

2026 INTER-INSTITUTIONAL FORUM OF THE SCARBOROUGH CHARTER ON ANTI-BLACK RACISM AND BLACK INCLUSION IN CANADIAN HIGHER EDUCATION

May 14-15, 2026



Carleton
University



**Charte de
Scarborough
Charter**




uOttawa



LAND ACKNOWLEDGEMENT

We acknowledge that the land on which Carleton University and the University of Ottawa are located is the traditional and unceded territory of the **Algonquin Anishinaabeg** people. As such, we have a responsibility to the Algonquin people, to learn about Algonquin cultural protocols, and to reflect on what it means to learn and work in an institution located on Indigenous land and how that shapes our engagement with our work and with each other.





FORUM ORGANIZING COMMITTEE

JOHN ARIYO

Executive Director, Scarborough Charter Secretariat

DEIRDRE GITTENS

Program Manager - Communications and Engagement , Scarborough Charter Secretariat

JULIET IKHUOSHO-ASIKHIA

Program Manager - Business Services, Scarborough Charter Secretariat

AWAD IBRAHIM

Professor and Vice-Provost, Equity, Diversity and Inclusive Excellence, University of Ottawa

SHELIM DORVAL

Lead Project and Administration Officer, Equity, Diversity and Inclusive Excellence ,University of Ottawa

YASMINA EL HARIM

Communications and Special Projects Officer, Equity, Diversity and Inclusive Excellence, University of Ottawa

NOEL BADIOU

Associate Vice-President & University Advisor, Equity & Inclusive Communities, Carleton University

IKRAM JAMA

Director of Human Rights and Equity, Equity and Inclusive Communities, Carleton University

LEIGH PRESSEAU

Manager, Strategic Initiatives, Equity and Inclusive Communities, Carleton University





COMMUNITY NORMS

- One speaker, one mic
- Be curious
- No one knows everything, together we know a lot
- Be generous with each other
- Be aware of time

**Based on the Anti-Oppression Resource and Training Alliance's (AORTA) facilitation guide*



DAY 1

Thursday 14 May

Carleton University
Teraanga Commons Conference Rooms
1125 Colonel By Drive, Ottawa, ON, K1S 5B6



8:00
Registration for Business Meeting

8:30 - 10:30
Business Meeting

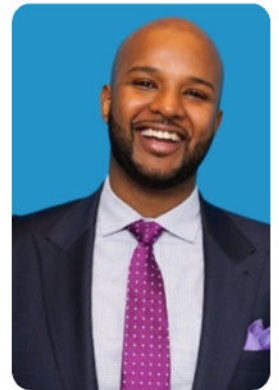
9:30
Registration for all Attendees

10:30 - 11:00
Musical Performance
West African Rhythm Ensemble, Carleton Music Program



Opening Remarks:
Wisdom Tetey, President and Vice-Chancellor, Carleton University



11:00 - 12:00**Keynote:****Investing in Black Communities****Keynote Speaker:****Liban Abokor**, Founder and CEO of Reimagine LABS

Massive political, social and economic forces will continue to test our commitment to racial equity and countering systemic anti-Black racism, including initiatives like the Scarborough Charter. What this means and the choices in front of them are not obvious. Our resilience to these commitments now depends on how we adapt to the forces reshaping our landscape.

This keynote takes those pressures seriously and names the adaptations institutions have already begun to consider. It will also ask what those adaptations would actually cost, and invites the room into a sober discussion of what adaptation should look like, what it should not look like, and whether adapting is the right answer at all.

12:00 - 12:15**Black Entrepreneurship Knowledge Hub (BEKH)
Announcement****12:15 - 1:15****Lunch**

DAY 1

Thursday 14 May

1:15 - 2:15

Panel Discussion: Intentional Black Inclusion Part One

Representation, Knowledge Production, Spatial Justice and Belonging

Panelists:

Nana aba Duncan, Associate Professor, Carleton University

Menna Agha, Associate Professor, Carleton University;

Samuel Ojo Oloruntoba, Assistant Professor, Carleton University

This panel brings together scholars to explore the politics of knowledge production and belonging through the lenses of media representation, Indigenous knowledges, and spatial justice. Centering Black inclusion, panelists will discuss their research projects and engage in a dynamic, generative dialogue with one another.



2:15 - 2:45

Coffee Break

2:45 - 4:00

Presidents' Panel: Leading with Authenticity to Sustain Accountability for the Scarborough Charter in a Challenging Time

Moderator:

Gabriel Miller, President and Chief Executive Officer, Universities Canada

Panelists:

Gervan Fearon, President, George Brown Polytechnic

J.J. McMurtry, President and Vice-Chancellor, University of Windsor

Jane Ngobia, Vice-President, People and Culture, University of Prince Edward Island

Ana Serrano, President and Vice-Chancellor, OCAD (Ontario College of Art & Design) University

Presidents and senior executive leaders in academia will share about perspectives on how bold and authentic leadership drives collective accountability in challenging times, especially in realizing the long-term vision and objectives of the Scarborough Charter and in creating and sustaining inclusive academia and communities.



