

UNIVERSITY COUNCIL ON ANTI-RACISM AND EQUITY (UCARE) ANNUAL REPORT

JULY 1, 2022 TO JUNE 30, 2023

MANDATE:

Reporting to the Principal, the University Council on Anti-Racism and Equity (UCARE) was established in 2017 in response to a recommendation of the Principal's Implementation Committee on Racism, Diversity, and Inclusion (PICRDI). UCARE is responsible for coordinating, reviewing, and reporting on the progress of sustained university-wide initiatives to address racism and to promote diversity and inclusion at Queen's. The UCARE will help shape the vision and strategy of the university.

UCARE will:

1. Promote and support efforts of the university that foster a diverse, inclusive campus community.
2. Monitor the implementation of the PICRDI Final Report.
3. Monitor progress of anti-racism and equity initiatives.
4. Identify and make recommendations regarding persistent obstacles to progress on diversity and inclusion, including those related to resources, organizational structures, policies, protocols, and processes faced by racialized students, staff, and faculty. This will include, but not be limited to, factors associated with attraction and retention of racialized students, staff, and faculty.
5. Coordinate and facilitate synergies amongst complementary initiatives within the university and identify opportunities for collaboration external to the university.
6. Establish sub-councils as may be determined appropriate by UCARE.
7. Coordinate ongoing communication with the wider Queen's Community.
8. Prepare an annual report of its activities, to be submitted for information to the Senate, the Board of Trustees and to the wider Queen's Community.

MEMBERSHIP

The July 2022 to June 2023 UCARE membership included:

Affiliation	Name	Term End Date
Principal's Delegate	Teri Shearer	Ex Officio
Provost & VP (Academic) Delegate	Nick Mosey	Ex Officio
AVP (Human Rights, Equity & Inclusion)	Stephanie Simpson	Ex Officio
AVP (Indigenous Initiatives)	Janice Hill	Ex Officio
Vice-Provost & Dean (Student Affairs)	Ann Tierney	Ex Officio
Chair, Senate Educational Equity	Jana Raver	Ex Officio
University Ombudsperson	Lavonne Hood	Ex Officio
SGPS Equity & Diversity Commissioner	Jane Mao	April 30, 2023
Alumni/Community	Safiah Chowdhury	Aug 31, 2025
Alumni/Community	Bittu George	Aug 31, 2024
AMS Student	Kai Saillagan	Aug 31, 2024
Faculty	Asha Varadharajan	Aug 31, 2023
Faculty	Laeque Daneshmend	Aug 31, 2023
Faculty	Shobhana Xavier	Aug 31, 2023
International Student	Rogney Piedra Arencibia	Aug 31, 2024
Staff	Supriya Venigalla	Aug 31, 2024
Staff	Yunyi Chen	Aug 31, 2024
Staff	Kaveh Mousavand	Aug 31, 2023
SGPS Student	Kayla Melborne	Aug 31, 2023

ACTIVITIES

From July 2022 to June 2023, UCARE held three public meetings. Over this period, UCARE discussed and advised on the following items:

INSIGHT REPORTING UPDATE

Stephanie Simpson provided an update on the In-Sight Reporting. Stephanie informed the Council that the Human Rights and Equity Office (HREO) was in the process of compiling the first In-Sight report 2021-2022. The In-Sight Tool was launched last fall alongside the new Harassment and Discrimination policy. It is meant to provide people with an anonymous platform, where they can report harassment and discrimination. Stephanie then provided the following statistics:

- Since the launch of the Tool there have been 38 submissions, 51% reported by students, 34% reported by staff.
- Location (45% on campus, 32% online, 24% off campus).
- Behaviors (majority persistent unwanted comments and microaggressions, almost 40%). Other behaviours high verbal abuse, denial of opportunity, office jokes, intimidation/threats, and failure to accommodate).
- Grounds (majority were race, disability, age, sex).

The HREO also continues to work on ways of marketing the tool.

UPDATE FROM THE YELLOW HOUSE

Deanna Fialho, Yellow House Director, provided an update on the new staff positions at the Yellow House. More information regarding the staff can be found on the Yellow House website here: [Meet the Team](#). Deanna then talked about the new programming and ask members to review the programming page on the Yellow House website here: [2022/2023 Programming](#). She spoke to the goals of the Yellow House and emphasized the importance of engaging with students and other partners at the university like Four Directions and Student Wellness Services.

