

## Alberta Indigenous Mentorship in Health Innovation (AIM-HI) Network

### Learn, Reflect, Envision and Mobilize: Response to Anti-Indigenous Racism in Academia

Dear AIM-HI Network Members,

In the past several months we have witnessed actions of racism in an extreme form – the taking of human life. We stand in solidarity with members of the Black community in response to these events, but do not neglect the serious consequences anti-Indigenous racism has in our own individual and communities' wellbeing and lives.

The academic institutions in Alberta have released supportive statements and initiated preliminary responses to uphold their responsibilities to provide safe learning and working environments for students, staff and faculty from the Black, Indigenous and Peoples of Color communities. It is unclear what the tangible outcomes of these responses will be for Indigenous students and faculty in academia or what the timelines for action will be. We endeavour to meet our mandate of supporting change in the academy and are thus inviting AIM-HI Network members to participate in a series of dialogues that build towards generating a commitment to action from the academic institutions in Alberta.

The dialogues are designed as a series that will be held over the fall 2020 semester:

**Learn** about how racism is enacted and **Reflect** on our common stories and experiences  
**Envision** what a racism-free academic institution would be like  
**Mobilize** actions through advocacy and direction setting

**Learn** (October 2020): Individual racism and systemic racism are enacted in several ways in academic institutions. The University of Manitoba has produced a new policy listing several forms of racism. The aim of this panel discussion is to build our own knowledge about different forms of racism. We then invite you to engage in personal **Reflection** on how racism has impacted your individual journey to and through academia.

**Envision** (November 2020): Indigenous students and faculty are invited to submit their ideas and perspectives on what a racism-free academic journey and career would be. These can be submitted in written, visual or recorded form, and a sharing circle will be held for those preferring to share ideas in person.

**Mobilize** (December 2020): This final event will be a sharing proposed actions for the academy moving forward built on the Envision submissions. We will receive your feedback on our proposed actions to refine them further before submitting to academic leadership in January 2021.

Details for joining our dialogue series will be shared via email, our weekly newsletter, website, and social media feeds. We thank you for participating in this with us.

The AIM-HI Network Core Executive Committee