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Fostering belonging in business schools - creating antiracist and decolonized practices and policies in student support Nov 4, 2022

Agenda



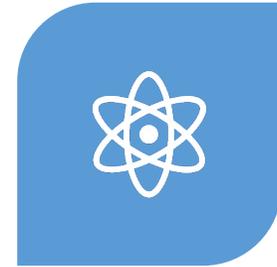
WHAT BELONGING
LOOKS LIKE



STUDENT
RECRUITMENT



STUDENT EXPERIENCE
ACROSS THE
ACADEMIC JOURNEY

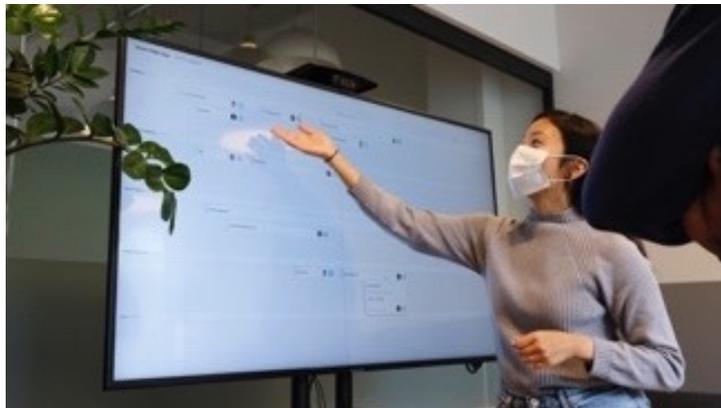


TOUCHPOINTS THAT
MATTER

A person wearing a red hoodie is seen from behind, holding a large, hand-drawn sign on a piece of cardboard. The sign is the central focus of the image. The background is a blurred crowd of people at what appears to be a protest or public demonstration. Some people are wearing dark clothing and hoods, and some are holding umbrellas, suggesting it might be raining or has recently rained. In the upper left, there are traffic lights and street signs, including a blue sign with a white arrow pointing up. The overall atmosphere is one of a large-scale public event.

IT'S A PRIVILEGE
TO EDUCATE YOURSELF
ABOUT RACISM
INSTEAD OF
EXPERIENCING IT!!!

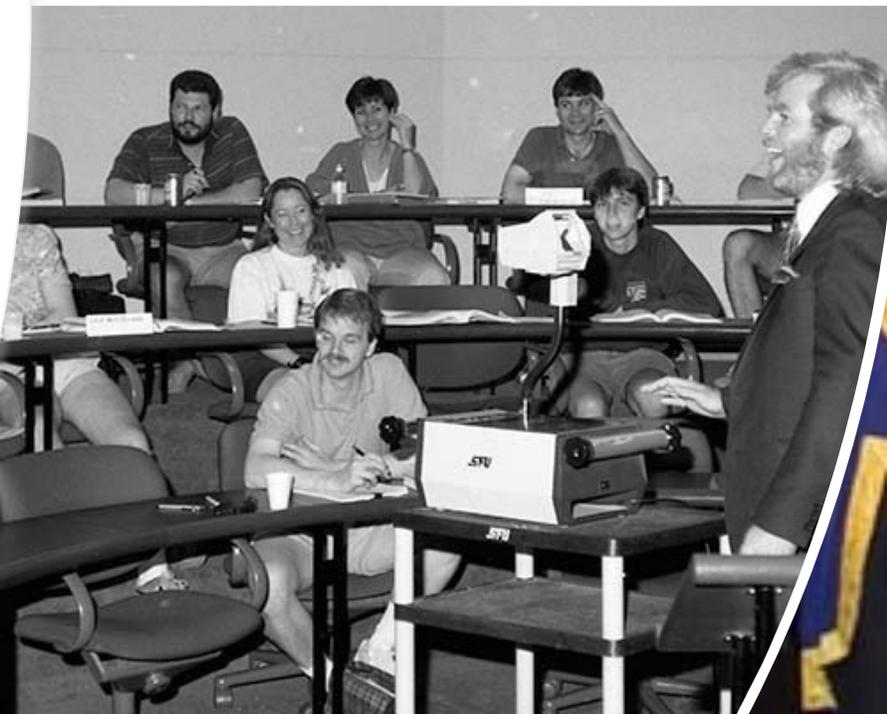
Issues and challenges: from What is happening to Why?



- Administration, Leadership, policies, procedures
- Curriculum and learning experience
- Business Schools lack of diversity, capacity and practice
- Student-to-student relations
- Resources & support

Business Schools- Are they Colonial and Racist?

