



MEMORANDUM

To: Members of the Faculty of Applied Science and Engineering
From: Cristina Amon, Dean
Date: April 4, 2018
Re: **Call for Nominations: FASE Black Inclusion Steering Committee**

The 2017-2022 academic plan of the Faculty of Applied Science and Engineering (FASE) highlights as one of its major goals to “attract diverse, outstanding students from a wide range of backgrounds; and leverage all types of diversity to promote inclusivity and create opportunities to experience working collaboratively across cultures”. To that end, work has been done to enhance gender, cultural and nationality diversity and more recently the Eagle’s Longhouse Steering Committee was established to provide recommendations for greater inclusion of the Indigenous community in FASE.

The recently announced Ontario Black Youth Action Plan by the Ministry of Children and Youth Services highlights how disadvantaged a community Black youth are at a provincial level. U of T FASE acknowledges that self-identified Black students within the Faculty are underrepresented as a community and work is required with this key population group in keeping with the spirit of the Academic Plan and to be a post-secondary contributor to this provincial initiative.

FASE recognizes both the urgency and necessity for change in order to create a more diverse and inclusive environment for its Black students. The Faculty has already identified and is working on some immediate deliverables to move towards this goal. That said, FASE also understands that some of the underlying obstacles to diversity and inclusion in the Faculty may be subtly entrenched in its current operational framework or environment. Accordingly, I am striking a Steering Committee on Black inclusivity in the Faculty of Applied Science and Engineering to focus on the assessment of various aspects of the FASE infrastructure, operation and environment in order to identify potential barriers of inclusion for the Black student population and make recommendations to address these issues.

Mandate for the FASE Black Inclusion Steering Committee

1. Identifying pertinent student, staff and faculty members as well as experienced individuals from other university or community based organizations to build a

network with whom the committee could consult with respect to the assessment, recommendation and planning process.

2. Identifying areas within the FASE operational infrastructure and/or environment that could have embedded barriers to Black inclusion. These areas could include (but are not limited to): Community Outreach; Recruitment (undergraduate & graduate); Admissions; Employee and Faculty Diversity; Finance - Affordability and Scholarships; Co-curricular activities; Student Experience.
3. Executing an assessment of best practices for diversity and inclusion work in STEM (with a focus on engineering) education to leverage for Black inclusion within FASE.
4. Producing a report to communicate actionable recommendations to the Faculty to enhance Black inclusion and highlight potential areas for further in-depth review.

Timeline for Committee

- Initial meetings and consultations: May – July 2018
- Production of an interim report to suggest initial recommendations to implement for winter semester 2019 (and beyond) and areas for further assessment: August 2018
- Formation of working groups to identify and tackle areas for further assessment: September - October 2018
- Working group meetings and consultations: November 2018 – June 2019
- Production of final report and further recommendations: August 2019

Initial meetings for the FASE Black Inclusion Steering Committee should occur approximately every two weeks.

I invite nominations for faculty, staff and student members of this Steering Committee. Members can be from our engineering community, the wider University of Toronto community, as well as external organizations or individuals with pertinent experience or ties with equity-minded education and/or the Black community. Our Faculty believes leveraging the experience, insight and expertise of a diverse team consisting of stakeholders and those versed in identified key areas is vital to stimulate necessary change. Nominations for this Committee may be submitted, by email, to dean.engineering@ecf.utoronto.ca by April 20, 2018.