



Association étudiante de l'Université McGill

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Students' Society of McGill University

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BLACK AFFAIRS REPORT

Submitted for: 02-26-2026

BLACK AFFAIRS COMMITTEE MEMBERS ATTENDANCE

Non-Voting Members:

- Black Affairs Commissioner (Chair)
- Black Affairs Coordinator
- VP University Affairs
- BISSI Black Affairs Liaison

Voting Members:

- Black Student Outreach Representative
- National Society of Black Engineers (McGill Chapter)
- Black Student Network
- Black Varsity Association
- African Studies Student Association
- McGill African Students Society
- McGill Black Alumni Association
- Caribbean Students Society
- Black Psychology Students Association
- Black Law Students Association
- Black Political Science Student Association
- McGill Nigerian Student Association
- DABI (Desautel African Business Initiative)
- ASSA (African Studies Student Association)
- Black Muslim Students
- Councilor
- Members at large X6

Absent:

- Canadian Black Nurses Alliance (McGill Chapter)
- Black Medical Students Association
- Black Financial Students Association
- VP External



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BLACK EQUITY FUND EXPENSE BREAKDOWN

BLACK STUDENT GROUPS – FUNDING SUMMARY

Fall Semester: Funding during the fall semester was concentrated among a smaller number of groups with larger-scale programming needs. Two major allocations (\$3,856 and \$4,500) accounted for a significant portion of total expenditures, reflecting support for high-impact initiatives and large-scale events. One mid-sized allocation of \$1,500 and a smaller allocation of \$200 were also distributed. Several groups did not request or utilize funding during this period.

- i. Total Allocated/Spent: **\$10,290.25**
- ii. Additional amount pending/carry-over: **\$234.25** (carried into next academic year)
- iii. Remaining balance: **\$265.75**

Winter Semester: Winter semester spending was more modest and evenly distributed, with fewer high-cost events. The majority of groups either did not request funding or required smaller-scale financial support. Total winter expenditures reflect targeted funding for specific initiatives rather than large programming budgets.

- iv. Total Allocated/Spent: **\$918.63**
- v. Outstanding amount to be reconciled: **\$58** (from a \$500 allocation pending final accounting)

1. Student Groups Expense Breakdown:*The following reflects reported expenses and allocations dating from 2025*

a. MASS (McGill African Students' Society)

- i. Total Funding Received (2025): \$8,856
- ii. Total Spent (2025): \$3,856
- iii. Pending (ASC 2026): \$5,000
 1. Events:
 - a. Africa Speaks Conference (Feb 2025): \$2,356 fully spent on international speaker flights (conference total budget approx. \$10,000).
 - b. YAIS Conference (Feb 2025): \$1,500 fully utilized for registration, transportation, and food.
 - c. ASC 2026: \$5,000 allocated for speaker accommodations and catering; to be accounted for post-event.

b. BPSA (Black Psychology Students' Association)

- i. Total Funding Received (2025): \$500 + \$1,500 (Oct 2025)



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- ii. Total Spent (2025): \$442.44
 - iii. Fundraising Generated: \$219.55
 1. Events:
 - a. Meet & Greet #1 (Mar 2025): \$97.24 spent on food and supplies.
 - b. Annual Conference (Mar 2025): \$137.01 spent on catering, event materials, and speaker gifts.
 - c. Meet & Greet #2 (Oct 2025): \$184.64 spent on food and event supplies.
 - d. Bake Sales: Fundraised \$219.55; minimal expenses.
- c. **BVA (Black Varsity Association)**
- i. Total Funding Received (2025): \$1,500 (Fall 2026 allocation, not used in 2025)
 - ii. Total Spent (2025): \$710.44
 1. Events:
 - a. BSN/BVA Breakfast (Oct 2025): \$74.70 spent on coffee and hot chocolate.
 - b. Exec Pictures (Nov 2025): \$258.47 spent on photographer and executive materials.
 - c. Munch and Learn (Nov 2025): \$377.27 spent on catering, supplies, membership, and gift card.
- d. **BMSA (Black Medical Students' Association – McGill Chapter)**
- i. Total Funding Received (2025): \$1,500
 - ii. Total Spent (2025): \$1,500
 1. Events:
 - a. Annual General Meeting (Apr 2025, Calgary): Funds distributed evenly to 23 students to offset travel costs; fully documented.
- e. **NSBE (National Society of Black Engineers – McGill Chapter)**
- i. Total Funding Received (2025): \$6,000
 - ii. Total Spent (2025): \$4,500
 - iii. Pending: \$1,500
 1. Events:
 - a. Black Legacy Dinner (Feb 2025): \$1,500 spent on catering.
 - b. NSBE Annual Convention (Mar 5–9, 2025): \$3,000 spent on registration and accommodation (includes reallocated funds).