- Capitalism is racist ... and the educational institutions that reproduce its ideology require rigorous critique, material challenge and co-ordinated collective action to build a movement for anti-racist scholar-activism.
- From its inception until today, capitalism in all its forms (colonial, slave, mercantile, financial, market, information) has used racist logic to demarcate superior white humanity from deficient Black non-humans, distributing wealth along a racialised scale of human value (Mills, 1997).
- In Business Schools, the racist foundations of capitalism have been largely ignored, while their expansion, in terms of student numbers, student fees, faculty, and international campuses, has led scholars to question the ethics of chiefly serving white groups (Grimes, 2001; Nkomo, 1992; Nkomo and Al Ariss, 2014; Swan, 2017).



- “The amnestic proselytizing of management scholarship perpetuates a racist political economy couched in the myth of meritocratic societies, comprised of abstract economic and entrepreneurial actors, for whom the pursuit of Western-style ‘development’ is a singular, unproblematic aim.”
- “The near wholesale omission of our knowledge from business management curricula reinforces to our students of colour that they, and their critique of the field, have no real place in the Business School”

Dar, S., Liu, H., Martinez Dy, A., & Brewis, D. N. (2021). The business school is racist: Act up! *Organization*, 28(4), 695–706. <https://doi.org/10.1177/1350508420928521>

The Opportunity For Business Schools

- ... *“business schools occupy a pivotal role in the movement toward a more equitable, just, and inclusive economy. They educate students who enter the global talent market and therefore have the potential to be change agents.....and become leaders, they set the agenda for DEI initiatives through strategic and tactical action”*
- Bola Grace and Colleen Ammerman “How Business Schools Are Really Doing with Diversity” HBS <https://hbsp.harvard.edu/inspiring-minds/how-business-schools-are-really-doing-with-diversity>

The image is a screenshot of the Beedie School of Business website. At the top, there is a navigation menu with links for 'About', 'News', 'Events', 'Alumni', 'Partners + Employers', and 'International En'. Below this is the Beedie School of Business logo, which consists of a red 'U' icon and the text 'BEEDIE SCHOOL OF BUSINESS'. To the right of the logo is another navigation menu with links for 'Faculty & Research', 'Future Students', 'Programs', 'Student Life', and 'Resources'. The main content area features a large black and white photograph of two young women with long hair, both smiling and making peace signs. They are standing in front of a stone wall with a cityscape and a large dome in the background. Overlaid on the bottom of the photograph is the text 'EXPAND YOUR HORIZONS' in large, bold, white capital letters. Below this, the text 'INTERNATIONAL ENGAGEMENT' is written in large, bold, red capital letters. At the bottom of the screenshot, there is a paragraph of text that is partially cut off, starting with 'Fraser University's Beedie School of Business is home to those who believe in the power of'.

Yet Racism was the foundation on which institutions were built including educational - segregation in schools



- 1833 the Nova Scotia *Education Act* of 1836 -establishment of separate schools for 'Blacks or People of Colour'.
- In 1842 and 1843, New Brunswick -explicitly recognizing Black schools as a means of segregating Black and White students



K1 No. 11 — 1948



[Leonard Braithwaite](#)
Canada's first Black MPP, [Leonard Braithwaite](#).

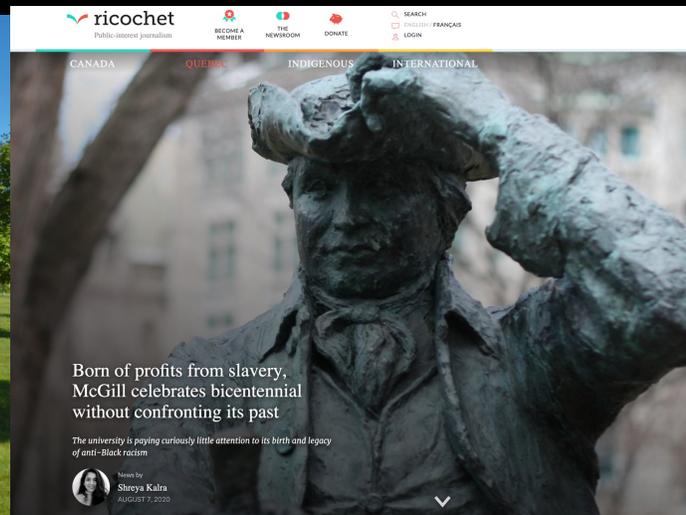
[CaribDirect.com, Flickr.](#)

- Ontario, separate schools - continued until 1965 in North Colchester and Essex counties.
- 1940, Black children were barred from attending the only public school in Halifax County and,
- Until 1959 school buses would stop only in white sections of Hammonds Plains.
- In 1960, still 7 formal Black school districts and three additional exclusively Black schools in Nova Scotia.
- Repeal of the Ontario and Nova Scotia statutes authorizing racial segregation in education did not occur until the mid-1960s
- Last segregated school in closed in 1983 (Nova Scotia).
- https://www.ousa.ca/blog_another_year_another_reflection_on_black_canadian_history

Anti-Black Racism today was Institutionalized in Universities and Racist City Policies

The town of Saint John, New Brunswick. The first mayor was Gabriel G. Ludlow, a slave owner who implemented a range of anti-Black policies.

