



MPPSA Anti-Racism Action Plan

Munk School of Global Affairs & Public Policy

2020-2021

Purpose:

Racism takes many forms. It is systemic by being present in policies and practices that impact how we live our lives each day. It is daily microaggressions, whether intentional or unintentional through hostile, negative, and derogatory communication. It is violent, from policy shootings to the overrepresentation of Black and Indigenous peoples in the penal system.

We recognize that racism exists in the Munk and greater University of Toronto community. Racism is exacerbated through academia, both through academic functions (e.g. research) and in academic outcomes (e.g. disproportionately low representation of Black and Indigenous graduate students). That is why the MPPSA is committed to creating a supportive, inclusive, equitable, and diverse learning environment. We are committed to addressing systemic injustice in our academic and policy communities.

The purpose of this Anti-Racism Action Plan is to create and maintain a framework of tackling racism, and its intersections with other systems of oppression, towards Black, Indigenous, and People of Colour in the MPP community. We want work with students and MPP staff, and administration to normalize conversations about racism and discrimination in order to identify, challenge, and ultimately reduce systemic barriers as well as address acts of anti-Black, anti-Indigenous, and anti-Asian racism.

The Anti-Racism Action Plan is meant to be a live, iterative document that will adapt based on feedback from students. Furthermore, the action items in this Plan are not meant to be fulfilled in one academic year alone. Rather, it is just the starting point. The hope is for each incoming MPPSA executive to own this Action Plan, adapt it to the needs of their cohorts, and to continue advocating for change. We recognize that with the limited capacity of a student association, these efforts will be an uphill battle. But that will never stop us from fighting for equity and diversity.

Conversations about racism and discrimination are challenging and pushback is crucial. We hope that by working together, we all are making the vital steps to ensure our tomorrow is a better place for everyone.

Please note the “Milestones/Progress” column for each section will be updated after the Bi-Annual General Meetings and after exam season for each semester.

Action Items for MPPSA & Equity Advisor

	Action Item	Proposed Steps (include Stakeholders and Resources)	Timeframe	Milestones/Progress
1	Identify and promote courses in other faculties that focus on race relations, discrimination, and racism to be taken as electives	<ul style="list-style-type: none"> • Research courses on racism, discrimination, colonialism, etc. at the University of Toronto • Compile in a single document, organize by faculty, and include course descriptions 	August 2020	<ul style="list-style-type: none"> • Completed and shared with the cohort on Facebook and email on August 18, 2020 • File is titled “MPPSA Anti-Racism Electives List”
2	Embed the implementation of the Anti-Racism Action Plan in MPPSA’s Constitution for future executives to take ownership of	<ul style="list-style-type: none"> • Draft constitutional amendment to include this action item • Add that this Action Plan is a live and iterative document that can be updated as needed • Introduce and vote on this action item at the Bi-Annual General Meeting on October 2, 2020 	Vote and implement on October 2, 2020	<ul style="list-style-type: none"> • Introduced three Constitutional Amendments, all of which passed on October 2, 2020 • Additional responsibilities to Section 4.1, 4.2, and 4.5 embed the ownership and implementation of this Action Plan to MPPSA’s Constitution
3	Establish a Black, Indigenous, and Persons of Colour Oversight Committee to ensure the progress of action items and to discuss and address racism in the Munk Community	<ul style="list-style-type: none"> • Work with the Equity Advisor and SLIs to ensure interested students have a voice and/or a seat in this Committee by developing an expression of interest process • Work specifically with EDPP on the creation and ownership of this table 	November 2020	<ul style="list-style-type: none"> • Equity Advisor Committee Applications were included in the SLI application form for EDPP • Equity Advisory Committee has been created and have reviewed the draft action plan as of November 18, 2020.

