In recent months, sustained efforts have been made to implement key recommendations from the Principal’s Implementation Committee on Racism, Diversity, and Inclusion (PICRDI) report and ensure that steps are taken to advance positive change across campus. The following outlines examples of new activities, or updates to current initiatives, since my previous PICRDI update to Senate on November 28, 2017.

**Expanded Outreach and Recruitment to Under-Represented Student Populations**

Undergraduate Admission and Recruitment has hired Curtis Carmichael (Artsci’16) as Queen’s first GTA-based undergraduate recruiter. Mr. Carmichael is a former football Gael and recipient of scholarships and national awards for academic excellence, athletics, and leadership.

Mr. Carmichael will focus on outreach to prospective students from diverse backgrounds with the goal of motivating them to apply to Queen’s. He will be advising students on admission policies and requirements, campus resources and services, and student life and financial assistance. He will also focus on building relationships with communities and organizations that serve and support students who may benefit from Queen’s new First-Generation Admission Policy.

Curtis has extensive experience in volunteering with low-income youth and marginalized adults at drop-in centres, and regularly speaks on topics such as education, race, privilege, and poverty. He is also the founder of Ride for Promise and cycled across Canada to raise money and awareness of institutional racism and the stigma of social housing.
Teaching Development Workshop Series

In winter 2018, the Centre for Teaching and Learning will host a series of workshops focused on creating positive learning environments for diverse student populations. The workshops will be based on popular sessions from the Centre for Teaching and Learning’s Teaching Development Day and topics will include:

- **“This classroom is for everyone”: Practical strategies for establishing inclusive learning environments.** Facilitated by Stephanie Simpson, Human Rights Office.

- **Aboriginal Cultural Awareness in the Classroom.** Facilitated by Laura Maracle, Four Directions Aboriginal Student Centre.

- **Trans-Inclusive Teach-In.** Facilitated by Kip Pegley, Dan School of Drama and Music; Eleanor Macdonald, Political Studies; Lee Airton, Faculty of Education and Trish Salah, Gender Studies.

Information on workshop dates and registration can be found on the Centre for Teaching and Learning’s [website](#).

New Student Impact Award

The Division of Student Affairs has established a new Equity, Diversity and Inclusion Impact Award. Nominations are open until February 11.

The new Equity, Diversity and Inclusion Impact Award will be presented annually to Queen’s students who have shown their commitment to the principles of equity, diversity and inclusion. The recipients will demonstrate contributions to furthering an understanding of the interplay and intersections among different identities on campus and their work will show that diversity strengthens the Queen’s community. The award builds on the division’s annual awards program that includes the Peer Leadership and Brian Yealland Community Leadership Awards.

To learn more, or to submit an online nomination for the Diversity and Inclusion Impact Award, please visit the [Student Affairs website](#).

Harassment and Discrimination Policy Working Group

A Working Group has been established to review the Senate Harassment/Discrimination Complaint Policy and Procedure. The objective of the Working Group is to review the Policy and Procedure in light of Bill 132, which resulted in the development of the Interim Workplace Harassment and Discrimination Policy and the Sexual Violence Policy.
working group will also evaluate the existing policy in the context of the current environment at the university and that of post-secondary education in general.

The University Secretary will chair the group and membership will include representation from the Equity Office, Ombudsman’s Office, Legal Counsel, the Office of the Provost, Student Affairs, the Senate Educational Equity Committee, AMS, SGPS, and two Faculty Senators.

The proposed working group will begin to meet in February 2018 with the goal of bringing changes to the policy to Senate for approval by the end of the 2018 calendar year. The review will include a thorough consultation process.

**Amendments to the Interim Workplace Harassment & Discrimination Complaints Procedure and Reporting Procedure**

As recommended by PICRDI, modifications have been made to the Interim Workplace Harassment & Discrimination Complaints Procedure and the Interim Workplace Harassment & Discrimination Information Reporting Procedure.

The complaints and reporting procedures now distinguish between disclosure and reporting to allow individuals to benefit from the confidential support services of the Ombudsman and Human Rights office without initiating a formal reporting process.