Deanna then talked about the Scarborough Charter and the Yellow House's working vision for Black flourishing. She stated that the Yellow House is a central hub for student-facing resources and initiatives that enable the just and fulsome realization of human potential and thriving for Black students at Queen's. Yellow House plays a pivotal role across the University to redress anti-Black racism through sustainable programs that seek to remove structural barriers to equity, inclusion and social justice with full recognition of intersectional identities. She then encouraged all in attendance to follow the Yellow House on socials and help spread the word.

UCARE SUB-COUNCIL LEADS REPORTS

Stephanie Simpson provided an update on the Faculty and Staff Recruitment, Retention and Support (FSRRS) UCARE Sub-Council and the Inclusive Community UCARE Sub-Council:

- The FSRRS Sub-Council has finalized the University's Employment Equity Action Plan, and it is posted here: [Employment Equity Plan](#). In addition, the Employment Equity Forum will be May 8, 2023.
- Inclusive Community: In addition to the PICRDI recommendations, this Sub-Council will also act as a sounding board to the Organizational Culture working group from the Principal's Strategy. This Sub-Council is working on the following:
 - Inclusive Culture Policy – draft policy in development and will be presented to SLT
 - Employee Engagement Survey results
 - Recommendations for I-EDIAA statements on faculty and staff websites
 - Reviewing Queen's Racism Timeline

John Pierce, Vice-Provost (Teaching and Learning) and Corrina Fitzgerald, Vice-Dean (Student Affairs) provided updates on the Academic and Curricular Diversity UCARE Sub-Council and the Student Recruitment, Support and Success UCARE Sub-Council. John provided the Council with an update on 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.

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 met two times 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.

QUEEN'S UNIVERSITY MUSLIM INCLUSION NETWORK

Mona Rahman provided an update to UCARE on the Queen's University Muslim Inclusion Network (QUMIN). QUMIN is a diverse group of Muslim faculty and staff, inclusive of Teaching Assistants and Student employees, working to establish a network of fellow community members who feel inspired by, or a sense of belonging to the faith of Islam. First and foremost, it is a safe space for those who identify as Muslim on campus to support one another through building and strengthening of connections within the community. QUMIN has had two meetings so far and their first in-person social was in September. They will be meeting the third Friday of every month. The network will be discussing the possibility of becoming an Employee Resource Group (ERG).

QUEEN'S CAREER GATEWAY PROGRAM

Supriya Venigalla provided an update to the Council on the Queen's Career Gateway Program. Supriya mentioned that many newcomers, especially refugees, are experiencing barriers in their efforts to securing employment, such things as language barriers, networking, anxiety and securing child-care. The Program is the first of its kind in Canada. It is designed to create employment pathways for equity deserving persons within the Kingston community. The Program helps and contributes to removing barriers to employment at Queens, increases diversity at Queens, demonstrates leadership in I-EDIAA and increases Queens's social impact through community partnership. The Program is sponsored by many units across Queen's as well as community connections. The Program also aligns with many I-EDIAA Goals at Queen's such as: UN goals 8 and 17, the DEAP Tool goals, the PICRDI recommendations, the Scarborough Charter, the Federal Contractor's Program, the Workplace Inclusion Charter and the Queen's Employment Equity Plan.

The three-year pilot finished Year 1 in August 2022. The Program was piloted with Custodial Support Services and participants were hired as casual cleaners to work up to 19.5 hours per week with paid release time to attend English language training with the Queen's School of English. There were 10 participants of varying backgrounds, nationalities, ages, and English language levels. There were seven participants who completed the program successfully and obtained term or continuing positions at Queen's.

The English language training spanned 12 months and included three modules (fall, winter, and summer), 14 weeks per module, and five hours of sessions per week. Topics included how to communicate professionally, how to communicate with colleagues and managers, academic English, and working in teams.

Supriya emphasized the following success factors: funding, ability of instructor, dedicated HR support, union support, project management support and regular consistent space.

The next cohort will begin at the end of January and will be expanding into cleaners in Residences. Supriya is also working with the current successful participants on developing a newcomer Employee Resource Group (ERG). Once a participant graduates from the Program, they can join the ERG.

GLOBAL ENGAGEMENT STRATEGIC PLAN

Sandra den Otter, Vice-Provost (Global Engagement), provided an update on the Global Engagement Strategic Plan. Sandra provided a brief history of the Plan. She mentioned that they have already met with many groups across campus and will be soliciting feedback from the Queen's community and beyond by the end of the Semester.

Sandra then talked about the Principles for Global engagement, highlighting the following: inclusive excellence, global impact, I-EDIAA, sustainability and stewardship, mutually beneficial partnerships, collaboration, and inter-disciplinarily.