		<ul style="list-style-type: none"> • Schedule regular meetings, report backs, and/or check-ins between this Committee and the MPPSA • Liaise with Director Zuberi and Director Sabia’s Anti-Racism Table on the progress of action items 		
4	Consistently share resources and learning materials on how to be a better ally to the Black, Indigenous, and Persons of Colour community	<ul style="list-style-type: none"> • Research allyship resources in the University of Toronto community as well as the wider Canadian and academic community • Share and promote these resources on Facebook and weekly newsletters to both cohorts • Coordinate with SLIs, the Anti-Racism and Cultural Diversity Office (ARCDO), and the Equity, Diversity and Inclusion Office (EDIO) to exchange and review resources, with a particular focus on anti-Black, anti-Indigenous, and anti-Asian racism as well as intersectionality • Emphasize meaningful allyship over performative allyship 	Ongoing	<ul style="list-style-type: none"> • Throughout the year, MPPSA has been sharing resources and events related to anti-racism and EDI through their newsletters • Going forward, MPPSA can research resources specific to meaningful allyship
5	Consistently share resources and learning materials for all	<ul style="list-style-type: none"> • Research resources on the history of racism with an intersection lens in public policy through 	Ongoing	<ul style="list-style-type: none"> • Throughout the year, MPPSA has been sharing resources and events related to anti-racism

	<p>students on the history of racism in public policy</p>	<p>connecting with Professors at the Munk School and other faculties</p> <ul style="list-style-type: none"> • Connect with Anti-Racism leaders in policy and academic communities to share resources • Coordinate with ARCDO and EDIO to exchange resources and review them with SLIs • Share and promote these resources on Facebook and weekly newsletters to both cohorts as well as faculty and staff 		<p>and EDI through their newsletters</p> <ul style="list-style-type: none"> • Going forward, MPPSA can research resources specific to anti-racism in public policy
<p>6</p>	<p>Audit the MPP Course Syllabus for both MPP1 and MPP2 courses to ensure content is mindful of the experiences of Black, Indigenous, and Persons of Colour and representative of the diversity in the policy world. Analysis will be conducted using an intersectional lens.</p>	<ul style="list-style-type: none"> • Collaborate with administration in their curriculum review • Review each course syllabus and take notes of gaps and improvements to be made • Report back to administration to coordinate next steps • Publish findings for the cohorts. • Gather student and SLI feedback to further inform the audit. 	<p>April 2021</p>	<ul style="list-style-type: none"> • Over the summer, the Y2 Program Advisor has been in contact with Director Zuberi to begin this process • The Y2 Program Advisor along with other members of the MPPSA have begun the Course Audit and will have the Equity Advisory Committee review the Audit before sending it to the Munk Anti-Racism Table to inform the Curriculum Review • The Course Audit was completed in February 2021, edited in March 2021 and shared with students, staff, and administration in April 2021.

7	Diversify guest speakers in the Program	<ul style="list-style-type: none"> • Work with the Peterson Leadership Speaker Series Committee to invite and host speakers from different backgrounds and experiences, paying special attention to intersectionality • Work with students to suggest Black, Indigenous, or Person of Colour speakers to faculty and professors to invite to their courses as experts on topics • Work with students to suggest Black, Indigenous, or Person of Colour speakers to Director Sabia’s proposed Anti-Racism Speaker Series 	Ongoing	<ul style="list-style-type: none"> • The PLSS Committee has contacted various speakers such as Ratna Omidvar, Zabeen Hirji, and Caroline Hossein • Organizers of Munk events have been informed for the need to increase diversity • Students have also raised concerns with faculty members to increase diversity with guest speakers in courses as outlined in the MPPSA Course Audit
8	Provide a safe and regular platform for Black, Indigenous, or Persons of Colour students to share their experiences with racism and for students to discuss racism both in the Munk Community and in the policy world	<ul style="list-style-type: none"> • Collaborate with SLIs (EDPP, IPI, MSBSA, Spectrum) to host events such as discussions and panels throughout the academic year, ensuring initiatives and programming are inclusive of racialized students in an intersectional sense • Collaborate with the Anti-Racism Cultural Diversity Office and the Equity, Diversity, and Inclusion Office to host events 	Ongoing	<ul style="list-style-type: none"> • BIPOC-only Anti-Racism discussion in collaboration with EDIO is scheduled for September 23, 2020 <ul style="list-style-type: none"> • Feedback from this discussion was relayed to MPP administration and Director Zuberi for comment. • Open Community Anti-Racism Discussion in collaboration with ARCDO was hosted on November 23, 2020

