock University created the Black Student Success Centre (BSSC). The BSSC serves as a centrally located resource and support space on the Brock University campus, dedicated to the advancement, development, elevation, growth, and

SELF-REPORTED ACCOMPLISHMENTS

MEMBER PROGRESS HIGHLIGHTS

- success of the African, Black, and Caribbean student community.
- Brock created new leadership roles to address equity, diversity, and inclusion. These roles address racism in general and anti-Black racism in particular. The roles include the Associate Vice-President of Equity, Diversity, and Inclusion, the Director of Human Rights and Equity, the Manager of EDI Education & Outreach, and the Manager of the Black Student Success Centre.
- The university has a process to address and redress anti-Black racism through the Respectful Work and Learning Environment Policy currently under revision.
- The Office of the Vice-President, Research (OVPR) held the inaugural round of the Black Scholar Research Grant, with the adjudication of the award held in March 2025.
- Brock successfully submitted a Fall 2024 nomination for the Canada Research Chairs Program, as part of Brock's Black Cluster Hire initiative.

- In September 2023, Brock LINC signed a Collaboration Agreement with the Canadian Black Chamber of Commerce, to increase opportunities and access to resources for Black entrepreneurs.
- Brock initiated the annual Black Secondary Student Symposium in November 2023. The event hosted over 200 Black students from grades 9-12 from Ontario secondary schools

Carleton University

- Two Faculty Advisors on Anti-Black Racism and Black Inclusion were appointed in 2022. The Faculty Advisors meet regularly with Provost and staff with the Department of Equity and Inclusive Communities to discuss and plan Anti-Black Racism and Black Inclusion Initiatives that align with the EDI Action Plan and the Scarborough Charter.
- The Faculty of Engineering and Design (FED) has partnered with the University of Alberta on the ELITE Program for Black

Youth. The program creates opportunities for Black Youth to access experiential learning and work integrated training in science, technology, engineering, and mathematics (STEM) fields and entrepreneurship

- The Faculty of Arts and Social Sciences (FASS) proudly opened the Pius Adesanmi African Studies Resource Centre and African Studies Student Lounge. The resource centre is aimed at making the
- Institute of African Studies a hub for students, visiting researchers and community members for research and networking.
- Carleton Sprott School of Business has created partnerships that support equity deserving groups including the Black Entrepreneurship Knowledge Hub
- The Umoja Black Community Engagement Program, a pan-Africanist organization dedicated to addressing anti-Black racism in education, was launched in 2022. The Umoja Program is managed by the Student Experience Office and led by African, Caribbean, and Black (ACB) students. The program is dedicated to the academic, professional, and personal empowerment of the Ottawa region's ACB Communities.
- The Anti-Black Racism and Black Inclusion Working Group was formed in 2022 to provide dedicated resources to advancing Black inclusion efforts and initiatives across campus (2022)
- Student Health and Wellness created

counselling positions with a specific expertise in serving racialized and Black students (2021/2023)

Concordia University

- Established a President's Task Force on Anti-Black Racism (PTFABR) Implementation Team and the position of Director of the Black Perspectives and Equity Office whose role includes
- stewarding the continued implementation of the Task Force's recommendations.
- Provided funding to seven Black-led and Black-centered research projects led by students, faculty and staff.
- Development of a Black Knowledges Hub to enable the production, preservation, dissemination, and accessibility of knowledge centered on Black lives, histories, and intellectual traditions.
- Established financial aid in the form of scholarships, bursaries and awards for Black undergraduate, master's and PhD students, including the launch of a retention award for Black PhD Students and a web page that centralizes scholarships, bursaries and awards available to Black students.
- Launched a Minor in Black and African Diaspora Studies in the Canadian Context. A first of its kind in Quebec, the new program will explore Black history, experience and knowledge, as well as Black academic thought.

SELF-REPORTED ACCOMPLISHMENTS

MEMBER PROGRESS HIGHLIGHTS

- Launched Concordia’s Black Presence Hub, which is a space where Black students, faculty and staff can access culturally relevant resources, services and more to foster flourishing, support, community, and knowledge sharing, both on and off campus.

Dalhousie University

- First Black Chancellor and first Black Provost and Vice President Academic appointed in 2023 and 2024 respectively.
- In 2024, Chair in Black Canadian Studies, in partnership with the National Black Health Education Collaborative launched the Black Health Primer, which aims to address gaps in Black health and anti-Black racism training.
- The university introduced a new major in Black and African Diaspora Studies in October 2023.
- An African Nova Scotian Research Cluster and Project was formed at the law school.
- From September 2022 to March 2024,

Dalhousie approved a cluster of five Black faculty hires.

- Dalhousie Medical School announced the approval of the Black Learners Admissions Pathway (BLAP) for the 2023/2024 application cycle.
- Dalhousie University and the University of King’s College hosted the first Universities Studying Slavery (USS) conference outside the United States in October 2023.

Fanshawe College

- From 2021, increased the size of the Centre for Equity, Diversity and Inclusion by 600% - including the addition of an Anti-Racism and Inclusion Specialist - with the intention of creating full-cycle support for equity-deserving staff and students, from proactive and strategic consideration of equity and anti-racism through to formal resolution of complaints via the Ombuds Office.
- Launched the College’s first framework for EDI, anti-racism, and anti-oppression work

in 2023, entitled A College Where We Belong, identifying priority themes across the spectrum of the College’s work, including governance and leadership, enrolment management, people and culture, and student services.

- Launched six working groups, staffed with College administrators and members of the EDI and Anti-Oppression Task Force, to identify tasks and projects responsive to both A College Where We Belong and the Scarborough Charter. These groups are on track to deliver an ambitious five-year action plan by Fall 2025.
- Launched a Collegewide learning series entitled EDIfied with the goal of moving every Fanshawe staff and administrator through a progressive series of EDI and anti-racism workshops and creating a baseline level of anti-oppressive competencies in every Fanshawe leader. Launched a pilot of the Equity Champions program, a dedicated group of faculty who support faculty peers in identifying and establishing pathways to anti-oppressive curriculum development and pedagogical innovation to support equity-deserving learners.

George Brown College

- Established two institutional networks (October 2024) to enhance Black employee engagement and research collaboration. The Black Employee Network

fosters professional connections and peer support, engaging 105 participants—representing 51% of Black employees who self-identified in the 2023 Census.

- The Black Scholars & Research Network connects Black scholars and employees interested in shaping the Black Futures Research Studio (BFRS) and advancing community-driven research initiatives. Black Futures Initiatives (BFI) & The Gathering Space launched in September 2024, establishing a dedicated hub for Black students, faculty, and staff.
- Black Student Success Network (BSSN) has experienced a significant growth in impact and outcomes. A total of 286 students registered in 2023-2024 (84% completed the academic year), 60% improved their GPA, and the network hosted 34 events (125% increase from the previous year).



SELF-REPORTED ACCOMPLISHMENTS

MEMBER PROGRESS HIGHLIGHTS

- Partnered with the Centre for Hospitality and Culinary Arts (CHCA) and Toronto Raptors & Maple Leaf Sports & Entertainment (MLSE) to provide Black culinary and beverage students with leadership, career development, and mentorship opportunities through our annual Roots & Recipes Black Futures Month programming.
- Onyx Initiative was launched, an initiative aimed at increasing the recruitment of Black students within Canadian corporations and support their long-term career success.
- Inclusive Hiring Pilot Program launched, targeting Talent Acquisition Consultants, Deans, hiring committee members, and other relevant staff members. The program enrolled over 100 staff and faculty members, with the intention to continue this pilot program to future Hiring Programs.
- 2023 Employment Equity Census results and recommendations will significantly inform George Brown College's

Anti-Racism Action Plan and Indigenous Education Strategies, guiding equity, diversity, and inclusion efforts for three to five years.

King's University College

- Developed a survey in partnership with the IT department, to collect and inform the University of the number of Black students, faculty and staff on the King's campus.
- Office of EDID in collaboration with Communications created a page dedicated to past and present Black King's students to celebrate the diversity of our Black community.
- – Student Affairs and Office of EDID are supporting the students in the creation of the Black Students' Association (BSA) on campus.
- BIPOC Discussion Circle was created prior to the signing of the Scarborough charter and is led by Student Affairs. It is a safe space created for students to be heard, seen and relate to one another.

- Black Faculty & Staff was formulated and started in May 2024 with the support of Human Resources.

Kwantlen Polytechnic University

- Established its first Office of Equity and Inclusive Communities and a position of Vice President, Equity, and Inclusive Communities in 2023.
- Introduced an annual anti-racism symposium. First Annual Anti-Racism Symposium was held in March 2023. Second symposium was held in March 2024.
- Anti-racism tool kit has been developed and launched in March 2025.
- Continued offering of series of workshops on anti-racism in 2022, 2023 and 2024, including on anti-Black racism, through Canadian, Black-led training firms.
- KPU has signed two multiple contracts for training on anti-racism with Black-led firms in BC and Ontario. The workshops ran from 2022-2024.
- Members of KPU community participated in Black in BC events. KPU continues to be a sponsor for events that celebrate Black excellence.

McGill University

- McGill maintained its multi-year strategic efforts to recruit and retain Black faculty, fostering their professional growth. As a

result, there are now 48 Black tenure-track or tenured faculty members at McGill as at end of 2024.

