



Brock University Graduate Students' Association

Document 075A

Position Policy Regarding Cluster Hiring of Black Faculty at Brock University

Name:

1. This Document shall be known as the "Position Policy Regarding Cluster Hiring of Black Faculty at Brock University"

Jurisdiction:

2. The Graduate Students' Association, in accordance with Document 010 – The Graduate Students' Association Legislative Framework Policy, may enact legislation known as "Position Policy", which shall:
 - a. Policies may also be used as a statement to provide Board an opportunity to take a stance on an issue that affects graduate students, but one in which it is felt that a piece of policy passed by Board would have a greater effect as opposed to a simple motion.
 - b. "Position Policies" are written statements or stances held by the GSA on any issue that falls within its mandate, as outlined in relevant GSA Legislation.
 - c. Position Policies are the responsibility of the Executive Committee, who may create, uphold, and pursue them but Board reserves the authority to review and advise on all Position Policies.
 - d. Unlike all other policies, which are reviewed but remain in effect until they are amended or redacted by Board, any Position Policy shall expire (3) years from the day it is passed, at which time they can be renewed. Position Policies may be rescinded prior to the three (3) year term.

Statement:

3. As representatives for the graduate student population at Brock, the GSA is increasingly aware of a lack of representation and retention of BIPOC faculty and staff at the University. Research indicates that this results in a less fulsome experience for students from racialized groups. Without appropriate representation in graduate supervisors, course instructors, as well as professors who serve as employers teaching assistants and research assistants, we cannot expect students from BIPOC groups to feel a sense of belonging at Brock. We believe that educational opportunities are being significantly impacted.
4. The GSA recognizes that a Black cluster hire would also be consistent with Brock's commitments as a signatory to the Scarborough Charter on Anti-Black Racism and Black Inclusion (November 2021).
5. The GSA lends our voice towards in support of continued efforts of the Brock University Faculty Association (BUFA), alongside the Black Community Forum at Brock (BCFaB) and Anti-Racism Committee (ARC) of PACRED. We support their joint initiative of cluster hiring Black faculty at Brock to be completed by 2025.

Enacted: March 2022

Last Review: March 2022

Expires: February 2025