



UNIVERSITY OF TORONTO
FACULTY OF APPLIED SCIENCE & ENGINEERING

MEMORANDUM

2019/20-05

To: Faculty, Staff and Students, Faculty of Applied Science and Engineering

From: Christopher Yip, Dean

Date: February 18, 2020

Re: **Final Report of the Black Inclusion Steering Committee (BISC)**

In April 2018, Dean Emerita Cristina Amon called for the formation of the Black Inclusion Steering Committee (BISC) in the Faculty of Applied Science & Engineering. The purpose of this committee was to identify potential barriers to access, inclusion and success that face current and prospective Black students, staff and faculty, as well as provide actionable recommendations to address these issues. The BISC membership included a diverse cohort of staff, students, alumni and faculty both from within U of T Engineering and other areas of the University, all of whom were committed to helping facilitate positive change within the Faculty and wider institution.

Over the last 20 months, the BISC has consulted a range of student organizations, staff and faculty groups, offices, and community partners. Through these conversations and the efforts of the BISC membership, BISC has produced a final report titled '**Striving for Black Inclusivity**.' The complete report is now available to the entire U of T community on [our Faculty's Equity Diversity and Inclusion \(EDI\) webpage](#).

The report presents 26 recommendations that would assist the Faculty in addressing issues undermining Black representation, acknowledgement and inclusivity at all levels of our Faculty. Eight of those recommendations were initially put forward in an interim report presented in December 2018, and the other 18 became additional recommendations added to the final report.

As a whole, these recommendations highlight a number of areas in which the Faculty could grow, improve or take a leadership role. Examples include the collection and sharing of data disaggregated by racial identity and leveraging frameworks to facilitate diverse candidate pool formulation and consideration for prospective faculty and staff hiring. All of the suggested recommendations have merit and address issues at all levels of the Faculty.

Efforts are already underway to take concrete action on many of the recommendations, and we acknowledge that there is much work to be done. With the collaborative leadership of many faculty, staff and students, we will implement the programs and initiatives that this report helps to inform. In response to recommendation #1, as a first step, the office of Diversity, Inclusion and Professionalism was created in 2019 to ensure that every member of the engineering community is afforded the right to study and work in an environment free of biases.



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I would like to take this opportunity to thank the Dean's Advisor on Black Inclusivity Initiatives, Mikhail Burke and the Vice Dean, Undergraduate, Tom Coyle as the co-chairs of the BISC, along with all the other members of the committee.

February is Black History Month, a time in which we elevate and celebrate the contributions of the diverse Black community in our society. This report reminds us, as a U of T Engineering community, that true equity and inclusion is a year-round endeavour.

Chris

Christopher Yip
Dean
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