- The Professional Exchange Program (PEP) is designed to address inequities and employment barriers that Black-identifying employees at McGill may face. The program fosters meaningful connections, offering access to coaching, and providing experiential learning opportunities with McGill professionals.
- In response to the Provost's Anti-Black Racism Action Plan, the McGill Library decided to highlight resources from the collections and community-created resources in an Anti-Black Racism Resource Guide.
- An inter-university Community of Practice (CoP) was established between McGill, Concordia, and Université de Montréal. This CoP convenes regularly to exchange knowledge and develop strategies to dismantle anti-Black systemic barriers.
- Exchange programs were also established between Howard University and the University of the West Indies in Barbados.
- Black Student Affairs Liaison continued to support the advocacy efforts of Black Student Associations and collaborated on programming within the Black Student Space, located in the Ferrier Building on the downtown campus. This space also functions as a study lounge, a communal gathering spot for shared meals, and a recording studio for student podcasts.

SELF-REPORTED ACCOMPLISHMENTS

MEMBER PROGRESS HIGHLIGHTS

McMaster University

- McMaster Student Union, Black Student Success Centre, and several faculties have supported the development and establishing of Black focused and Black student led community and caucus groups, providing intersectional and expansive spaces of peer support, programming, and cross-cultural engagement.
- Robust contributions of new and legacy Black Faculty members have been institutionally celebrated and recognized through events and initiatives and through tri council funding and government recognition.
- Support the African and Black Diaspora studies program through the development of the research institute and through cross credential course offerings in partnership with the INSPIRE office and Latinx Studies.
- Faculty specific data collection that assesses the recruitment and retention of Black undergraduate and graduate students.

- Spotlight series and seminars that highlight Black scholars on campus has been cyclically delivered as open education and networking opportunities, through the African and Caribbean Faculty Association.

Memorial University

- Memorial launched an initiative, the Black Academic Senior Administrators Sistah Circle, which is supporting Black women across Canada.
- Completed an ABR consultation with internal grant support. Two sessions were held with Black Students, faculty and staff at the Corner Brook and St. John's campuses. One session was conducted for the university's senior administrators.
- Development of a Steering Committee to support anti-racism and anti-Black racism work on campus. Terms of Reference and the selection of co-chairs have been completed. Committee members are being determined.

Mohawk College

- The establishment of a Black & Racialized Student Success Centre Student Council ensures that programming and services are inclusive and relevant to students' experiences.
- Addressing the lack of access to mentorship through the Faculty-Student Mentorship Program to help build meaningful relationships with mentors who share lived experiences and can provide access to networks and resources for empowerment and growth.
- Addressing financial barriers to education and barriers in accessing information about scholarships through the Scholarship Support Newsletter and Coaching to ensure that Black students are aware of and equipped to access funding opportunities.
- Career Development Workshops provide resources on transferable skills and skill

- articulation for résumés, interviews, and networking opportunities, empowering Black students to thrive in their chosen career fields, in partnership with Mohawk College Student & Graduate Employment department.
- Engagement with secondary schools to make post-secondary education accessible and desirable to Black students who might not have seen it as a viable option. Participated in Black Excellence Evening at Secondary Schools, in partnership with the Mohawk College Recruitment department.
- Through collaboration with community partners, connect students with volunteering opportunities, mentorship and tutoring programs, and leaders in Black communities, such as The John C. Holland Awards, Excel in Style, Afro-Canadian Caribbean Association (ACCA), and JonAyves Learning Club



Mount Royal University

- MRU has drafted an implementation framework to operationalize the principles of the Scarborough Charter. This framework outlines key thematic areas such as leadership representation, inclusive policies, community engagement, and educational initiatives.
- Advancing institutional demographic data collection mechanisms to better understand and address systemic barriers. This initiative is instrumental in identifying

SELF-REPORTED ACCOMPLISHMENTS

MEMBER PROGRESS HIGHLIGHTS

gaps, informing policies, and improving outcomes for Black students, faculty, and staff.

- Launched the Black Mentorship Program by Career Services that connects Black students with professionals for career guidance and leadership development.
- Annual Black Excellence Event organized by Career Services, which highlights Black leadership and success, providing networking opportunities for students and community members.
- Established an integration of diversity admission pathways to support students from underrepresented backgrounds.

Nipissing University

- Nipissing is conducting a comprehensive review of the Record of Student Development (RSD) program. This review explores opportunities for recognizing experiential learning, including Indigenous history and culture, bilingualism, civic responsibility, climate justice, and anti-Black racism.

- The Equity Action Planning Taskforce (EAPT) remains committed to promoting and upholding the principles of EDI and accessibility within the university. The task force is actively identifying structural inequities, including those related to the protected grounds in the Ontario Human Rights Code (OHRC), while addressing complex intersectionalities to ensure that all community members feel valued, supported, and empowered.
- Nipissing University has fully integrated the equity, diversity, and inclusion (EDI) requirements of the Canada Research Chair Program (CRCP) to ensure compliance and continued funding.
- Nipissing University is undertaking a comprehensive audit of its current Equity, Diversity, Inclusion, Accessibility, and Anti-Racism (EDIA-AR) practices. The audit aligns with the Global Diversity, Equity & Inclusion Benchmarks (GDEIB) and the provincial government's recent anti-hate policy.

- All requests for new faculty positions must address how they align with the Scarborough Charter framework, to foster inclusive excellence through governance.
- Nipissing University supports student associations like the Nipissing University Black Association for Student Expression (NUBASE).

Nova Scotia Community College

- Providing scholarships, bursaries, fellowships and related, dedicated support including increased research opportunities, mentorship and alumni engagement to support.
- Launched African Nova Scotian Bursaries – Worked in partnership with NSCC Foundation to launch four additional Black and African Nova Scotian Awards totalling \$10,000.

- Launched Entrepreneurship-in-the- Making Black and African Nova Scotian Cohort partnership with Blk Women in Excellence.
- Announced the launch of the first Black and African Nova Scotian Student Hub at IT Campus.
- Launch of the Black Student Society at IT and Akerley Campus.
- Launched the Pathways to Shipbuilding for People of African Descent (2024-26) in partnership with the Africadian Empowerment Academy.
- Launched African Nova Scotian Explore Days in partnership with FutureCivics. The African Nova Scotian explore days aim to connect with Black and African Nova Scotian youth from grades 9 – 12 to introduce NSCC as a viable academic option.

NSCAD University

- NSCAD organizes events during African Heritage Month to honor the contributions of Black and African artists globally. For instance, in early 2025, the university hosted a trivia night co-hosted by Venus Envy, focusing on Black contributions to sexual and gender justice in Canada.
- NSCAD supports African diasporic students by facilitating their attendance at events like the Black Film Festival in Halifax, providing opportunities for cultural engagement and learning.
- In January 2022, NSCAD launched a cohort

[22]

Institutions have launched specialized EDI leadership roles, race-based data initiatives, and Black-focused research.

SELF-REPORTED ACCOMPLISHMENTS

MEMBER PROGRESS HIGHLIGHTS

hire for six Black, Indigenous, and/or racialized new faculty members, aiming to diversify its academic staff and enrich the educational experience with diverse perspectives.

- An EDIA Committee was formed in June 2020. The committee advises the university president on developing and implementing anti-racist strategies, ensuring accountability and progress in creating an inclusive environment. We are currently in the process of updating the committee structure and terms.
- NSCAD engages with African Nova Scotian high school groups, including initiatives like the PREP Academy, to encourage and support Black students in pursuing higher education and careers in art and design.

OCAD University

- OCAD University assigned two faculty members (Drs. Camille Isaacs and Kathy Moscou) to be co-chairs of OCAD’s efforts to implement the Scarborough Charter.

- The Scarborough Charter Strategic Planning Committee (SCSPC) was created, which comprises Black faculty, students, and staff from various departments/areas of the institution. The SCSPC meets regularly, including two retreats, to help draft OCAD’s implementation of the Scarborough Charter’s pillars.
- A Black Studies Design and Art Minor was created in 2024, the first of its kind in Canada.
- Under our Project Officer, the SCSPC conducted two surveys: One survey of all unit managers across the university asked how they were implementing the Scarborough Charter in their units. The second survey requested feedback from Black Researchers at OCAD, asking about their research needs and barriers.
- The SCSPC drafted 18 recommendations that were presented to Senate and upper administration. The final report is in progress.

Ontario Tech University

- University continuing with its commitment to EDI through its collection of Self-ID data and work on removing barriers within its academic hiring processes and providing mandatory EDI training to all hiring committee members to ensure. This is an ongoing process that includes the engagement of the Faculty Association.
- Launched the Black Youth Visionary Program, with generous funding from Scotiabank. The program aims to engage Black youth in post-secondary education at Ontario Tech University by raising opportunity awareness and supporting them with financial assistance and wrap-around supports so they can be successful in earning their degree and securing a job in their field of study.
- Developed Black Youth bursary program. Five \$1,000 bursaries will be awarded to full-time students for the Winter 2025 semester.
- From March 2022 to December 2024, Brilliant Catalyst reached 1,045 Black youth who participated in the program. This program provided entrepreneurship training to black-identifying youth interested in starting a business within the skilled trades. This program was delivered in partnership with the Dream Legacy Foundation.
- Black faculty researcher Kanika Wortley-Samuels appointed as a Tier 2 Canada Research Chair.

- Wesley Crichlow’s SSHRC grant examining the “Carceral Intersections of Gender Identity, Sexual Orientation and Trans Experience in Confronting Anti-Black Racism, Anti-Black LGBTQI+ Racism and Structural Violence in the Prisoner Re-entry Industrial Complex’.