DAY 1

Thursday 14 May

4:00 - 4:30

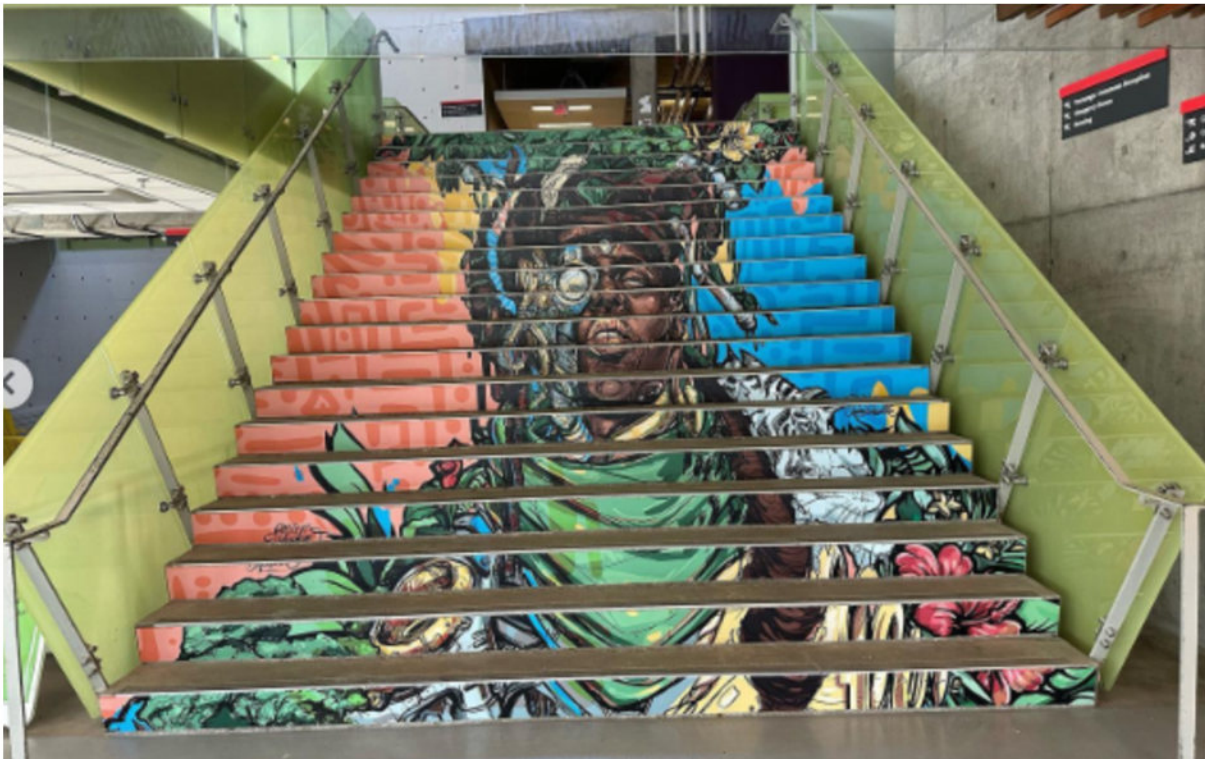
Closing Remarks:

Noël A. J. Badiou, Associate Vice-President & University Advisor, Equity & Inclusive Communities, Carleton University



4:30 - 5:30

Informal Networking Opportunity



Jimmy Baptiste, a local graffiti artist was commissioned to paint the mural in Teraanga Commons. "Idealism, often in Black aesthetics, is reflected upon racialized history and also its colonized history," Baptiste said. "For me, [the murals] represent afro-futurism. This is a style that I really love painting." [Photo by Owen Spillios-Hunter/The Chariatan]

University of Ottawa
Huguette Labelle Hall

Tabaret Hall, 75 Laurier Avenue East, Ottawa, ON K1N 6H7

8:00**Registration****9:00**

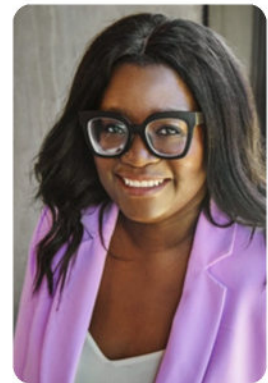
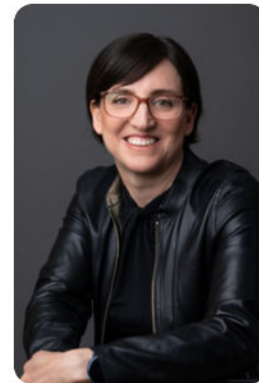
Opening Remarks: Marie-Eve Sylvestre, President and Vice-Chancellor, University of Ottawa

9:15 - 10:30**Presidents' Panel: The Francophonie and the Charter****Panelists:**

Marie-Eve Sylvestre, President, University of Ottawa

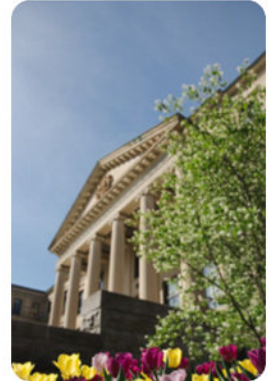
Danai Bélanger, Vice-Principal, Student Affairs and Equity, Diversity and Inclusion, Bishop's University

Anne Levesque, Associate Professor, French Common Law Program in the Faculty of Law, University of Ottawa



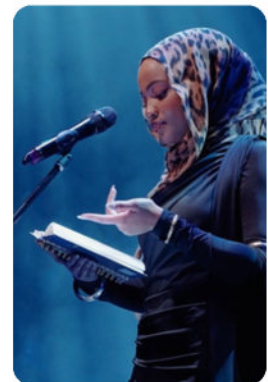
This panel explores the intersection between Francophonie and the Scarborough Charter. While the Charter reflects a strong commitment to advancing equity for Black communities, it also invites us to reflect on the place that linguistic diversity does—or does not—occupy within these efforts.

As we know, Francophone and bilingual institutions play an essential role in ensuring that commitments to equity take into account the linguistic realities and the specific lived experiences of the communities they serve.



