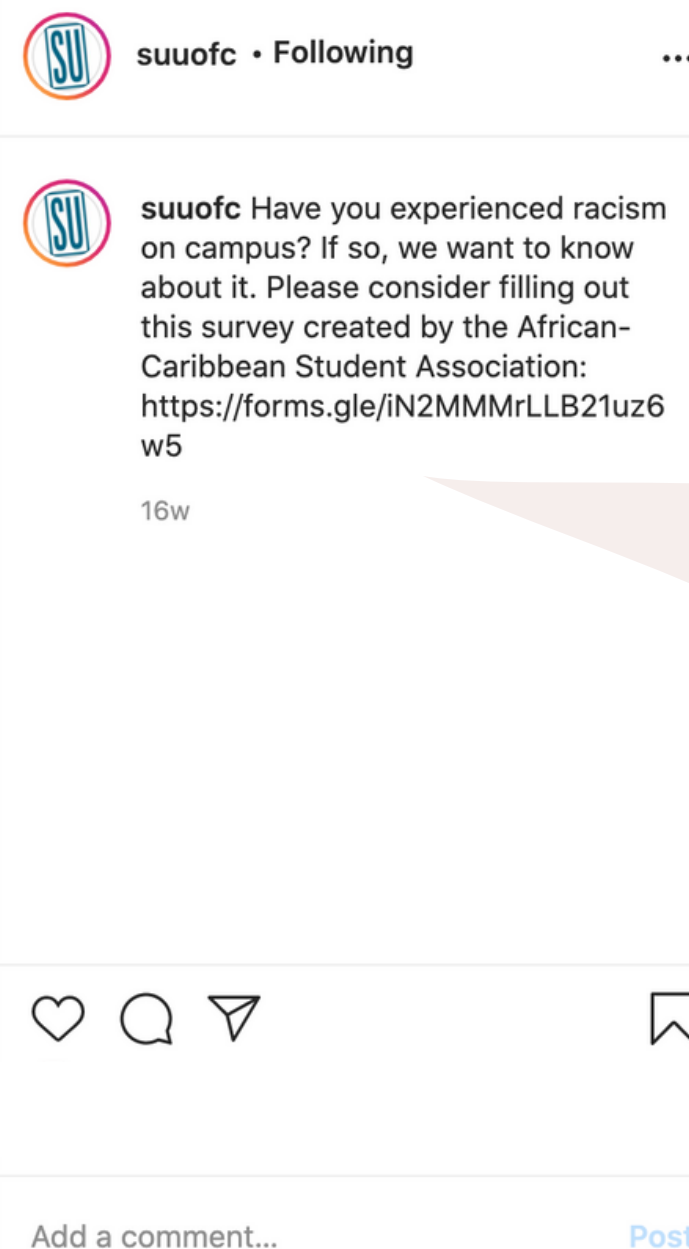




Student
Feedback on
Improving
Anti-Racism
on Campus



BACKGROUND



As the world erupted over the murder of George Floyd, the African & Caribbean Student Association launched a feedback campaign to uncover how racism affects UCalgary students



