MINUTES

Meeting:	University Council on Anti-Racism and Equity (UCARE) – (Public Meeting)	Date & Time:	March 6, 2023 4:00pm – 5:30pm
Platform/Location:	TEAMS		
Chair:	Stephanie Simpson and Safiah Chowdury		
Members:	• Muhammad Ahsan (Observer - EDI Manager, City of Kingston) • Yunyi Chen (Elected – Staff) • Safiah Chowdury (Elected – Alumna and Community Member) • Bittu George (Elected – Alumna and Community Member) • Janice Hill (ex Officio – AVP Indigenous Initiatives) • Lavonne Hood (ex Officio – University Ombudsperson)	• Jane Mao (ex Officio – SGPS Equity & Diversity Commissioner) • Nick Mosey (ex Officio – Principal's Delegate) • Teri Shearer (ex Officio – Provost) • Kai Siallagan (Elected – AMS Student) • Stephanie Simpson (ex Officio – AVP Human Rights, Equity and Inclusion) • Ann Tierney (ex Officio – Vice-Provost & Dean Student Affairs) • Supriya Venigalla (Elected – Staff) • Shobhana Xavier (Elected – Faculty)	
Invited Guests	• John Pierce, Vice-Provost (Teaching and Learning) • Corinna Fitzgerald, Assistant Dean (Student Life and Learning)	• Aba Mortley, City of Kingston, Anti-Racism Working Group	
Additional Guests	• Carolyn Prouse • Christine Keli • Dale Lackeyram • Kel Martin	• Mona Rahman • Tracy Russell • Vanessa Yzaguirre • Viet Tran	
Regrets	• Laeeque Daneshmend (Elected – Faculty) • Dreyden George (ex Officio – AMS Commissioner of Social Issues) • Rogney Piedra Arencibia (Elected – International Student)	• VACANT (ex Officio – Chair of SEEC) • Kayla Melborne (Elected – SGPS Student) • Kavah Mousavand (Elected – Staff) • Asha Varadharajan (Elected – Faculty)	

Discussion Item

Before the Meeting was called to order, Stephanie 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 Mohammad Ahsan seconded by Yunyi Chen and agreed by all to adopt the Agenda as circulated.

2. Approval of the Minutes of Jan 9, 2023
It was moved by Nick Mosey seconded by Teri Shearer and agreed by all to approve the Minutes of January 9, 2023.

3. Chairs Remarks
Safiah welcomed UCARE members and community guests. Safiah also thanked the UCARE invited guests, John Pierce, Aba Mortley and Corinna Fitzgerald.

Stephanie provided the following Chair's updates:

Employee Engagement Survey/Implementation Group

The HREO and HR continue to work on the Employee Engagement Survey results and implementation. A new working group has been constituted to review the results and operationalize a plan to take action and to address gaps and weaknesses. The first order of business for this group is to provide a summary report for the Queen's community.

PICRDI report

Queen's Internal Risk and Audit has prepared a report for the Provost's Office that outlines the status of the PICRDI recommendations. The Provost Office plans to post this report publicly along with an institutional response. The UCARE will review the report in the Fall.

Teri added that the report prepared by Internal Risk and Audit is a great accountability mechanism. It demonstrates the vast amount of work that has been done over the past five years but also highlights the gaps and revisions to recommendations that may have occurred as well.

4. **City of Kingston Anti-Racism Working (ARWG) Group**

Safiah invited Muhammad and Aba to provide an update on the City of Kingston Anti-Racism Working Group.

Muhammad provided a brief history of how and why the ARWG was formed. The City of Kingston is not immune to the longstanding and growing incidence of racial profiling, increase in hate crimes, and disturbing manifestations of white supremacy, which are all rooted in the detrimental effects of systemic racism. A virtual town hall was held in the City which further highlighted that systemic racism is affecting members of our community. There have also been incidents at various local businesses and social media platforms revealing that racism and discrimination remain a problem within the Kingston community.

In July 2020, the City Council endorsed the City's participation in the establishment of an Anti-Racism Community Working group. This Group works with the CAO's office so that it can have the reach and authority required to help facilitate advancing equity and inclusion, improving access to justice, the introduction of educational programs about systemic racism, advocating for change and making sure that systemic racism barriers are eliminated. This Group is comprised of equity deserving group members only. This Group developed the terms of reference for the ARWG.