10:30**Coffee Break****10:45 - 12:00****Keynote:****From Data to Impact: Achieving Black Excellence Through Evidence-Based Action****Keynote Speaker:****Malinda Smith**, Associate Vice-President Research (Equity, Diversity and Inclusion), University of Calgary

This keynote will demonstrate how disaggregated data and data justice principles can guide higher education institutions in identifying barriers, informing evidence-based actions and delivering measurable results that advance Black inclusion, flourishing and excellence under the Scarborough Charter.

**12:00****Lunch****1:00****Spoken Word Artist: Aishah Salim**

1:10 - 2:10**Panel Discussion: Intentional Black Inclusion: Part Two
Black women, Black children, health and wellness****Moderator:****Philippe Thierry Douamba**, Chief Administrative Officer,
Telfer School of Management**Panelists:****Josephine Etowa**, Professor, School of Nursing, Faculty of
Health Sciences, University of Ottawa**Ewurabena Simpson**, Pediatric Hematologist/Oncologist,
Children's Hospital of Eastern Ontario, Assistant Professor,
Department of Pediatrics, Faculty of Medicine, University
of Ottawa**Kafui Abra Sawyer**, doctoral candidate (Clinical
psychology), School of Psychology, University of Ottawa

This panel brings together perspectives from nursing, mental health, and child health to examine the inequities shaping Black health experiences in Canada. Centering Black women, children, and families, the discussion will explore how racism, systemic barriers, and gaps in representation continue to affect access to care, mental well-being, and health outcomes, while also reflecting on pathways toward more equitable and culturally responsive health systems.

2:15**Coffee Break**

DAY 2

Friday 15 May

2:25 - 2:45

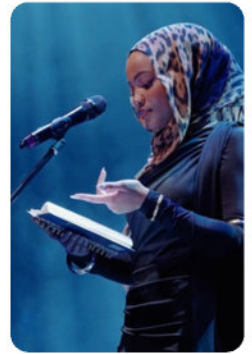
Remarks by Ottawa City Councillor Rawlson King



2:45 - 3:15

Remarks: Awad Ibrahim, Vice-Provost, Equity, Diversity and Inclusive Excellence, University of Ottawa

Spoken Word Artist: Aishah Salim



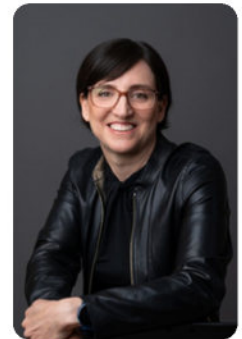
3:15 - 3:45

2028 Forum Announcement

3:45 - 4:00

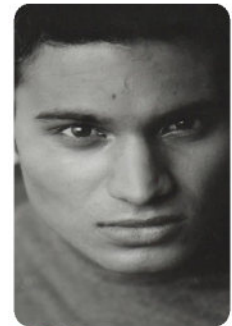
Closing Remarks :

Marie-Eve Sylvestre President and Vice-Chancellor of University of Ottawa and **Wisdom Tettey** President and Vice-Chancellor of Carleton University



4:00 - 6:00

Closing Social and Steelpan Performance by Allan Ramsarran



SPEAKER BIO - FORUM EMCEE

ADRIAN HAREWOOD

Associate Professor, Carleton University's School of Journalism and Communication

Adrian Harewood is an associate professor in Carleton University's School of Journalism and Communication. He completed a BA in Political Theory & History at McGill University and a MA in History at Carleton University. In 2023, he was the inaugural winner of the Faculty of Global and Public Affairs award for contributions towards equity, diversity, inclusion and decolonization. Adrian has been a journalist for three decades. He is currently the host of "In Bed with the Elephant" - a national and international affairs podcast.

He was the host of CBC Ottawa's All in a Day for three years, and then anchor of CBC Ottawa's News at Six for 13 years. He was a 2017 nominee for a Canadian Screen Award for Best Interviewer, and in 2020 he won the Canadian Screen Award for Best Local Anchor. For seven years, Adrian hosted the CBC weekly cultural magazine show Our Ottawa. Adrian has guest hosted many national and local programs on radio and television, including The Current, As It Happens, Sounds Like Canada, The House, Counterspin, Hot Type and Power & Politics. Adrian was the host of a series of programs on BRAVO and PBS including Literati, The Actors, The Directors, Playwrights & Screenwriters. Adrian also hosted CBC Radio's 2010 FIFA World Cup Show.



PERFORMERS - DAY 1

WEST AFRICAN RHYTHM ENSEMBLE

Carleton Music Program

Performers are members of the Carleton West African Rhythm Ensemble (WARE), one of several ensembles open to students in the Bachelor of Music Program, as well as other students across campus. The ensemble was founded in 2007 and provides participants an opportunity to develop a wide range of performance skills, as well as an understanding of aspects of African culture through the study and performance of West African singing, dancing and drumming. Their repertoire includes both traditional and popular styles of music, such as Azonto, Highlife and Makossa. There are opportunities for many different skill levels to interact at once, providing an inclusive environment in which to explore connections to music and rhythm in a social setting. The ensemble regularly collaborates with guest artists for their performances.



This year WARE is under the direction of Stacey Can-Tamakloe, along with guest artist Dr. Benedictus Mattson. Stacey is a professional dancer and arts educator who holds a Bachelor of Fine Arts from the University of Ghana and an MA in Music and Culture from Carleton. Dr. Mattson is a choreographer, performer and researcher who recently completed his PhD, investigating the Mediatization of Ghanaian popular dance. WARE's founding director is Kathy Armstrong, an Associate Professor in Carleton's School for Studies in Art and Culture- Music program. In addition to her work at Carleton, Kathy regularly travels and hosts programs in Ghana where she has a three-decade association with the village of Dagbamete, in the Volta Region of Ghana. In 2013 and 2023 Kathy took Carleton students to study Urban and Rural Music Making in Ghana, through Carleton's Institute for African Studies.

