

## AGENDA

Provost and Vice-Principal (Academic)

<b>Meeting:</b>	<b>University Council on Anti-Racism and Equity (UCARE) – (Public Meeting)</b>	<b>Date &amp; Time:</b>	<b>October 20, 2020 4:30pm - 6:00pm</b>
<b>Platform/Location:</b>	<b>Zoom</b>		
<b>Co-Chairs:</b>	<b>Alana Butler and Aba Mortley</b>		
<b>Members:</b>	<ul style="list-style-type: none"> <li>• Alana Butler (Elected – Faculty, Faculty of Education)</li> <li>• Yolande Chan (ex Officio – Provost’s Delegate)</li> <li>• Laeeque Daneshmend (Elected – Faculty, Department of Mining Engineering)</li> <li>• Yolande Davidson (Elected – Alumna and Community Member)</li> <li>• Petra Fachinger (ex Officio – Chair of SEEC)</li> <li>• Janice Hill (ex Officio – AVP Indigenous Initiatives)</li> <li>• Fikir Haile (ex Officio – SGPS Equity &amp; Diversity Commissioner)</li> <li>• Lavonne Hood (ex Officio – University Ombudsperson)</li> <li>• Richelle Ignatius (Elected – AMS Student)</li> <li>• Adriana Lopez Villalobos (Elected – Staff, Queen’s Biological Station)</li> <li>• Kodiana Kolomitro (Elected – Faculty, Director of Education Development and Adjunct Professor with DBMS)</li> <li>• Aba Mortley (Elected – Alumna and Community Member)</li> <li>• Mona Rahman (Elected – Staff, Office of the Vice-Principal Research)</li> <li>• Angela Sahi (ex Officio – AMS Commissioner of Social Issues)</li> <li>• Teri Shearer (ex Officio – Principal’s Delegate)</li> <li>• Stephanie Simpson (ex Officio – AVP Human Rights, Equity and Inclusion)</li> <li>• Ann Tierney (ex Officio – Vice-Provost &amp; Dean Student Affairs)</li> <li>• Nathan Utioh (Elected – Staff, Residence Life)</li> <li>• Leena Yahia (Elected – SGPS Student)</li> </ul>		
<b>Guests:</b>	Jane Philpott, Ryan Carter, Alex Pederson, Amanda Kesek, Barb Lotan, Barbara Crow, Carole Morrison, Cathy Lemmon, Clarissa de Leon, Constance Adamson, Deanna Fialho, Desiree Fuller, Anita Jack-Davies, Evelyne Godfrey, Gemma McEachern, Hann Bathurst, Hassina Alizai, Kristin Moriah, Leah Wales, Lon Knox, Lori Garnier, Manny Daniel, Mark Green, Mark Richardson, Meg Ferriman, Monica Stewart, Nancy Sammon, Q Lethbridge, Raga Gopalakrishnan, Stefanie von Hlatky, Taylor MacPherson, Tia Lunn, Yolanda Bouka (Only ‘names’ from Zoom export are included)		
<b>Regrets:</b>	<ul style="list-style-type: none"> <li>• Adriana Lopez Villalobos (Elected – Staff, Queen’s Biological Station)</li> <li>• Osaru Omoruna (Elected – AMS Student)</li> </ul>		

### Discussion Item

Before the Meeting was called to order, Alana acknowledged Queen’s University’s presence on the traditional lands of the Haudenosaunee and Anishinaabe peoples.

#### 1. Welcome and Adoption of the Agenda

It was moved by Laeeque Daneshmend, seconded by Mona Rahman and agreed by all to adopt the Agenda as circulated.

#### 2. Approval of the Minutes of September 21, 2020

The Council discussed an omission from the minutes. Council members will send any omissions to the Secretary of the Council to be included. It was also stated that the September minutes did not accurately reflect the tone of the meeting. It was moved by Yolande Chan, seconded by Mona Rahman and agreed by all to approve the amended Minutes of September 21, 2020 as circulated.

### 3. Co-Chairs Remarks

Aba suggested moving this item to allow appropriate time for guest presentations.

### 4. Dean, Faculty of Health Sciences

Aba welcomed Dean Jane Philpott to the meeting and ask her to introduce herself and to give an update on her EDII work/vision.