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- c. NSBE Annual Convention (Mar 18–22, 2025): \$1,500 pending, not yet spent.

INDIVIDUAL STUDENT – FUNDING SUMMARY:

- Total Requested: \$18,900
- Total Approved: \$14,400
- Total Spent: \$4,500
- Pending / Unspent: \$4,500

1. Key Notes:

- i. Rejected requests were from PGSS students, highlighting the need to expand the fund to graduate students.
- ii. Funding supported undergraduate needs including tuition, living expenses, internships, study abroad, laptop repair, and academic conference attendance.

2. Approved Requests (Examples):

- i. Internship subsidy
- ii. Tuition – Medical School
- iii. Tuition – Undergraduate International
- iv. Living expenses
- v. Study Abroad
- vi. Laptop repair + loans
- vii. Internship subsidies.

3. Rejected / Not Funded Requests (PGSS Students):

- i. Tuition – PhD – \$0 approved.
- ii. Tuition – Masters – \$0 approved.
- iii. Living Expenses – \$0 approved.

4. Overall Observations:

- Majority of approved funding targeted undergraduate student needs.
- Pending and rejected requests indicate gaps for graduate and PGSS students.
- Expansion of the fund to include PGSS students is recommended to increase equity and access.

BLACK AFFAIRS ACTIVITY

FALL

5. General Assembly (October 24th):

The Black Affairs Team organized and led the first-ever Black Affairs General Assembly to share updates, gather community input, and collectively set priorities for the remainder of the academic year. The Assembly served as a transparency and accountability initiative, ensuring that Black students were directly informed about ongoing projects, funding allocations, advocacy efforts, and strategic objectives.

- a. A comprehensive questionnaire was distributed to collect feedback on topics such as campus climate, access to resources, academic and social supports, financial



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accessibility, and student engagement. Both quantitative responses and open-ended feedback were gathered to better understand the lived experiences and concerns of Black students. ***Refer to Appendix A***

- b. Key themes that emerged included the need for clearer funding processes, stronger institutional advocacy, increased Black-centered programming, and improved communication regarding available supports.
- c. Insights gathered informed upcoming programming, advocacy strategies, funding adjustments, and committee objectives for the winter semester. The General Assembly strengthened community trust and ensured that future initiatives were directly responsive to articulated student needs.

6. **Black Affairs Committee Meetings:**

Five committee meetings were held throughout the fall semester to support strategic planning and operational continuity. Meetings focused on event coordination, budget tracking, advocacy updates, internal restructuring, and long-term goal setting. Clearer delegation of responsibilities and timeline management were established to improve efficiency and accountability. Documentation practices were strengthened to ensure transparency and executive continuity.

a. **Audit and Accountability Measures:**

New audit forms were introduced and implemented to ensure transparent tracking of committee projects, finances, and goals. These forms allowed for systematic documentation of expenditures, project progress, and deliverables. The implementation of structured tracking mechanisms strengthened financial oversight, improved reporting practices, and reinforced responsible stewardship of allocated funds.