Queens University School of Medicine in 1918, banned Black students. Revoked at 2018, Black students accepted 1965.



- James McGill, founder of McGill University, had slaves

Source <https://ricochet.media/en/3244/born-of-profits-from-slavery-mcgill-celebrates-bicentennial-without-confronting-its-past>

Montreal

Concordia University apologizes for mishandling 1969 Black student protests



Public apology is top recommendation in 97-page report from university's Anti-Black racism task force

 Antoni Nerestant · CBC News · Posted: Oct 28, 2022 12:33 PM ET | Last Updated: October 28



Concordia University has formally apologized for calling in police during protests in 1969 sparked by accusations of racism towards Black students. The protests ended with violent confrontations and 97 arrests.

Nova Scotia

Accusations of racism shutter groundbreaking Halifax institute studying Canadian slavery



Charmaine Nelson resigned as director of the Institute for the Study of Canadian Slavery at NSCAD University

 Anam Khan · CBC News · Posted: Oct 20, 2022 6:00 AM AT | Last Updated: October 20



Charmaine Nelson is an art history professor and the founding director of the Institute for the Study of Canadian Slavery at NSCAD University. (Meghan Tansey Whitton)



Racism continues to have contemporary impacts

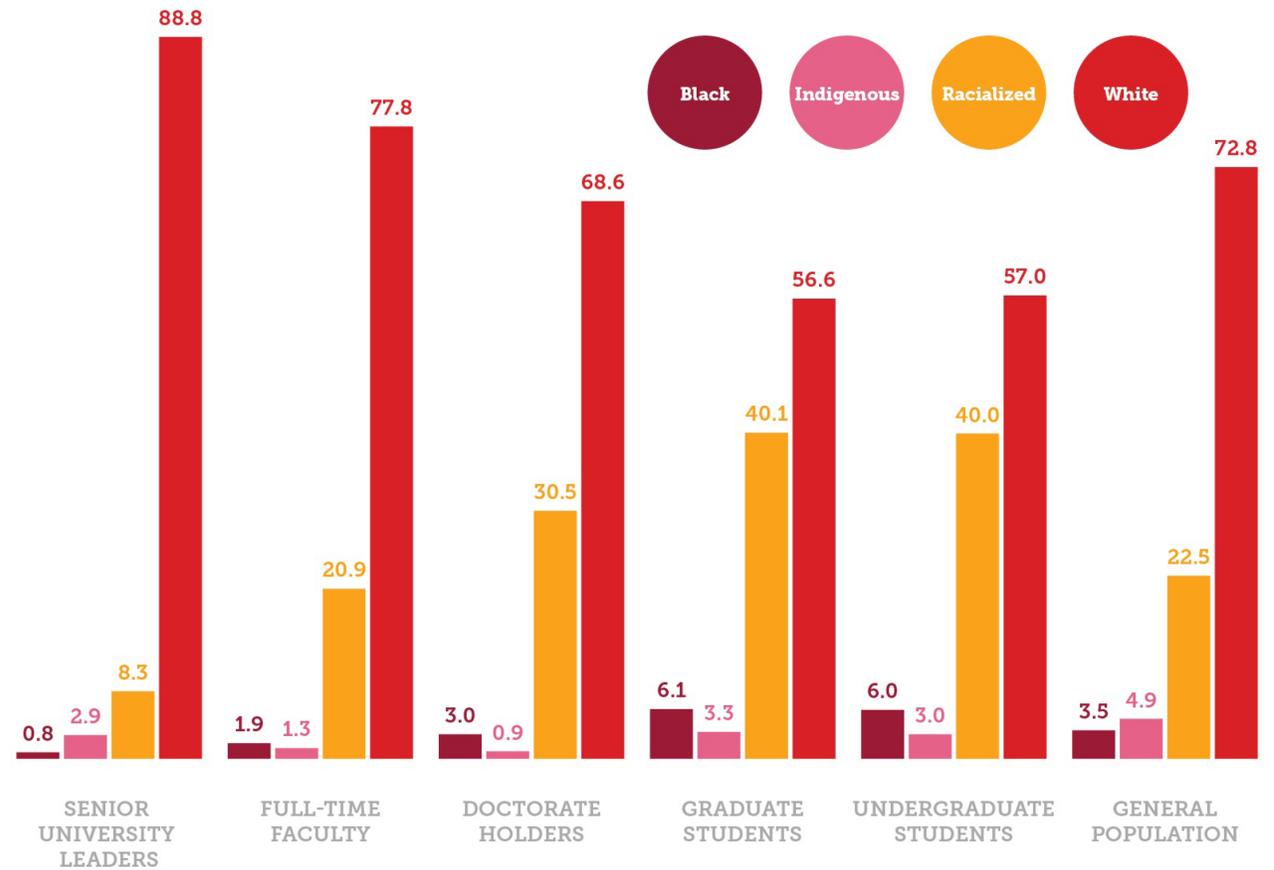
Continuing failure of colleges and universities to address racism

[Source https://ricochet.media/en/3244/born-of-profits-from-slavery-mcgill-celebrates-bicentennial-without-confronting-its-past](https://ricochet.media/en/3244/born-of-profits-from-slavery-mcgill-celebrates-bicentennial-without-confronting-its-past)

Dr. Nelson, only 0.5 per cent of McGill's faculty are Black, and she is one of only 10 Black professors among the university's more than 1,700 tenured or tenure-track professors.