BREAKING DOWN THE RESPONSE



FORMS OF ON-CAMPUS DISCRIMINATION

ANTI-BLACK RACISM

ANTI-INDIGENOUS SENTIMENT

ISLAMOPHOBIA

ANTI-SEMITIC SENTIMENT

XENOPHOBIA

MICROAGGRESSIONS

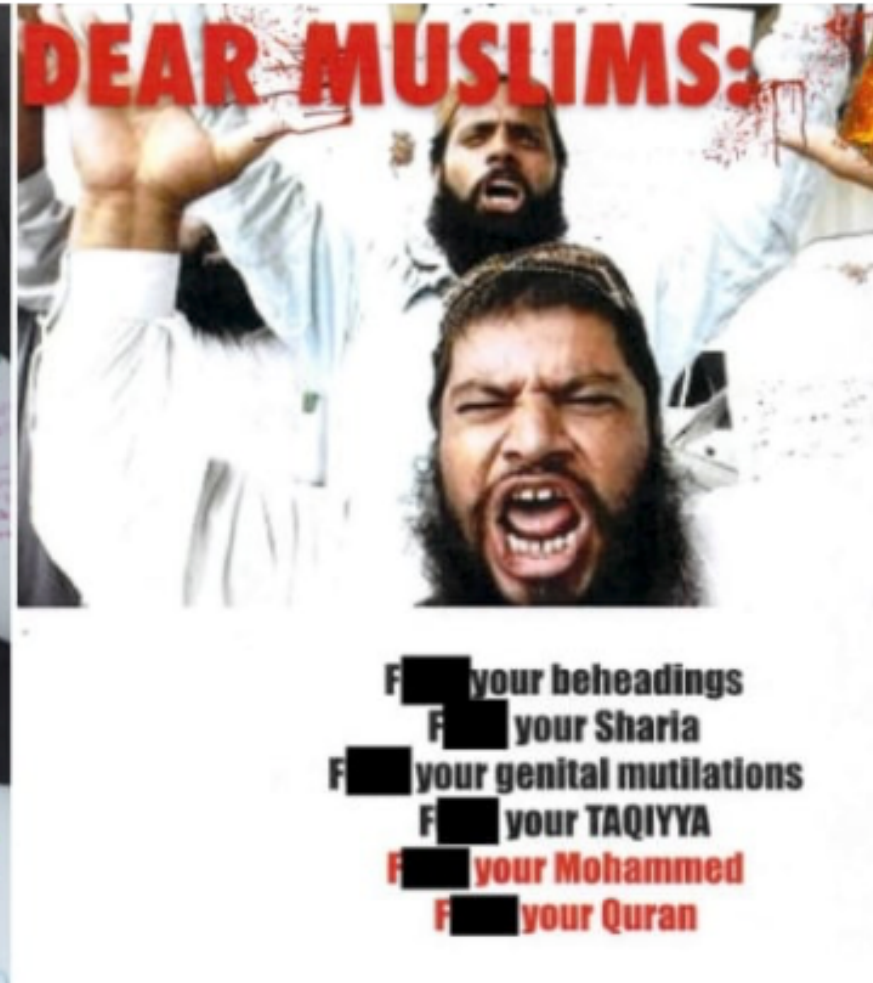
REAL EXAMPLES

Anti-Muslim posters at University of Calgary prompt rally of support



WARNING: Graphic language

[Robson Fletcher](#) · CBC News · Posted: Oct 04, 2016 2:07 PM MT | Last Updated: October 5, 2016