Jane provide a brief history of her work background and her path to Queen's. Jane then spoke of the new Faculty of Health Sciences EDI Office as well as the Dean's Action Table on Equity, Diversity and Inclusion. The Dean's Action Table on Equity, Diversity and Inclusion (DAT-EDI) has a mandate to study, promote and advise on efforts to create and sustain a more equitable, diverse, inclusive, accessible, and culturally safe community for students, staff and faculty in the Faculty of Health Sciences (FHS). In doing so, the DAT-EDI will provide a means to identify and coordinate EDI activities and initiatives across the faculty.

Jane talked about the DAT-EDI seven working groups. These are: EDI Curriculum across the FHS, Research and EDI, Professional Development, Culture and Community, Outreach and Summer Programs, EDI for Admissions and Recruitment, Retention and Mentorship

She then mentioned the Faculty of Health Sciences Equity, Diversity and Inclusion Fund. The Fund has been set up to launch and develop governance, policies, and programming that promotes equity, diversity, and inclusion in five distinct areas in the Faculty of Health Sciences that require an examination from an EDI lens: Students, Curriculum, Research, Professional Development and Culture.

To end, Jane showed the Council a short video. The video can be found here: [FHS EDI Video](#)

Council members and guests expressed appreciation for the presentation.

### 5. Islamic History Month

Alana welcomed Mona Rahman and Chaplain Ryan Carter from CFB Borden to speak to Islamic History Month and more specifically Black Muslim experiences and contributions. Mona provided a bit of history about Muslims in Canada, and in particular spoke to the transformation of the Queen's Islamic Society into the Islamic Society of Kingston. She then spoke to upcoming events to celebrate Islamic History Month. More information can be found here: [Young, Black & Muslim: My Canadian Experience](#) . Mona also mentioned the Queen's University Muslim Student Association (QUMSA) event this weekend. Information can be found here: [Islamic Arts Heritage Event](#)

Chaplain Ryan Charter from CFB presented on the theme for this year, Honouring the Resilience and Achievements of Black Muslims. His presentation talked about the legacy of resistance and empowerment. He noted that black Muslims had an early presence in Canada. You can find his PowerPoint here:

[https://www.facebook.com/watch/live/?v=601622483874615&ref=watch\\_permalink](https://www.facebook.com/watch/live/?v=601622483874615&ref=watch_permalink)

Council members and guests expressed appreciation for the presentation.

### 6. Human Rights and Equity Office Annual Report

Stephanie summarized the 2019 HREO Annual report highlighting a few topics:

- The increased compliance in the employment equity process for faculty hiring
- Compliance requirements for the Accessibility for Ontarians Disability Act
- The launch of the Administrative DEAP Tool
- The launch of the HREO training catalogue, including new EDI training for student leaders as well as new anti-racism training.
- The Positive Space 20<sup>th</sup> year celebration
- The BIPOC faculty, staff and student gatherings

She stressed the need to drive further compliance with legislative and internal policy requirements as well as to address the PICRDI recommendations.

Laeque commented/asked: the report is very comprehensive in terms of data analysis and describing various initiatives but there is not much qualitative analysis or narrative regarding lived experiences and the institutional culture - in terms of change, or lack of change. Could this be added in future years? Laeque also remarked that many students have commented that they have not felt safe making reports of racism and asked what the HREO is doing to ensure that students know about HREO services and feel the office is a safe place to go.

Stephanie informed the Council that the HREO is aware of the concerns and that visibility is a persistent problem. The office is taking steps to address visibility through some of its planning and programming but conversations about where the barriers exist are ongoing. It is the hope of the HREO to be a place for students to feel safe, and we welcome advice on how to do that.

Evelyne Godfrey commented/asked: a lot of day-to-day racism is of course 'micro-aggression'. Is there a way people could report these incidents publicly but anonymously? On-line? I think it needs to be public, so that the people who do it learn how it can be very offensive, even though they don't mean it that way.

Stephanie informed the Council that the HREO continues to work on an anonymous tool to collect racist incidences on campus.

Yolande encouraged the HREO to work towards discussion with QUFA regarding promoting voluntary engagement with faculty training. She also suggested analysing more granular data in regards to the racialized/visible minority category, specifically, what are blacks experiencing at Queen's.

