

Message from the President

Report from Consultants on Anti-Racism & Truth and Reconciliation Commission Calls to Action

November 13, 2019

Dear employees,

Diversity and inclusivity are core values of George Brown College, and fundamental to the work we do each day to support our students and each other. Regularly examining and evolving our policies and practices is a vital part of ensuring that all community members feel safe, respected and engaged on campus and that our curriculum reflects the breadth of our diverse community.

As we informed you last year, George Brown enlisted a consulting firm to examine our anti-racism policies and practices, as well as our responsibilities to entrench the Truth and Reconciliation Commission of Canada's Calls to Action into our culture and curriculum.

Charles C. Smith Consulting – a respected team of experts on equity, Indigenous education and anti-racism – has spent the past year examining our existing policies and practices, speaking with members of our learning community and developing recommendations on how we might improve in the areas of anti-racism and in our response to the Truth and Reconciliation Commission.

Their findings were turned over to the college in an entrustment ceremony today, and they highlight several opportunities to strengthen how we support Indigenous and racialized peoples. Their recommendations include developing a stronger institutional focus on anti-racism and Indigenous issues, creating new leadership roles and advisory councils, clarifying and/or revising the mandates of existing areas, and creating new processes to address Indigenous, anti-racism and diversity issues in our curriculum, student life and college governance. The full reports and recommendations are available [on Insite](#).

While we are proud of the many ways George Brown has supported our diverse learning community over the years, we know there is more work to be done to eliminate systemic barriers and to promote a fair and inclusive community in which to work, study and live. These reports provide us with a foundation upon which to build our George Brown College action plan.

The immediate first steps will be to:

- Establish a senior level position for Truth and Reconciliation/Indigenous Education, and reaffirm and review the mandate for the senior level role leading Anti-Racism/Diversity.
- Develop Terms of Reference and an organizational mandate for the Aboriginal Education Council, and ensure the proper support and resourcing are in place to provide for the important work of this group.
- Establish an Anti-Racism/Diversity Council with Terms of Reference and an organizational mandate, including a clear process to build this Council and ensuring the proper support and resourcing are in place to provide for the important work of this group.

I believe these are significant steps forward in our continued efforts to foster an environment of respect and understanding, free of discrimination and harassment. George Brown College is truly enriched by the broad range of identities, experiences and beliefs of our students and employees, and I'm confident that the changes we're introducing will further strengthen our community.

Thank you to everyone who supported this process, and to all of our employees for the many ways you embody our college values of diversity and inclusivity on campus. I look forward to working together to bring our action plan to life in the months ahead.

Sincerely,

Anne Sado
President