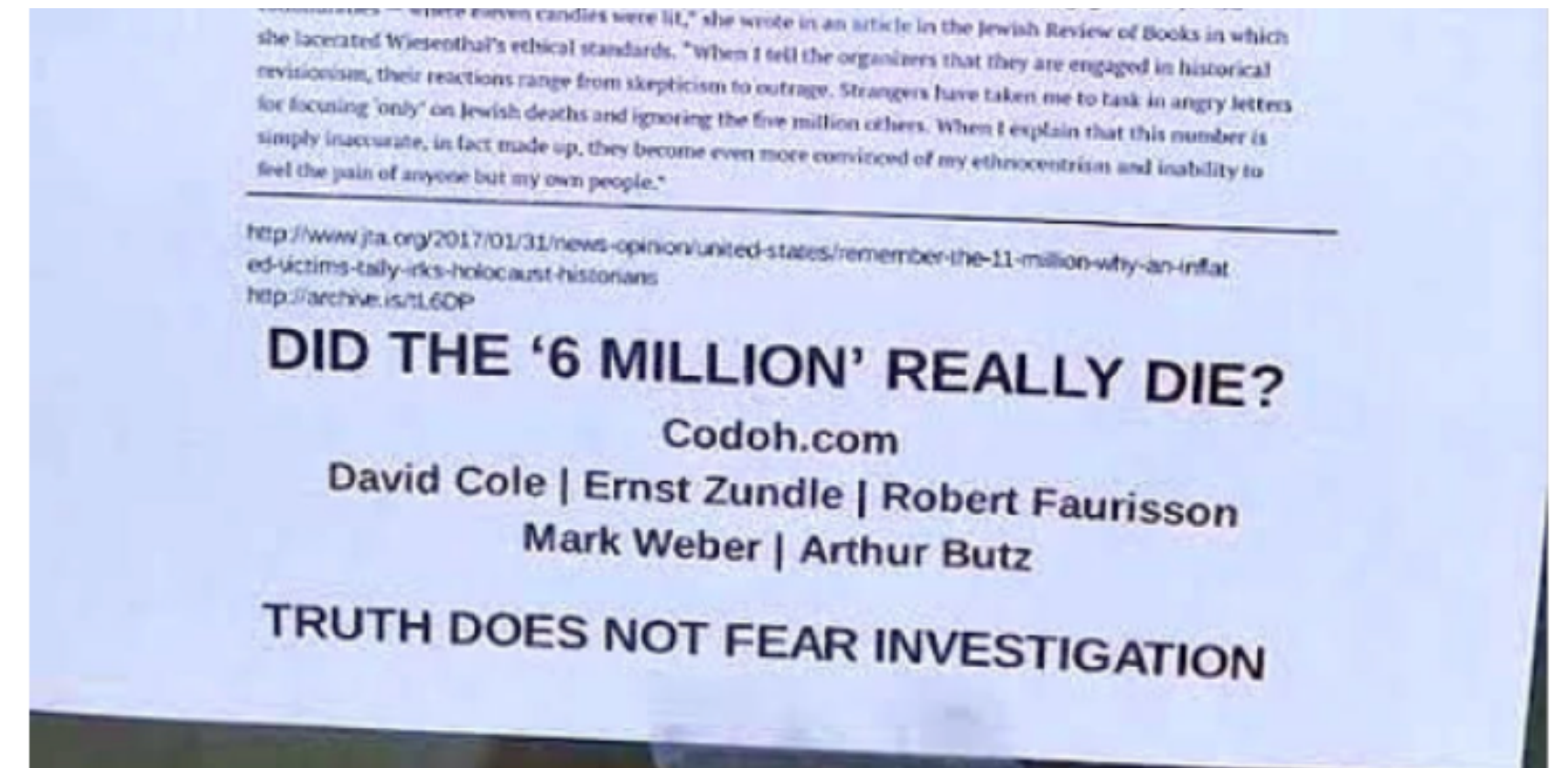


Students denounce posters questioning Holocaust at University of Calgary



'It's really disappointing and shocking that inflammatory posters like this were put up,' student leader says

CBC News · Posted: Feb 22, 2017 11:57 AM MT | Last Updated: February 22, 2017



About a dozen posters, like this one, questioning whether six million Jews were killed in the Holocaust, were put up on doors and walls around the U of C recently. (The Gauntlet)

STUDENT EXPERIENCES

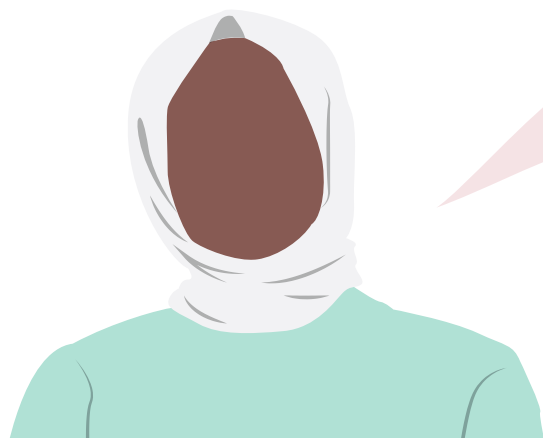


"My professor relentlessly undervalued the significance of Indigenous communities, and occasionally called them Indians."

