

**Confidential**

**University of Waterloo & Wilfrid Laurier University  
SANKOFA THINK TANK  
Meeting**

**Date:** 24 August 2023  
**Time:** 1:00 – 2:30 p.m.  
**Location:** NH 3308 & MS Teams (Hybrid)

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**AGENDA**

1. Welcome & Introductions
2. Minutes of the 20 July 2023 Meeting
3. Proposed Forum Structure
4. Proposed Themes
5. Sub-Committees
6. Timelines
7. Workshop Proposal Template
8. Q+A
9. Next Meeting: 21 September 2023

18 August 2023

Madisson McKellar  
Administrative Officer

**University of Waterloo  
SANKOFA THINK TANK  
Meeting Minutes**

**Date:** 20 July 2023  
**Time:** 1:00 – 2:30 p.m.  
**Location:** NH 3308 & MS Teams (Hybrid)

**Attendees:** Emelia Assigbey, Dr. Jean Belo Klamti, Ndgairé Brendah, Lauren Burrows, Tracelyn Cornelius (co-chair), Rodrigo Costa, Ola Idris Ali, Jermal Jones, Madisson McKellar (secretary), Eden Mekonen, Marcia Smellie, Tray Stay, Dr. Christopher Taylor (co-chair), Dr. Moses Tetui, Jennisha Wilson (co-chair)

**Regrets:** Darren Harry Blaine, Iannois Carroll-Woolery, Conrad Giresse Tetassi Feugmo, Celine Isimbi, Ryon Jones, Miguel King, Isaiah Marcus, Mary Oladejo, Lionnell Smith, Dr. Anita Taylor, Jessica Thompson, Jane-Frances Ugbelase, Yasmin Wallace

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**AGENDA**

**1. Chairs Remarks**

Wilson welcomed members and provided an opportunity for introductions. She reminded members that the immediate focus of the think tank is to conceptualize content for the Scarborough Charter Inter-Institutional Forum that will be hosted jointly between UWaterloo and Wilfred Laurier Universities in May 2024.

**2. Minutes of the 15 June 2023 Meeting**

The minutes were accepted as distributed.

**3. Scarborough Charter Steering Committee Update**

Dr. C. Taylor provided an update that the Inter-Institutional Conference dates have been finalized as May 8-10, 2024. He noted that May 8<sup>th</sup>, 2024, would be centered around opening events and business meetings, May 9<sup>th</sup>, 2024, will be run by UWaterloo and May 10<sup>th</sup>, 2024, by Laurier. He added that the two universities need to be intentional and collaborative with the content of the conference so that there is consistency for attendees. Dr. Taylor shared that a planning committee comprised of senior leadership counterparts from UWaterloo and Laurier has been formed to work on logistics in terms of registration, sponsorships, communications, finances etc.

Cornelius shared that she has been working with communications folx from Laurier and that they plan to share the news of the joint conference August 1, 2023, on Emancipation Day. Smellie suggested that Waterloo attend an Emancipation Day event in Cambridge on August 1<sup>st</sup> to share the news with community members.

#### 4. Content Discussion

Wilson shared a document outlining a summary of the four areas of the Scarborough Charter (Black Flourishing, Inclusive Excellence, Mutuality, Accountability) and prompted members to consider an overarching theme for the conference as well as tangible ideas for the day Waterloo is responsible for. She noted that members should consider broad, expansive, and outside the box ideas, ensuring we consider the broad audience of students, staff, faculty, and community members that will be in attendance. Members broke into groups and discussed the following thoughts and ideas:

- Emancipation and Reparation
- What happens after anti-Black racism?
- Embedding Afrofuturism and Anti-Black racism concepts into teaching on campus
- Creating community and dismantling structures of different programs
- Implications of the notions of race
- Need for Bilingual Elements/ASL (Smellie to send Idris Ali Paulene Janke contact info)
- Creating Black spaces on campus
- Education for teachers around race, gender, intersectionality
- Connecting Universities to Communities
- Community sessions could include health, education, technology, innovation
- UWaterloo as an anchor institution in the community
- Ancestral Teachings; Other ways of knowing and doing; Decolonizing
- Incorporating identity into your work
- Supporting Black students to excel
- Critical Incidence Response and supports for Black students dealing with violence
- Intersectional Anti-racism teachings and learnings
- Black leaders and care
- How to create space for institutions without Black studies
- How whiteness shows up in our leadership
- Holding space for commitment of resources
- Black Joy means creating spaces and models that work
- Moving beyond performative action
- Addressing power dynamics in rooms
- Holding safe spaces for different intersections
- Caucus for senior leaders
- Education as Freedom
- Workshop on theories of intersectionality, racial capitalism, and Black feminist thought
- How Black thought and leadership does not just benefit Black people
- Celebrating Black joy with food, dancing, trade shows, barbershop, tailor
- Session on the importance of Black autonomy: exploring settings on campus (classrooms/labs/leisure spaces)
- Catering from diverse Black food vendors
- Providing resources in the program material

Wilson thanked members for their contributions and asked that they fill out the shared planning document for the next meeting, where the ideas will be used to form consensus around themes.

