

Brock University's Flourishing Black Researcher Action Plan

Brock University's Flourishing Black Researcher Action Plan outlines concrete actions for the Research Enterprise to support Black researchers across the University. This initiative aligns with the Scarborough Charter, to which Brock is signatory, and with core institutional strategies and values.

The table below summarizes progress and accountabilities across seven benchmarks:

1. Researcher Onboarding
2. Community building
3. Inclusive internal funding
4. CRC recruitment support
5. EDI training specific to the Black researcher experience
6. Advocacy/sponsorship; and
7. Program review

In each case the table shows the relevant **Benchmark, Action, Status, and Outcomes/Key Updates.**

The determination of these benchmarks and implementations is a community-driven process, based on the thoughtful guidance and feedback of members of the Black researcher community at Brock. This is a living document that will be refreshed on an ongoing basis. If you have any questions or suggestions, please email the [Vice President, Research](#).

Brock University - Flourishing Black Researcher Action Plan - Oct 2025

Benchmark	Action	Status	Outcomes or Key Updates
Benchmark 1: Begin reviewing and enhancing research-related onboarding processes for new Brock University faculty.	Review existing Research Enterprise (RE) onboarding procedures and resources for new faculty. [Appendix A A1; Appendix B G9]	Complete	
		Complete	Guide to Navigating Research at Brock University released
	Connect with Vice Provost, Teaching and Learning (VPTL) about new faculty orientation he is developing.	Complete	Guide to Navigating Research at Brock University launched
	Create communication pathways so that the RE is aware of Black hires (including cluster hires) and can provide direct support and information about resources. [Appendix B G8]		Early discussion on feasibility
			Suggestion: reach out to OPC for regular updates on new faculty hires (recognizing that self-identification data may not be readily available)
	Extend "RO Roadshow" to BCFaB: overview of services provided by the Office of Research Services to departments, units, and new faculty [Appendix B C4, D5]		Invitation to BCFaB shared
			Dependent on BCFaB response
Benchmark 2: Enhance collaboration, and community building amongst researchers.	Use Innovation Socials as spaces to discuss what's happening at the University, with a focus on new faculty. [Appendix B F1]	Fall planning in progress	
		Fall planning in progress	
	Facilitate workshops to learn and support scholars engaged in non-western and decolonizing research principles and practices. [Appendix A B3d, B4]	Complete	
		Complete	
		Complete	First BBR sessions presented
Benchmark 3: Begin reviewing the Research Enterprise's internal funding programs to enhance inclusion	Review existing internal awards and grants descriptions, assessment criteria, and eligible expenses to identify how these might reaffirm barriers experienced by Black researchers (and other Designated Groups (DGs), as defined in the Employment Equity Act and the CRC Program). [Appendix A A3b; Appendix B E1]	In progress	
			Interview Guide created
	Establish and encourage assessment of wider definition of research excellence for internal programs (e.g., engaging decolonization, community-engaged research, non-traditional outputs/impacts that are overlooked, lived experiences, invisible labour). [Appendix A B2a]	In progress	General scoping review complete; limited attention to Black-focused research
		In progress	Interview Guide created
	Provide EDI training or toolkit to award adjudicators. [Appendix A A3a,b; Appendix B C6c]	In progress	Leads have discussed the creation of a toolkit
		In progress	Deans to be contacted in August.
		In progress	Faculty of Graduate Studies and Postdoctoral Affairs Specialist contacted.
	Explore feasibility of expanding internal funding programs to account for the needs of Black researchers and students. [Appendix A B2c; Appendix B C1]	Complete	
		Complete	Black Scholars Research Grant launched
Benchmark 4: Begin supporting the successful recruitment of a Black CRC.	Develop and deliver Anti-Black Racism and Black Inclusion training for recruitment committees and departments.	Complete	Training created.
		Complete	Training provided to HLSC, SPMA, Library department members.
	Assist recruitment committees to develop the EDI Champion role. [Appendix A B2b.iv]	Complete	Draft of EDI Champion role suggestions in progress. Toolkit in progress (meeting February 2024 with RO to coordinate toolkit)
		Complete	

Benchmark 5: Foster understanding of EDI principles and applications across the Research Enterprise.	Research Unit Leads will be encouraged to discuss training needs with EDI in Research Advisor. [Appendix B G1]	Complete	All Unit Leads have shared needs related to training (e.g., compliance/ time-related concern, need for advanced sessions and toolkits, ethics-specific training)
	Members of RE will participate in ongoing training and workshops	Complete	Case studies relevant to RE staff required
		Ongoing	Multi-session training for ORS research officers in progress.
Benchmark 6: Advocate and sponsor Black researchers beyond the Research Enterprise.	OVPB Lead to encourage the Provost to host a meeting between BCFA and Deans [Appendix A D2, D10].	In progress	Communicate and provide basis for action on some items flagged in initial consultation
	OVPB Lead to encourage committees/ departments/ Faculties/ Deans to revise procedures (e.g., enhance onboarding process, stronger sharing of knowledge, encourage EDI in adjudication decisions (documenting, consistent Terms of Reference), move beyond listening sessions, develop permanent EDI staff positions).	Post-draft completion	Communicate and provide basis for action on some items flagged in initial consultation
		Complete	Training developed and delivered to HLSC and FMS CRC internal adjudication committee (Feb 2024)
	OVPB Lead to sponsor Black researchers into Tri-Agency opportunities: invite Black colleagues to speak, present, sit on committees as opportunities arise. [Appendix A B4; Appendix B D3,4]	Post-draft completion	Facilitate effective outreach and information sharing with Black researcher colleagues. Support the development of external funding programs that are responsive to Black researcher issues and needs.
Benchmark 7: Begin initial review of supports currently offered by the Research Enterprise to facilitate alignment with an EDI lens, paying attention to the Scarborough Charter and Brock's Strategic Plan and Strategic Research Plan	Where applicable, Research Unit Leads to identify services or programs for review	In progress	Brock LINC is in the process of: A) developing a list of entrepreneurial funding, programs, pitch opportunities, etc. for Black, Indigenous and women-identifying individuals; B) starting to examine program practices with an EDI lens; C) starting to track entrepreneurs/program participants who identify as Black, Indigenous, woman, or person with a disability