

## The Black Faculty and Staff Caucus (BFSC-USask)



### *History, Mission, Vision, and Membership*

#### **History and purpose:**

The Black Faculty and Staff Caucus (BFSC-USask) was founded by Kiven Erique Lukong (Professor, Biochemistry, Microbiology and Immunology, University of Saskatchewan – USask) on March 09, 2021, in Saskatoon. BFSC-USask was formally launched on March 25, 2022, by co-founders listed below. The BFSC-USask was created as a visible and viable agency advocating on behalf of and engaging black faculty and staff to promote their professional welfare at the University of Saskatchewan and to contribute to university's continued commitment to inclusive excellence. We were also encouraged that the University of Saskatchewan was one of 40 signatories of the *Scarborough Charter*, a national plan of action signed in 2021 to fight structural racism in universities and colleges across Canada. The plan also included a commitment by signatories to enlist “*faculty, staff and student associations as pivotal contributors to achieving equity, as they also bear a responsibility to be inclusive and to work constructively with organizations of Black faculty, staff and students.*”

#### **Mission:**

The BFSC-USask is the voice of all Black faculty and staff at the University of Saskatchewan and was created to provide support and guidance to members, increase their visibility and engagement on campus, and harmonize their common interests to promote a transparent, collegial, and inclusive learning and working environment.

#### **Vision:**

- To engage in a University of Saskatchewan community where Black faculty and staff are supported, respected, recognized, and valued.
- To provide mentorship, advocacy, networking, and resources to Black faculty, staff, and students at the University of Saskatchewan, in pursuit of an inclusive community where diversity and equity are prioritized.

#### **Membership:**

Membership is open to all faculty, staff, administrators, representative of student groups at the University of Saskatchewan who identify as black and who must align with our mission and vision. Lifetime membership is also open to retirees who are committed to supporting and promoting the mission and vision of the Caucus. Non-voting ally membership is extended to any individual, group or organization that subscribes to the purposes and philosophy of the Caucus and supports the furthering of the mission and vision of the Caucus.



**BFSC members (November 11, 2022):**

1. Dr. Kiven Erique Lukong (Founder, faculty, College of Medicine)
2. Dr. Erick McNair (Co-founder, faculty, College of Medicine)
3. Dr. Carol Henry (Co-founder, faculty, College of Medicine)
4. Dr. Humphrey Fonge (Co-founder, faculty, College of Medicine)
5. Dr. Hubert Tote Alimezelli (Co-founder, faculty, College of Medicine)
6. Mrs. Edith Conacher (Co-founder, Staff, College of Medicine)
7. Natalya Mason (Co-founder, Staff, College of Medicine)
8. Mrs. Florence Mudzongo, (Co-founder, Staff, Student Wellness Centre)
9. Dr. Jacob Alhassan (Co-founder, faculty, College of Medicine)
10. Dr. Idris Bare (Co-founder, Resident, College of Medicine)
11. Charlene Brown (Co-founder, Staff, TLSE)
12. Kacia Whilby (Co-founder, Staff, Career Services)
13. Dr. Kathleen Glover (Postdoc., College of Medicine)
14. Dr. Jennifer Nyarko, (Student representative, Pharmacy)
15. Banjo Olaleye (Student Representative, College of Arts and Sciences, Undergraduate Office Staff)

**Yet to be defined, developed, and ratified:**

1. Constitution and By-Laws
2. Purpose and Objectives
3. Strategic plan
4. Recommendations
5. Membership dues
6. Officers and their duties
7. Executive Committee
8. Code of conduct

**Contacts**

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**Acting Chairperson (Faculty)**

Kiven Erique Lukong  
Assistant Dean, Grad Studies  
College of Medicine  
Health Sciences Building  
107 Wiggins Road, Saskatoon,  
SK, S7N 5E5  
306-966-4586  
[kiven.lukong@usask.ca](mailto:kiven.lukong@usask.ca)

**Acting Secretary (Staff)**

Edith Conacher  
Student Affairs  
College of Medicine  
Health Sciences Building  
107 Wiggins Road, Saskatoon,  
SK, S7N 5E5  
306-966-4751  
[edith.conacher@usask.ca](mailto:edith.conacher@usask.ca)