Queen’s University

- Implementation Framework for the Scarborough Charter was developed with community and partner engagement at its core. Four Scarborough Charter Working Groups were also established with mandates aligned with the four broad themes of the Charter.
- Black Studies at Queen's program continues to contribute to the emergence of Black Canadian studies and de-centering epistemic Eurocentrism.
- Recognizing and supporting Black intellectual excellence through the distinguished work of Canada Research Chair in Black Studies, Canada Research Chair in Youth and African Urban Futures, and the Distinguished Professorship in Black Studies and Social Justice
- Created various dedicated opportunities for Black students. These include admissions pathways, awards, academic mentorship, wellness supports, and dedicated study and support spaces.

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- Established the Black Alumni Chapter, Mentorship and Student Ambassador programs.
- Continuing to conduct academic outreach programs for local Black grade-school students.

Saint Mary’s University

- An academic leader was appointed to the role of AVP, Diversity Excellence
- Established the SMU Black Faculty and Staff Collective (Caucus).
- Formed the Black Inclusion Strategy Group.
- Enhanced self-identification questionnaire to gather more enhanced data.
- Incorporated new language in Faculty Union Collective Agreements that commits to the hiring of 3 Black scholars.
- SMU is the East Regional Hub of the Black Entrepreneurship Hub.
- Continue to build on existing relationships with community organizations such as the Delmore Buddy Daye Learning Institute, Black Business Initiative, and Tribe Network.

- Continue to share all employment opportunities with community groups and organizations representing the African Nova Scotian/Black community.

Simon Fraser University

- In 2021, SFU appointed its first Special Advisor to the President on Anti-Racism. More recently, SFU recruited the first Vice-President, People, Equity and Inclusion, a Senior Leader in EDI and well-being initiatives, and five Directors of EDI across various departments. Additionally, an Associate Director for the Black Student Centre was hired to ensure dedicated focus on the needs and success of Black students.
- SFU reached a significant milestone by securing Special Program approval by the B.C. Human Rights Commissioner for preferential hiring of Black and Indigenous faculty and staff. The program seeks to address the systemic underrepresentation of Black and Indigenous individuals in

academic and administrative roles.

- SFU is actively working toward the establishment of a permanent Black Student Centre, underlining its commitment to the academic success and well-being of Black students.
- SFU continues to strengthen its support for the SFU Institute of Black and African Diaspora Research. Led by Dr. June Francis and Dr. James Busumtwi-Sam, the Institute plays a crucial role in advancing interdisciplinary research on the Black and African diaspora.
- SFU Introduced the role of Conflict Resolution and Investigation Specialists which enhances the dispute resolution process. This also helps address issues of anti-Black racism within the university, ensuring issues related to anti-Black racism are addressed equitably and fairly.
- SFU has significantly expanded its support for Black students through a variety of dedicated scholarships, bursaries and fellowships. Some of these include the Indigenous and Black Graduate Scholarship in Biological Sciences, the Uggla Family Scholarship, and the the Simon Fraser Student Society Undergraduate Award for Black Students.
- In September 2024, SFU launched a demographic and diversity survey to collect data that supports our regulatory obligations and institutional commitments—including the Scarborough Charter on Anti-Black Racism and Black

Inclusion. This data helps us deliver equitable and accountable programs and services, and measure progress toward our institutional priorities.

St. Francis Xavier University

- The Building Opportunities for Learning and Development (BOLD) program secured one year of funding to increase support for employers in advancing positive, inclusive, and antiracist workplaces, build inclusive workplace competency using best practices such as cluster hiring, coaching, and staff development. BOLD provides targeted career development employment programming support for students from historically underrepresented communities, while Employer engagement strategies require BOLD employers to complete EDIA training before hiring students.
- StFX formed the Athletic Equity, Safety, and Well-being Project in acknowledgement that broader societal issues, including sexual and gender-based violence prevention and response, equity, anti-racism, accessibility, and inclusion, must be addressed to promote a fair, welcoming, and supportive environment for everyone involved in sport at StFX. Safety in sport encompasses measures and initiatives that ensure all individuals, regardless of their background or identity, can participate in sport without facing discrimination, exclusion, or harm.

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- Opened the Black Student Success Centre (BSSC) in September 2024
- Black Alumni Chapter was established, providing an advocacy and networking group for Black alumni.

Toronto Metropolitan University

- Toronto Metropolitan University established a School of Medicine focused on primary care for ethnically diverse and medically underserved populations. The first cohort of 94 undergraduate medical students, and 105 postgraduate medical education residents began their programs in 2025.
- The Black Scholarship Institute (BSI) at TMU was launched in 2023 and stands as an essential partner in addressing systemic anti-Black racism and promoting Black flourishing within academia. Led by Dr. Grace Camille Munroe, the BSI champions Black intellectual traditions and scholarship through strategic initiatives, signature events, community dialogues, and focused research.

- Black Postdoctoral Fellowship program was created as a direct outcome of TMU’s Presidential Committee to Combat Anti-Black Racism. The program aims at directly addressing the underrepresentation of Black academics. With four \$70,000 fellowships offered over 24 months, TMU seeks to recognize and amplify the contributions of Black scholars, expanding Black scholarship and intellectual traditions.
- TMU’s commitment to academic excellence and impactful research continues to garner international acclaim, as evidenced by its strong performance in the 2025 Times Higher Education World University Rankings by Subject. Notably, The Lincoln Alexander School of Law (LASL), despite its recent inception, achieved a remarkable global ranking among the top 250 law schools.
- TMU is an industry leader in comprehensive data collection. TMU collects demographic data from faculty, staff and students through the Diversity

Self ID program, which includes race-based data. Over 90% of the TMU community has self-identified through the Diversity Self-ID program.

University of Alberta

- 12 new Assistant Professor positions were retained through the Black Academic Excellence Cohort Hire.
- New Black leadership positions were created. They include Provost Fellow for Black Excellence and Leadership, Black Health Lead, and multiple new EDI senior academic and staff leadership positions.

- The research and Innovation strategic plan launched in 2023 and includes objectives to support Black and other equity denied researchers.
- Black-led Research Network released its visioning report 2023. Goals to build capacity for Black researchers and enhance Black research excellence.
- VPEDI launched a pilot project offering membership to the NCFDD to pre-tenure members of the Black Faculty Collective and modeled after other institutions.
- Black Canadians: History, Presence, and Anti-Racist Futures launched in March 2024, free and open to all (certificates for a



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small fee). A Black Studies Undergraduate Certificate was also underway.

- The Experiential Learning in Innovation, Technology and Entrepreneurship (ELITE) Program for Black Youth was conceived in June 2020 and has served around 200 Black youth between the ages of 15 to 22 in Alberta and Ontario, and has secured \$3 million in cash funding.

University of British Columbia

- Launched centralized university Student Diversity Census with disaggregated ethno-racial categories.
- Launched Black Student Spaces, Black Student Orientation Programs and other wrap-around student success services on both the Vancouver and Okanagan campuses.
- Launched and continue to expand Beyond Tomorrow Scholarship Program, attracting and celebrating a cross campus community of Black student award recipients.
- Expanded institutionally supported pan-institutional Black Faculty Network.

- Launched and continuing to recruit for a faculty cohort initiative to hire up to 23 Black scholars by 2026/2027
- Launched Black Student JD Application Process and established a Black Student JD Entrance Award Fund.
- Launched Black Student MD Pathway Program and established Entrance Award in Medicine for Black Students.
- Office of the Vice-President, Students established an IBPOC Strategic Initiatives Team to advise the VPS portfolio on the development, implementation and evaluation of policies and programs with an anti-racism lens.
- The Office of the Vice-President, Students established an embedded Black counsellor to support Black student health and wellness.

University of Calgary

- Launched the \$25,000 Indigenous and Black Engineering and Technology
- Momentum Fellowship, which explicitly

supports Indigenous and Black researchers in engineering.

- Cumming School of Medicine’s Black and Racialized Health Equity Research Program focuses of Black and racialized people’s health, highlighting a research commitment to inclusive excellence by addressing health disparities.
- Black Student Equitable Admissions Process is underway in the Faculty of Law, where 60% of 2023/24 Faculty of Law’s Foreign Trained Lawyers Program self-identify as Black. Faculty of Social Work also introduced 3 scholarships for Black students.
- 6 Black student leaders recognized for their academic excellence and community engagement with the 2023 Violet King Engaged Scholar Award.
- Schulich School of Engineering initiated partnership with Black-led organizations like
- The Presidential Task Force on Equity, Diversity, Inclusion and Accessibility is undertaking collaborative engagement, research and data analysis to develop and institutional EDIA strategy and action plan.
- Cumming School of Medicine created Senior Associate Dean position for Health Equity and Systems Transformation.

University of King’s College

- Completed the President’s Review for the Board of Governors of the University of

King’s College on Existing Initiatives, Challenge Areas and Areas Requiring Closer Examination in Equity, Diversity and Inclusion (August 2020).

- In 2023, in partnership with Dalhousie University and the Black Cultural Centre of Nova Scotia, King’s hosted the Universities Studying Slavery (USS) Conference. The conference, entitled “Slavery, Reparations and Education: African Nova Scotia, Canada and Beyond” was the first of the USS consortium conferences to be held outside of the United States.
- King’s is developing an action plan to guide the Charter’s implementation and holistic integration into all aspects of university decision making. The Charter is being integrated into academic planning within King’s faculties and Board of Governors, with planned regular reports on its implementation.
- The University of King’s College, in partnership with Dalhousie University, created the Centennial Carnegie Chair in the History of Slavery in Canada at Dalhousie and King’s. The Chair was created in 2023 to mark the 100th anniversary celebration of King’s and Dalhousie’s association.
- In partnership with Dalhousie University, created the Roper Hannah Chair in the History of Healthcare and Health Equity.
- Since 2023, King’s and the Black Cultural Centre for Nova Scotia (BCCNS) have a partnership focused on advancing

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reconciliation and equity within the university and the broader community, including efforts to increase access to education for African Nova Scotian and Black students.