Exclusion of Black and Indigenous voices show up as underrepresentation in Universities

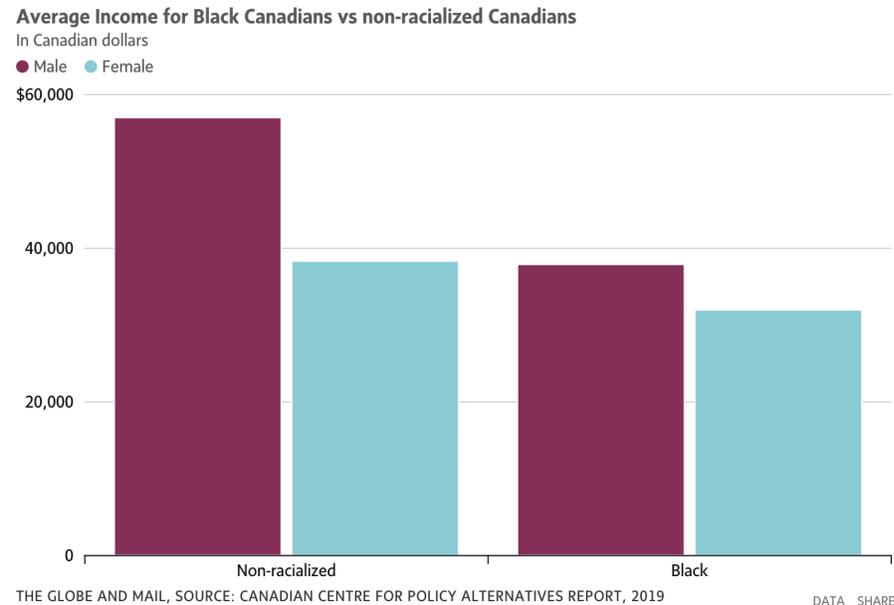
Racial Diversity and Indigeneity at Canadian Universities 2019



Canada and US have similar Racial Income Gap Black/White

After controls, the Black/White household income gap for the third and third-plus generations is very close to the US (18 per cent) and Canada (17 per cent) and the black/white wage gaps are similar. 2010 study

- Attewell, Kasinitz, P., & Dunn, K. (2010). <https://doi.org/10.1080/01419870903085883>



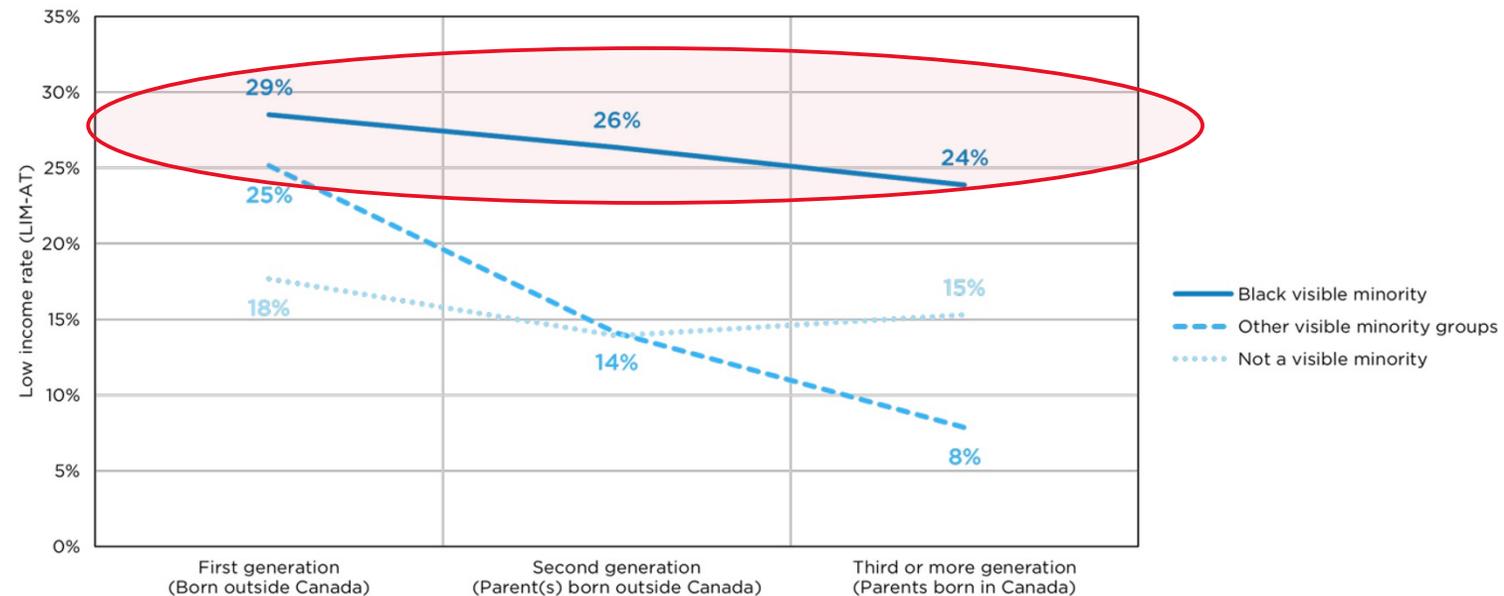
Combined Impact shows up in intergenerational Exclusions.

