

Museum Studies Actions to redress anti-Black racism at the University, in our Program, and in the Field

Draft Document June 16, 2020

Comments or Questions? Please contact Cara.Krmpotich@utoronto.ca

Action Point	Resources Needed	Timeline
INDIVIDUAL		
<p>Augment BIPOC (Black, Indigenous, People of Color) content: authorship, case studies, examples</p> <p>Set goal: 30% increase (with understanding that this might differ depending on area/subject)</p>	<ul style="list-style-type: none"> • Research Assistants & Teaching Assistants, in partnership with librarians, to develop resources that faculty members could access for their courses; • Time to read, process, and assess these resources for use in courses; • Hire external consultant/researcher (NOT students!) to conduct an audit of current courses and to collect data and measure change over time 	Short-term with long term overall impacts
<p>Attend anti-racism, anti-oppression, and cultural competency training</p> <p>Set goal: Individual instructors to attend 5 sessions for purposes of self-education and/or pedagogical improvement</p>	<ul style="list-style-type: none"> • Instructors to attend workshops organized by the Faculty, Equity office and/or external organizations 	Short-term with long term overall impacts
PROGRAM		
<p>Incorporate mandatory anti-racism training for all MMST & CDP students in core courses (MSL 2370?) – this will be offered in the first year, with extra sessions for the students currently in second/third year</p>	<ul style="list-style-type: none"> • Faculty to hire facilitators to develop and run these training sessions 	Short-term with long term overall impacts
<p>Permanent Faculty hire in the area of DEI and Museums/GLAMs</p>	<ul style="list-style-type: none"> • Faculty-led initiative • Increase in-house expertise • Develop/deliver relevant courses 	Long-term

Set Goal: Hiring approval/process during 2020/21 with start date July 1, 2021		
Re-organize existing funds to make paid internships for all students	<ul style="list-style-type: none"> • Program-led initiative • Needs support of Development, Careers and Faculty 	Short and Long-term
Provide matching funds to under-funded cultural institutions committee to DEI values and practices, to hire our interns	<ul style="list-style-type: none"> • Program-led initiative • Needs support of Development, Careers and Faculty 	Short and Long-term
FACULTY		
Faculty-wide hire of a senior staff member (the job description should be inclusive and welcoming to a non-academic professional with experience in social justice, non profit, arts and culture, etc.) to lead the transformation around DEI at the Faculty	<ul style="list-style-type: none"> • Faculty-led initiative • Supported by MMSt 	Hire should happen short-term (as in soon) but the position should be permanent (the long run)
Targeted scholarships for BIPOC students: 5 scholarships to cover full tuition for 2 years each; 1 scholarship targeted to international students	<ul style="list-style-type: none"> • Faculty-led initiative, and expertise required so that these scholarships are not seen as tokenism 	Long-term
Hire an external consultant (or equivalent) to conduct diversity audits and collect data to record changes and impact	<ul style="list-style-type: none"> • Hire external consultant/researcher (NOT students!) to conduct an audit of current courses and to collect data and measure change over time • Commit to annual audit for at least five years 	Short- and Long-term

Diversify recruitment and admissions to admit more BIPOC students	<ul style="list-style-type: none"> Faculty-led initiative, and expertise required so that this process is not a form of tokenism; this might also require going outside traditional modes of recruitment 	Begin in 2020 for 2021 cohort; Long-term effects
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Additional Suggestions: When developing MOU's or Internship contracts with partner institutions, ask specifically about EDI, and anti-racism strategies.

Include Divisional and Program level questions in Course Evaluations that address EDI in classroom.