7. **DABI Reinstatement (ongoing):**

a. **Context & Issue:**

DABI (Desautels African Business Initiative) was wrongfully terminated by the Management Undergraduate Society (MUS), resulting in the removal of the only student organization within the Desautels Faculty of Management that specifically represents Black and other marginalized students. The termination created an immediate gap in representation, advocacy, and community support within the faculty.

b. **Importance of DABI:**

DABI serves as a critical space for marginalized Management students by providing academic support, professional development opportunities, networking spaces, and representation within faculty governance structures. As the only group dedicated to advocating for marginalized students in Management, its removal raised significant



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concerns regarding equity, institutional accountability, and the protection of racialized student organizations, especially those of Black Management Students.

c. **Advocacy & Institutional Engagement:**

Following the termination, the Black Affairs team mobilized advocacy efforts to address both the immediate impact and broader structural implications. My team and I engaged in ongoing meetings with:

- Desautels' DEI team
- Desautel's Dean Chan
- The Deputy Provost
- SSMU Vice-President, University Affairs (Susan)
- BISSI Director, Maurice Riley Case
- Black Affairs Liaison at BISSI, Antoine Maufette-Samuel

These discussions focused on reinstatement pathways, governance processes, and ensuring stronger protections for marginalized student groups moving forward.

d. **Challenges in the Process:**

The reinstatement process has been prolonged due to limited and inconsistent communication with MUS. This has required continued institutional engagement and sustained advocacy efforts.

e. **Current Status & Ongoing Goals:**

DABI has been temporarily reinstated. However, advocacy remains ongoing. The primary objective moving forward is to secure long-term structural protections that ensure DABI's stability, autonomy, and continued flourishing within the Faculty of Management, and to prevent similar occurrences in the future.

WINTER

1. **PGSS Form:**

The form is designed to collect signatures from postgraduate (PGSS) students to demonstrate support for implementing a Black Equity Fund fee for graduate students.

- a. From 2023-2025, there have been 66 total black equity fund applicants, including 47 individual students, of which 12 were PGSS members (25.5%). Thus, if each PGSS applicant received an average of \$1,500, this would represent roughly 10% of the fund over three years (~\$18,000).
- b. The form helps illustrate the demand and justifies expansion of the Black Equity Fund to graduate students.

2. **Black Marketplace/Community Gathering:**



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The Black Marketplace is an annual Black History Month event hosted by Black Affairs. This year, *15 organizations and student groups* participated by tabling, creating a dynamic space for community engagement, networking, and visibility.

- a. **The goal:** To celebrate Black entrepreneurship and leadership on campus, increase awareness of Black-led initiatives, foster collaboration between student groups, and create an affirming and culturally grounded space during Black History Month.
- b. **What it achieved:** The event strengthened cross-organizational collaboration, increased student engagement, expanded awareness of campus and community resources, and reinforced a sense of belonging among attendees with *an estimated 100+ students and faculty present*. The Marketplace further solidified Black Affairs' role in centering visibility, celebration, and institutional presence for Black students.
 1. *6 Total Giveaway winners* with items from each vendor and student group present (list below):
 - a. Participating student groups included:
BSPS (Black Students in Political Science), McGill Nigerian Student Association, DABI (Desautel African Business Initiative), ASSA (African Studies Student Association), Black Muslim Students, Black Psychology Students, MASS (McGill African Student Society), NSBE (National Society of Black Engineers), and Black Varsity.
 - b. Participating vendors and community entrepreneurs included:
Amplify (Apparel), O'Nell Agossa (Author), Nuanceselfcare, Laurie B – Coach Sportif, NaturoSendey, Haitian Pâté Business, Butter Bar, and Sineha Spices.

UPCOMING PROJECTS

1. End of Year report: Black Student Outreach Rep

- a. A report written by the Black Student Outreach Rep which summarizes outreach activities and initiatives undertaken throughout the academic year. Highlights efforts to engage Black students across faculties, foster community, and promote access to resources and programming.
- b. It serves to juxtapose the updated Black Student Advancement Policy (2025) and assess whether the initiatives are achieving the intended goals. Includes participation metrics, key events supported, and recommendations for next year's outreach strategies.