Poverty levels across generations

Anti-Black racism can create racialized poverty through generations



Low Income Rate by Visible Minority and Generations in Canada, 2016



Data Source: Statistics Canada, 2016 Census of Population, custom tabulation accessed through Community Data Program, Canadian Council on Social Development

Exclusion from power and Influence

Visible Minorities on Governance Boards in Metro Vancouver 2017

Libraries – 22%



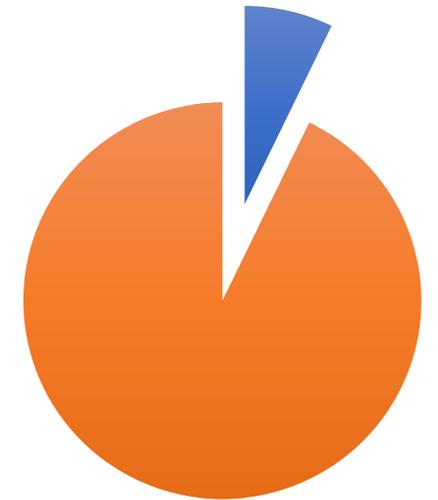
Non Profits – 11.2%



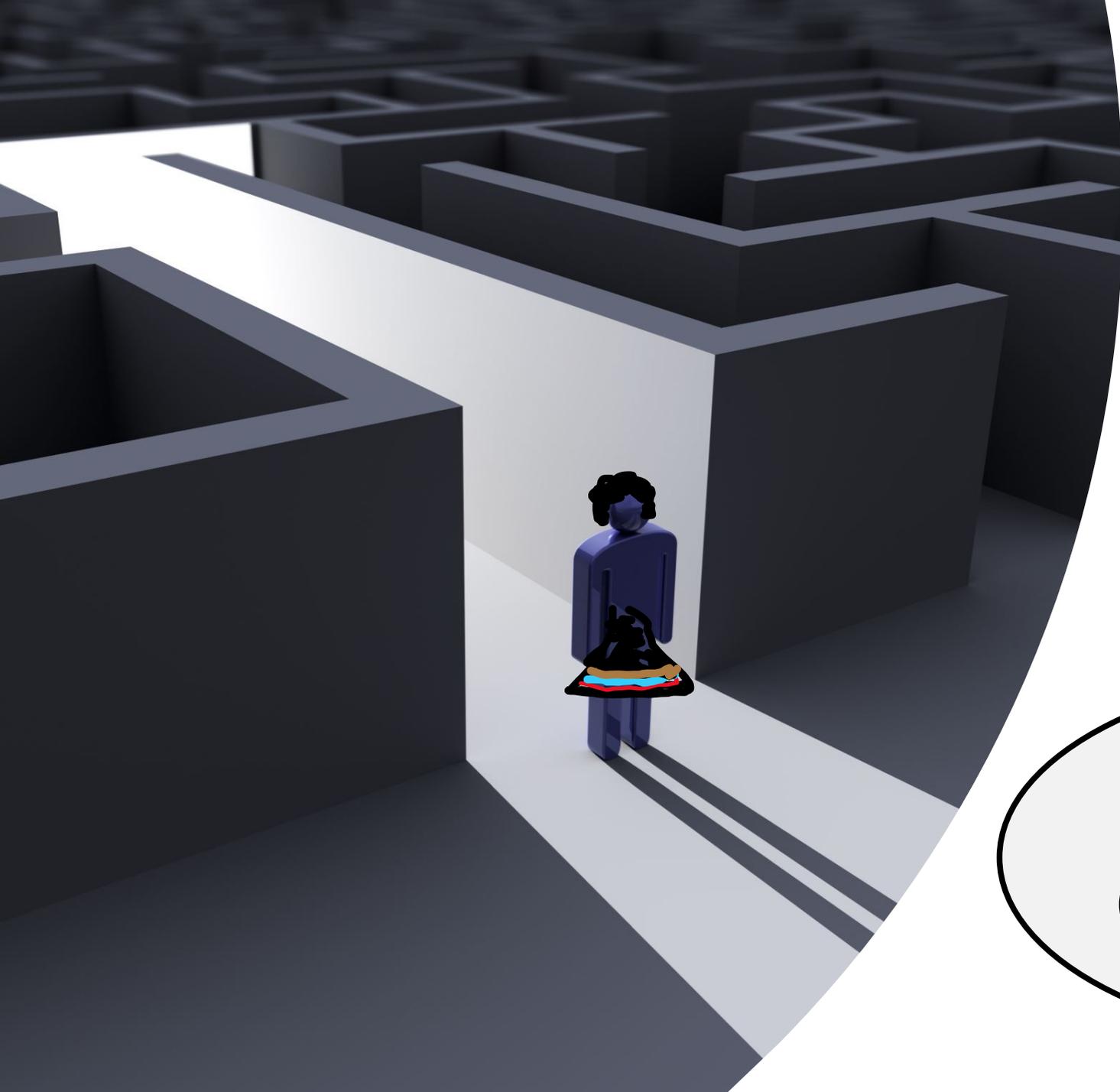
ABCs – 8.7%



Corporate – 7.1%

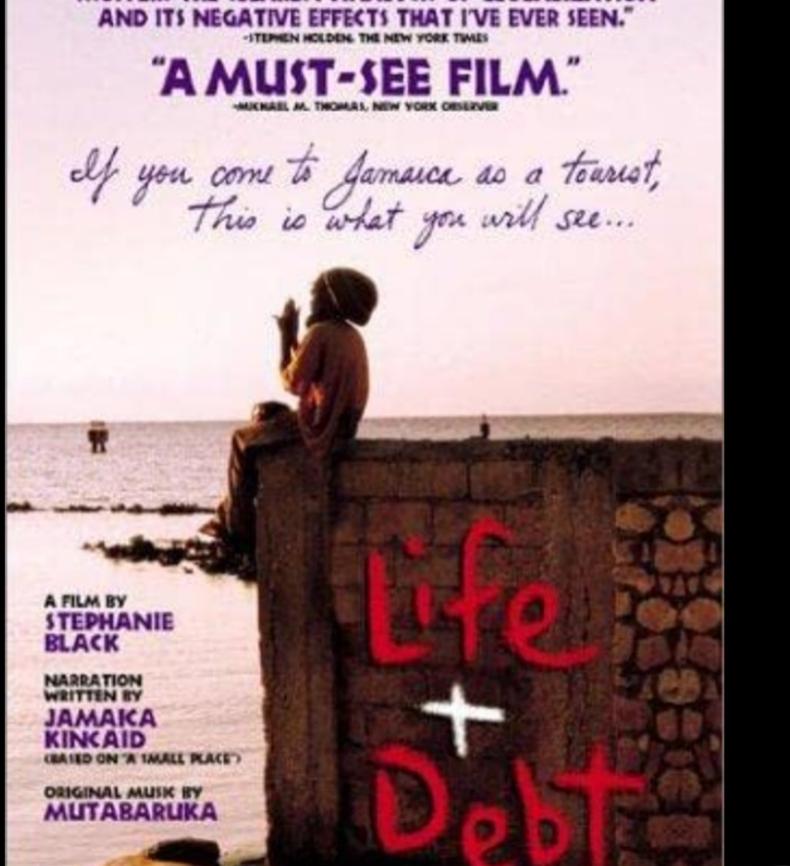


Diversity on Governance Boards: Metro Vancouver
June N. P. Francis, Betty B. B. Ackah & Bill Walters
In Collaboration with The Vanier Institution & Spark BC



Racial exclusion

My Journey- The
Counter-story



Arrival in Canada as a Neocolonial Refugee

- Graduated from the prestigious University of The West Indies with **First class honours**
- Oil Crisis, IMF, US policies created a crisis with **Jamaica** suffering from a "**brain drain**," losing approximately 40% of its middle class.
- Arrived with the optimism of a newly confident society
- Graduate school was to wait this out



York University- MBA

The Business school experience



- Class materials celebrated ***whiteness*** and ***Eurocentrism***.
- African and Black intellectual tradition ignored- almost no Black or Indigenous professorate, very few professors of
- Non white businesses and consumers devalued in a field that measures worth by market value
- Education meant to support rather than challenge the business establishment
- Power operated to disempower you for speaking out “YOU ARE ONLY A BLACK GIRL FROM JAMAICA...NO ONE WILL BELIEVE YOU”
- Signaled that the workplace would be even more hostile
- Many took refuge in safe areas of business, accounting.