		<ul style="list-style-type: none"> Promote Anti-Racism events hosted by SLIs, the ARCDO, and the EDIO Collect feedback from students to determine what types of events they would like to participate in 		<ul style="list-style-type: none"> Going forward, MPPSA can host these discussions twice a semester
9	Implement various types of Anti-Racism training and workshops for all students, staff, and faculty	<ul style="list-style-type: none"> Coordinate with EDPP, IPI, MSBSA, Spectrum, ARCDO, and EDIO to set up workshops such as Anti-Oppression training and Cultural Competency training Work with staff and administration to propose workshops as part of Professional Development sessions Promote Anti-Racism workshops and training offered at the University of Toronto 	January 2021	<ul style="list-style-type: none"> Anti-Oppression Training was conducted and made mandatory for students in EDPP and PGI. Dates and times of additional anti-oppression training workshops were communicated to SLI leaders. IPI is working on booking Cultural Competency training Staff included various Anti-Racism workshops as part of Professional Development Week in January 2021
10	Advocate for more Indigenous affairs conversations in classes	<ul style="list-style-type: none"> Coupled with the Course Audit and Curriculum Review, this will involve collaborating with IPI and EDPP to review course content and propose improvements and opportunities to faculty in the MPP program Send a letter to faculty members advocating for more focus on Indigenous affairs as well as 	Ongoing	<ul style="list-style-type: none"> This was reflected in the Course Audit Going forward, MPPSA should continue to prioritize this

		<p>content written/produced by or in collaboration with Indigenous groups and communities when creating course content for next year</p> <ul style="list-style-type: none"> • Encourage students to initiate conversations about Indigenous affairs during class discussions 		
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Advocacy Items

These items consist of what MPPSA can advocate for administration, staff, and other decision-makers at the Munk School to improve upon or change to further anti-racism efforts in our community. In other words, MPPSA are not the owners of these action items, but rather will advocate and lobby for administration and staff to implement these items.

	Action Item	Proposed Steps (include Stakeholders and Resources)	Timeframe	Milestones/Progress
11	Introduce financial aid and scholarships for racialized communities in the MPP program along with needs-based funding to address racial disparities and attract a more diverse pool of candidates in the program	<ul style="list-style-type: none"> • Research needs-based funding offered in other faculties at the University of Toronto as well as other academic institutions • Work with staff and administration to finance a budget for this for future years • Create more targeted marketing and outreach strategies for racialized students 	April 2021 and Onwards	<ul style="list-style-type: none"> • MPPSA has engaged in conversations with staff and administration about this • MSBSA has introduced a similar needs-based scholarship • Going forward, MPPSA should continue to brainstorm ways in which more needs-based funding can be implemented in the program.

12	<p>Introduce greater efforts to attract and retain Black students in the MPP program</p>	<ul style="list-style-type: none"> • Collaborate with MSBSA and EDPP to develop and propose a strategy to staff and administration to attract and retain Black students in the MPP program • This will involve conducting research and consultations with Black students, working with campus partners, and looking to other faculties and university programs to understand from and apply the success of their efforts 	<p>April 2021 and Onwards</p>	<ul style="list-style-type: none"> • Staff and administration has hired a recruitment officer from the UofT Law School that specializes and has a history in attracting minority students
13	<p>Introduce greater efforts to attract and retain Indigenous students in the MPP program</p>	<ul style="list-style-type: none"> • Collaborate with IPI and EDPP to develop and propose a strategy to staff and administration to attract and retain Indigenous students in the MPP program • This will involve conducting research and consultations with Indigenous students, working with campus partners, and looking to other faculties and university programs to understand from and apply the success of their efforts • MPPSA will begin every event with a Land Acknowledgement • We will propose for SLIs, staff, and administration to begin each of their events with a Land Acknowledgement as well 	<p>April 2021 and Onwards</p>	<ul style="list-style-type: none"> • Staff and administration has hired a recruitment officer from the UofT Law School that specializes and has a history in attracting minority students