**5. Next Meeting**

The next meeting is scheduled for Thursday August 24, 2023, from 1:00 – 2:30 p.m.

20 July 2023

Madisson McKellar  
Administrative Officer

# SCARBOROUGH CHARTER INTER-INSTITUTIONAL FORUM

## 3.0 Proposed Forum Structure

**WEDNESDAY 8 MAY 2023 – DAY 1**  
**DELTA HOTEL**

| TIME                         | EVENT                         | DETAILS  |
|------------------------------|-------------------------------|--|
| <b>Delta Hotel, Waterloo</b> |                               |  |
| 5:30 – 6:30 PM               | Attendee Arrival              | Attendees arrive, check-in, receive conference materials.                                  |
| 6:30 – 9:30 PM               | Attendee Reception Networking | Attendees, Organizers, Community Partners come together for food, beverages and networking |

**THURSDAY 9 MAY 2023 – DAY 2**  
**UNIVERSITY OF WATERLOO**

| TIME   | EVENT                      | DETAILS   | EVENT   | DETAILS            |
|--|----------------------------|---|---|--------------------|
| <b>Location:</b>                               |                            | <b>Board &amp; Senate Room, Needles Hall</b>  | <b>Federation Hall</b>                                      |                    |
| 8:30 – 9:00 AM                                 |                            | Check In  |   |                    |
| 9:00 – 9:30 AM                                 | Welcoming Address          | TBD   | Welcoming Address   | TBD                |
| 9:30 – 10:30 AM                                | <b>Keynote One</b>         | TBD   | <b>Keynote Two</b>  | TBD                |
| 10:30 – 11:00 AM                               |                            | Networking Break  |   |                    |
| 11:00 AM – 12:00 PM                            | Business Meeting           | Senior Leaders Participate in Business Meeting led by the Scarborough Charter Steering Committee  | <b>Workshops 1A &amp; 2A</b>                                | <b>Details TBD</b> |
| 12:00 – 1:00 PM                                |                            | Lunch   |   |                    |
| 1:00 – 2:30 PM                                 | Business Meeting           | Senior Leaders Participate in Business Meeting led by the Scarborough Charter Steering Committee  | <b>Workshops 1B &amp; 2B</b>                                | <b>Details TBD</b> |
| 2:30 – 3:00 PM                                 |                            | Networking Break  |   |                    |
| 3:00 – 4:00 PM                                 | Business Meeting           | Senior Leaders Participate in Business Meeting led by the Scarborough Charter Steering Committee  | <b>Joint Reflection &amp; Discussion on Shared Learning</b> | <b>Details TBD</b> |
| 4:00 – 5:00 PM                                 | Steering Committee Meeting | Steering Committee Wrap Up Meeting to be led by the Scarborough Charter Steering Committee  | Program Concludes   |                    |
| <b>Location: Pavilion, Recreational Centre</b> |                            |   |   |                    |
| 6:00 – 9:00 PM                                 | Community Event            | Community Partners and planned activations can set up in the event space and attendees can enjoy food, beverages and entertainment including: <ul style="list-style-type: none"> <li>- Black &amp; Free</li> <li>- Princess Cinemas</li> <li>- Trade Show</li> <li>- Food Trucks</li> <li>- DJ</li> </ul> |   |                    |

**FRIDAY 10 MAY 2023 – DAY 3  
WILFRID LAURIER UNIVERSITY**

| TIME                | EVENT                | DETAILS | EVENT  | DETAILS |
|---------------------|----------------------|---------|--|---------|
|                     | <b>Location: TBD</b> |         | <b>Location: TBD</b>                               |         |
| 9:00 – 9:30 AM      |                      |         | Check In   |         |
| 9:30 – 10:00 AM     |                      |         | Welcoming Address - TBD                            |         |
| 10:00 – 11:00 AM    | Workshop 3A          | TBD     | Workshop 4A  | TBD     |
| 11:00 AM – 12:00 PM | Workshop 3B          | TBD     | Workshop 4B  | TBD     |
| 12:00 – 1:00 PM     |                      |         | Lunch & Performance - TBD                          |         |
| 1:00 – 2:00 PM      |                      |         | Joint Reflection and Discussion on Shared Learning |         |
| 2:00 – 3:00 PM      |                      |         | Closing Remarks TBD - Forum Concludes              |         |

## 4.0 Proposed Forum Themes

### 1. Responding to Anti-Black Racism

- Practical methods to responding to issues of anti-Black racism on campus.
- Supports for students, staff and faculty that have dealt with violence, both internal and external to the university
- Critical incident response to race-based hate crimes
- How to focus response systematically rather than incidentally