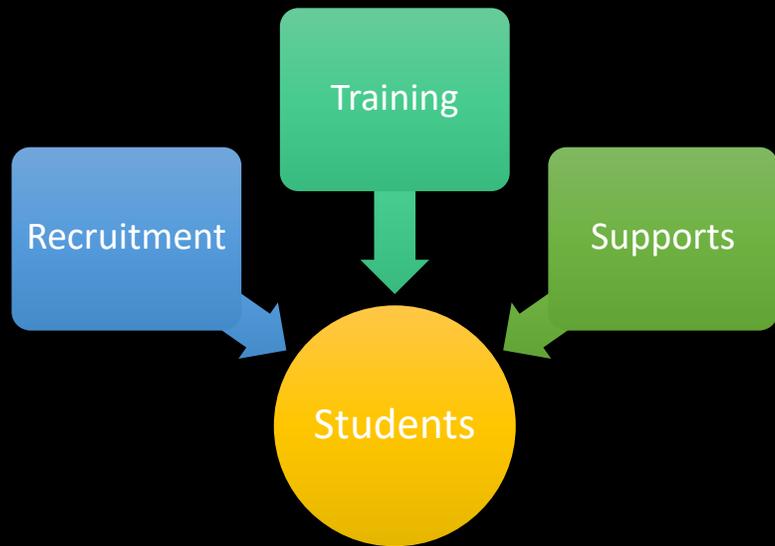
Entering the Workforce- Job Seeking While Black

- Literally had to erase my identity to be acceptably Canadian and White
- Had to tolerate a high degree of ignorance of my place in the world
- Systemic racism baked into the hiring process e.g tests, questions, dress style
- Values inconsistencies
- Ignorance was Bliss- secured the Best Marketing Job - Pr



Decolonizing and Anti-Racist to Create Belonging

Removing Gateway Barriers



Business School must address majoritarian culture & negative impacts

Indigenous and Racialized People experience universities as sites of Trauma

Racism in the classroom

Lack of programs beyond dominant approach

No clear process for addressing systemic and interpersonal racism

Teaching approach lacks inclusivity



Don't feel they belong

Funding for equity initiatives inadequate

Student support lack inclusivity

No safe spaces

Recruitment and Enrollment You Don't Really Belong Here!

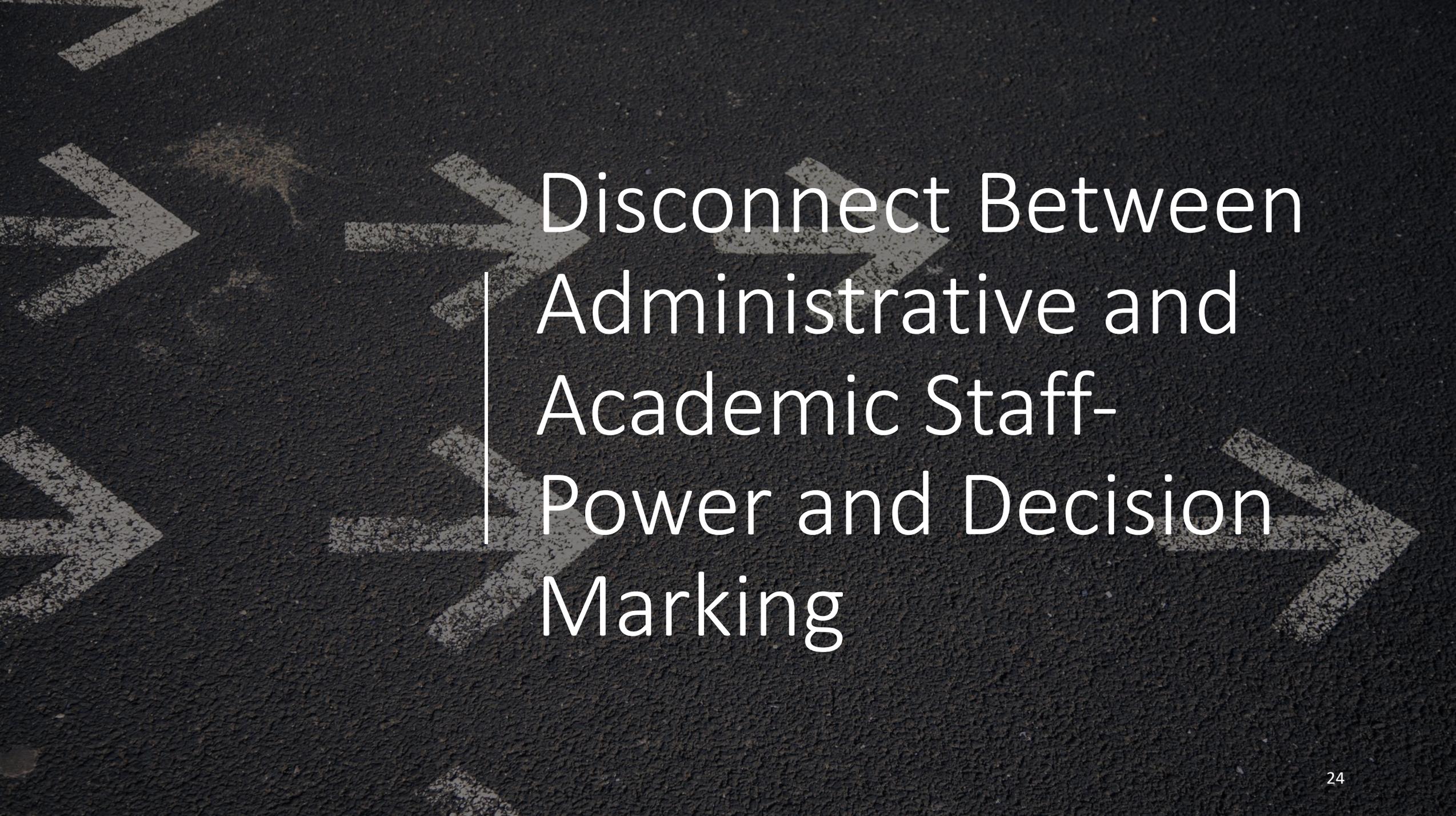
- Racism in the Promotion and Gatekeepers
 - Recruitment Materials and Interface
 - Advising well Intentioned but lacking diverse perspectives
 - UBC and University of Washington Perspectives