The ARWG mandate will focus on:

- Guiding the development of an antiracism framework
- Becoming the counsel for local partners on matters relating to systemic racism and how to become more inclusive
- Establishing a mechanism for holding local partners accountable for racial discrimination incidents happening in our community

And the primary activities will be to:

- Identify and support the implementation of measures and mechanisms to address systemic and overt racism, and advance strategies to confront, and challenge racism in its various forms, while also developing and overseeing strategies for greater inclusion of all residents (particularly BIPOC); alongside institutional partners,
- Take a holistic approach to confront overt, systemic, and institutional racism in Kingston, leading to improved outcomes for BIPOC community members in the areas of health, education, employment, and economic status, and to address racial inequities evident in our healthcare, education, social services, policing, criminal justice, and penal systems among others,

- Develop strategies to help reduce incidents of other forms of racism taking place in our community i.e., individual racism, vandalism that is rooted in racism, workplace, social media platforms, etc.
- Identify mechanisms and lifelines for gathering existing, and/or conducting new research and tools that enable the collection of disaggregated race-based data to better understand the scope of racism in the community.
- Account for the varied experiences of BIPOC community members using an intersectional analysis,
- Advance a community understanding of how systemic and overt racism contribute to disproportionate levels of poverty amongst BIPOC communities.

Aba stressed the importance of this work in Kingston. These issues need to be addressed and the Working Group is a great start to implement change. This Group will action out timelines and make sure we are implementing change.

Stephanie thanked both Aba and Muhammad for their incredible work. She then asked them if there are a couple of priority issues that people would like to work on right away. Aba explained that there is a document detailing hateful incidents that needs to be addressed. Many hateful incidences are not considered a crime, from a police standpoint, but there needs to be acknowledgment and recognition. These are real issues and the community needs to know how to report these incidences and where to go for support. The Group will discuss safer spaces for individuals to discuss the issues as well as the need for accountability.

Muhammad added that the City of Kingston is working on a community standard bylaw. This would allow bylaw officers to ticket people that cannot be held accountable by the police. It would include any sort of hate, including social media.

Mona asked what strategies the City has to: raise awareness of the importance of documenting these hate incidences, collect the incident data and make people feel comfortable enough to report?

Muhammad stated that Kingston Immigration Partnership will collect the data for now, but as soon as the bylaw is approved, the communication plan will roll out. Communications will use all city channels and will connect back to the ARWG. We will also go to different community events and additional forums to empower and educate people about this initiative.

Safiah thanked both Aba and Muhammad for attending

5. **Racism, Oppression and Resistance Timeline**
Stephanie asked members if they had a chance to review the timeline that was linked in the Agenda. She noted that this was a PICRDI recommendation and that the timeline only captures historical moments, not every single incident. The timeline was also reviewed by the Inclusive Community UCARE Sub-Council and is still a work in progress. We are hoping for a final product that is dynamic and interactive. She asked members to send any additional feedback to jjc@queensu.ca

6. Scarborough Charter

Stephanie provided an overview of the university scan that the Scarborough Charter Working Groups did over the Summer 2022 outlining emerging strengths and areas of focus.

Community Representation and Inclusion

Emerging Strengths
- Dedicated, established inclusion office
- Strategies for diversifying governance representation
- Established systems to collect disaggregated data
- Student and employee climate surveys
- Review of CSES and university hate/bias response

Areas of Focus
- Assess levels of community support
- Training (build and evaluate)
- Targeted recruitment strategies; skilled hiring committee representation
- Develop plans for retention

Research

Emerging Strengths
- Black pre-doctoral program*
- Newly launched Black Studies at Queen's program
- Queen's National Scholar Chair in Black Studies –Dr. Daniel McNeil
- CRC Tier I –Dr. Katherine McKittrick
- CRC Tier II –Dr. Grace Adeniyi-Ogunyankin
- Distinguished Professor –Dr. Vanessa Thompson

Areas of Focus
- Interdisciplinarity
- Liveability
- Mentorship
- Funding
- Involve more Black staff
- Create "porous space"

Teaching, Learning and Student Success

Emerging Strengths
- Dedicated admissions pathways for Black students*
- Dedicated admissions awards for Black students
- Dedicated Black student wellness supports
- Academic mentorship programs for Black students*

select Faculties

Areas of Focus
- Building community and sense of belonging
- Tracking outcomes and experiences
- Supporting engagement and success
- Promoting Black expertise and histories in curriculum

Community Engagement

Emerging Strengths
- Established Black Alumni Chapter and mentorship program
- Division of Student Affairs -Student Ambassador Program
- Academic outreach programs for local Black grade-schoolers*

select Faculties

Areas of Focus
- Develop framework for community collaboration and partnership
- Representation at community events
- Build connections with potential students

She stated that the next step is community engagement. In the Spring and Fall 2023 we will work closely with community members, look for opportunities for respectful and reciprocal engagement.

