**Policy efforts and challenges to address racial discrimination in higher education institutions: A case of Canada**

Abstract

This paper reviews existing policies related to anti-racism and anti-discrimination of five major universities of Canada and assess the equity initiatives undertaken by the university authority to promote greater access and inclusion of different ethnic minority groups. This study used secondary sources of data; university policy documents, study reports, government policy, academic journals were consulted to construct the paper. The study point out that majority higher education institutions of Canada apply positive strategic approaches to address racial discrimination, includes developing curriculum, pedagogy, and academic atmosphere for gaining positive learning outcomes of indigenous and minority ethnic groups. Findings reveal that the anti-racism and anti-discrimination policies of those universities face some multiple challenges, including a lack of holistic and inclusive measures for the indigenous and diverse minority groups studied there. The study argued for promoting discussions and dialogue, promoting diversity, equity initiatives in the institutional and professional context to combat racism and discrimination. The findings may be helpful for academicians, policymakers, and administrators to develop their understanding of institutional racism, identify challenges, and adopt policy measures to address it.

Key words: Antiracism, anti-discrimination, higher education institutions, policy, Canada