### 2. Black Futures

- Embedding Afro-Futurism into teaching on campus
- Introducing Anti-Black Racism concepts into non-arts related fields (dismantling structures of different programs)
- Supports Black students, staff and faculty to excel (challenging ideas around excellence and success)
- Showcasing programs and initiatives that would support the recruitment and retention of Black students, faculty and staff
- Theories of intersectionality, racial capitalism, and Black feminist thought
- Ancestral teachings and other ways of knowing and doing
- Addressing power dynamics in rooms
- Education as freedom
- Emancipation and reparation. What does that look like?
- Stereotype threat: the ways in which identity can be harmful to Black people in institutions

### 3. Moving Beyond Performatism

- Creating dedicated physical spaces for Black students, staff and faculty on campus
- Education and training for instructors around race, gender, and intersectionality
- How whiteness shows up in leadership (even beyond white leaders)
- Commitment of resources (financial, physical, and otherwise)

### 4. Black Care

- Black leaders and care
- Rest policies
- Holding spaces for different intersections
- Food, dancing, trade shows, barbershops, tailors at the forum
- Importance of Black autonomy: exploring settings on campus (classrooms, labs, leisure spaces)
- Peer-support models rooted in Black care

### 5. Authentic Community Relationship Building

- What does creating community look like? (Internally with external community as a cornerstone to community building)
- Community sessions on health, technology, education, and innovation
- Universities in towns become anchor institutions (Waterloo/Laurier and KW)
- Equity being an algorithm of the knowledge production of Black people (Black Feminist thought and Critical Race Theory).



## 5.0 Proposed Sub-Committees

To utilize the expertise, experience, and interest of our members, we are proposing the establishment of the below sub-committees within our combined WLU and Laurier Think Tank.

1. **Communications**

Chairs: Tracelyn Cornelius & Vacant

The focus of the Communications sub-committee will be discussed at the 24 August 2023 meeting.

2. **Black Community Outreach & Engagement**

Chairs: Ola Idris Ali & Vacant

The Black Community Outreach and Engagement sub-committee will focus on planning the networking event, as well as the community event activations scheduled on Day 1 and 2 – Wednesday 8 May and Thursday 9 May 2024. This will include proposing vendors, activities, etc.

3. **Programming, Evaluation & Accountability**

Chairs: Jennisha Wilson & Vacant

The Programming, Evaluation & Accountability sub-committee(s) will focus on planning the general content for the forum, including the proposal of workshops, facilitators, keynote speakers, etc. Since there are 11 workshops and 2 keynote speakers to fill, we are proposing:

Theme Team 1: Focuses on planning workshops 1-3

Theme Team 2: Focuses on planning workshops 4-7

Theme Team 3: Focuses on planning workshops 8-11

Theme Team 4: Identifies and proposes Keynote Speakers

We ask that members consider their capacity and determine which sub-committee they would be interested in joining. Sub-committees will be established at the Think Tank Meeting on 24 August 2023.

## 6.0 Timelines

Once sub-committees are established, chairs of the sub-committees will schedule working meetings over the next three weeks.

**We are proposing that sub-committees submit final plans for their areas by end of day 14 September 2023.**

A collated and finalized draft will be made available for review to members at the Think Tank meeting on 21 September 2023 before Dr. Taylor and Dr. Oliver present the draft to the Scarborough Charter Steering Committee Meeting on 27 September 2023. Further timelines will be determined and shared at the next Think Tank Meeting in October 2023.

### **24 August 2023 – Sankofa Think Tank Meeting**

Members meet to discuss themes and create sub-committees.

### **24 August – 14 September – Sub-Committee Meetings**

Chairs schedule working meetings to create content.

### **14 September 2023 – Deadline for Sub-Committee Final Plans**

Final plans to be submitted to Madisson McKellar.

### **21 September 2023 – Sankofa Think Tank**

Proposed Forum Schedule with Content to be shared with Think Tank members.

### **27 September 2023 – Scarborough Charter Steering Committee Meeting**

Dr. Taylor and Dr. Oliver present the Proposed Forum Schedule to the Steering Committee.

### **19 October 2023 – Sankofa Think Tank**

Dr. Taylor to provide feedback, updates and next steps to members.

## 7.0 Workshop Proposal

To be completed and submitted to [madisson.mckellar@uwaterloo.ca](mailto:madisson.mckellar@uwaterloo.ca) by 14 September 2023.

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|---|
| <b>Theme Team #:</b>                                |
| <b>Theme Team Members:</b>                          |
| <b>Proposed Workshop Name:</b>                      |
| <b>Proposed Facilitator(s):</b>                     |
| <b>Workshop Objectives:</b>                         |
| <b>Activity Resources Needed:</b>                   |
| <b>Learning to Include in Pre-Reading Packages:</b> |
| <b>Resources for Participants to Leave with:</b>    |
| <b>Other/Comments:</b>                              |