7. UCARE Sub-Council Leads updates

Stephanie provided an update to the Council on the progress of the Faculty and Staff Recruitment, Retention and Support UCARE Sub-Council Report and the Inclusive Community Sub-Council Report referring to the reports that were attached to the Agenda.

Stephanie asked John to speak to the Academic and Curricular Diversity UCARE Sub-Council progress. John provided the Council with an update on the progress of the Sub-Council referring to the revisions to the degree level expectation. He noted that these expectations are established by the Ontario Ministry and are part of the Quality Assurance Program at Queen's. Every existing and new Program at Queen's will need to go through the Quality Assurance process.

Members asked what the reception has been like. John noted that the initial suggestion by the UCARE sub-council was more radical than what has been implemented. It has been quite a long battle and took over a year to get through Senate. The resistance is getting less but there still needs to be strong arguments. It is important to speak with the Heads of academic units as well as the Associate Deans in the Faculty Office and the Human Rights and Equity Office.

Stephanie asked Corinna to speak to the Student Recruitment, Support and Success UCARE Sub-Council progress. Corinna provided the Council with an update on the progress of the Sub-Council. Corinna also mentioned that going forward there may be some overlap with the Scarborough Charter Working Group.

The group has met two times thus far in the 2022-23 academic year, discussing several topics related to the scope of the sub council:
- An update on the Financial Aid Review, overview of the recommendations from the Undergraduate Admissions and Recruitment Task Force
- Overview of the Queen's Undergraduate and Recruitment Access & Inclusion Program, including the First-Generation Admissions Pathway and the Equity Ambassadors Program
- An update from Graduate Studies, highlighting their commitment to enhancing diversity in graduate education, and an overview of a pilot program aiming to encourage Indigenous undergraduate students to consider Graduate Studies as a future pathway.
- Faculty of Health Sciences Equity, Diversity and Inclusion Program manager was invited to share about their new initiative 'The Nest', developed in the School of Medicine building as a space for furthering the QHS EDIIA initiatives.
- An update from the Director of Yellow House Centre for Equity and Inclusion on current activities, programming and resources that is available to QTBIPOC students, not only within their centre, but through various other collaborations and resources across campus.

Corinna then talked about the future work of the Sub-Council:
- Presentation on the Shift Project
- Compensation policy for BIPOC students
- Review and finalize lead report for approval by sub-council
- Role of the work of this committee and how it intersects with ongoing work related to the Scarborough Charter

8. Q & A Period

Stephanie asked if anyone had any questions for the Council.

Ann provided the following updates:

- The recently opened Albert Street student residence has been named Endaayaan – Tkanónsote, which translates to "home" in both the Anishinaabemowin (Ojibway) and Kanyen'kéha (Mohawk) languages.   Pronounced *end-ah-yawn – t-gaw-noon-so-day,* the name was developed over several months of consultation with Indigenous students, staff networks, faculty and language specialists, and was approved by the Board of Trustees last week. This is a significant step in our collective work to advance reconciliation; it is the first Indigenous-named building on our campus.
- The Queen's University WUSC Local Committee received the Outstanding Contribution to the Student Refugee Program award.

Mona provided information on the Give 30 campaign launch, raising funds for Partners in Mission Food Bank launching for Ramadan and also Queen's University Muslim Inclusivity Network (QUMIN) is now an official ERG.

Stephanie also mentioned the Tri-Council Agency has recently announced new funding exclusively for eligible Black students. This year, Queen's has earmarked the following Undergraduate Student Research Awards (USRAs) for Black students: **TWO** SSHRCs (Social Sciences and Humanities), **ONE** CIHR (Health Research), **UNLIMITED** NSERCs (Natural Sciences and Engineering)

As application deadlines are coming up fast (end of March, beginning of April), students are encouraged to determine their eligibility and contact potential supervisors as soon as possible

8. **Other Business**

Stephanie asked the Council and community members if there was any additional business.

Stephanie also reminded the Council that the next meeting will be in October 2023.

Stephanie thanked members for their participation on the Council, particularly those whose terms may be ending.

The meeting was adjourned at 5:35

Next Public Meeting: November 6, 2023

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