University of Lethbridge

- Established Vice-Provost, Accessibility, Belonging & Community role, which is responsible for providing strategic leadership across campus to address concerns on equity, access, community belonging.
- The University launched its new strategic plan in March 2025 and one of the institutional commitments is to continue to grow and operationalize the Scarborough Charter.
- Launched first Diversity and Inclusion survey for faculty and staff in February 2022. In addition, launched first student survey to understand the demographic make-up of the student body as well as to learn more about the students' experiences

of belonging and access on campus.

- Established targeted hiring for Black and Indigenous/Racialized Scholars to meet the CRC program targets.
- Through the NSERC-EDI capacity grant, work has been done to support Equity scholars working on Equity issues as well as to support the preliminary work on pay equity. This review has focused on gender pay gaps and will be building a comprehensive framework that will examine pay fairness for underrepresented faculty.
- Hosted and supported various Black related events, such as the first Black Creatives event in 2023, Black Student Excellence Gala, and the BHM Showcase which was held in February 2024
- The university has started collaborating with the BIPOC Foundation in community events. BIPOC foundation is a not-for-profit in the City of Lethbridge focused on creating Black entrepreneurs.

University of Manitoba

- Inaugural Vice-Provost, Equity was appointed in September 2023. In addition, established the Office of Equity, Access, Participation and the Office of Anti-Racism. Both offices are staffed by Black Directors and Black staff.
- Anti-Racism Task Force established in January 2022, chaired by Black and Indigenous members of senior leadership and membership that includes Black students, staff, faculty, and alumni.
- Directed a project on Anti-Ableism and Accessibility: Institutional Actions and Accountability. The survey associated with this project furthers knowledge about specific experiences of Black students, staff, and faculty with disabilities.
- Launched EDIA Foundations Course with an EDIA Micro-certificate in Spring 2024.
- Established a Black-led committee to explore the establishment of Black Studies Minor. New scholarships for Black students have also been established by donors.
- Established Fellows in Equity, Anti-Oppression, and Social Justice Program.
- Established Promoting Black Flourishing Fund in 2022. The fund has supported 15 projects, all led by Black students, staff, or faculty. The initiatives funded include Black organizations, recognition and celebration within the Black community.
- Various student groups have developed

positions for Black student or racialized representative, increasing voice and visibility for Black students.

University of Northern British Columbia

- Magnifying Black Voices pilot program has been renewed for 2025. The Office of Equity and Inclusion has created a sustainable funding strategy and is working with the UNBC advancement team to establish sponsorship for the program. The program was awarded the President's Award for Creative Initiative at UNBC and the Community EDI Impact Award from the local Afro-Caribbean Society of Northern BC (ACSNBC).
- UNBC hosts one of six nationwide regional Black Entrepreneurship Knowledge Hubs (BEKH). As a conclusion to the BEKH research, a full day roundtable event was organized in March 2025, aimed to foster an inclusive entrepreneurship ecosystem in the North. The event brought together students, faculty, entrepreneurs, innovators, support organizations, community leaders, and industry partners to collectively discuss the current entrepreneurship landscape and co-create a future for enhanced regional growth and collaboration.
- The Researcher excellence marketing program has been designed to address inequities in amplifying equity deserving researchers, including Black faculty.

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- The Office of Equity and Inclusion launched the Count Us In data initiative and framework. This initiative is designed to assess and address gaps within the university, enabling targeted plans to focus on systemic inequities.
- The Office of Equity and Inclusion continues to support the Afro-Caribbean Students Association (ACSA) by funding initiatives, providing event support, and the amplification of student achievements.
- The Educational EDIA Framework has been developed by the Office of Equity and Inclusion at UNBC.
- Instituting Black Graduate: An annual event to celebrate the graduation of undergraduate and graduate Black students at uOttawa.
- Black Excellence Gala: A distinguished event recognizing the achievements and contributions of Black student leaders in various fields, especially sports.
- Black Employee Resource Group: Instituting a monthly social and professional development gathering of Black employees at uOttawa.
- Black Youth Forum: A partnership between the Ottawa-Carleton District School Board and the University of Ottawa, where Black high school students spend a week every summer on campus to decipher their interest in what they want to study and what it means to be Black student at uOttawa.
- Parlons de votre argent: A financial literacy workshop conducted in French in partnership with Scotia Bank and addressed to Black students.

University of Ottawa

- Interdisciplinary Centre for Black Health (ICBH): Canada's first academic research centre entirely dedicated to the study of the biological, social, and cultural determinants of health of Black communities in Canada, ICBH continues to be one of the highlights of uOttawa in attracting grants and centering Black health.

University of Regina

- The creation of the EDI office and the appointment of an advisor demonstrates the University's commitment to supporting all equity-seeking groups, including the Black community.
- Active recruitment and support of underrepresented groups, including Black community members, into leadership roles have increased diversity within faculty and academic units. The focus is on Indigenous, racialized, gender-diverse groups, and women, indicating a broader inclusion effort.
- The EDI office as project sponsors and collaborators of the Black Photovoice exhibition and The UBUNTU Film – a digital storytelling project highlighted and celebrated Black contributions and well-being in Saskatchewan, promoting visibility and understanding within the University of Regina community. Additionally, the EDI office co-sponsored the Afro-tribes summer camp that enabled 85 children to celebrate their African heritage through dance, drama, debates and art projects.
- The creation of BIPOC (Black, Indigenous, and People of Colour) student groups, faculty groups, and the Community of Practice EDI Group shows that the university is fostering supportive communities and networks for these groups across Saskatchewan.

- The Anti-Oppression Book Club, focusing on Black authors and discussions on racism and discrimination, is another initiative that fosters understanding and critical engagement with the lived experiences of Black community members.
- The University received nearly \$20 million from the Public Health Agency of Canada (PHAC) for projects under the Canadian Institute for Public Safety Research and Treatment (CIPSRT). Collaboration with the EDI office to develop an EDI plan across various teams within CIPSRT is a significant institutional effort toward inclusion in research and public safety.

University of Toronto

- The University of Toronto Scarborough (UTSC) has played host to the Scarborough Charter Inter-Institutional Forum conversations and the Scarborough Charter Secretariat since inception in 2021.
- The Office of the Governing Council provided information sessions on governance and the election process for affinity groups supporting racialized members of the university including Black community members, it also launched a voluntary survey to collect demographic data to inform strategies to expand the pool of engagement and increase participation in governance.
- U of T's EDI Recruitment and Admissions Committee (EDIRAC) was established to

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strategically approach the outreach, recruitment, and admission of Black, Indigenous, and equity-deserving groups across the tri-campus.

- Appointed Special Advisor on Anti-Racism and Equity (UTM) and Special Advisor on Black Faculty Success (UTSC). UTM and UTSC established campus specific operational tables to establish strategic priorities with respect to addressing anti-Black racism and promoting Black inclusion.
- In 2021, the Connaught Committee approved a three-year pilot with the Chair of the UTSC Department of Language Studies (2022-2023 to 2024-25) to provide \$250,000 annually for a research funding program for the University's Black researchers.
- The U of T Black Health Equity Lab, founded by Dr. Notisha Massaquoi, is a multidisciplinary community-based social science research lab that brings together students, researchers, and

community-based organizations committed to working with and for Black communities to conduct rigorous health research and develop advocacy tools, strategies, and programs to improve health outcomes, well-being, and success in Canadian systems.

- Funding from the University Fund has been allocated to support the hiring of thirty (30) additional Black & Indigenous faculty, bringing the total number of faculty positions supported under this program to 190 as of 2023-24.
- In February 2024, a \$5-million donation, matched by funds from the Faculty of Arts & Science, was made to the African Studies Centre and the Centre for Caribbean Studies which will create two endowed professorships and two prestigious postdoctoral fellowships.
- The Access Programs University Fund (APUF) supports the development of new and existing access and outreach programs across the tri-campus that focus on

over
[\$10M]
 in new funding was secured for Black-focused initiatives, including \$5M at U of T, \$3M at Alberta, and \$2.2M at York.

increasing the enrolment of Black, Indigenous and other underrepresented students at U of T.

University of Victoria

- Joined the Scarborough Charter Inter-Institutional Forum in 2022. Scarborough Charter Steering Committee formed in May 2023, with the first Scarborough Charter information session held in Fall 2023.
- Indigenous and BPoC Knowledge Connection Fund - provide course release for BIPOC faculty spending significant service time working on EDI issues.
- Started Better Data Project in November 2023 to collect disaggregated data on the population of Black students, staff, and faculty.
- Black Scholars Fund to support Black faculty recruitment (July 2024)
- Partnered to submit proposal for phase one

of SSHRC grant. Canada Summer Research Opportunity Program for Black, Indigenous, and other students of colour.

- For 2024/25, received an allocation of 52 NSERC awards and unlimited awards for self-identified Black and Indigenous student researchers.
- Allotted 3-SSHRC and 2-CIHR awards that are exclusively for Black student researchers.
- Launched a Black Admissions Stream in December 2023.
- Launched Black Inclusion website in February 2024. Outreach to community organizations and leaders highlighting their business as a resource to developing Black resource page at UVic.

University of Waterloo

- Established Senate Seat for AVP Equity, Diversity, Inclusion, and Anti-Racism and Black senior leader to address lack of representation in institutions governance structure.
- Anti-Racism Unit – responsible for responding to incidents of anti-Black racism, engaging in systemic redesign, and developing relevant competency building programs.
- Cluster Hiring initiative to recruit several Black faculty members.
- Equitable Canada Research Chairs recruitment and selection process that promotes inclusion of Black faculty members in research.