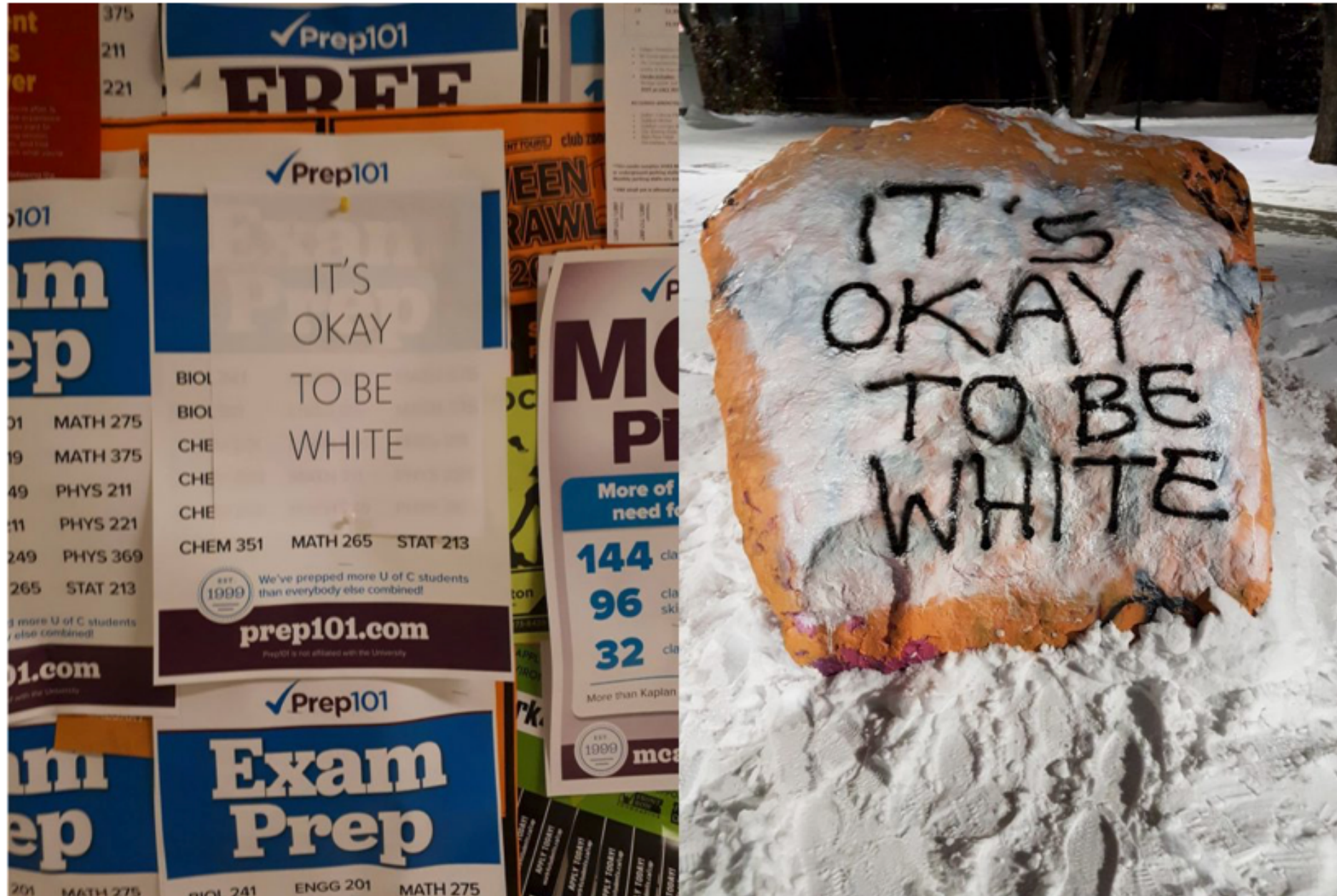
"I have seen professors falsely assume a student's intelligence, based on their English proficiency or racial background."



"I brought my valid concerns to someone higher up, only to be dismissed and told my professors' intentions were misunderstood."



