

ARC: Anti-Racism Committee of TRP

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Who are we?

- The Anti-Racism Committee at the Translational Research Program of the University of Toronto.
- Student led group that came together in June 2020



Sabrin
Co-chair

Maame
Co-chair

Rabail
Logistics

Vida
External

Zoe
Internal

Ayesah
Liason

Tobi
Finance

Mandate

To hold the TRP accountable to meaningful, concrete, and sustained anti-racism work, and to support members of the TRP community belonging to racialized or underrepresented minority groups.

Vision

To challenge people to apply Equity, Diversity and Inclusion (EDI) principles to lead and drive change in their communities and improve medicine, health and care.

Needs Assessment Survey

- Online survey completed
- 27 responses from 2 cohorts and alumni
- Overall, TRP community was supportive of the ARC & TRP taking action on anti-racism activities
- There were some concerning responses, that highlighted the need for action*

Survey Results

- 8 ideas suggested by the community
- ARC consolidated into 4 action items
- Our hope is that ARC will be responsible for 1 action item and TRP admin will be responsible for the other 3. ARC will provide support & consultation as needed.

ARC Next Steps

Action Item 1: a community event that addresses racism and healthcare

TRP Next Steps (Our Ask)

Action Item 2: Anti-oppression training for all TRP students, staff and faculty

- Mandatory for all
- Regular staff/faculty working groups

Action Item 3: Improved BIPOC representation at TR talks and guest lectures

Action Item 4: Policy to support students that have experienced racism.

Additional ask: funding for the anti-racism committee to continue this work.

*Note: please see the attached report for details