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- Black Student Opportunities fund – Launched May 2023.
- Transition Year Program ‘Sankofa Pathways to University’ to support local Black youth considering university.
- Engaging with ‘Liftoff’ – incubator and accelerator program for Black early-stage and growth entrepreneurs.
- Engaging stakeholders to participate in driving systemic and cultural change through 125 President’s Anti-Racism Taskforce projects. 30% of projects completed as of Dec 2023; 63% of projects completed as of Dec 2024.
- Announced the Black Faculty Hiring Initiative in 2020 which has led to the hiring of 13 Black Faculty as of July 2023.
- Launch of Canada’s first and annual Black Alumni Weekend in 2023.
- Establishment of Black Student Athletic Association in 2024.
- Increased scholarship funds (\$250,000+) available for Black students through the new Black Students Scholarship Program.
- Established the Implementation Oversight Team to address the Anti-Black Racism Task Force Recommendations Report. In 2023, the progress report from this body was released as well as the EDI & Indigenization and Decolonization Report Review.
- Appointment of the Director of Anti-Racism Organizational Change in 2021.

University of Windsor

- Appointment of an inaugural Acting VP People, Equity & Inclusion in 2021. The position was made permanent in 2023.
- Anti-Black Racism Task Force Report released in 2021.
- Launch of the Anti-Racism Strategy Action Plan – Spring 2025
- Black Scholar’s Institute launched in 2024.

Western University

- Hosted the Inaugural Black Student Welcome during the 2024 Orientation Week (O-Week), where over an estimated 235

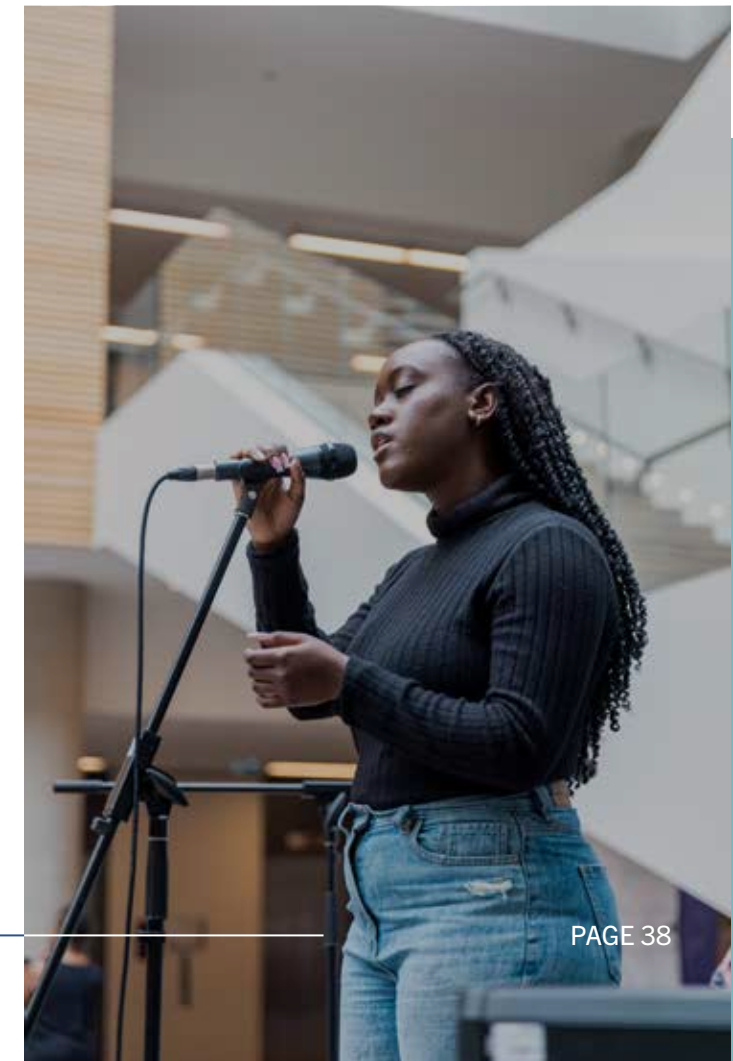
incoming and returning Black students joined us to learn more about the events, initiatives, resources and supports available to them at Western.

- Western Black Leadership University Experience (B.L.U.E) successfully employed a total of 64 students from 2023 to 2025.
- Provided ongoing support to Black students on campus through various student networks, namely by creating a temporary Black Student Space in the Weldon Library for the 2023-24 and 2024-25 academic years.
- Collaborated and supported our Black Faculty and Staff Network with over 180 members, and steering committee with 10 members.
- Successfully hosted and organized Black Student Thriving events, including the Black Business Opportunities and Career Conference, which welcomed 150+ Black students to Western for a second year.
- Western launched the Minor in Black Studies in 2022 and has created a diversified knowledge approach that showcases Black voices and perspectives throughout various fields of study.
- The Schulich School of Medicine and Dentistry, the Faculty of Law, and the Faculty of Education, all launched new admission pathways in support of Black applicants.
- In 2025, Western launched the Western’s Equity, Diversity, Inclusion, Decolonization

and Accessibility (EDIDA) Strategic Plan: Advancing Inclusive Excellence, our collaborative roadmap to building a more inclusive Western community and campus.

Wilfrid Laurier University

- Black Brilliance Elementary Conference, an annual collaborative conference led by Dr. Karen Cyrus, Director of the TSHEPO Institute, the Waterloo Region District School Board, and the Office of the AVP EDI. This conference is open to Black students from grades 6-8 from WRDSB. For one day,



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students are invited to campus to take part in programming that connects them with Black faculty, staff, and student leaders to let them know the possibilities and career pathways that university can offer.

- Dr. Andrea Davis (Current AVP EDI) and Dr. Christopher Taylor are co-leading mentorship programming and writing retreats to support early career Black faculty at Wilfrid Laurier University and the University of Waterloo.
- The Reporting Incidents to Support Equity Form allows the university to better detect when incidents of anti-Black racism take place in the WLU community.
- The AVP EDI Advisory Council is a new initiative that will allow the university to better pro-actively formulate structural responses to anti-Black racism on campus.
- 6 Black faculty members hired through The Inclusive Excellence Hiring Initiative – a targeted hiring initiative that sought to address the severe underrepresentation of Black tenure track faculty.
- Bilateral Committee on Systemic Pay Equity is currently undertaking a review of the

salaries of Black, Indigenous, and racialized faculty and librarians to address potential pay inequities.

- The Office of Human Rights and Conflict Management has hired two equity case support staff to bring anti-racism and anti-oppressive lenses to dispute resolution processes.
- Data collection progresses through two primary mechanisms: 1) the Student Self-Identification Form (SSIDF), and 2) the Employment Equity Survey.

York University

- Advisory Committee on Black Inclusion established in 2022. In 2023, the Committee developed a 5-year Strategic Action Plan of the Division of Equity, Diversity and Inclusion (DEDI), with goals specific to systemic change.
- Advisory Council on Black Inclusion established in 2022, with first annual report on Black Inclusion published same year. Also, a staff position of Strategist and

Engagement Specialist – Black Inclusion, was established.

- \$2.2M 3-year commitment was granted to support community engagement and research initiatives advancing EDI. In 2022, VPRI and VPEPC concluded pilot phase for the Black Research Seed Grants and secured \$250K per year for 3 years. In addition, \$150K committed to fund Black scholars in their research endeavours.
- Introduced the Places of Online Learning for the Adjudication of Researchers Inclusively and Supportively program in Apr. 2022. Program provides 6-module online course with EDI content for adjudicators.
- 2-part training program called ResistingAdvancing Rights (ROAR) being

offered to over 150 members of staff and student-athletes.

- Black Entrepreneurship Alliance (BEA) - in 2022, first 2 cohorts of graduates received a Certificate in Business Leadership Essentials for their participation in the first-of-its-kind program initiated by the federal government.
- Ribbon cutting ceremonies in 2023 marked the opening of campus spaces dedicated to fostering safe and supportive settings.
- Final report produced in December 2022 outlining recommendations that re-envision community safety approaches with an anti-Black racism lens that the university will work to implement. The report aligns with the Black Inclusion Framework.



KEY GAPS

AND CHALLENGES

Progress is a demonstration of hard work, resilience, and commitment. Tangible progress has been made as reported by Forum members. Reporting progress allows Forum members to learn from one another, and inspires us to dream ever bigger. Despite the progress made, there are also some gaps and challenges identified by members. These gaps and challenges provide a great opportunity to better target efforts more effectively moving forward. The opportunity is not just for Forum members, but also for the Scarborough Charter Secretariat to better understand key issues, strategic and operational ways of providing more effective membership services. Below are some of the gaps and challenges identified by membership, and the Scarborough Charter Secretariat.

Lack of Financial and Human Resources

Members indicated that while their institutions endorsed the Charter, many don't have dedicated budget and human resources to support its implementation. A few members also said they barely have a budget to implement their own EDI and Anti-Racism portfolios, let alone having additional funds to implement the Charter.

Charter Work Often Shouldered by Black Staff and Faculty

Due to a lack of resources - financial and human, and other reasons, members lamented the fact that the responsibilities of doing EDI and Anti-Racism work typically fall on the few Black faculty and staff, directly or indirectly – even if the work is not part of their portfolio. In addition, respondents

also bemoaned the volume of the EDI work.

Attack on EDI and Anti-Black Racism

Members spoke about the growing attack on EDI work in general, across Canada, the United States, and increasingly, internationally. In addition, there is attack specifically on anti-Black racism work, with members indicating there are even institutional leadership and other stakeholders not fully understanding or refusing to understand why the work is important.