REAL EXAMPLES



Photos courtesy Women's Studies and Feminist Club (left), Reddit (right)

‘It’s okay to be white’ messages appear on U of C campus

Former Calgary Dinos employee arrested for alleged racial attack on woman

Police have arrested a former University of Calgary Dinos employee after a video posted online showed him spitting on a woman and yelling a racial slur

Alanna Smith

Jul 19, 2020 • Last Updated 3 months ago • 2 minute read



A cyclist, identified as Justin Williams by the University of Calgary, is seen riding his bicycle from the opposite direction and spitting on Lau before yelling a racial slur in this Instagram screengrab. PHOTO BY INSTAGRAM

STUDENT EXPERIENCES



"Professors blatantly using the n-word during lectures. Many of whom have been brought to the attention of UofC admin without any disciplinary action or follow-ups."

"Instructors and TA's making racist, dehumanizing, & derogatory remarks on BIPOC nations and communities during classroom lectures."



"There are faculty & staff members who believe that BIPOC undergraduates are strictly inferior or less than their white counterparts."

REAL EXAMPLES

Painted protests: U of C's The Rocks get multiple message makeovers



After starting day painted with Confederate flag, students traded messages in paint on campus boulder

CBC News · Posted: Sep 25, 2017 10:59 PM MT | Last Updated: September 25, 2017



The rocks outside the MacEwan Student Centre on the University of Calgary campus were painted with a Confederate flag Monday and the message "Heritage not hate." Students on campus were quick to paint over the flag with messages of love and acceptance. (@RomyYYC/Twitter)



STUDENT EXPERIENCES



"The ultra-conservative nature of teaching at UCalgary bleeds into our pedagogy and can become entrenched as the truth "

"I've had professors nickname me, without my consent, for their own personal convenience. Decolonizing teaching begins when my real name is accepted."



"Post-secondary education is meant to be the most "enlightening" part of my lifelong learning journey. But without anti-racist programming, how can I navigate a world laced with systemic racism?"



INSIGHTS FROM STUDENTS



REFLECTIVE COMMENTS

Classes are often taught based on historically white or colonial perspectives. These westernized views are shaping how students perceive the world.



The lack of diversity in post-secondary teaching and leadership sends a strong signal about who belongs in academic spaces.



I've noticed that my courses are undervaluing the scientific and academic achievements of BIPOC scholars in the Global South



REFLECTIVE COMMENTS

After four years (45 classes) of attending this university, I've come across only one black instructor. That's a huge problem.



The only program (African Studies) that I'm passionate about is underfunded, understaffed, and not prioritized by my Faculty.



The university is more concerned about protecting their own staff, than acknowledging real student concerns



CORE WEAKNESSES

Lack of Anti-Racism Education for:

Professors requiring
implicit bias or
anti-racism training

Student clubs
seeking to become
more inclusive

Faculty and Department
staff seeking to enhance
their EDI initiatives





LETS TALK SOLUTIONS



LETS TALK SOLUTIONS

Collect and utilize race-based data advantageously to understand the systemic barriers that exist in post-secondary education

Intentionally pursue additional BIPOC staff to better represent UCalgary's diverse student body

Pursuing disciplinary action and other accountability measures when necessary for professors who have repeatedly discriminated against students.

Expand the universities African Studies program to further enrich undergraduate knowledge on structural racism, stereotypes, white privilege, & colonial legacies.



Acknowledge the economic barriers that exist for marginalized students and create funding opportunities to address these socioeconomic discrepancies.

Officially recognize Black History Month by highlighting the achievements of your black faculty members.

Recognize the lack of tenured positions given to non-white faculty members by re-evaluating how equitable the system is.

Create accessible platforms for students, staff, and faculty to access anti-racism (& implicit bias) training and support





LETS TALK ACTION ITEMS



ACTION ITEMS

Proactively
denounce acts of hatred
towards marginalized
student groups on
campus

Start addressing the
lack of diversity
among professors,
staff, and executive
leadership

Continue to host events,
workshops, and
activities to dismantle
the notion that racism is
a taboo topic



THE MOST DEMANDED REQUEST

Establish and regularly
advertise safe channels for
students to submit
concerns regarding
discriminatory activity on
campus

