

FOR IMMEDIATE RELEASE
Burnaby, BC., (September 9, 2021)

SFU Students Welcome Senate Motion to Hire 15 Black Faculty and Support Black Communities on Campus

On **Monday, September 13, 2021**, the SFU Senate will be voting on the following motion brought forward by student senators to hire at least 15 Black Faculty at SFU, recognize harm, and support initiatives for Black students, staff and faculty on campus:

Whereas, Black History Month is celebrated by SFU and there has been a stated commitment to Equity, Diversity, & Inclusion (EDI) and racial equity;

Whereas, the UN has done a report on the need for governments and institutions, including universities, to implement Equity Policies and Practices for people of Black and African Descent to alleviate anti-Black racism and remove the disproportionate impacts on Black folks in its Report of the Working Group of Experts on People of African Descent on its mission to Canada;

Whereas programmes to support employment equity have existed to support various communities protected under the Employment Equity Act;

Whereas, there is inadequate support of Black SFU community members students as shown in the Diversity Meter of 2020, highlighting that those who identified of Black persons (Staff and Faculty) reported a lower positive agreement, and higher negative agreement in having the required supports to be successful and fit into SFU's culture;

Whereas, the University of British Columbia has passed a similar motion and the Simon Fraser University continues to strive to be leaders on issues of Equity, Diversity and Inclusion;

Whereas Tenure-Track Equity Hiring Programs programmes exist specifically for Black communities to advance equity for Black folks and faculty, and there are

similar programmes that have been rolled out in Universities such as Ontario College of Art & Design (OCAD) University hiring initiative in support and callout for the International Decade for People of African Descent;

Be it resolved that the Senate recognizes and supports Black History Month moving forward, as well as recognize the International Decade for People of African Descent, and the historical and continuing contributions for Black Faculty staff and students at SFU, including those who have served in the Senate.

Be it further resolved that the Senate supports and recommends that the University funds and implements an initiative to support the hiring of at least 15 tenure-track Black faculty across the faculties and disciplines with an onboarding program for the Black community members hired under such a program, and that this hiring be coordinated under the SFU VP Academic's Office.

Be it further resolved that the Senate recognize harm and trauma that Black faculty and staff have faced due to the systemic and institutional racism that has existed at SFU, and to support and recommend implementation of programmes and that said supports have financial supports, for current Black faculty, students and staff to redress the inequities that currently exist.

Be it further resolved that the Senate consult the SFU Black Community groups such as the SFU Black Caucus on in what ways to make the onboarding of such a programme be beneficial to Black faculty, and any relevant equity support groups for Black faculty, staff and students.

The initial motion, which was proposed by former Student Senator (and former SFSS President) Osob Mohamed, will be introduced on the Senate floor by current student Senator (and SFSS President) Gabe Liosis after months of advocacy from Black Student Activists to bring it forward for a vote.

This motion comes after a [similar motion brought forward by UBC student Senators was brought forward by the UBC Senate](#) in February 2021, which expressed support for a Black, African and African Diaspora Studies Program; created a scholarship specifically for Black

international students in addition to Black Canadian students; and recommended the hiring of 10-15 Black faculty members to be hired across all faculties at UBC.

[SOCA has advocated for Black faculty hiring](#) from its inception in 1994 - which had later culminated in 1997 with SFU hiring Black faculty some of who are still at SFU today, such as Dr. June Francis and Dr. James Busumtwi-Sam

In anticipation of this motion, The Simon Fraser Student Society Executive Committee voted unanimously to endorse and support the motion being brought to the SFU Senate.

The Senate meeting where this vote will take place will be happening in-person at Simon Fraser University's Burnaby Campus in West Mall Centre, Room 3210, at 5:30 pm.

To lend your support for this motion, any SFU community member may send a letter to SFU senators using this link (<https://tinyurl.com/SFUSupportBlackFacultyHiring>) as a template.

The Full Agenda for the Senate meeting can be found here at <https://bit.ly/SFUSenateSept2021> and see item S.21-104 on page 180.

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