

**Faculty of Humanities and Social Sciences and Anti-Racism  
HSS and Anti-Racism Committee, Terms of Reference  
October 2020**

The below initiatives and process are the result of three Special Meetings of Faculty Council in the Faculty of Humanities and Social Sciences, held on June 10, July 15, and October 14, 2020. The below Terms of Reference were endorsed at the October 14 Special Meeting of Faculty Council. Approximately 40 people attended the October 14, 2020 meeting (there was one abstention and one vote against). This document will serve as an initial terms of reference and a set of starting points for the committee noted below. It is anticipated that the committee will expand on these terms at their initial meetings.

Initiatives

Five initiatives were confirmed as possible ways forward for HSS.

1. Develop a Faculty-wide list of HSS courses that addresses racism and colonialism.
2. Revisit BA core requirements to identify the extent to which they include classes that address racism and colonialism.
3. Revisit the Syllabus Development Resource provided by the Dean's Office to include a recommended statement that indicates the importance of attention to racism and colonialism.
4. Develop a series of Brown Bag Lunches for faculty members and for administrative staff in HSS. In the case of faculty members, these might address systemic issues related to racism and colonialism, various theoretical perspectives, and/or possibilities for anti-racism and anti-colonialism.
5. Consider programming possibilities, including the possibility of a required course in HSS or an interdisciplinary minor.

Process and Timeline

There is support for a newly appointed committee that will be loosely connected to Faculty Council. This committee will be constituted with an eye toward broad representation from within HSS, as well as toward demonstrating a diversity of members (especially from individuals who are Black, Indigenous, and/or people of colour (BIPOC)). The individual who fills the role of Associate Vice-President, Equity, Diversity, and Inclusion, might be invited to serve on this committee.

A co-chair model, involving the Dean and a BIPOC ASM or Head at MUN (from within or outside of HSS), will ensure that there is formal engagement and support from the Dean's Office. This committee will include from six to eight members total (inclusive of the co-chairs). There will be a general call for membership on this committee to HSS ASMs, who will be asked to provide a brief statement of interest and expertise. This committee will take responsibility for any or all of the five initiatives noted above; and will also consider the possibility of student representation (either as standing committee members or other means of engagement). Timelines for each initiative will be identified by the committee early in their work. The committee will provide a summary of their work at Faculty Council meetings at least once in the fall, winter, and spring terms. Any formal initiatives recommended by the committee must be approved by Faculty Council. Ideally, this committee will be constituted by the end of 2020.