Stephanie committed to doing this in future.

Council members and guests expressed appreciation for the HREO's work and that safe spaces needed to be created for students to report on their experiences including with exit surveys.

## **7. Queens Black Faculty and Staff website launch**

Stephanie introduced Kristin Moriah to talk about the launch of the Queen's Black and Faculty Staff website. Kristin spoke about the history of the caucus as well as the work involved in the creation of the website. She provided examples in the chat about other similar groups and websites at McGill and Dalhousie.

<https://www.blackfacultycaucus.mcgill.ca/>

<https://www.dal.ca/sites/dbfc.html>

She also shared the new Queen's QBFSC website: <https://www.queensu.ca/qbfsc/>

Council members and guests shared their appreciation for this work.

## **8. UCARE Sub-Council Update**

Stephanie informed the Council that the sub-councils are starting to meet. The Inclusive Community sub-council met on October 19, 2020 and are beginning to manage their tasks. They are looking at what is complete and what is outstanding from the PICRDI recommendations in regards to Inclusive Community and will begin an inventory of EDII/anti-racism training offerings on campus .

Stephanie added that the Faculty and Staff Recruitment Working Group, formerly the Principal's Advisory Group on Employment Equity, will be releasing their employment equity goals for this year shortly. Teri added

that the other two groups are in the process of finalizing their Terms of Reference.

## 9. Q & A Period

Before the Q&A began, Aba and Alana gave a few community updates, mentioning:

- That the Law School building had recently been de-named (no longer “Sir John A. Macdonald Hall”)
- That the Principal and Development Studies faculty members had denounced a “no-knock” police raid in Ottawa that led to the death of the brother of a Queen’s student
- That Teri Shearer and Yolande Chan had attended a recent meeting of the Aboriginal Council of Queen’s University (ACQU) to report on the activities of UCARE; the Chairs are delighted that there is now a connection between UCARE and the ACQU

Laeque commented/asked: In the Principal’s statement of September 16 regarding COVID-19 and the Queen’s Code of Conduct, he indicated, in part, that students, whether living on or off campus, are expected to uphold public health directives – and that students whose behaviours ignore provincial and other applicable regulations will be referred for review under our Student Code of Conduct and will be subject to sanctions available under the Code, including expulsion from the university. I asked, at last month’s Senate meeting, if this meant that the Student Code of Conduct is now being interpreted to encompass other off campus behaviours that violate the Code, including acts of racism? The response from the Principal was ambivalent. Is this an issue that UCARE should take up?

Mark Green responded that the Student Code of Conduct is presently being examined for how it can best respond to issues of racism. The Co-Chairs were invited to make a presentation on the topic at the November 4 NAMSC meeting.

Leena asked: On accountability, how are the resources and investments made to support EDII at Queen’s being evaluated? How is the impact being measured beyond the numbers of colored folks hired and spaces dedicated? How are these people held accountable and what is being done to ensure that these positions are utilized for the purposes they were created for?

Mark Green acknowledged that there must be this level of accountability and responded that the administration sees UCARE as a key evaluation table for anti-racism activities, resources, and investments. Stephanie mentioned that the DEAP is also used by units as an accountability mechanism; the DEAP itself is currently being evaluated by Internal Audit for effectiveness.

Aba asked if anything further had been done about the AVP Equity role or about looking at another Deputy Provost position. Laeque commented that this was not about the kind of job Stephanie was doing but whether the AVP Equity was a tenured faculty member and, therefore, could freely and openly speak their mind and voice concerns. Yolande Chan commented that the AVP Equity was meant to work on nothing but systemic equity initiatives (e.g. not on human rights or other operational work) and that they needed to be highly placed and able to speak freely in order to stand up to the nastiness that comes with doing this work. Mark Green acknowledged the comments and said that he would explore the matter further.

Council members and guests shared appreciation of Teri, Stephanie, Laeque, and Yolande and the PICRDI. Participants expressed thanks to Q Lethbridge for providing sign interpretation.

## 10. Other Business/Adjournment

- There being no further business, the meeting was adjourned.

**Next Public Meeting: January 18, 2021**

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