

**Queen's Law Anti-Racism Working Group
Terms of Reference
September 14, 2020**

The Anti-Racism Working Group in the Faculty of Law has been formed in response to the growing awareness that governmental and non-governmental institutions, including institutions of higher education, have failed to address adequately or effectively the realities of racism in Canada, especially anti-Black racism. The Faculty of Law at Queen's University is doubly implicated in this problem. Like any academic community, it must examine its culture, practices, and policies to combat racism within and build a more inclusive community for faculty, students, and staff. As a law school, it also has a special responsibility in performing its educational and research missions to expose, challenge, and seek to remedy the realities of racism that continue to infect legal and political institutions in Canada, especially those tasked with the administration of justice. This responsibility includes ensuring that the next generation of leaders is equipped to recognize and address racism within the legal profession, the administration of justice, and other institutions and organizations.

The Working Group will examine issues surrounding the relationship between legal education and racism in its broadest sense. However, racism is experienced by different people and groups in different ways. For example, many Indigenous communities identify as distinct political or national entities with jurisdictional autonomy, or Indigenous sovereignty, with distinct legal orders and traditions. Addressing how the law school responds to the special call to action concerning legal education made by the Truth and Reconciliation Commission of Canada in 2015 requires targeted consideration that extends beyond the work of this Working Group. The Law Faculty will therefore constitute a separate TRC Working Group to review its progress in this respect. However, Indigenous members of the law school also confront racism at school and in the legal profession, a matter falling within the remit of this Working Group. The experiences of different groups cannot be 'siloes' and neither can the responses of the Faculty.

Among other groups, racism and white supremacy may operate differently. Recent events, in particular the Black Lives Matter movement, have underscored how members of Black communities have been profoundly affected by systemic violence, exploitation, and exclusion from before the Atlantic slave trade to the present. The Working Group will consider racism generally, giving particular attention to the relationship between legal education at Queen's University and anti-Black racism, and attending to the ways in which racism intersects with other forms of discrimination, exploitation, and exclusion, including on the basis of gender and class.

The Working Group will:

- Review University and Faculty policy statements regarding or related to issues of race and racism, in particular the *Principal's Implementation Committee on Racism, Diversity, and Inclusion (PICRDI), Final Report* (10 April 2017).
- Consider the relationship between legal education and issues of racism within the legal profession, the administration of justice, and institutions of governance within Canada, with particular reference to anti-Black racism.

- Review the Faculty's policies, procedures, and practices concerning student recruitment, admissions, and retention, to ensure its classes fully represent members of historically marginalized groups, in particular Black and Indigenous students, and reflect the demographics of Canada.
- Review the Faculty's policies, procedures, and practices concerning staff and faculty recruitment and retention, curriculum, student services, research and faculty support, events, training, and other areas, to determine where positive changes could help the Faculty create a more inclusive and anti-racist teaching and learning community and ensure that the Faculty is fulfilling its broader societal responsibilities as a legal-academic institution dedicated to student development, teaching, learning, and research.
- Consider how it may correspond with faculty, staff, students, alumni, and established groups in the Faculty, including but not limited to student groups representing equity-seeking constituencies, to solicit comments, opinions, and ideas about these matters.
- Consider how it may work in a complementary fashion with the Queen's Law Strategic Planning Committee, the Advisory Committee to the Dean on the Building Name, and the Truth and Reconciliation Curriculum Reform (TRC) Working Group – for example, by making submissions to these other groups and receiving submissions from them.
- Where appropriate, make concrete proposals for immediate action; to this end, it may issue interim reports containing such recommendations.
- In relation to issues needing further study or policy development, identify concerns and suggest a course or courses of action, including the individuals or entities within the Faculty of Law who should be responsible for pursuing the next steps.
- Submit an interim report to the Dean by the end of the Fall Term 2020 that sets out its preliminary findings.
- Submit a final report to the Dean by the end of the Winter Term 2021 that sets out its findings, offers proposals for advancing anti-racism at Queen's Law, provides suggested timelines for implementation and ways of measuring outcomes, and recommends how the Faculty's responses to the proposals should be reviewed in the future, whether by this Working Group or alternative means.

Membership

A. Akinyemi	Law'22
S. Ali	Coordinator, Career Development, Faculty of Law
D. Bundy	Law'22
T. Day	Law'22
Prof. L. Kelly	Law Faculty member
D. Kissoon	Law'89, Lawyer (Kissoon & Associates) and Adjunct Professor
H. Kobusinge	MBA'16, Director of Finance, Faculty of Law
N. Mumin	Law'21
S. Simpson	Artsci'95, Ed'97, MEd'11, LLM'19, Queen's University Associate Vice-Principal of Equity, Inclusion and Diversity

Prof. S. Tsuruda Law Faculty member
Prof. N. Weisbord Law Faculty member

Co-chairs: L. Kelly, S. Tsuruda, and N. Weisbord.