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2. Black Graduating class Gala: April 8th

Formal event celebrating Black graduating students across all faculties hosted by the BISSI working group, to highlight all the initiatives and events organized throughout the year.

3. New Student Club Projects

- f. The Committee will support the continued development of new Black student organizations, such as the Black Future Lawyers. A Montreal Chapter, fostering mentorship and professional pathways for Black students pursuing legal education.
- g. Work will continue to expand the Black Equity Fund Fee to include Post-Graduate Students' Society (PGSS) members, ensuring equitable funding access for Black graduate students.
- h. Additional collaborative projects will be launched to promote cross-faculty engagement, capacity-building, and sustained advocacy across McGill's Black student community.

Tab 6

Appendix A:

This appendix provides (A) descriptive statistics for all Likert-scale items and (B) fully anonymized qualitative responses. All personally identifiable information (names, emails, years, programs) has been excluded. Response numbering is arbitrary and non-identifying.

Students' Society of McGill University Black Affairs Committee

Black Affairs General Assembly Questionnaire Report September–October 2025

Prepared by:
The Black Affairs Committee
University Affairs – Students' Society of McGill University (SSMU)

Submitted to:

[TO BE COMPLETED]

Date: October 24th, 2025

Contact: blackaffairs@ssmu.ca | 3600 McTavish Street

Montreal, QC H3A 0G3

Executive Summary

This report presents findings from the Black Affairs General Assembly questionnaire conducted between September and October 2025. The survey sought to evaluate student awareness of Black student services at McGill, experiences of safety and inclusion, and perceptions of institutional representation. It also aimed to identify key priorities for future programming within the Black Affairs portfolio.

Results reveal a complex but actionable picture. Overall awareness of institutional initiatives such as the Black Inclusion, Success, and Strategic Initiatives (BISSI) at McGill and the Anti-Black Racism Action Plan remains low. Despite this, respondents report a moderate sense of safety on campus and express strong appreciation for direct engagement through Black Affairs-led and black student group-led events. Persistent barriers include inconsistent communication, limited visibility of resources, and the lack of culturally responsive mental health services. Students consistently emphasized the importance of sustained community care, mentorship, and professional development opportunities, suggesting a collective desire to move beyond symbolic representation toward tangible institutional support.

Methodology

The questionnaire, distributed via Google Forms, was shared through McGill's Black student networks and social media platforms. A total of 14 students participated, representing a range of undergraduate programs across the Arts, Law, Management, and Science faculties. The survey combined Likert-scale questions (1 = "Not at all familiar" to 5 = "Very familiar") with open-ended questions addressing engagement, belonging, and institutional accessibility.

Quantitative data were analyzed using descriptive statistics to capture overall trends, while qualitative responses were coded thematically to identify recurring concerns and priorities. Means and modes were calculated to identify central tendencies in responses. Although the sample size was modest, responses provide valuable insights into the lived experience of Black students at McGill and the perceived impact of existing institutional structures.

Key Quantitative Findings

Across all measures, familiarity with institutional services was uneven. Awareness of the BISSI and its role in supporting Black students averaged **2.5 out of 5**, indicating limited visibility and understanding of its functions. Engagement levels were similarly low with a mean of 2.2, suggesting that outreach efforts have not yet translated into sustained participation.

By contrast, respondents who had interacted directly with Black Affairs events or staff expressed notably positive experiences with a mean of 3.9 out of a mode of 5. These findings point to strong satisfaction among those already engaged, but highlight the need for broader communication to reach less connected students.

Perceptions of safety on campus were generally positive (mean = 3.9), while visibility of Black voices in decision-making scored much lower (mean = 2.4), suggesting that representation remains an issue. Students rated McGill's reflection of Black cultures as moderate (mean = 2.7), and ease of accessing culturally relevant mental health support as 2.6, highlighting the ongoing need for dedicated, inclusive wellness spaces and programs.