Sandra then talked about the following six objectives:

1. Embed Queen's in the global community through mutually beneficial partnerships to co-create a better city, region and world.
2. Cultivate critical and innovative thinkers equipped and committed to creating a more inclusive and sustainable university.
3. Create and mobilize knowledge and research.
4. Develop a campus environment that is inclusive of international students, faculty, and staff.
5. Enhance the university – wide collaboration on a capacity for global engagement.
6. Advance Queen's profile by telling our story globally.

The overarching initiatives for I-EDIAA are:

- Implementing values-based regional partnership strategy emphasizing mutually beneficial engagement with the Global South.
- Building connections with local communities to advance global engagement.
- Creating a diverse campus community by increasing the diversity of and supports for international students, post-doctoral fellows, faculty members, and staff.

Objective One: Global Teaching and Learning

- Implementing degree level expectations for global learning, developed with an emphasis on I-EDIAA.
- Collecting demographic data on participation in global learning opportunities.
- Reaching under-represented groups, understanding barriers to participation experienced by racialized students.
- Expanding financial and other supports for under-represented students in global

engagement.

- Developing new programming with decolonized and Indigenous approaches to global teaching and learning.
- Implementing Decolonizing Global engagement pre-departure module for all mobility programming.

Objective Two: Creating an Inclusive Campus Environment

- Increasing participation of international students and post-doctoral fellows in Campus Climate Survey and implementing Student Barometer.
- Exploring mechanisms for creating a more inclusive campus and experience for international students, post docs, faculty members, and staff.

Objective Three: Communities of Practice:

- Create communities of practice to develop and implement the strategy's objectives throughout its five-year timeframe.

Sandra mentioned that the draft would be available for comment in early February. They are also happy to meet one-on-one or by sending feedback to vp.international@queensu.ca.

CAMPUS SECURITY REVIEW

Kim Murphy, Executive Director, Risk and Safety Services, provided a brief history of the Review. Two external reviewers, Barbara Perry and Irfan Chaudhry, who brought extensive experience in the areas of I-EDIAA and hate crimes, performed the Review. The Review began in the Spring of 2021. The Reviewers were asked to evaluate formal and informal CSES processes related to the departments' response to incidents that involved or targeted under-represented communities on campus. The scope of the review was to focus on campus security response and areas of improvement. Kim mentioned that they expected the recommendations to be much broader than Campus Security, but there are also specific recommendations for Campus Security.

From the Reviewers analysis of the information, they identified eight themes and provided 27 recommendations in total. The eight themes were Awareness, Communication, Presence/Visibility, Trust, Response/Follow-up/Support, Reporting/Documenting, Recruitment/Hiring and Training.

Kim then informed the Council that in response to the recommendations, a Hate Crime Review Steering Committee was established and has been meeting since May 2022. The Committee members represent a wide range of units from across the university. As of October 2022, the Committee has reviewed 11 of the 27 recommendations in detail. The Committee is working on identifying desired outcomes and developing a progress report. The Committee continues to reach out to various groups across campus to get feedback as well. A number of these meetings have helped guide the work they are doing now.

CITY OF KINGSTON ANTI-RACISM WORKING GROUP

Muhammad Ahsan, Equity, Diversity & Inclusion Manager, City of Kingston, 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 (ARWG). 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 anti-racism 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.

RACISM, OPPRESSION AND RESISTANCE TIMELINE

The UCARE reviewed the [Racism, Oppression and Resistance Timeline](#). The timeline was also reviewed by the Inclusive Community UCARE Sub-Council and is still a work in progress. The goal is for the final product to be dynamic and interactive.

SCARBOROUGH CHARTER

Stephanie Simpson 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

Areas of Focus

- Interdisciplinarity
- Liveability
- Mentorship
- Funding
- Involve more Black staff
- Create “porous space”

- Distinguished Professor – Dr. Vanessa Thompson

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 Fall and Winter 2023 we will work closely with community members, look for opportunities for respectful and reciprocal engagement.

FUTURE ACTIONS

In the coming year, UCARE will focus attention on several action items including:

- Continued monitoring of the implementation of the *PICRDI Report* recommendations through the UCARE sub-councils.
- Continuing to hold the university accountable in addressing institutional racism.
- Supporting the annual activities of the student clubs housed in the Yellow House.
- Seeking opportunities to provide input on projects that advance the culture of anti-racism, equity, inclusion, and human rights on campus.