SPEAKER BIO - OPENING REMARKS DAY 1

WISDOM TETTEY

President and Vice-Chancellor, Carleton University

Wisdom Tettey is Carleton University's 17th president and vice-chancellor and began his term on January 1, 2025.

President Tettey joined Carleton from the University of Toronto, where he served as Vice-President and was Principal of the Scarborough campus between 2018 and 2024.

Previously, he held the roles of Dean of the Irving K. Barber School of Arts and Sciences and of the Faculty of Creative and Critical Studies, both at the University of British Columbia's Okanagan campus, and was Interim Dean of the Faculty of Communication and Culture at the University of Calgary.

At the national level, President Tettey has since 2020 convened the National Dialogues and Action for Inclusive Higher Education and Communities, the first of which resulted in the creation of the Scarborough Charter on anti-Black racism and Black inclusion in Canadian higher education. He chairs the Steering Committee of the Charter's Inter-institutional Forum. The Forum currently represents about 60 Canadian universities and colleges, including Carleton.

Internationally, President Tettey has served as a consultant and advisor to various global organizations, including the World Bank, the United Nations Development Programme, the Africa Capacity Building Foundation and the International Association of Universities. He is an elected Fellow of the Ghana Academy of Arts and Sciences and serves on the advisory and editorial boards of various academic publications. He has been a board member of local and regional organizations such as the Toronto PanAm Sports Centre and CivicAction.



SPEAKER BIO - KEYNOTE SPEAKER DAY 1

LIBAN ABOKOR

Founder and CEO of Reimagine LABS

Liban Abokor is a technology CEO, Research Fellow, author, philanthropist and public policy leader whose work focuses on artificial intelligence, the future of work, and the charitable sector. He is the Founder and CEO of Reimagine LABS, a software startup building AI tools that help public and social sector organizations design effective services and improve productivity.

He is also the co-founder of the Foundation for Black Communities (FFBC), where he spearheaded the fundraising of a historic \$250 million endowment to support Black-led organizations across Canada. Liban co-authored the landmark UNFUNDED report, which revealed systemic underfunding of Black-led nonprofits and drove national policy and funding reforms.

Earlier in his career, Liban focused on youth and education policy. He was a founding member of Ontario's Premier's Council on Youth Opportunities, which shaped the province's Youth Action Plan and spurred the creation of the Youth Opportunities Fund.

He has served on the boards of the Laidlaw Foundation, Central Neighbourhood House, the Catherine Donnelly Foundation, and Shoot For Peace, as well as on the City of Toronto's Program Advisory Committee for Economic Development and Culture. His contributions have been recognized with numerous awards, including an honorary Doctor of Laws from Carleton University and King Charles III Coronation Medal.



PANELIST BIO - DAY 1

NANA ABA DUNCAN

Associate Professor and the inaugural Carty Chair in Journalism, Diversity and Inclusion at Carleton University's School of Journalism

Nana aba Duncan is an associate professor and the inaugural Carty Chair in Journalism, Diversity and Inclusion at Carleton's School of Journalism. She is the director of the Mary Ann Shadd Cary Centre for Journalism and Belonging, a research centre which advocates, supports and participates in inclusive and belonging-focused journalism in Canada. The Centre's first major project is Reporting in Black Communities, the first guidebook in Canada to combine perspectives from Black news consumers, Black journalists and non-Black journalists and leaders to equip journalists, journalism educators and journalism students with resources to understand and comprehensively cover Black communities with accuracy, dignity and equity.

Nana aba is also the co-founder of Media Girlfriends, a production company led by journalists of colour. Before joining Carleton, Nana aba was a host and producer at CBC Radio for 15 years, where her last position was host of Fresh Air, Ontario's top-rated weekend morning show.

MENNA AGHA

Associate Professor of Design and Spatial Justice and the founding Director of the Architecture Action Lab, Carleton University

Dr. Menna Agha is an architecture activist and a researcher. She is an Associate Professor of Design and Spatial Justice and the founding Director of the Architecture Action Lab. She is cross-appointed at Carleton's Institute for African Studies. Menna holds a PhD in Architecture from the University of Antwerp and a Master of Arts in Gender and Design from Köln International School of Design. In 2019/2020, she was the Spatial Justice Fellow and a visiting Assistant Professor at the University of Oregon. Menna is a third-generation displaced Nubian woman, a legacy that infuses her research interests in race, gender, space, and territory.



PANELIST BIO - DAY 1

SAMUEL OJO OLORUNTOBA

Assistant Professor and founder of Africa Indigenous Knowledge Research Network, Institute of African Studies, Carleton University

Samuel Ojo Oloruntoba is an Assistant Professor and founder of the Africa Indigenous Knowledge Research Network at the Institute of African Studies, Carleton. He is also an Extraordinary Professor at the Thabo Mbeki African School of Public and International Affairs, University of South Africa, where he previously served as an Associate Professor.

Samuel holds a PhD in Political Science from the University of Lagos, Nigeria, and has been a Visiting Scholar at the Program of African Studies, Northwestern University, as well as a Fellow of the Brown International Advanced Research Institute at Brown University in the United States.

