

# Memo

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**To:** Faculty  
**From:** Scott Walsworth, Vice-Provost, Faculty Relations  
**Date:** December 17, 2024  
**Subject:** Unconscious bias and anti-racism training, reminder to sign-up

Greetings Faculty,

This is a gentle reminder to sign up for unconscious bias and anti-racism training. New language in the collective agreement makes it a requirement for faculty to participate on search, renewal and tenure, promotion and salary review (merit) committees. [Please click here](#) for the link to sign up for one of the nine sessions. While the training represents a tremendous opportunity to strengthen the collegial process, I do not want faculty prevented from participating because they did not have a chance to complete the training. Therefore, I would like to offer the following clarifications:

- For the 2024/2025 academic year, the requirement to complete training is not enforced.
- For the 2025/2026 academic year, the requirement to complete training is not enforced; however, committee chairs will be provided with a list faculty who have completed the training, for information only.
- For the 2026/2027 academic year, I anticipate enforcing the requirement to have completed the training.

Finally, I anticipate circulating a set of guidelines for departments and colleges to use to determine their own regulations on what qualifies as acceptable alternatives to the in-house training.

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