Submitted by
The RAN Subcommittee:

January 2021

The Race and Antiracism Network (RAN) is committed to raising the profile of race

unwanted duplications (and competition), waste of resources, can inform gaps in actions and areas needing focus, and communications issues.

7.   : Consider a self-identification option for all UFV forms and applications.

8.   : Publish annual reports on alleged occurrences of racism from EDI, HR, SUS, TLC, RAN etc. as a way of making racism visible and real so that patterns and systems can be addressed and appropriate actions taken.

9.   : RAN will make recommendations (with review dates) to the Board Chair, Senate Chair, President (operations) and the Provost (Vice-President, Academic) to assert these recommendations for change at all levels, divisions, departments, and units (including SUS, CIVL radio, student clubs etc). The RAN's intention is to ensure that the Board, Senate VP's, AVP's, Directors and Deans are accountable and transparent in creating an EDI Plan that includes Anti-racism.

RAN accepts and understands that we may not be aware of all the work that has been done, and the nuances of the work that is continuing and in process.

Respectfully, we make the following recommendations:

               there to be greater clarity of the roles of each unit and area that has responsibility for Indigenization.

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makes a committment to diversity hiring policies and practices.

        human resources and university policies and practices to ensure that they support diversity hiring, including those relating to promotion, tenure, and retention.

        DRC and URC members to recognize and value anti-racist, Indigenization, and anti-oppressive teaching, scholarship, and service, and to value the labour involved in working actively in these ways.

        a decolonization and anti-oppression component into new faculty Orientation and the new faculty handbook.

        all new faculty, staff, and administrators of anti-racism resources on campus. This should be noted in tenure and promotion information.

        a handbook for distribution to Faculty Advisors and to other UFV personnel (guide on 'handling difficult equity moments', informal and formal complaint procedures, and guidelines on human rights frameworks).

        a plan and process to inform students, faculty, and staff on how to seek support, how they can report experiences of racism, and who to report these experiences to within the institution. This process should have an accountability, communications, and feedback mechanism.

        regular anti-racism speakers and workshops, not only by RAN but by other committees and units of the university.

        the Library to conduct an inventory and create a LibGuide specific to anti-racism.

        developing mandatory anti-racism training for all new students, faculty, staff, and administrators.

        the Office of a Vice President coordinate the development and implementation of a UFV wide anti-racism strategy, with specific attention to the recommendations of the 2021 RAN Report.

Respectfully submitted,
RAN Report Subcommittee:

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A complete Appendix is attached, which provides the detail recommendations from 2011 and 2017, and provides an outline of what information the committee was able to collect via various email contacts, consultations, and meetings.