

Terms of Reference

Provost's Advisory Committee - Scarborough Charter

Context

On November 18th 2021, the University of Saskatchewan signed onto the Scarborough Charter (SC), expressing our commitment to concrete action to promote Black inclusion and to address anti-Black racism. The principles, actions and commitments in the Scarborough Charter are a catalyst for meaningful, timely actions and outcomes to foster Black inclusion and address anti-Black racism in our university and in universities, colleges, and across Canada's post-secondary sector. Signing the SC means that USask made a commitment "...to a process of continuous improvement through ongoing, sustained implementing of the Scarborough Charter's principles-based commitments to action, and to be answerable for concrete outcomes". (*Scarborough Charter, 2021*)

The Scarborough Charter fits strongly within our university's landscape of related priorities. Actions are being undertaken as part of USask's Equity, Diversity and Inclusion (EDI) commitments including policy approval and strategy development as well as anti-racism and anti-oppression initiatives. In addition, the University's priorities for Indigenous strategy are articulated in *ohpahotân | oohpaahotaan*.

Principles

The principles inspiring the work of the Provost's Advisory Committee – Scarborough Charter (PAC-SC) at USask are adopted directly from the university's Equity, Diversity, and Inclusion [Policy](#) alongside the principles underpinning the Scarborough [Charter](#).

Mindful of the USask EDI policy, the work of the PAC-SC supports "...the university community in bringing to life the principles of **diversity, equality, human dignity, and manācihitowin** and reflecting them back in our daily interactions and decisions. The university believes equity, diversity, inclusion, and a sense of belonging strengthen the community and enhance excellence, innovation, and creativity in all domains." (*USask EDI Policy*)

Bring greater depth, the work of the PAC-SC will embody the principles set out in the Scarborough Charter (*Scarborough Charter, 2021*):

- (1) Black Flourishing. "Universities and colleges are central to enabling the just, fulsome realization of human potential and thriving. They play a pivotal role in redressing anti-Black racism by removing structural barriers to equity, inclusion and social justice, with full recognition of our intersectional identities, while advancing the innovative research, critical thinking and engaged dissemination of knowledge that foster substantive equality, human dignity, and sustainability"
- (2) Inclusive Excellence. "Inclusive excellence embodies the recognition that not only is post-secondary education enriched by equity, diversity and inclusion; equitable inclusion is critical to excellence. Excellence encompasses the ability of universities and colleges to educate and to innovate; to be alive to complexity and proactive in the face of crisis; to foster fundamental questioning through rigorous, respectful engagements across difference; and to enable societal transformation."
- (3) Mutuality. "Universities and colleges are embedded in communities locally, as well as nationally, regionally and internationally. By recognizing a responsibility to foster mutuality, universities and colleges acknowledge the multiple social relations and modes of societal action upon which universities and colleges depend and for which they are accountable. The positive, interactive relationship with Black communities entailed by mutuality includes the special role universities

and colleges can assume in Black community economic development, notably as anchor institutions and local employers.”

- (4) Accountability. “Accountability involves a commitment both to ongoing education - including self-education - and to courageous action built on deeply consultative processes. Accountability includes acknowledging, respecting, and acting responsively in the face of Black life, in its full complexity and intersectionality. Universities and colleges must move beyond mere representation and take responsibility for supporting fulsome, transformative inclusion across university and college structures, policies and procedures.”

Purpose

The PAC-SC provides advice to the Provost and Vice-President Academic regarding:

- Priorities and actions stemming from the commitments to action in the Scarborough Charter including recommendations on institutional strategy and transformative actionable steps to assist USask in achieving a more respectful, accountable, equitable, diverse and inclusive community. Following from the SC, the action plans emerging will be constructed in the “spirit of good faith in embracing and enabling meaningful, measurable and continuous improvement in the implementation of... commitments to action.” (*Scarborough Charter, 2021*). This will include identifying and monitoring outcomes.
- Assisting USask in preventing anti-Black racism, which will involve critically reviewing policies, processes, and practices (existing and emerging) to understand how they contribute to systemic anti-Black racism and providing recommendations that will further Black inclusion and excellence.

With a view to supporting the principle of mutuality, the PAC-SC identifies meaningful ways to engage Black leaders and members of Black-led organizations from the community in discussions about the implementation of the Scarborough Charter at USask.

The Provost and Vice-President Academic and designates are responsible for helping to identify pathways through which the PAC-SC provides input on policy, practices, and initiatives where the voices of Black faculty, staff, and students are essential and have historically been absent.

Membership

- Co-chairs: Deputy Provost (Ex Officio)
Member of the PAC-SC (selected by the members of the PAC-SC)
- Two faculty members (appointed by the USask Black Faculty and Staff Caucus)
- Two staff members (appointed by the USask Black Faculty and Staff Caucus)
- One Dean or Executive Director appointed by the Provost (with advice from the USask Black Faculty and Staff Caucus)
- Equity, Diversity, Inclusion Project Specialist
- Up to two undergraduate students (identified jointly by the USask Black Faculty and Staff Caucus and the USSU, with intentional consultation of Black UG student groups at the university)
- Up to two graduate students (identified jointly by the USask Black Faculty and Staff Caucus and the GSA, with intentional consultation of Black Graduate student groups at the university)

By design, the membership of the PAC-SC is diverse in university role (faculty, staff, student, senior leader). In addition, and whenever feasible, members will be drawn from range of colleges and administrative service units with consideration given to amplifying diverse identities.

Members of PAC-SC are responsible for attending and participating in meetings and for sharing information with their own localized university stakeholder groups with a view to keeping others informed.

Membership will normally be for a two-year period with the exception of student members whose terms will normally be for one year. Membership is renewable after the initial term. In those cases where a member is unable to fulfill the full length of their term for any reason, the member can resign and the co-chairs will seek a replacement.

In addition to the core membership identified above, the PAC-SC will, as it sees fit, engage other members of the USask community or members of the external community to aid in its work. This may include but is not limited to resource people from across the university and members of USask senior leadership.

Meetings

The PAC-SC will meet a minimum of twice per academic term in fall and winter. The co-chairs will prepare and circulate an agenda ahead of each meeting. The Deputy Provost will provide administrative support to organize the meetings and take notes at each gathering.

Reporting

The PAC-SC will provide a written update on activities and progress to the Provost and Vice President Academic no less than once per year. The Provost and Vice-President Academic and designates will provide assistance to identify mechanisms through which the broader university will receive information or have access to updates on the work of the PAC-SC.

Review of Advisory Committee

Recognizing the evolving context of governance and structures at the University of Saskatchewan and the link this committee has to an externally-designed charter, the Provost reserves the right to review the committee terms – including membership, structure and mandate -- on a regular basis to ensure the committee is aligned with the needs of the Provost at the time of the review. It would be expected that the terms would normally be reviewed at least every two years and formally renewed every six years.

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Approved by the Provost and Vice-President Academic: May 1, 2026