14	Collect race-based data on MPP applicants and admissions	<ul style="list-style-type: none"> • Research other faculties and other policy programs in Canada that collect race-based data as part of the application process • Research equity practices in admissions processes in other faculties at the University of Toronto and other policy programs • Advocate for staff and administration to include a question on racial identity in the MPP program application along with other mechanisms to increase transparency on equity practices in the admissions process 	April 2021 and Onwards	<ul style="list-style-type: none"> • Director Zuberi has referenced that the Factor-Inwentash Faculty of Social Work asks about racial identity in their Graduate Program Application
15	Hire an Equity Officer at the MPP Staff-level who is responsible for concerns of racism, equity, diversity, and inclusion	<ul style="list-style-type: none"> • Research the presence of an Equity Officer as part of program staff in other faculties at the University of Toronto as well as other academic institutions • Propose this advocacy item to Director Sabia's Anti-Racism Table 	April 2021 and Onwards	<ul style="list-style-type: none"> • MPPSA has engaged in conversations with staff and administration about the hopes to hire an Equity Officer and this was well-received
16	Create and publish an Accountability Framework for reports of racism and discrimination and concerns of diversity, equity, and inclusion to be implemented at the staff, administration, and faculty levels	<ul style="list-style-type: none"> • Coordinate with SLIs (EDPP, MSBSA, IPI, Spectrum) to create a proposal of what students would like to see in an Accountability Framework • Work with staff, administration, and the Oversight Committee to draft and 	April 2021 and Onwards	<ul style="list-style-type: none"> • Unfortunately, no progress was made on this, and hence, going forward, the MPPSA may prioritize this in the upcoming year

		<p>publish the Accountability Framework</p> <ul style="list-style-type: none"> • Items to be added include roles and responsibilities of students, staff, administration, and faculty, a mechanism to ensure compliance, and disciplinary action for any violation of equity, diversity, and inclusion practices 		
17	Diversify faculty, guest speakers and administration to reflect the diversity of both the policy community and of the MPP cohorts	<ul style="list-style-type: none"> • Survey students on which professors from the policy and academic community they are interested in hearing from with lived experiences and expertise in racism, discrimination, diversity, equity, and inclusion • Coordinate with the Peterson Leadership Speaker Series and Director Sabia's Anti-Racism Speaker Series to obtain a list of future guest speakers • Propose this list to faculty, staff and administration 	April 2021 and Onwards	<ul style="list-style-type: none"> • This was addressed in the MPPSA Course Audit
18	Diversify course content and materials from authors and speakers who come from a variety of backgrounds, experiences and perspectives	<ul style="list-style-type: none"> • Include this item as part of the proposed Course Audit and Curriculum Review • Propose that all classes within the curriculum should discuss racial disparities and apply a racial and 	April 2021 and Onwards	<ul style="list-style-type: none"> • This was addressed in the MPPSA Course Audit

		<p>intersectional lens in public policy and social issues</p> <ul style="list-style-type: none"> • Advocate administration and faculty to diversify required readings, content, and other materials for upcoming course outlines 		
19	Encourage and facilitate discussions about race, racism, and discrimination both within the classroom and outside, such as in town halls and roundtables	<ul style="list-style-type: none"> • Collaborate with SLIs and coordinate with staff and administration to schedule regular Anti-Racism events throughout the year • Leverage guest speakers and topics from the Peterson Leadership Speaker Series and Director Sabia's Anti-Racism Speaker Series to encourage MPP faculty to bring these discussions to the classroom 	April 2021 and Onwards	<ul style="list-style-type: none"> • This was addressed in the MPPSA Course Audit
20	Create a special-topics course on Anti-Racism policymaking which includes the history of Anti-Racism, colonialism in public policy, and how to be an ally in the policy world	<ul style="list-style-type: none"> • Propose this item to Director Sabia's Anti-Racism Table • Survey students and conduct research of similar courses on what the curriculum for the MPP program would look like • Work with staff, faculty, and administration to draft a proposal on implementing this special-topics course 	April 2021 and Onwards	<ul style="list-style-type: none"> • This was addressed in the MPPSA Course Audit
21	Create an avenue for students to anonymously provide feedback to staff and administration regarding their	<ul style="list-style-type: none"> • Obtain feedback from students and SLIs on what the best platform should be, what should be included, 	April 2021 and Onwards	<ul style="list-style-type: none"> • Through the Equity Advisor Contact Form and the town halls, students received an opportunity to provide