In summary, the quantitative results reveal a community that feels safer and more supported socially than institutionally. Satisfaction is concentrated among engaged students, while awareness and accessibility gaps persist across the broader population.

Thematic Findings

1. Community and Belonging

Students emphasized the importance of informal, culturally grounded spaces that foster genuine connection. Organizations such as the Black Students' Network (BSN), McGill African Students' Society (MASS), and African Studies Students' Association (ASSA), among others, were described as vital for creating a sense of belonging, mentorship, and affirmation. These groups continue to serve as key entry points into McGill's Black student community.

Implication: Community-building should remain a core focus of Black Affairs programming, with institutional partnerships used to strengthen and support the work of grassroots Black student organizations.

2. Event Accessibility and Awareness

Barriers to participation largely stemmed from scheduling conflicts, inconsistent communication, and limited visibility of initiatives. Many students said they typically learned about events through word of mouth or last-minute social media posts rather than through reliable communication channels.

Implication: Black Affairs should improve event predictability and strengthen communication by maintaining a unified calendar, promoting events earlier, and coordinating outreach across multiple platforms and student groups.

3. Priorities for Programs and Initiatives

Students expressed a clear interest in programming that prioritizes mental health, career mentorship, and academic support, along with opportunities for cultural connection and community building. They emphasized the importance of ongoing, empowerment-focused initiatives that contribute to both personal well-being and professional development.

Implication: Future programming should prioritize long-term empowerment by strengthening mentorship, expanding wellness supports, and creating skill-building opportunities relevant to Black students' realities and aspirations.

4. Institutional Navigation and Accessibility

Respondents described ongoing difficulties navigating McGill's administrative systems. Many expressed frustration with scattered information and limited access to culturally competent

support. While relevant resources exist, students noted that they are fragmented, inconsistently communicated, and often difficult to locate, which contributes to disengagement.

Implication: Black Affairs could serve as a coordination point to simplify how Black students navigate university systems and connect with appropriate supports and resources.

5. Representation and Institutional Trust

While Black leadership is visible within student-led spaces, it does not consistently extend to university governance or formal decision-making processes. Several respondents described this representation as largely symbolic rather than embedded within institutional structures. This perception contributes to ongoing skepticism about the depth of McGill's commitment to equity and inclusion.

Implication: Efforts to improve visibility should include stronger representation in university governance. Black Affairs can support this by securing formal roles for Black student representatives in consultative and decision-making processes.

6. Rising Concerns

Three key themes emerged as ongoing institutional challenges

- **Communication Gaps:** Awareness of major initiatives, including the Anti-Black Racism Action Plan, remains minimal.
- **Mental Health Infrastructure:** Feedback suggests that existing support services require stronger cultural competence and improved accessibility.
- **Meaningful Representation:** Representation efforts are frequently seen as superficial or tokenistic and would benefit from more consistent and purposeful engagement by the administration.

Students already connected to Black student networks reported notably better experiences, indicating unequal access to engagement opportunities.

Conclusion

The findings demonstrate the persistence of uneven awareness and access among McGill's Black student community. The data point toward a university climate where strong interpersonal and community-level supports coexist with weak institutional communication and limited representation.

Moving forward, the Black Affairs portfolio is uniquely positioned to bridge these divides. Strengthening communication networks, advocating for culturally responsive services, and building sustainable mentorship and wellness programs will be essential to advancing structural inclusion. The long-term effectiveness of Black Affairs will depend on its capacity to convert student feedback and participation into actionable policy changes and measurable institutional outcomes, within McGill's policies and operations.

Appendices

Anonymized Survey Responses and Summary Statistics

The following appendices provide supporting data referenced in the report. All personally identifiable information (names, emails, years, programs) has been excluded. Response numbering is arbitrary and non-identifying.

