Land Acknowledgement
Before the meeting was called to order, Liying Cheng acknowledged Queen’s University’s presence on the traditional lands of the Haudenosaunee and Anishnaabe.

Moment of Silence
A moment of silence was held to remember the victims of the recent Mosque shooting in Christchurch, New Zealand.

Discussion Item
1. Approval of the Agenda
   There were two requests to add items to the Agenda under Other Business. They included:
   a. Stephanie Simpson indicated that she would like to speak to an upcoming event for Black, Indigenous and People of Colour.
   b. Aba Mortley indicated that she would like to discuss enhancing communications regarding public UCARE meetings.
2. **Approval of the Minutes of March 4, 2019**
   
   It was moved by Nathan Utioh, seconded by Ann Tierney, and agreed to approve the Minutes of March 4, 2019 as circulated.

3. **Co-Chairs’ Remarks**

   **Principal Daniel Woolf**
   
   Aba Mortley welcomed Principal Daniel Woolf to the meeting and invited him to speak. Principal Woolf extended his sincere gratitude for UCARE members’ service to the University. He noted that some progress had been made on implementation of the Principal’s Implementation Committee on Racism, Diversity and Inclusion Final Report but there was still plenty of work to be done. Principal Woolf thanked those in attendance for their interest and commitment to supporting inclusiveness at Queen’s.

   On behalf of UCARE Yolande Chan thanked Principal Woolf for attending and for his leadership in making Queen’s University a more welcoming place for all.

   **Yellow House**
   
   Aba Mortley reported that an adjudication meeting was recently held to review applications for club-space in the Yellow House. To be eligible for space, student groups must be either an AMS or SGPS sanctioned club and have contributed to the campus community by working to advance social justice, anti-racism, equity, diversity and inclusion. In addition to reserved club space, the Yellow House also has bookable common space for use by groups without dedicated space. The following organizations have been allocated three-year renewable space in the Yellow House:
   
   i. African Caribbean Students’ Association (ACSA)
   ii. Levana Gender Advocacy Centre (LGAC)
   iii. Queen’s Black Academic Society (QBAS)
   iv. Queen’s University Muslim Students Association (QUMSA)

   In response to questions, Teri Shearer noted that there were six applications adjudicated and that a subsequent call for expressions of interest will be made if additional space remains after the four clubs move into the Yellow House. With respect to naming the house after Alfie Pierce, as recommended in the PICRDI report, Teri Shearer stated that more consultation is required. At this juncture the focus will be on preparing the house for occupancy and assisting the four clubs with the logistics of moving in.

   **Robert Sutherland Price**
   
   Aba Mortley reminded members that nominations for the Robert Sutherland Prize are due April 2nd. The prize is awarded every year to a graduating and self-identified student of colour who has exhibited leadership and initiative at Queen’s specifically in the areas of anti-racism and anti-oppression. More information can be found on the [AMS website](#).

4. **Consultation with Co-Chair of SOARB Governance Review Working Group**

   Michael Blennerhassett, Co-chair of the SOARB (Senate Orientation Activities Review Board) Governance Review Working Group was invited to address UCARE and members of the public. Michael Blennerhassett provided background on the current functions of SOARB and stated that the purpose of the governance review working group was to evaluate the mandate, structure and function of
SOARB. The governance working group plans to make recommendations to Senate based on the feedback received by stakeholders.

Michael Blennerhassett continued by explaining that SOARB is a standing committee of Senate and its main responsibility is to monitor orientation events and make policy recommendations to Senate regarding Orientation. SOARB has the authority to order the termination of any Orientation event that is unsafe or unauthorized. It also reports to Senate annually on its review of Orientation of the previous September.

Michael Blennerhassett opened the floor for discussion. The following highlights were recorded:

- SOARB would be more effective if it expanded its current role to include advising organizers at the Orientation planning stage. It could proactively review events at the development phase and ensure that events do not contravene university policies and procedures;
- SOARB should continuously update its manual/guidelines to include “lessons learned” from previous Orientation weeks in an effort to stop the repetition of mistakes made in the past.
- SOARB should take the initiative to address Orientation events that perpetuate a negative effect on student life such as the culture of binge drinking;
- SOARB members should identify themselves when they monitor an event and clarify with Orientation leaders that they have the authority to shut down any activity that they feel is unsafe or inappropriate;
- Orientation leaders should advise their groups prior to Orientation activities that they may speak to a SOARB representative should they have a concern at any time during frosh week. They should also advise and identify who those persons may be at the start of an event;
- SOARB members should be open to hearing incoming students’ concerns and complaints;
- SOARB’s authority should be broadened to include both on-campus and off-campus Orientation events;
- Because Queen’s Orientation week affects the greater Kingston community, SOARB’s membership should be expanded to include members of the public;
- SOARB’s reporting function should be expanded beyond Senate and include faculties/schools and student groups.

5. Orientation Week Student Survey 2018
Ann Tierney drew UCARE’s attention to the Orientation Week Student Survey for 2018 that was circulated with the agenda. She reminded the audience about the 2017-18 Undergraduate Orientation Review Working Group that was tasked with articulating a vision for Orientation that achieves shared goals around community-building, inclusivity, accessibility, safety and responsibility. Ann Tierney spoke about the creation of the deans’ working group, which was one of the recommendations made in the March 2018 report. The purpose of the deans’ working group is to facilitate coordinated oversight of faculties and schools’ orientations and to assist with the sharing of best practices. Another outcome from the Undergraduate Orientation Review was a recommendation to update the post-orientation survey to ensure that the survey provides data adequate to assessing the degree to which programming meets the Senate approved goals of Orientation week.