He is the author, editor, and co-editor of several books, including *Indigenous Knowledge and Youth Entrepreneurship in Africa: Recentering the Voices of Marginalized Communities* (Bloomsbury, 2025), among others. His research interests include the politics of knowledge production, indigenous knowledge systems, the political economy of development, migration, democracy and development, global governance of trade and finance, natural resource governance, and EU-Africa relations.



MODERATOR BIO - DAY 1

GABRIEL MILLER

President and Chief Executive Officer, Universities Canada

Gabriel Miller is the President and Chief Executive Officer of Universities Canada. With over 22 years experience in not-for-profit leadership, he has developed expertise in member relations, advocacy, stakeholder engagement and public policy. Previously, he served as President and CEO of the Federation for the Humanities and Social Sciences.



In his current role, Gabriel advances the mission of Universities Canada by fostering partnerships, championing higher education and shaping policies that strengthen the academic and research landscape across the country. His leadership in coalitions has led to landmark achievements, including the federal ban on asbestos in 2016 and the development of Canada's 10-year national infrastructure plan in 2013. Gabriel's experience also includes serving as Vice-President of Public Issues, Policy and Cancer Information at the Canadian Cancer Society and as Government and Media Relations Director at the Federation of Canadian Municipalities.

Gabriel holds a Bachelor of Arts in Philosophy from Queen's University. Beyond his professional pursuits, he has served on several not-for-profit boards and contributed to the Government of Canada's Diamond Jubilee Advisory Committee. As a skilled media spokesperson, Gabriel is known for building meaningful public dialogue on complex issues.

PANELIST BIO - DAY 1

GERVAN FEARON

President of George Brown Polytechnic

Dr. Gervan Fearon is the President of George Brown Polytechnic and the former President of both Brock University and Brandon University.

Prior to his leadership roles in academia, Dr. Fearon served in government at the Ontario Ministry of Finance (Treasury Board) and at the Ontario Ministry of Agriculture, Food and Rural Affairs (Economic and Policy Branch and the Deputy Minister's Office).



In the private sector, Dr. Fearon served at Chase Econometrics, a Division of Chase Manhattan Bank. Dr. Fearon serves on a number of Boards, including the Ontario Centre of Innovation; Ingenium – the consortium overseeing three of Canada's museums; Royal Ontario Museum (ROM); and Colleges Ontario. He has also previously served on several other boards, including the Ontario Chamber of Commerce, Niagara Health, United Way Niagara, Council of Ontario Universities, and as a member of the Brandon Urban Aboriginal Peoples' Council. He was a co-founder of the Canada Caribbean Institute with Sir Hilary Beckles, Vice-Chancellor, The University of the West Indies, and previously served as president of the Board of Directors for Tropicana Community Services Organization. He also previously served as the Chair of the External Reference Group for the Government of Canada's Supporting Black Canadian Communities Initiatives as part of Canada's commitment to the United Nations International Decade for People of African Descent. Additionally, he has served as the 2025 Honorary Chair for the "Walk the Path Walkathon" with the Walnut Foundation for promote awareness and treatment for prostate cancer.

Amongst Dr. Fearon's many accolades are his appointment to the Order of Ontario in 2023, the 2024 Top 25 Canadian Immigrant Award, the Queen Elizabeth II Platinum and Diamond Jubilee Medals, The Michaëlle Jean Foundation Influencer Award and The City of Toronto's Bob Marley Day Humanitarian Award. Dr. Fearon holds a Ph.D. in Economics from Western University and received his Master's and Bachelor of Science degrees in Agricultural Economics from the University of Guelph. He holds a Chartered Professional Accountant designation (CPA, CGA) and an Institute of Corporate Directors designation (ICD.D)

PANELIST BIO - DAY 1

J.J. MCMURTRY

President and Vice-Chancellor, University of Windsor

A seasoned academic leader and professor, President McMurtry brings to the role a deep commitment to equity, innovation, and student success. He previously served as Dean of the Faculty of Liberal Arts and Professional Studies (LA&PS) at York University, one of Canada's largest faculties, where he led major initiatives in curriculum development, equity initiatives, research advancement, and community engagement.



President McMurtry holds a PhD and Master's degree in Social and Political Thought from York University, and an Honours BA in History and Philosophy from the University of Guelph. He has held graduate faculty appointments at institutions including OISE, the University of Toronto, Cape Breton University and Wilfrid Laurier University.

Throughout his academic career, President McMurtry has maintained an active presence in research and curriculum development, particularly in the areas of cooperative studies, alternative energy, economic theory and practice and the social and solidarity economy.

PANELIST BIO - DAY 1

JANE NGOBIA

Vice-President, People and Culture, University of Prince Edward Island

Dr. Jane Ngobia is a dynamic leader with over 20 years of progressive experience in unionized post-secondary environments, both locally and internationally. She is passionate about fostering inclusive and thriving organizational cultures, consistently establishing structures that evolve and flourish over time.

As an inaugural vice president, assistant vice-president, and director, Dr. Ngobia has charted new paths in leadership with a commitment to excellence. With deep expertise in equity, diversity, and inclusion (EDI), she is a staunch advocate for human rights and social justice.

Dr. Ngobia builds strong communities, fostering an environment where every individual is valued and encouraged to contribute. Her strategic efforts led Sheridan College to earn recognition as one of Canada's Best Employers for Diversity for three consecutive years (2022, 2023, 2024).

As a recognized change agent, Dr. Ngobia excels in forging partnerships across siloed units and implementing initiatives that drive measurable outcomes while cultivating a culture of trust and belonging. Her accolades include The Globe and Mail's 'Best Executive Award' (2021) for outstanding leadership; World Federation of Colleges and Polytechnics' 'Silver Award of Excellence for Leadership in Equity, Diversity, and Inclusion' (2022); and Rotary Foundation's Paul Harris Fellow (2023) for impactful global contributions.