Disaggregated Data and Guidelines

While institutions have made progress on race-based data, gaps still exist around disaggregated data to better understand Black students, staff, and faculty. A few institutions



also reported a lack of support on campus from data owners in collecting useful race-based data, with some stakeholders refusing to cooperate, or even participate. The reason given for the lack of cooperation was due to privacy concerns, or questions about what the data would be used for. There is also a lack of an overarching guideline on data collection that could better assist members in their efforts.

Change in Leadership

Engagement results indicated when a leader who is very supportive of EDI work leaves the institution, the new leader often doesn't provide similar or better level of support. Members reported often facing this situation, which invariably places additional pressures on the existing and future EDI work.

Institutional Pressures and Changing Priorities

Higher education institutions face various pressures and challenges, including declining enrolment, changes in government policies on international students, and decreasing funding. These kinds of pressures not only affect the operations of the institutions, they also impact how they prioritize and fund important EDI initiatives like the Scarborough Charter.

From Self-Reported Survey to Measurable Survey

This first self-reported survey provided excellent insights into the accomplishments, challenges, and opportunities facing membership. However, the survey did not lend room for better comparable analysis of collective progress. Moving forward, the next survey for membership will have the right mix of qualitative and quantitative questions that will make progress reports and comparative analyses much easier.

Charter Accountability and Transparency

Members indicated that although their institutions endorsed the Scarborough Charter, there appears to be lack of a formal accountability framework within the institutions. Members expressed the need for an overarching accountability framework to better drive transparency, commitment, progress reporting, and comparison with other institutions.



LOOKING FORWARD

2025-2028 STRATEGIC PRIORITIES – Scarborough Charter Secretariat

Since 2021, the University of Toronto Scarborough (UTSC) has played host to the Scarborough Charter Secretariat. The institution provided generous support for the administrative and operational infrastructure needed to advance the work by providing office space and staff support (project, finance, HR and IT, etc.).

Through the self-reported survey and various engagements efforts, we have heard from our Forum membership regarding their needs and aspirations. Integral to the Charter’s principles is advancing opportunities and flourishing of Black students, faculty and staff in Canadian institutions of higher education – and doing that with purpose, strategy and outcome-driven intentions. Therefore, it is important that the Charter secretariat’s operations are put on a more solid and sustainable path for the long term, to facilitate our ability to effectively serve signatory institutions.

The design and implementation of proactive, strategic, and long-term approaches that are aligned with the Charter, and represented by the Forum, can provide guidance to membership. Consequently, over the next three years, the Scarborough Charter Secretariat will focus on building up the secretariat infrastructure towards sustainability, operational excellence, supporting members through value-based services, engaging with a wide range of partners, and advancing data, measurement, and accountability initiatives.

The first step to ensuring sustainability is to incorporate the Scarborough Charter Inter-Institutional Forum as a Canadian registered charity organization based in Ottawa. The incorporation will remain guided by the Forum through the Inter-Institutional Steering Committee (IISC), which will be transformed into a new Board of Directors model. Incorporating the Scarborough Charter will provide a wide range of opportunities such as:

- Becoming a well-recognized legal entity in Canada and beyond that advances opportunities for Black students, faculty and staff in Canadian higher education.
- Better responsiveness in meeting and supporting the growing needs of membership, and especially in providing

COMMITMENT TO BLACK INCLUSION

"With incorporation as a Canadian charity, the Scarborough Charter will expand its reach, secure essential funding, and ensure its long-term commitment to Black students, faculty, and staff."

- national voice on anti-Black racism and Black inclusion in Canadian higher education.
- In addition to membership dues, leverage funding from government, foundations, private enterprises and other corporations. A key requirement of many of the funding opportunities is having a charitable status as a Canadian corporation.
- Locating the Scarborough Charter Secretariat in Ottawa. As the nation’s capital city, Ottawa provides a strategic location to operate and engage with key partners in government, funding institutions and national / international bodies. Many key Forum partners serving membership at a national level are based in Ottawa.

Given that host institutions face a myriad of budgetary, staffing, and operational pressures, relying on the generosity and in-kind support from member institutions to host and support the Charter is not sustainable. Rather, to operate the Secretariat successfully, dedicated staff resources are needed so that they will be able to devote all of their time and attention to the needs of membership, and ensure the sustainability of the goals of the Charter.

To this end, in addition to the Executive Director position, the Secretariat plans to retain additional support staff. The staff resources will assist in driving value and providing services to meet key membership needs, maintaining a website and communication platforms,



profiling success stories, improving data sharing and reporting, and raising the awareness, visibility, and the impact of the Scarborough Charter, and showcasing the membership’s commitment to accountability. The Secretariat staff will further support curating and sharing access to resources exclusively for members and for mutual learning.

LOOKING FORWARD

2025-2028 STRATEGIC PRIORITIES

ORGANIZATIONAL SUSTAINABILITY AND SUCCESS

Objective:

Making Scarborough Charter Secretariat a successful, sustainable, incorporated Canadian charity organization, governed by Forum leadership from Canadian higher education, and better positioned to support members across the country in alignment with the vision, principles, and priorities of the Scarborough Charter.

OPERATIONAL INFRASTRUCTURE AND VISIBILITY

Objective:

Establishing strategies, staffing, budget management, website, social media, storytelling, supporting the Secretariat, Inter-Institutional Steering Committee (IISC), Signatory Institutions, and other related operations to increase the visibility, name-recognition, and awareness of Scarborough Charter as a national membership-based partnership.

VALUE-BASED MEMBERSHIP SERVICES

Objective:

Delivering value-based, evidence-driven and membership-informed services to Signatory members based on their needs and priorities, with strong justification on why SCS membership is critical to current and future membership.

ENGAGEMENT AND STRATEGIC PARTNERSHIPS

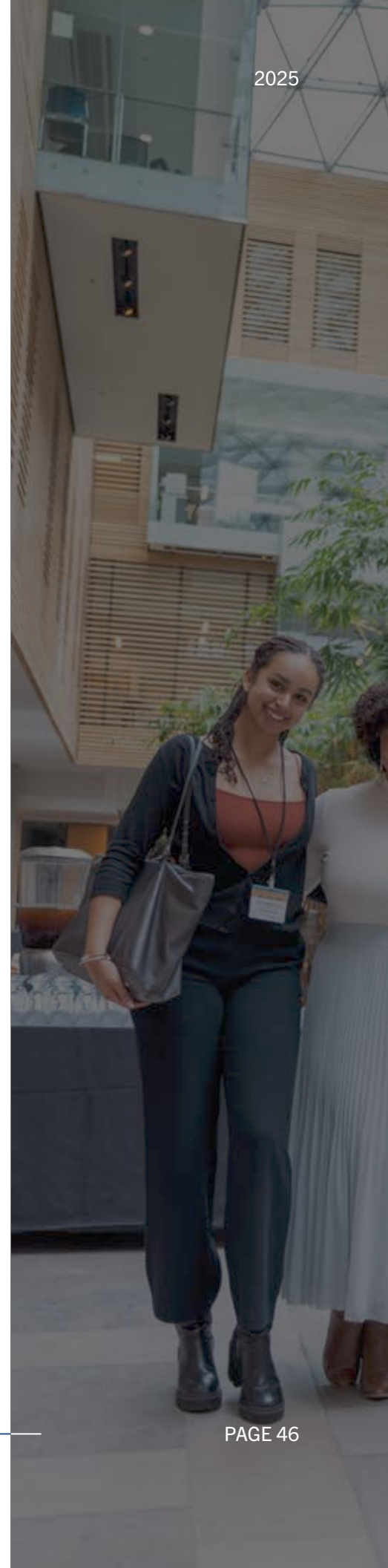
Objective:

Building and sustaining a wide range of partnerships and relationships with academia, government, private, non-profit, media, foundations, international NGOs, and related entities, thereby making Scarborough Charter a key fabric of Black excellence in Canada on anti-Black racism and Black inclusion in Canadian higher education.

ACCOUNTABILITY AND PROGRESS REPORTING

Objective:

Establishing data, governance, metrics, and other shared accountability frameworks that will reduce burden on individual institutions, and additionally ensure Signatory members, partners, and the public understand the progress made on the Charter and by who, peer-to-peer knowledge exchange, key challenges, opportunities, and what to expect as current and upcoming priorities.



2025-2028 VALUE-BASED MEMBERSHIP SERVICES

TO BE PROVIDED BY THE SCARBOROUGH CHARTER SECRETARIAT

1. Data, Metrics, Benchmarking, Trends and Analytics Services

- Develop guidelines for disaggregated data collection for member institutions
- Facilitate collaborative and standardized data collection to support comparative analysis and mutual learning
- Explore collaboratively developing self-assessment and accountability tools that help to report on progress as part of members' accountability mechanisms.

2. Clearing House / Repository of Black related Data, Research and Information

- Develop a reputation as the “go to” source for data related to the Black community in the Canadian academy
- Partnership with national and provincial data authorities to collect and analyze Black related data (e.g. Statistics Canada, Ontario Anti-Racism Directorate, Jean Augustine Chair @ York University, Universities Canada data report, NSERC's Dimensions, etc.)

- Produce original reports and share with members, including environmental scans and sharing the best practices that are being employed by universities and colleges
- Share relevant third-party reports with members on a more consistent basis to support their commitments, actions, and accountabilities in their efforts to advance the objectives of the Charter.