Career Advancement Supports

- Erasure of capitals, strengths and 'foreign' forms of knowledge – e.g. foreign English accents
- Racial bias in AI algorithms for hiring/job candidate reviews (Oduro-Marfo, 2022)
- Lack of cultural and racial diversity the workplace is itself a barrier in understanding
- Even when organizations institute EDI measures, they are framed with a sort of benevolence which institutes hierarchical value systems and worldviews that maintain the perceived inferiority of minorities (Creese, 2011, Risberg & Romani, 2022, Romani et al., 2019)
- *"...it's like the moment you start speaking the language – because the accent came out – you don't know anything" (from Creese, 2016)*
- *"It is hard to put a finger on exactly why, despite being qualified and experienced, I have never been offered a job in my field, but one wonders. Likewise questionable why in ten years with a company, despite constant praise and increased responsibilities, I was never able to progress beyond a just-above-entry-level position." (from Mũthoni Mũrage (2022, p.; a participant in the African Ancestry Project)*





Disconnect Between
Administrative and
Academic Staff-
Power and Decision
Marking

Creating counter-narrative Who are protagonists- whose are the experts



Orko Kraft: Knitting a Successful Future for Women in Orcopampa, Peru

A Case Study

May | 2018



Orko Kraft

b.YELLOWTAIL

HOME SHOP THE COLLECTIVE ABOUT PRESS

DESIGNED FOR THE PERFECT FIT

SIZES XS - 4X

Rise Of Indigenous Business

EDI

A space for Black students to thrive: planning begins for establishment of SFU's first Black Student Centre

NOVEMBER 24, 2021

by Natalie Lim



The development of SFU's first Black Student Centre is being guided by the voices and perspectives of Black students, including members of SFU Students of Caribbean and African Ancestry (SOCA). From left to right: Linda Kanyamunya, internal relations officer, SOCA; Sophonie Priebe, vice-president, SOCA; Balqees Jama, president, SOCA.

Sophonie Priebe remembers feeling lost and alone during her first year at SFU, wondering if there was a place on campus for Black students to connect with each other and access support.

Fostering a Thriving Student Body

- Provide Indigenous & Black Spaces- spaces and naming -foster belonging, knowledge development and sharing
- Enabling, supporting and acknowledging Indigenous, Black racialized student exclusion
- Support student leadership, organizations insights, energy and actions
- Financial Aid and Scholarships
- Admissions and recruitment



Photo by Ehimetalor Akhere Unuabona on Unsplash

The Entire Support System and Services- *Racially appropriate Training, Policies and Representation*

- Campus Security
- Food Services
- IT Services
- Libraries, including collections
- Aesthetic and Design of Campuses
- Sports access





Developing Capacity to engage with & commit to Lifelong Learning
With racialized Communities

Collaboration between staff and faculty

Photo of the UCSP CoLabAQP / ARP 2017 Cohort with coaches, community stakeholders, instructors and SFU Beedie faculty and MBA student





White Ignorance is no Longer an Acceptable Position

- Action Plan
- Resourcing



Becoming an Anti-Racist Business School

Anti Racism is a Call to Action Encourages academic activism and Academic Emancipation

Active antiracist practices and discourse to challenge racism and take steps to dismantle these in research, pedagogy, review process, academic leadership

Defined as “pertaining to ideologies and practices that affirm and seek to enable the equality of races and ethnic groups (Bonnett 2006, p. 1099) and as “...those forms of thought and/or practice that seek to confront, eradicate and/or ameliorate racism.

Anti-racism requires the identification of a phenomenon—racism—AND the act of doing something about it.’ Bonnett 2000, p. 4.

Antiracism is a “a social movement of resistance and solidarity, consisting of antiracist practices based on antiracist knowledge, attitudes and ideologies.” (Dijk, 2021, p.1) .