Corrine Fitzgerald, Assistant Dean Student Life and Learning, added that this past year the Office of Institutional Research and Planning (OIRP), the Human Rights and Equity Offices, and, the Senate Educational Equity Committee (SEEC) have been instrumental in redeveloping the survey for 2018. As OIRP builds on its orientation data set, which will take approximately three years, it will be able to connect with other data points.
The meeting continued with a discussion about connecting with incoming students who felt a sense of discomfort during Orientation week that may be based on inappropriate behaviour, bias, or discrimination. It was noted that students may not be able to identify why they felt uneasiness until they have more real life experience and education. In addition to surveying incoming students, student executives and student leaders should also be surveyed. In addition to the survey at Orientation, it was also suggested that the same survey could be re-directed at students, organizers and group leaders a few years past their Orientation week to see if time/reflection changed their answers.

In closing, Corrine Fitzgerald stated that the work continues on making Orientation week welcoming and accessible to all incoming students.

6. Governance and Nominating Report
As recommended by the Governance and Nominating Sub-Council the following motions were made:

Re-election
It was moved by Teri Shearer, seconded by Mona Rahman, and agreed that Alana Butler, Yolande Davidson and Nathan Utioh be re-elected to UCARE for two-year terms, commencing September 1, 2019.

Election of a Co-Chair
It was moved by Teri Shearer, seconded by Yasmine Djerbal, and agreed that Alana Butler be elected as co-chair for a two-year term, commencing September 1, 2019.

New Members
It was moved by Teri Shearer, seconded by Yasmine Djerbal, and agreed that Laeeque Daneshmend (faculty member), Osaru Omoruna (undergraduate student) and, Leena Yahia (graduate/professional student) be elected to serve on UCARE for terms beginning September 1, 2019.

[Laeeque Daneshmend and Leena Yahia’s terms are for two years (September 1, 2019 - August 31, 2021). Osaru Omoruna’s term is for one year (September 1, 2019 - August 31, 2020)]

7. UCARE Vision by 2022
UCARE’s attention was drawn to the revised Vision statement circulated with the agenda. Each of the seven points making up the Vision were reviewed individually and the secretary recorded suggested amendments. The results of the discussion are attached to the Minutes as Appendix A. Due to time constraints, UCARE was not able to reach consensus on the exact wording of the Vision statement. Further consideration of this item was deferred to a future UCARE meeting.

8. Question and Answer
   i. The meeting continued with a Q & A session. The first question inquired about the University’s plans to attract, retain and support faculty and staff from diverse cultures, backgrounds and experiences. In response, Teri Shearer stated that during this period of faculty renewal, each dean has developed a five-year hiring plan that includes diversity and equity as core principles. All academic units are strongly encouraged to consult with the Equity Office and use the DEAP (Diversity and Equity Assessment and Planning) Tool to help develop an action plan and timeline to enhance inclusion. The collective agreement between QUFA and the University includes procedures and processes that promote employment equity. In terms of staff, Human Resources has developed formal equity processes for recruitment that will assist the University in meeting its goals and requirements under the Federal Contractors Program. A second phase of a pilot
project, which looks at systemic barriers that may unintentionally exclude individuals for reasons not related to ability or qualifications, is near completion. To retain faculty and staff, programs are underway to improve the climate. This includes new diversity and inclusion training.

Ann Tierney added that at the undergraduate level, the University continues to employ designated recruiters for potential first generation applicants and potential Indigenous applicants. Queen’s has also increased the number of bursaries for first-year Black Canadian students, first-year visible minority and racialized students and first-year first generation students.

ii. Representatives of the Levana Gender Advocacy Centre handed out a document entitled “Racism Can’t Wait”. It contained 12 demands spanning topics such as training, support for racialized and Indigenous students, dedicated space, transparency and accountability. The demands are attached to the Minutes as Appendix B.

iii. On behalf of the board of directors and staff of OPIRG (Ontario Public Interest Research Group) Kingston, Ayca Tomac spoke about OPIRG’s disappointment in not being allocated club space in the Yellow House. OPIRG did not meet the criteria of being either an AMS or SGPS sanctioned club and therefore its application was deemed ineligible. Ayca Tomac explained OPIRG’s Kingston history and highlighted the contributions it continues to make towards promoting environmental and social justice. UCARE was urged to continue working with OPIRG to identify suitable club space on Queen’s campus. After the UCARE meeting, the current and incoming Co-Chairs received a letter explaining OPIRG’s situation. The letter is attached to the Minutes as Appendix C.

9. Other Business

“Claiming Our Space Together”

As agreed upon during the adoption of the Agenda, Stephanie Simpson announced an upcoming event entitled “Claiming Our Space, Together” which will be held on April 11th at the Isabel Bader Centre beginning at 4:00 p.m. The event is a social gathering and open to all staff and faculty who identify as Black, Indigenous, or Persons of Colour.

Communication

A number of actions were taken to inform the community about tonight’s meeting. They included updating Inclusive Queen’s website, circulating via the Equity listserv, and, advertising on the main calendar of events and twitter. Due to time constraints, a fulsome discussion about improving communications with the wider public was deferred to a future meeting of UCARE.

Adjournment

There being no Other Business the meeting adjourned at 6:47 p.m.

Next Public Meeting: Monday, October 21, 2019, 5:00 – 6:30 p.m., Robert Sutherland Hall 202