**DEAP Tool for Administrative Units**

Over the next twelve months, the Equity Office will be meeting with administrative units to complete the implementation of the DEAP Tool for Administrative Units. Originally developed for Faculties and Schools, the DEAP Tool will assist administrative units in:

- Understanding the demographic profile of their staff
- Assessing how inclusive the unit is
- Providing an opportunity to reflect on areas in need of improvement using the Diversity Score Card assessment template
- Supporting requests for resources for equity and diversity initiatives
- Developing an action plan and timeline to enhance inclusion

A wider roll-out of the DEAP tool was a recommendation of the Principal’s Implementation Committee on Racism, Diversity, and Inclusion (PICRDI) and was mentioned in the Truth and Reconciliation Commission Task Force final report. As of January 2018 over 50 academic and administrative units are using the DEAP Tool.
Alfie Pearce Centre for Racial Equity and Social Justice

The Deputy Provost (Academic Operations and Inclusion) met with stakeholder student groups on January 15 to continue discussions around the proposed space for the Alfie Pearce Centre for Racial Equity and Social Justice. Discussions are underway to ensure the identification of a suitable location that meets programming needs.

Staff Equity Process

The implementation of equitable hiring processes for staff is well underway. As previously reported, the Office of the Provost, Equity Office, and Human Resources have developed equity processes for staff recruitment. These processes will assist the university in meeting requirements under the Federal Contractors Program and help ensure members of equity seeking groups are not denied staff positions due to systemic barriers and unconscious biases that may unintentionally exclude individuals for reasons not related to ability or qualifications.

The pilot phase of this project is now complete. Starting in January 2018, the Equity Office is offering equity-training sessions, one for staff hiring committee members and one for staff employment equity representatives. Staff can register for trainings through the Equity Office website.

A re-evaluation of the rollout for this project will be conducted yearly to account for any unforeseen circumstances (both barriers and opportunities) and the implementation process will be adjusted accordingly.

Staff Recruitment Initiatives

To complement our staff employment equity initiatives, Human Resources has implemented a new partnership with a national job broadcast service called Equitek.

Equitek works with community organizations across the country who serve qualified job seekers from underrepresented groups across Canada. The partnership will assist units at Queen’s in generating qualified applicant pools of diverse candidates through a recruitment network of job counsellors, job coaches, and mentors located in community Employment Resource Centres.

University Council on Anti-Racism and Equity

Since Senate last met, the membership of the University Council on Anti-Racism and Equity (UCARE) has been finalized. The council includes broad representation from students, staff, faculty, administration, and alumni, with majority representation from racialized groups.
The council will play an important role in coordinating, reviewing, and reporting on the progress of university-wide initiatives to address racism and promote diversity and inclusion at Queen’s. In particular, the council will monitor the implementation of the PICRDI report, as well as progress of other anti-racism and equity initiatives. The council will also make recommendations regarding persistent obstacles to progress on diversity and inclusion initiatives, including those related to resources, organizational structures, policies, protocols, and processes faced by racialized students, staff, and faculty.

The council will hold its first meeting on January 29. Faculty, staff and students are welcome to attend UCARE meetings as guests.

2018 Isabel Bader Centre Human Rights Arts Festival

The Isabel Bader Centre for the Performing Arts has announced its lineup for the 2018 Isabel Human Rights Arts Festival. The festival offers a wide range of concerts, screenings, and exhibitions from diverse artists to help promote awareness, participation, and action around issues related to oppression and human rights.

Programming for the 2018 festival features Art of Time Ensemble’s A SINGER MUST DIE - The Words & Music of Leonard Cohen; Queer Songbook Orchestra’s SONGS OF RESILIENCE; and CBC RADIO IDEAS’ SIR JOHN A. MACDONALD ON TRIAL in collaboration with Queen’s Faculty of Arts and Science.

Susan Lord and Dorit Naaman of Queen’s Film and Media have curated a human rights film series entitled FLIP THE SCRIPT — WOMEN, CAMERAS, AND JUSTICE. Films to be screened include: THE JUDGE (Palestine/USA), THE HUNTING GROUND (USA), AN EVENING OF INDIGENOUS SHORT FILMS (Canada) including Nucca (Take), Nimmikaage, Savage, and Indictment: The Crimes of Shelly Chartier, and MARLINA THE MURDERER IN FOUR ACTS (Indonesia/France/Malaysia/Thailand).

Student programming includes Queen’s Arts and Science Undergraduate Society’s VOICES - A Multimedia Exhibition, and Queen’s African Caribbean Students’ Association’s Culture Show 2018: PROJECT AFRO-ODYSSEY. The Festival concludes with H’art Centre’s A GIFT FROM MARTADELLA with over forty remarkable local performers, most with developmental disabilities, in spirited celebratory performances that showcase their talents as actors, musicians, and visual artists.

Further information is available on the IBCPA website.