3. Educational Materials, Institutional Profiling and Case Studies

- Produce audio-visual resources and tool kits (e.g., videos and infographics) on the 4 Themes of Charter, what they mean, what outcomes look like, how to implement on campus, etc.
- Produce learning and informational materials on specific topics of common interest identified by members – e.g. how to collect and analyze race-based data, the disaggregation of data to highlight the diversity of Black people and their attendant experiences and needs, the economic

- inequity impacting Black communities, etc.
- Create relevant templates to ensure efficient and effective knowledge mobilization dissemination, and exchange by members in relation to their Charter actions, commitments, and accountabilities.
- Profile specific Charter actions done by members, so others can learn from them.

4. Grants, Business Cases and Capacity Building Supports

- Partner with members regarding funding opportunities from various sources for individual institutional or collaborative initiatives, including letters of support.
- Facilitate specific projects and initiatives on campuses, such as pilot projects, through various funding mechanisms to advance Charter objectives for all member institutions.
- Develop and sustain a strong base of expertise, networks, and learning opportunities that support the objectives of the Charter such as the creation of new Fellowship and Internship programs (e.g. Scarborough Charter Fellowship, Curriculum Fellows, Student Essay Competition, Post-Doc Fellowship, etc.) that would benefit the membership.

5. Leadership Development, Networking Events, Conferences, Workshops, Seminars, Storytelling Initiatives and Community Engagement

- SCS-led: Hold various events and seminars led by SCS (e.g. biennial Forum, etc.)
- Membership-led: Partner with members running various SCS-related events, especially in-between biennial Forum event years
- Engage with various communities to showcase key Black initiatives and build communities outside of the Scarborough Charter
- Provide leadership and networking opportunities for Black faculty, staff, student leaders and non-Black peers

6. Membership/Institutional Leadership Engagement, Allyship, Partnerships and Advocacy

- Engage with members in EDI Offices using various means – virtual, in-person, forums, etc., to keep the needs and priorities of practitioners front and centre in their Scarborough Charter work
- Develop engagement strategies with Institutional Leaders (Presidents and Provosts)
- Engage institutional leaders, allies and key partners for knowledge exchange and shared goals, providing strategic opportunities to advance Charter priorities and commitments
- Create Communities of Practice around specific topics (e.g. Data Community of Practice)

2025-2028 VALUE-BASED MEMBERSHIP SERVICES

TO BE PROVIDED BY THE SCARBOROUGH CHARTER SECRETARIAT

7. Progress Reporting and Signatory Accountability Metrics

- Develop metrics and mechanisms to support signatory members' efforts to demonstrate accountability to their Charter Commitments
- Produce annual progress report with input from signatory members
- Link progress to other national and international, Black-related issues, initiatives, charters, and commitments (e.g. Decade of People of African Descent (DPAD), Permanent Forum of People of African Descent (PFPAD), media, etc.)



SIGNATORY MEMBERS OF THE SCARBOROUGH CHARTER

1. Acadia University
2. Algoma University
3. Assiniboine Community College
4. Athabasca University
5. Bishop's University
6. Brandon University
7. Brescia University College
8. Brock University
9. Carleton University
10. Centennial College
11. Concordia University
12. Concordia University of Edmonton
13. Dalhousie University
14. Emily Carr University of Art + Design

15. Fanshawe College
16. Fleming College
17. George Brown College
18. King's University College
19. Kwantlen Polytechnic University
20. Laurentian University
21. Massey College - U of T
22. McGill University
23. McMaster University
24. Memorial University of Newfoundland
25. Mohawk College
26. Mount Royal University
27. Mount Saint Vincent University
28. Nipissing University

29. Nova Scotia Community College
30. NSCAD University
31. OCAD University
32. Ontario Tech University
33. Queen's University
34. Renison University College
35. Saint Mary's University
36. Simon Fraser University
37. St. Francis Xavier University
38. Toronto Metropolitan University
39. University of Alberta
40. University of British Columbia
41. University of Calgary
42. University of Guelph
43. University of King's College
44. University of Lethbridge
45. University of Manitoba
46. University of New Brunswick
47. University of Northern British Columbia
48. University of Ottawa
49. University of Prince Edward Island
50. University of Regina
51. University of Saskatchewan
52. University of Toronto
53. University of Victoria
54. University of Waterloo
55. University of Windsor
56. University of Winnipeg
57. Western University
58. Wilfrid Laurier University
59. York University

GROWING COMMITMENT TO BLACK INCLUSION

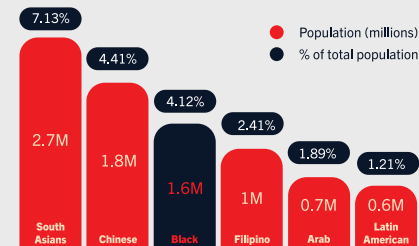
A total of 59 institutions across Canada have signed on as Scarborough Charter signatories, reinforcing a collective commitment to addressing anti-Black racism and fostering Black inclusion in higher education. These institutions represent universities, colleges, and polytechnics dedicated to advancing equity through policy changes, leadership initiatives, and institutional accountability. As the Charter continues to expand, its signatories play a crucial role in shaping a more inclusive and equitable academic landscape for Black students, faculty, and staff nationwide.

Black Population Diversity and Intersectionality in Canada

What do you know about the Black population you serve?

3rd largest racialized group in Canada

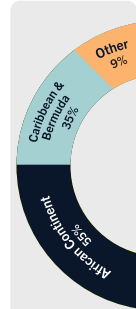
The Black population is expected to double to more than 3.0M by 2041.[1]



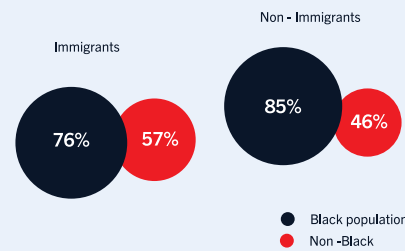
A Rich Diversity of Origins

Overall, the Black population in Canada reported more than 300 ethnic or cultural origins in 2021. The four most frequently reported origins were African, Jamaican, Haitian and Canadian.[2]

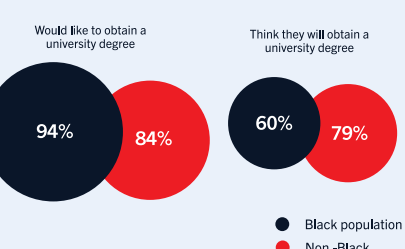
Origins of Black population born outside Canada [3]



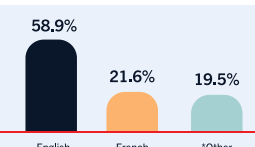
High hopes: Black people are more hopeful about their opportunities improving in the next five years compared to non-Black people [7]



High aspirations: Black youth aspire to obtain a university degree, but are less confident about achieving this goal compared to their peers [8]



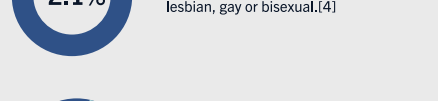
Black population is younger than the total population[2]



In 2021, the Black population reported more than 250 languages as a mother tongue.[3]

*Haitian Creole, Somali, and Yoruba languages were the other top mother tongues most frequently reported

2.1% aged 15 years and older identified as lesbian, gay or bisexual.[4]



15.8% aged 15 years and older identified as persons with disabilities.[5][6]



Sources

- [1] Statistics Canada, "The Daily — Canada in 2041: A larger, more diverse population with greater differences between regions" <https://www150.statcan.gc.ca/n1/daily-quotidien/220908/220908a-eng.htm> [2]
- [2] By the numbers: Black History Month 2023
- [3] Statistics Canada, Census 2021
- [4] Statistics Canada, "Ethnocultural diversity among lesbian, gay and bisexual people in Canada: An overview of educational and economic outcomes" (April 19, 2023), <https://www150.statcan.gc.ca/en/dal/sim/98/2023/sim0270/info/about>
- [5] Statistics Canada, "The Visible Minority Population with a Disability in Canada: Employment and Education," (December 3, 2020)
- [6] Statistics Canada, "Visible minority group of persons with and without disabilities aged 15 years and over, by age group and sex, Canada," (November 28, 2018)
- [7] Statistics Canada, General Social Survey — Canadians at Work and Home, 2016.
- [8] Statistics Canada, "Canada's Black population: Education, labour and resilience," Ethnicity, Language and Immigration Thematic Series, (February 25, 2020), <https://www150.statcan.gc.ca/n1/pub/89-657-x/89-657-x2020002-eng.htm>

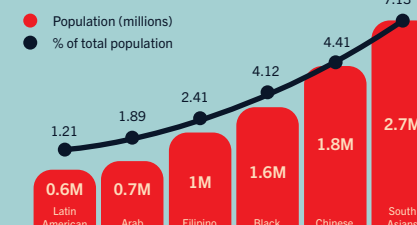
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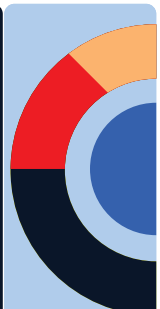
The Black population is expected to double to more than 3.0M by 2041.[1]



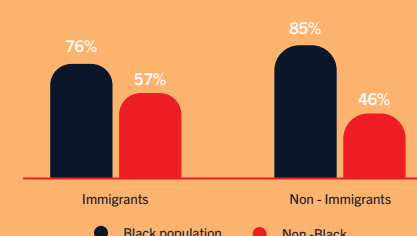
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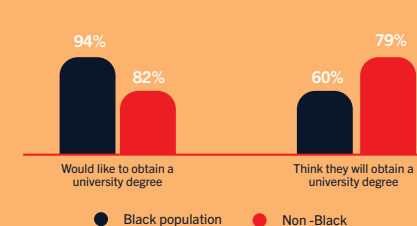
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High hopes: Black are more hopeful about their opportunities improving in the next five years compared to non-Black people [8]



