

AGENDA

Provost and Vice-Principal (Academic)

Meeting:	University Council on Anti-Racism and Equity (UCARE) – (Public Meeting)	Date & Time:	September 21, 2020 4:30pm - 6:00pm
Platform/Location:			
Co-Chairs:	Alana Butler and Aba Mortley		
Members:	<ul style="list-style-type: none"> • Alana Butler (Elected – Faculty, Faculty of Education) • Yolande Chan (ex Officio – Provost’s Delegate) • Jill Christie, (Human Rights and Equity Office) (Secretary) • Laeeque Daneshmend (Elected – Faculty, Department of Mining Engineering) • Yolande Davidson (Elected – Alumna and Community Member) • Petra Fachinger (ex Officio – Chair of SEEC) • Janice Hill (ex Officio – AVP Indigenous Initiatives) • Fikir Haile (ex Officio – SGPS Equity & Diversity Commissioner) • Lavonne Hood (ex Officio – University Ombudsperson) • Richelle Ignatius (Elected – AMS Student) • Kodiana Kolomitro (Elected – Faculty, Director of Education Development and Adjunct Professor with DBMS) • Aba Mortley (Elected – Alumna and Community Member) • Osaru Omoruna (Elected – AMS Student) • Mona Rahman (Elected – Staff, Office of the Vice-Principal Research) • Angela Sahi (ex Officio – AMS Commissioner of Social Issues) • Teri Shearer (ex Officio – Principal’s Delegate) • Stephanie Simpson (ex Officio – AVP Human Rights, Equity and Inclusion) • Ann Tierney (ex Officio – Vice-Provost & Dean Student Affairs) • Nathan Utioh (Elected – Staff, Residence Life) • Leena Yahia (Elected – SGPS Student) 		
Regrets	<ul style="list-style-type: none"> • Adriana Lopez Villalobos (Elected – Staff, Queen’s Biological Station) 		
Guests	<p>Patrick Deane, Principal and Vice-Chancellor, Mark Greene, Provost and Vice-Principal (Academic), Deanna Fialho, Director, Yellow House, Adrian Baranchuk, Barb Lotan, Basmah Rahman, Bonnie Toupin, Cathy Lemon, Celia Romulus, Clarissa de Leon, Corinna Fitzgerald, Deanna Bennett, Deb StAmant, Desiree Fuller, Anita Jack-Davis, Elizabeth Brule, Genna McEachern, Hanna Bathurst, Harry Smith, Heather Cole, Jane Mao, Jennifer Davis, Jenny Lee Northey, Jo-ann Ferreira, John Berry, Kandice Baptiste, Karen Zuliniak, Kelly Zou, Lavie Williams, Lee Airton, Lindsay Morcom, Lon Knox, Lynda Jessup, Lynne Hanson, Mandy Daniel, Mary Beth Gauthier, Meena Waseem, Michelle Kasaboski, Nancy Sammon, Noorra Hemtulla, Norma Jean Barrett, Roshan Udit, Stefanie von Hlatky, Susan Korba, Taylor MacPherson, Teresa Pires, Toni Thornton, Yasmine Djerbal, Yolande Bouka.</p>		
Discussion Item			
<p>Before the Meeting was called to order, Alana acknowledged Queen’s University’s presence on the traditional lands of the Haudenosaunee and Anishinaabe peoples.</p>			
1. Adoption of the Agenda			
It was moved by Aba Mortley, seconded by Mona Rahman and agreed by all to adopt the Agenda as circulated.			
2. Approval of the Minutes of August 17, 2020			
It was moved by Yolande Chan, seconded by Mona Rahman and agreed by all to approve the Minutes of August 17, 2020 as circulated.			

3. Co-Chairs Remarks

Alana welcomed the Principal and Vice Chancellor and the Provost and Vice-Principal (Academic) to the meeting as well as UCARE members and community guests.

Aba welcomed new UCARE members: **Dr. Klodiana Kolomitro**, Director of Education Development and Adjunct Assistant Professor with the Department of Biomedical and Molecular Sciences and **Kanonhysonne Janice Hill**, AVP (Indigenous Initiatives and Reconciliation) who joins UCARE as an ex-officio member and liaison to the Aboriginal Council of Queen's University (ACQU)

Aba mentioned that a communication has gone out to **University Councillors** with the dates of the Public UCARE Meetings as well as information regarding sub-council participation.