Born and raised in Kenya, Dr. Ngobia embodies the Ubuntu philosophy, "I am because we are." A natural collaborator and team player, she inspires colleagues to pursue shared objectives with enthusiasm and accountability. Her unwavering passion for people and culture ignites a positive professional environment, making her a truly transformative leader.



PANELIST BIO - DAY 1

ANA SERRANO

President and Vice Chancellor, OCAD University

Ana Serrano is president and vice-chancellor of OCAD University, Canada's largest and oldest art, design and media institution. An award-winning executive with more than 25 years of experience, she has founded globally recognized labs, launched pioneering accelerators, and produced over 140 groundbreaking digital and immersive projects. Previously Chief Digital Officer at the Canadian Film Centre and founder of the CFC Media Lab, her work explores the societal impact of emerging technologies and creative practice. Serrano co-founded the DemocracyXChange Summit and serves on leading cultural and philanthropic boards, advancing responsible innovation and institutional transformation.



SPEAKER BIO - CLOSING REMARKS DAY 1

NOËL BADIOU

Associate Vice-President, Equity and Inclusive Communities, Carleton University

Noël Badiou is Carleton's Associate Vice-President, Equity and Inclusive Communities. This significant role provides critical leadership for Carleton's human rights and equity, diversity and inclusion (EDI) initiatives.

Noël joined Carleton in 2022 from the University of Ottawa where he was the director of the Human Rights Office. Prior to this, he was the Assistant Vice-President, Equity, Diversity and Human Rights at Laurentian University, as well as the Executive Director of York University's Centre for Human Rights. He has also worked as the Executive Director of the then Court Challenges Program of Canada—during which time important equality and language rights cases were advanced and recognized—and as Manager of Investigations and Mediations at the Manitoba Human Rights Commission.

Noël holds a bachelor of arts degree from the Collège Universitaire de Saint Boniface, a bachelor of laws (LLB) degree from the École de Droit, Université de Moncton and a joint master's degree in public administration from the University of Manitoba and the University of Winnipeg.



SPEAKER BIO - OPENING REMARKS & PANELIST DAY 2

MARIE-EVE SYLVESTRE

President and Vice-Chancellor, University of Ottawa

Marie-Eve Sylvestre has been president and vice-chancellor of the University of Ottawa since July 1, 2025. Prior to assuming this role, she was dean of the Civil Law Section of the Faculty of Law and co-chair of the Senate Committee on Academic Freedom. Under her leadership, the Civil Law Section promoted transformative learning experiences and achieved record growth in research activities, launching the first certificate in Indigenous law in French in North America and Jurivision.ca, an audiovisual knowledge mobilization platform. She also helped strengthen the ties between the faculty and the local and international community, including through the creation of an Alumni Advisory Board, the Outaouais Interdisciplinary Social Law Clinic and a dual degree offered in collaboration with the European and International School of the Faculty of Law of Lyon 3.



A distinguished interdisciplinary scholar, President Sylvestre's research focuses on criminal law and practices that have a discriminatory impact on marginalized populations. Her book *Red Zones: Criminal Law and the Territorial Governance of Marginalized People* (Cambridge University Press, 2020), co-authored with Nicholas Blomley and Céline Bellot, received the 2021 W. Wesley Pue Prize of the Canadian Law and Society Association. From 2017 to 2019, President Sylvestre acted as the justice expert for the Public Inquiry Commission into the Relationships between Indigenous People and Certain Public Services in Quebec (the Viens Commission). She is a founding member of the Observatory on Profiling and testified as an expert for the plaintiff in *Luamba v. A.G. Quebec*, on racial profiling in traffic stops.

President Sylvestre is a member of the College of New Scholars, Artists and Scientists of the Royal Society of Canada and a board member of the Social Sciences and Humanities Research Council of Canada. She was awarded the distinction of *Advocatus Emeritus* by the Quebec Bar in 2022. Marie-Eve Sylvestre holds an LLB from the Université de Montréal, as well as an LLM and an SJD from Harvard Law School, where she was a Frank Knox Memorial Foundation fellow. From 2000 to 2001, she served as a law clerk to Justice Charles D. Gonthier at the Supreme Court of Canada. She is the first woman to lead the University of Ottawa since its inception in 1848.

PANELIST BIO - DAY 2

DANAI BÉLANGER

Vice-Principal, Student Affairs and Equity, Diversity and Inclusion, Bishop's University

Danai Bélanger (she/her) is Vice-Principal, Student Affairs and Equity, Diversity and Inclusion at Bishop's University. A Zimbabwean-born, trilingual (Shona, English, French) higher education leader, she brings over 18+ years of experience across five Canadian provinces, working at the intersection of student affairs, immigration advising, and equity focused community building.

Danai began her career as one of Canada's early Regulated Canadian Immigration Consultants and has since developed a strong portfolio in policy development, student support, and institutional strategy. She holds a Master of Education in Diversity Education from the University of British Columbia, where her research focused on the role of postsecondary leaders in fostering belonging and resilient campus communities.

Her leadership is grounded in both professional expertise and lived experience as a Black woman and immigrant. She is deeply committed to advancing equity and inclusion in higher education and has contributed to national conversations on anti-racism, student wellbeing, and systemic change through advisory roles, cross-sector collaborations, and training initiatives, including work with law enforcement.