High aspirations: Many Black youth aspire to obtain a university degree, but are less confident about achieving this goal compared to their peers [9]



Black population is younger than the total population[4]



In 2021, two-thirds of the Black population reported English and French as a mother tongue.[3]



2.1% of the Black population aged 15 years and older identified as lesbian, gay or bisexual.[5]

2.2% of the Black population aged 15 years and older identified as persons with disabilities,[6] which is about 15.8% of the Black population in that age group.[7]

Sources

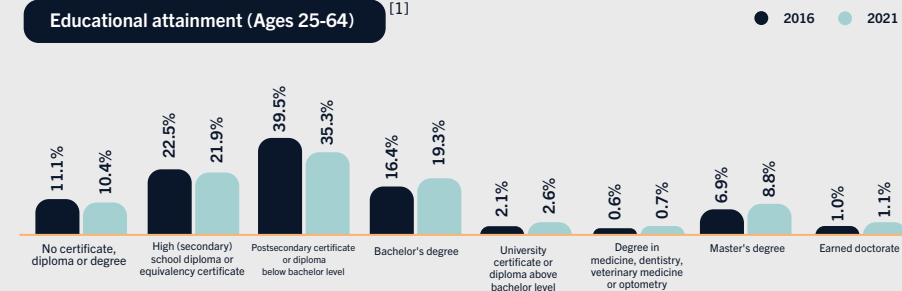
- [1] The Daily — Canada in 2041: A larger, more diverse population with greater differences between regions <https://www150.statcan.gc.ca/n1/daily-quotidien/220908/220908a-eng.htm> [2] <https://www150.statcan.gc.ca/en/dal/sim/98/2023/sim0270/info/about>
- [3] Statistics Canada, Census 2021
- [4] Statistics Canada, "By the Numbers: Black History Month 2023" (February 1, 2023), <https://www150.statcan.gc.ca/en/dal/sim/98/2023/sim0270/info/about>
- [5] Statistics Canada, "Ethnocultural diversity among lesbian, gay and bisexual people in Canada: An overview of educational and economic outcomes" (April 19, 2023), <https://www150.statcan.gc.ca/n1/pub/89-28-0001/2022001/article/00005-eng.htm>
- [6] Statistics Canada, "The Visible Minority Population with a Disability in Canada: Employment and Education," (December 3, 2020), <https://www150.statcan.gc.ca/n1/pub/11-627-m/2020086-eng.htm>
- [7] Statistics Canada, "Visible minority group of persons with and without disabilities aged 15 years and over, by age group and sex, Canada," (November 28, 2018), <https://www150.statcan.gc.ca/n1/pub/89-657-x/89-657-x2018001>
- [8] Statistics Canada, General Social Survey — Canadians at Work and Home, 2016.
- [9] Statistics Canada, "Canada's Black population: Education, labour and resilience," Ethnicity, Language and Immigration Thematic Series, (February 25, 2020), <https://www150.statcan.gc.ca/n1/pub/89-657-x/89-657-x2020002-eng.htm>

Education Attainment and Economic Outcomes of Black Population in Canada

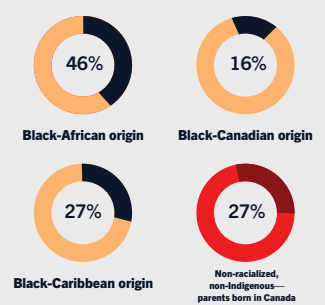
How has the population accessed opportunities and what have been the socioeconomic benefits?

32.4% of Black individuals (ages 25-64) held a bachelor's degree or higher in 2021, similar to the national average of 32.9%. [1]

Educational attainment (Ages 25-64) [1]



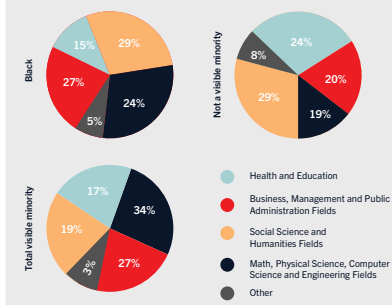
Proportion with a bachelor's degree or higher, 2021



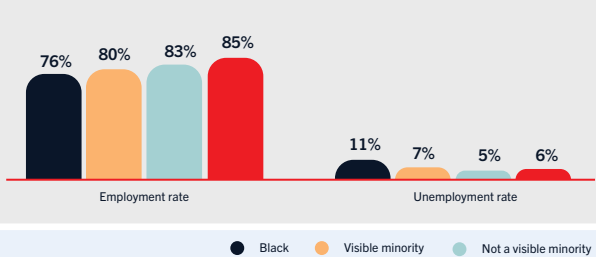
41.1% of Black Canadians (ages 25-54) were more likely to hold a bachelor's degree than non-visible minority and non-Indigenous individuals (34.2%) in 2021[2]

In 2021, educational attainment was highest among the African-origin Canadian-born Black population and lowest among the Canadian-origin Black population. [3]

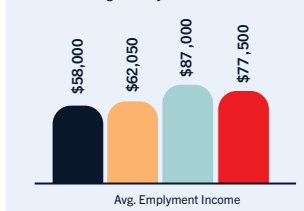
Distributions of Fields of Study [4]



Black representation in the labour force (Age 25-54 years) [5]



Compensation Outcomes for Black population in the labour force (Age 25-54 years) [6]



Sources

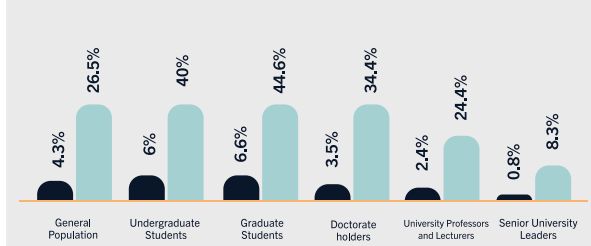
- [1] Statistics Canada, By the numbers: Black History Month 2023
- [2] Statistics Canada, By the numbers: Black History Month 2022
- [3] Statistics Canada, Canadian-born Black populations: Educational attainment and earnings
- [4] Statistics Canada, Census 2021
- [5] Statistics Canada, Labour force characteristics by visible minority group, three-month moving averages, monthly, unadjusted for seasonality (March 2024)
- [6] Statistics Canada, Average and median employment income by visible minority, selected sociodemographic characteristics and the census year

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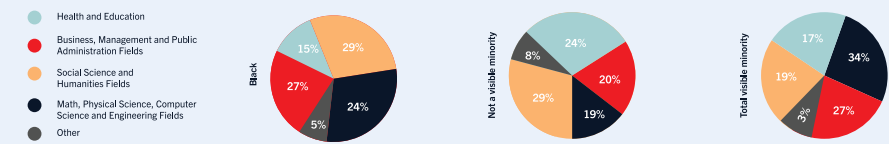
Black Inclusion in the Canadian Academy

How is the Black population situated within and interfacing with the Academy?

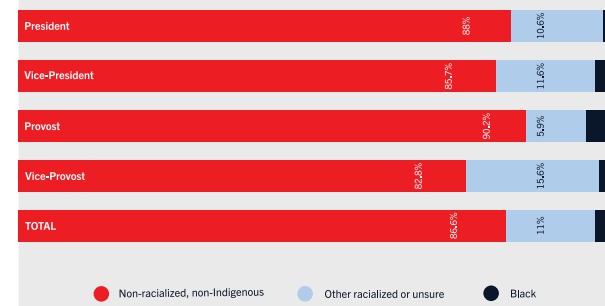
Black population representation in Academia [1]



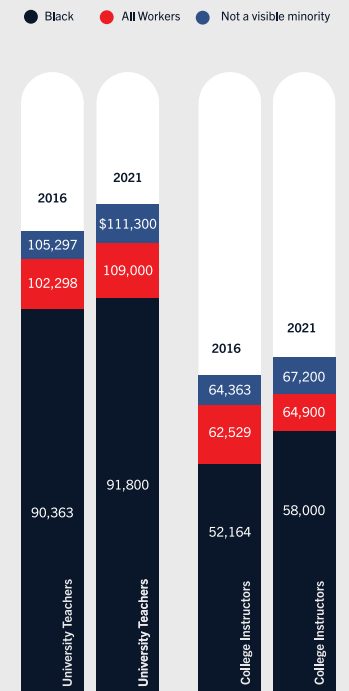
Distributions of Students' Fields of Study [2]



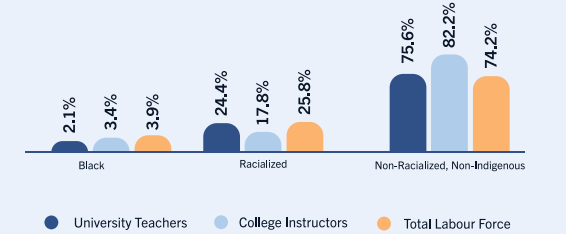
Underrepresentation of Black People in Senior Leadership [3]



Racialized pay gap increasing for Black professors and lecturers, 2016-2021 [2],[4]



Black Inclusion Among University and College Faculty, 2021 [2]



Sources

- [1] Universities Canada, (2019), Equity, diversity and inclusion at Canadian Universities: Report on the 2019 Survey
- [2] Statistics Canada, Census 2021
- [3] Cukier, W., Adamo, P., Wall-Andrews, C., & Elmi, M. (2021). Racialized leaders leading Canadian universities. Educational Management Administration & Leadership.
- [4] Statistics Canada, Census 2016

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