Aba mentioned the "Scholar Strike" that took place on September 8 and 9th. Faculty members including Alana Butler and Anita Jack-Davies, created an excellent resource guide on anti-racism materials used by the Faculty of Education and many other faculties/departments. Thank you to those such as Alana who spent time organizing efforts within Queens.

Aba informed the Council of the recent Non-Academic Misconduct Subcommittee that took place on September 14th, 2020. One of the issues currently being discussed by NAMSC is inclusion of racism as a violation within the Student Code of Conduct. A request has been made by Professor Laeeque K. Daneshmend for the UCARE co-chairs to be invited to speak to this issue at the next meeting of the NAMSC. Aba and Alana plan to attend this meeting if invited but, regardless, it was noted that there will be a period in which any proposed changes to the Code of Conduct will be shared with the community for feedback and that UCARE should have the correct subcommittee ready to review the changes. It was noted that changes to the Code of Conduct that better define racism and the university's position against it will be an important part of holding students accountable for their actions while at Queen's and in Kingston.

Aba noted that the denaming consultation process for the Faculty of Law building ("Sir John A. MacDonald Hall") is currently underway.

4. Remarks by Principal Patrick Deane

The co-chairs welcomed the Principal and Provost and asked for an update on the university's anti-racism plan of action.

Principal Deane assured the Council that the Senior Leadership Team is committed to EDII. He stated that there is a great need for cultural change and we have not made the headway that is needed. EDII is a top priority for Queen's and is central to making Queen's successful. A fundamental change is required. The Principal will soon share a report with the community regarding his first year at Queen's as well as the results of his "Principal's Conversation" initiative. There will be many further opportunities to engage in dialogue about EDII and anti-racism with the release of this report as these issues will be prominent.

Provost Greene stated that one of his top priorities is anti-racism, equity diversity and Indigeneity/Indigenization and this was why he had been interested in taking the role as Provost, particularly with the renewed community calls to address these issues more directly. He would like to concentrate on curriculum and build anti-racism and Indigenous content into programs. It will be a challenging task to do this skillfully. Additional content has been created in some areas, however, further efforts will be required. The following questions were asked of Principal Deane:

Question:

What are the current institutional policies in place for addressing acts of racist violence? What is the procedure for changing these policies? How and when will this commence?

Answer:

There are a number of existing policies in place for addressing acts of racism. There are three internal documents: the [Interim Workplace Harassment and Discrimination Policy](#), the Senate [Harassment/Discrimination complaint Policy and Procedure](#) and the [Student Code of Conduct](#). There are also three external documents: [the Ontario Human Rights Code](#), the [Criminal Code](#) and the [Occupational Health and Safety Act](#).

The revised (or new) Senate Harassment and Discrimination policy will be out for community consultation this Fall.

Some gaps in policy have been identified. There is work underway to improve and refine the current policies to better serve community members.

Question:

Can you comment on stolenbysmith?

Answer:

This was a wakeup call to the institution, in a good way. We have learned a lot about what needs to be done. The Smith School of business has created many taskforces to work on 'themes' that came out of stolenbysmith. However, the issues with the Smith School of Business happen across the entire University. The Senior Leadership Team (SLT) is meeting tomorrow to review the themes that came out of the stolenbysmith feed as well as work on an Action Plan for the Declaration. The SLT will need to make changes in policy and approach to make sure student concerns are addressed. The students that have suffered backlash from stolenbysmith need our support and the University will continue to support those students.

Question:

Many students have come forward to share experiences of discrimination in the classroom by professors and their course content. While hiring BIPOC professors is also an important action, will you be open to re-evaluating the Queen's University Faculty Agreement to hold professors accountable?

Answer:

Yes. It is a discussion that needs to happen with the Queen's University Faculty Association (QUFA) and I will begin this conversation with the QUFA president. We will work on the issue in a collaborative spirit. This is a good opportunity for review of curriculum particularly what type of content is available and what can be implemented into classrooms. We all need to have discussions about ways that curriculum can be reviewed and the ways in which professors conduct themselves in their classes. There needs to be continued conversations with department heads and deans. We need to challenge discriminatory behaviour and look for ways to encourage treatment that is equitable.

Question:

Will significant additional attention and resources be allocated to implement PICRDI recommendations that have stalled? Attention and resources were prioritized in 2017 after the report's release. In recent years, other priorities have reduced the allocated attention and resources.

Answer:

I am fully committed to implementing the PICRDI recommendations and this will include resources.

Question:

While I can appreciate your commitment to radical transformation, I believe there has been lack of logistical details shared about how you plan to achieve these ambitious goals. And as a side note I would like to challenge your notion that acts of discrimination and the visible issues are being addressed, because I don't believe even explicit acts of violence are met with consequences.