PANELIST BIO - DAY 2

ANNE LEVESQUE

Associate Professor, Faculty of Law, University of Ottawa

Anne Levesque is an Associate Professor in the French Common Law Program at the Faculty of Law. Her research and publications focus on human rights and public interest litigation. She holds the Gordon F. Henderson Chair in Human Rights at the Human Rights Research and Education Centre (HRREC) at the University of Ottawa.

She is also the founder and director of the Equality Rights Clinic, where she collaborates with law students, equality-seeking groups, legal clinics, and non-profit organizations to litigate test cases, intervene in public interest matters, and contribute to law reform initiatives.



SPEAKER BIO - KEYNOTE SPEAKER DAY 2

MALINDA SMITH

Associate Vice-President Research (Equity, Diversity and Inclusion),
University of Calgary

Dr. Malinda S. Smith is an Associate Vice President (Research-EDI) and a full professor of political science at the University of Calgary. She serves as Co-Chair of the President's Task Force on Equity, Diversity, Inclusion and Accessibility, Chair of the Dimensions EDI Team, and Lead of the One Child Every Child Equitable Pathways Accelerator and Equitable Pathways Council.



Dr. Smith holds a PhD in political science from the University of Alberta, an MA, MDA, and a BA magna cum laude in political science and criminal justice from Western Michigan University. She is the coauthor of *The Equity Myth: Racialization and Indigeneity at Canadian Universities* (2017), and editor or co-editor of seven books including *Nuances of Blackness in the Canadian Academy* (2022) and *Critical Concepts: An Introduction to Politics* (2023).

Nationally, Dr. Smith serves on SSHRC Council and Executive, Innovation, Science and Economic Development Canada (ISED) External EDI Advisory Board, Statistics Canada's Immigration and Ethnocultural Statistics Advisory Committee. She is a Senior Fellow, Massey College, and serves as vice chair of the Steering Committee of the Scarborough Charter on Anti-Black Racism and Black Inclusion.

Dr. Smith is the recipient of numerous awards and fellowships, including a Lifetime Achievement Award, from the Calgary Black Chamber (2023), a Doctor of Laws, honoris causa, from Simon Fraser University (2021), 100 Accomplished Black Women Honouree (2020), a Pierre Elliott Trudeau Foundation Fellowship (2018), and an ISA-Canada Distinguished Scholar Award (2018-19).

MODERATOR BIO - DAY 2

PHILIPPE THIERRY DOUAMBA

Chief Administrative Officer, Telfer School of Management

Philippe Thierry Douamba holds a Bachelor of Business Administration (major finance) from the University of Québec in Outaouais and a master's degree in public administration (major international administration) from l'École nationale d'administration publique (ÉNAP). Philippe has close to 20 years of experience working at the University of Ottawa, including being the Associate Director, Strategic Development Initiatives Office and the Chief of Staff of the Vice-President, Research and Innovation.



Philippe has also been, and continues to be, a strong voice and advocate for Equity, Diversity and Inclusion. He has been a member of various committees on EDI on campus and is now a member of the EDI in Research Advisory Committee. Philippe has been the Chief Administrative Officer of the Telfer School of Management for four years. In this role, he provides strategic and operational leadership in the planning, development, and implementation of activities such as budget planning and control, financial strategies, and human, physical, and information technology resource management to ensure the effective and efficient operation of the school's teaching and research.

PANELIST BIO - DAY 2

JOSEPHINE B. ETOWA

Professor, School of Nursing, Faculty of Health Sciences, University of Ottawa

Professor Josephine B. Etowa is a professor at the School of Nursing, Faculty of Health Sciences at the University of Ottawa. She holds nursing degrees from Dalhousie University and a PhD in nursing from the University of Calgary. With over 23 years of clinical experience, her research relies on qualitative, participatory and mixed research methods to focus on health inequities and maternal-newborn health. Professor Etowa has led numerous funded research projects at the local, national and international levels and has worked as a nurse, midwife, researcher and educator across Canada's health care system.



KAFUI SAWYER, MA

Doctoral Candidate (Clinical Psychology), School of Psychology, University of Ottawa

Kafui Sawyer is a Registered Psychotherapist, Executive Director at the Joy Health and Research Centre, and Vanier Canada Graduate Scholar in Clinical Psychology at the University of Ottawa. She is the President of Psychology Students for Systemic Transformation at the University of Ottawa.

Nationally, Kafui has worked as a Trauma Consultant for Health Canada and an Equity, Diversity, and Inclusion (EDI) Consultant for McGill University. She is the Founder of the Black Psychology Section of the Canadian Psychological Association and Co-Founder of the Black, Indigenous, and Racialized People Psychology Web.

Her work centres on advancing culturally grounded, trauma-informed, and equitable mental health systems through research, leadership, and community collaboration. Her research focuses on the intergenerational trauma among Black families in Canada and pathways toward healing and prevention. Kafui's work strongly aligns with the principles of the Scarborough Charter through its commitment to anti-Black racism, institutional transformation, community engagement, and Black flourishing within higher education and mental health systems.



PANELIST BIO - DAY 2

EWURABENA SIMPSON

Pediatric Hematologist/Oncologist, Children's Hospital of Eastern Ontario, Assistant Professor, Department of Pediatrics of the Faculty of Medicine, University of Ottawa



Dr. Simpson is a pediatric hematologist/oncologist at CHEO and has been an assistant professor at the Department of Pediatrics of the Faculty of Medicine, University of Ottawa, since August 2012. She received her medical degree from McGill University and completed her general pediatrics training and pediatric hematology/oncology fellowship at the Hospital for Sick Children and the University of Toronto. Dr. Simpson has also completed a master's degree in public health at the Johns Hopkins Bloomberg School of Public Health and was a trainee within the American Society of Hematology Clinical Research Training Institute (ASH CRTI).