Appendix A: Quantitative Summary Table (Likert 1–5)

Theme (Survey Question)	Mean (1–5)	Mode	N
On a scale of 1–5, how familiar are you with BISSI?	2.50	1	14
On a scale of 1–5, how clear is your understanding of what the BISSI unit does?	2.50	2	14
On a scale of 1–5, how much have you engaged with or interacted with the BISSI unit?	2.21	1	14
On a scale of 1–5, how confident are you in naming at least one BISSI working group member?	2.21	1	14
On a scale of 1–5, how familiar are you with the Black Student Affairs Liaison Officer?	3.21	5	14
On a scale of 1–5, how familiar are you with the Black Student Space in the Ferrier Building?	3.50	5	14
On a scale of 1–5, how familiar are you with the Plan to Address Anti-Black Racism Annual Reports?	2.36	1	14
On a scale of 1–5, how much do you know about Black Affairs at SSMU?	2.57	1	14
On a scale of 1–5, how often have you heard about Black Affairs from peers or online platforms?	2.57	3	14
On a scale of 1–5, how often have you interacted with Black Affairs or SSMU services?	2.86	1	14
On a scale of 1–5, how positive have interactions with Black Affairs been?	3.86	5	14

On a scale of 1–5, how easy is it for you to get in touch with the Black Affairs Commissioner?	3.14	3	114
On a scale of 1–5, how familiar are you with the Anti-Black Racism Action Plan?	2.50	2	14
On a scale of 1–5, how likely are you to attend a Black Affairs Committee meeting?	3.79	5	14
On a scale of 1–5, how likely are you to attend a Black Affairs event in the future?	3.86	5	14
On a scale of 1–5, how well do you know the Black Affairs Commissioner and/or Coordinator?	2.64	1	14
On a scale of 1–5, how familiar are you with the Black Affairs website?	1.71	1	14
On a scale of 1–5, how aware are you of the Black Equity Fund and its purpose?	3.00	1	14
On a scale of 1–5, how safe do you feel on campus as a Black student?	3.93	4	14
On a scale of 1–5, how well represented do you feel by student groups, services, and SSMU?	3.43	3	14
On a scale of 1–5, how often do you experience discrimination or microaggressions on campus, in class, or in the greater McGill community?	2.00	1	14
On a scale of 1–5, how confident are you that you know who to go to if you experience discrimination or feel unsafe?	2.71	2	14
On a scale of 1–5, how visible do you feel Black student voices are in decision-making spaces at McGill?	2.43	2	14
On a scale of 1–5, how well do you feel McGill reflects and celebrates Black cultures and histories?	2.71	3	14
On a scale of 1–5, how frequently do you see Black individuals in leadership positions across campus (e.g., student groups, SSMU, faculty, administration)?	3.00	2	14
On a scale of 1–5, how easy is it to access mental health or wellness services that feel culturally relevant to you?	2.57	3	14

Interpretation Note:

Means below 3.0 indicate low familiarity, visibility, or representation. Means near 4–5 indicate positive or confident evaluations.

Appendix B: Qualitative Responses (Anonymized)

Q1: Which Black student groups, services, events, or activities have you participated in most frequently (e.g., BSN, MASS, Black Affairs, ASSA, NSBE, BLSA, BMSA, etc.)? Please describe what drew you to these spaces or events. What did you find meaningful or valuable about your participation? Are there any you wish you could have engaged with more?

Response #	Anonymized Answer
1	MASS, ASSA, BSN. The people.
2	None
3	None
4	None, but I would like to attend some this year, especially BSN, MASS and BPSA.
5	BLSAM, BLSA Canada, and events by Antoine since 2L for community, relatability, safer space, and comfort. Those who know me know I am very community minded, which changed due to lower-year law students. Re BLSA, all skin folk ain't kin folk, so now I stay away—I have been traumatized the most by Black and biracial law students due to their colonial, immature mindset during my time at McGill Law. Now I rather engage with non-law students in spaces created for Black students.
6	BSN food days. Enjoyed the cultural food and atmosphere of Black people on campus.
7	MASS, ASSA, BSN, BMA, Black Affairs.
8	BSN, MASS, NSBE. I've met many cool people and have had great experiences with all of these groups' events.
9	I have served as an exec on BSN for the past two years, but I've attended MASS and Black Affairs events. Initially, I was drawn to BSN because I wanted to meet more Black students on campus. During my time in BSN, I've accomplished my goal of connecting with McGill's Black community. I've also been able to launch meaningful events such as BSN's Wine and Cheese and the Political Book Club. I wish I could've gone to more MASS events.
10	BSN, MASS.