Answer:

The Declaration does lack logistical details. Our SLT meeting tomorrow is to determine what these action items are. There will be short term and long-term measures determined. I take the critique that acts of discrimination occur and that responses are not always forthcoming. Partly, this is a need for modification to policy but there is always the issue of whether complaints are made formally or anonymously. Often acts of racism perceived by some to be in a grey area, which means that fairness and due process need to be followed. I agree that the issues are not being dealt with quickly enough.

Question:

Clarissa de Leon and Lindsay Morcom shared a statement from the Social Healing and Reconciliation Education Research Group (SHARE). (Attached as Appendix A to the minutes)

Principal Deane thanked members of SHARE for their statement and pointed to the official denaming process. He stated again that what is written in the Declaration he believes intensely and he would be very happy to talk again once the process is further along.

Question:

In your opening remarks you referred to discussion with your senior leadership team. In the past, you have spoken of an "atmosphere of fear" across the university. Can you explain how this climate of fear and intimidation can be dismantled, if your senior leadership team itself includes members who have themselves been complicit in fostering fear and turning a blind eye to racism, either by acts of omission or commission?

Answer:

I have spoken about a climate of fear. It is one of the most striking features of life at Queen's. There are issues within departments. There is conduct that needs attention and is problematic. There is a need to make changes to our culture so that everyone can come forward without fear and feeling valued. The Senior Leadership Team understands my values in taking on this role and I expect they will support me.

Question:

PICRDI specifies that a dedicated AVP Equity should be appointed who is a 'senior racialized academic'. Have we appointed someone to this role? If so, who is it? If not, who is responsible for implementing this recommendation?

Answer:

Stephanie Simpson was appointed to the role of AVP (Human Rights, Equity and Inclusion). The University administration made a conscious decision and determined this was a productive and practical appointment.

Note: There were UCARE members who continued to expressed concern that the position was not filled by a tenured faculty member, maintaining that the post should be held by someone with tenure, enabling that person to advocate more freely and effectively.

Question:

Is Queen's looking for a mapping tool (disclosure tool) that can be used for students and faculty so that we can address anti-racism issues?

Answer:

[from Stephanie Simpson] We have explored a mapping tool and had applied for a government grant to build one. Due to Covid 19, the process has been delayed. The Inclusion and Anti-Racism Advisor in the Human Rights and Equity Office has been exploring other partnership possibilities. Ann Tierney reported that the Admissions and Recruitment EDII Taskforce is working on building a self-identification process into the admissions process.

5. UCARE Sub-Council Update

Alana invited Deputy Provost Teri Shearer and AVP Human Rights, Equity and Inclusion Stephanie Simpson to quickly summarize the progress on the establishment of the UCARE Sub-Councils

Stephanie reminded the Council of the five Sub-Councils: Student Recruitment, Support and Success, Inclusive Community, Academic Curricular Diversity, Faculty and Staff Recruitment, Retention and Support and PICRDI Review.

She informed the committee that they are actively working on recruiting members for the sub-councils, including confirming the Leads. Teri decided that the Faculty and Staff Recruitment, Retention and Support Sub-Council terms of reference and members aligns with the Principal's Advisory Group on Employment Equity (PAGEE) and suggested instead of creating a new Sub-Council that the PAGEE become a Sub-Council of UCARE.

6. Director, Yellow House

Aba welcomed the new Director of the Yellow House, Deanna Fialho, to introduce her role and her process in developing the Yellow House priorities. Deanna provided her background and spoke to her passion of working with young people.

She has been in the role for approximately two months. During her time, she has had a wide range of stakeholder meetings. She has also met with the four clubs that are currently occupying the Yellow House. Her goal was to understand who the clubs are and what they are looking to accomplish.

She has also reviewed the PICRDI report and its recommendations in detail. One of her first priorities will be naming the Yellow House. There will be a formal consultation on the naming of the House.

She is preparing a session in October where she will pitch a mission and mandate for the Yellow House and have a brainstorming session on what the mission and mandate of the Yellow House is. There is a lot of planning underway and Deanna stressed the importance of working closely with the students on these planning processes.

7. Other Business

Kelly Zou informed the UCARE that she and other students involved in launching stolenbysmith had been

threatened with a lawsuit. Teri Shearer responded that the Senior Administration was aware of the legal action and was working with the affected students.