	equity, diversity, and inclusion concerns	<p>and who should receive staff and administration feedback</p> <ul style="list-style-type: none"> • Draft this platform for review by students, staff, and administration to propose to Director Sabia’s Anti-Racism Table 		<p>feedback to staff and administration on Anti-Racism and EDI efforts</p> <ul style="list-style-type: none"> • Going forward, MPPSA may consider creating an anonymous form that goes straight to staff
22	Facilitate the connection of Black, Indigenous, and Persons of Colour alumni and mentors to Black, Indigenous, and Persons of Colour students	<ul style="list-style-type: none"> • Work with staff to survey interested alumni in seeking participation • Survey existing students seeking participation • Work with staff and potentially leverage CareerLink to connect current BIPOC students with BIPOC alumni 	April 2021 and Onwards	<ul style="list-style-type: none"> • MPPSA has engaged in conversations with Kate Dewasha about this • There is an alumnus feature on CareerLink; students may discuss with Kate on an individual basis about connecting with particular alumni • Going forward, MPPSA may consider collaborating with Kate to host events related to connecting BIPOC students with BIPOC alumni
23	Identify the Anti-Racism, cultural diversity, and ally-ship training staff, faculty and administration take	<ul style="list-style-type: none"> • Work with staff, faculty, and administration to obtain the current list of training they receive • Identify gaps and in collaboration with SLIs, ARCDO, and EDIO suggest additional workshops and training • Determine whether mandating training for all staff, students, 	April 2021 and Onwards	<ul style="list-style-type: none"> • MPPSA has engaged in conversations with staff and administration • The response has been that training cannot be mandated and must remain voluntary • Going forward, MPPSA may continue suggesting training resources and workshops for

		administration, and faculty is possible and if so, begin the process of implementing this <ul style="list-style-type: none"> • If not, strongly encourage and incentivize students, staff, faculty, and administration to participate in Anti-Racism, cultural diversity, and ally-ship training 		staff, faculty, and administration
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Support Resources in the Community

The MPPSA created and shared separate resources including an Anti-Racism Courses Electives List, Course Audit, Shopping List, and Mental Health Resources List all with an anti-racism lens. Going forward, the MPPSA can house diverse community resources for easy access in this section.

This section will be populated in accordance with Items 4 and 5 in this Plan. It will include resources designed for Black, Indigenous, and Persons of Colour as well as for the general student population on how to be a meaningful ally.

From consultations that occurred in June, July, and August 2020, many students noted how they wanted Anti-Racism resources and alignment with the United Nations Declaration on the Rights of Indigenous Peoples, the Truth and Reconciliation Commission of Canada’s Calls to Action, as well as the Equity, Diversity, Inclusion Dimensions Charter. MPPSA hopes to collaborate with SLIs and the Equity Advisor Oversight Committee to implement to fulfil the alignment of the Anti-Racism Action Plan to the aforementioned resources.

Over the summer, the MPPSA has also been working on a culturally sensitive mental health resource list. This is taking longer than initially anticipated due to the wait for some offices to reply on whether and how they provide specific support. MPPSA will also be releasing an open form for students to suggest and submit resources ideas that will be added to this section of the Action Plan. This will ensure the Plan remains live, iterative, and updated.



Accountability Framework

Unfortunately, no progress was made on this, and hence, going forward, the MPPSA may prioritize this in the upcoming year.

This section will house the proposed Accountability Framework in accordance with Item 16 in this Plan. MPPSA hopes this framework will include roles and responsibilities of students, staff, administration, and faculty along with a mechanism to ensure compliance to both the framework and this Action Plan. It will also include an escalation procedure for students to be able to report instances of racism and discrimination within the MPP community as well as a mechanism for disciplinary action for violations of equity, diversity, and inclusion practices.