11	I was drawn to the BSN because I believe it's a safe community for Black students at McGill. I've been to a few social gatherings and Black Beauty Day.
12	I've most frequently participated in BSN, MASS, and NSBE events. These spaces offer community and connection with other Black students who share similar experiences. Through BSN, I've found mentorship and leadership opportunities that allowed me to contribute to meaningful initiatives. MASS and NSBE helped expand my network and explore career paths.
13	BSN.
14	_____

Q2: *How likely are you to attend the Black Affairs General Assembly in the future, and why? We'd love to hear what factors influence your decision, whether it's timing, format, relevance, community, or awareness. What would encourage you to show up? What might be keeping you from attending?*

Response #	Anonymized Answer
1	Timing.
2	Will attend, I follow social medias.
3	Maybe.
4	Maybe, to see what is decided and what are the topics. Timing is important since I live far; if it's too late, I may not be able to attend.
5	Timing, awareness, free food, good music (if format allows), and getting down to business. No performative actions or doing things for white validation. Serious issues need to be addressed without compromise.
6	Very likely, just had a conflict last week as I work in the evenings, but the gift card incentive is great.
7	Very likely, because I view myself as a stakeholder.
8	If I have time, I will attend. I would like to learn more about Black Affairs operations.
9	Very likely because it's important for Black organizations to show solidarity. Timing is key—if near exams, attendance may drop. Offering snacks would help.
10	Very likely; I'm interested in learning what Black Affairs can offer me as a Black student.
11	Educational or social events like cultural workshops, cooking events, or academic sessions would encourage attendance.

12	If I have time, I'll attend. As VP Finance of BSN, it's important to engage in initiatives that unite different Black student groups. Attendance depends on timing and interactivity.
13	Most likely.
14	Yes! I want to learn about Black Student Life and Services as a new student.

Q3: *What kinds of programs, events, or initiatives would you like to see Black Affairs prioritize? Think broadly—from mental health and academic support to cultural celebrations, political education, career development, or community care. What would feel meaningful or necessary for Black students at McGill right now?*

Response #	Anonymized Answer
1	Scholarships for graduate programs.
2	Events to socialize.
3	Games.
4	Mental health and community care.
5	Strategies for addressing anti-Black discrimination by staff, faculty, and students; political education; community care; funding for HBCU exchanges.
6	Career development for Black students and better visibility for existing services (e.g., Wellness Hub Black Liaison).
7	Mentorship and social events.
8	More Black faculty in STEM and philosophy departments.
9	Mental health and academic support. Many Black students come from regions in crisis, and institutional response has been lacking. Black Affairs could fill that gap.
10	Career development, community care, and cultural celebrations.
11	Potlucks, game nights, movie nights, book clubs, and guest speaker events.
12	Academic and career support programs, mentorship opportunities, networking with Black professionals, and tutoring tailored to the community.
13	Academic support, cultural celebrations, career development.

14	Career development and community care.
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Q4: *What are some barriers you have encountered while navigating the University and using its resources?*

Response #	Anonymized Answer
1	Time
2	Don't know where to reach out.
3	None.
4	Don't really use University services and resources.
5	Anti-Blackness.
6	Not knowing what exists; scattered resources
7	_____
8	Hard to find centralized information; scattered communication.
9	Support information is often buried or inconsistent.
10	Lack of communication among Black groups and services.
11	Difficulty finding peers from similar origins in first year.
12	Scattered information; unclear access; services not inclusive or culturally relevant.
13	Black representation.
14	Haven't had any experiences.