Next Public Meeting: October 20, 2020

Queen's University is situated on the territory of the Haudenosaunee & Anishinaabek

APPENDIX A

Good afternoon Principal Deane, Provost Green, and the UCARE committee,

We are addressing you today as members of the Social Healing and Reconciliatory Education (SHARE) research cluster, which is a cross-disciplinary, multi-institutional group of researchers who focus on social justice. We believe that a name change for Sir John A. Macdonald Hall is not only timely, but also the only ethical path forward for the Faculty of Law and for Queen's University.

First, expecting Indigenous students, faculty, staff, and community members to occupy a building commemorating an individual whose openly stated goal was to see their annihilation is a harmful microaggression. In addition to the tragic legacy of Residential schools, other actions we associate ourselves with through the name include:

- The creation of the Pass System in 1882;
- Forced school attendance 1884;
- Banning spiritual ceremonies in 1884;
- Clearing the plains through starvation throughout the 1880s;
- The public hanging of eight Cree leaders in 1885; and
- The hanging of Louis Riel the same year.

That these policies were part of an overarching goal to eliminate Indigenous Nations and expropriate Indigenous lands for the benefit of white settlers, and that these policies and actions constitute genocide, is detailed in the final reports of the TRC.

Second, Macdonald's racist views were not limited to Indigenous people. For example, he a) instituted the Chinese head tax through the *Chinese Immigration Act* (1885), and robbed people of Chinese heritage the right to vote through the *Electoral Franchise Act* (1885). The name of this building is therefore harmful to communities of colour as well as Indigenous communities.

Third, the ramifications of Macdonald's policies are not historical; they continue to impact those targeted to this day. Indigenous people, as well as other racialized people are not fully welcome at this institution as long as harm to them and their communities is acceptable in order to appease the majority.

Fourth, the continuation of this conversation is in itself harmful. For how long will Indigenous people in this institution be called upon to explain what Canadian genocide is and why it is wrong? Just as remembrances of other perpetrators of historic atrocities are falling around the world, Canada too must take responsibility for its history and acknowledge its own genocide and the perpetrators thereof.

Fifth, we are aware that some people feel that to change the name is to erase history. Rather, changes like this are a retelling of a more complete version of history that has been whitewashed in the past. We have ignored Macdonald's harmful legacy and the perspectives of his victims to perpetuate Canada's national mythology. Maintaining the name and ignoring that is what erases history.

Sixth, we have heard the argument that the past cannot be judged by the standards of today. First, leading scholarship shows that Macdonald's racist views stood out even in his time. We also wish to point out that we do and should judge the horrors of the past, including the Armenian genocide, the Holodomor, and the Holocaust, which happened less than 50 years after Macdonald's last term. This argument simply enables Canadian society to avoid the unsettling truth of Canadian history and the steps necessary toward meaningful reconciliation.

Seventh, we cannot abrogate our responsibility as a leading educational institution because of nostalgia. In light of this moment in time, fearing a loss in advancement dollars from donors who may be nostalgic for the past is to turn away students, staff, faculty, and alumni who are looking for Queen's University to be a leader. We see sports teams changing racist names due to public and financial pressure. We can surely be held to a higher standard than a football franchise.

Eighth, we recognize that the Faculty of Law has already started to make efforts to support reconciliation including changes to its visible culture, curriculum decolonization, and changes to student support and hiring practices. These initiatives are laudable, but they will be seen as hypocritical in light of the more pressing work that must come.

If, as Principal Deane states in the *Declaration of Commitment to Address Systemic Change* that was endorsed by all members of senior leadership, Queen's will "commit ourselves to addressing systemic racism through the critical examination of our own roles in its perpetuation and in the practices and policies that may support persistent inequities" then what we are calling for is necessary. Failure to change the name will announce loudly to Indigenous people and people of colour that standing against colonial genocide in brave and meaningful ways is simply not the priorities of this institution.

It is our understanding that soon Principal Deane will make a recommendation on whether the Law Building should be de-named to the Board of Trustees who will then make a final decision. To conclude our time, SHARE would like to ask you two questions:

- 1) If it is decided that Sir John A. MacDonald Hall will not be de-named, how do you plan to move forward in good faith with Indigenous and racialized folks?
- 2) Who do you believe are the stakeholders in this process? Which of those stakeholders will you choose to protect?

We support the move to rename the building after Patricia Monture if it is important to name it after a person. However, we also believe this is a Western convention. We therefore encourage the Faculty to take a decolonizing lens driven by local Anishinaabe and Haudenosaunee traditions to arrive at a new name for the building.

Sincerely,

SHARE