As physician lead for the CHEO Sickle Cell Disease Program, she is a passionate mentor and educator and she co-authored the 2014 Consensus Statement on the Care of Patients with Sickle Cell Disease in Canada for the Canadian Haemoglobinopathy Association. Dr. Simpson's primary research interests relate to health system improvement for children and adults with hemoglobinopathies and other chronic hematological conditions. She is treasurer for the Canadian Haemoglobinopathy Association and a board member of the Black Physicians' Association of Ontario. In 2017, she received an award for medical excellence from the Sickle Cell Awareness Group of Ontario and since 2018, she has been a research mentor for the American of Hematology Minority Medical Student Mentorship Program.

SPEAKER BIO - REMARKS DAY 2

RAWLSON KING

Ottawa Councillor - Ward 13 Rideau-Rockcliffe

Rawlson King is Ottawa's first Black City Councillor, elected initially in 2019 and re-elected in 2022, serving also as Deputy Mayor in 2024. Before politics, King was an entrepreneur and communications professional with over 20 years in high-tech market research and holds a Certified Association Executive designation. He chairs the Built Heritage Committee and participates in several others, including Finance and Corporate Services, Environment and Climate Change and Community Services and serves on multiple boards such as Ottawa Public Health and the Ottawa Public Library. King leads the city's Anti-Racism Strategy and has held various community leadership roles, earning recognition including the United Way Ottawa Community Builder Award and the King Charles III Coronation Medal. Originally from Toronto, he holds degrees in Journalism, Law, and Communication from Carleton University and established a scholarship for Indigenous, Black and racialized students there with his wife.



SPEAKER BIO - REMARKS DAY 2

AWAD IBRAHIM

Vice-Provost, Equity, Diversity and Inclusive Excellence

Awad Ibrahim is full professor, Vice-Provost, Equity, Diversity and Inclusive Excellence and holder of the Air Canada Professorship on Anti-Racism. He is a curriculum theorist with special interest in economy of hospitality (Derrida), cultural studies, Hip-Hop, youth and Black popular culture, social foundations (i.e., philosophy, history and sociology of education), social justice and community service learning, diasporic and continental African identities, ethnography and applied linguistics. Professor Ibrahim obtained his PhD from the Ontario Institute for Studies in Education at the University of Toronto (OISE), and has been with the Faculty since 2007. Before that, he taught at Bowling Green State University in Ohio. Internationally, he has ongoing projects in Morocco, Sudan and the United States. He is an advisor to the Canadian Playful Schools Network. His immediate projects include an ethnography of an inner city high school in Ottawa, a blog called On Becoming, and a project on the daily struggle of 'becoming a citizen' in Canada. For high school students, he is known as Dr. Dre.



PERFORMERS DAY 2

AISHAH SALIM

Spoken Word Artist, University of Ottawa

Aishah Salim is a 3rd year student at the University of Ottawa. She is a spoken word artist that centers her work on social justice and advocacy. Through her words, she transforms pain into power, silence into voice and stories into movement. Her work sits at the intersection of advocacy and art, challenging us not only to listen but also to feel, and to act"



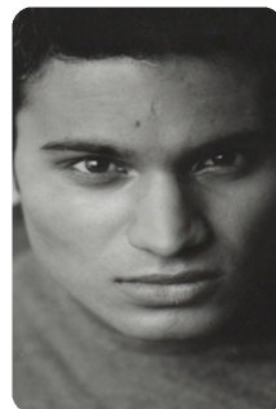
ALLAN RAMSARRAN

Steelman Artist

Allan Ramsarran is a native of Guyana and grew up in Toronto. He began his entertainment career in 1989 as a student of North Albion Collegiate Institute Toronto, Canada. He has played with many of Toronto's Steelband Orchestras, performing in Ontario, across Canada, the USA and the Caribbean.

Allan became an active member of Ballet Creole musical ensemble (The Creole Drummatix) in March of 1993. As a performer he specializes on the Double-second Steel Pan and Afro-Caribbean drums and percussion. He also is a professional Dancer and Choreographer.

He sits on the Board of Directors of Ballet Creole and serves a Vice-President. Alongside his musical talents Allan is a Professional Model, TV Host / Producer, and is currently a Flight Attendant and has been flying for over 25years.





About the Scarborough Charter

The Scarborough Charter on Anti-Black Racism and Black Inclusion in Canadian Higher Education began as a national dialogue by a community of Canadian colleges and universities (the Inter-Institutional Forum). The Charter's foundation was laid at the University of Toronto Scarborough, and the national framework was formally adopted in 2021. The Scarborough Charter is more than an agreement among member institutions, it is a unifying and concrete undertaking to redress systems and structures of inequity, discrimination, marginalization, and exclusion in the Canadian higher education sector that disproportionately affect Black people in the academy and their communities. Beginning with 40 signatories in 2021, the Scarborough Charter membership has grown to over 60 institutions across Canada.

Acknowledgements

This 2026 Inter-Institutional Forum of the Scarborough Charter on Anti-Black Racism and Black Inclusion in Canadian Higher Education was brought together by a dedicated organizing team including people from the Department of Equity and Inclusive Communities from Carleton University, the office of Equity, Diversity and Inclusive Excellence from the University of Ottawa and from the Scarborough Charter Secretariat, as well as the invaluable participation of post-secondary EDI professionals, including academics and practitioners, from various locations across Turtle Island.

The 2026 Inter-Institutional Forum of the Scarborough Charter on Anti-Black Racism and Black Inclusion in Canadian Higher Education would not be possible without everyone's contributions.

