

## MINUTES

Vice-Principal (Culture, Equity and Inclusion)

<b>Meeting:</b>	<b>University Council on Anti-Racism and Equity (UCARE) – (Public Meeting)</b>	<b>Date &amp; Time:</b>	<b>January 8, 2024 4:00-5:30pm</b>
<b>Platform/Location:</b>	<b>TEAMS</b>		
<b>Chair:</b>	<b>Stephanie Simpson and Safiah Chowdury</b>		
<b>Members:</b>	<ul style="list-style-type: none"> <li>• Yvette Baninla (Elected – Staff)</li> <li>• Yunyi Chen (Elected – Staff)</li> <li>• Safiah Chowdury (Elected – Alumna and Community Member)</li> <li>• Kesha Fevier (Elected – Faculty)</li> <li>• Bittu George (Elected – Alumna and Community Member)</li> <li>• Lavonne Hood (ex Officio – AVP Human Rights, Equity and Inclusion)</li> </ul>	<ul style="list-style-type: none"> <li>• Mala Joneja (Elected – Faculty)</li> <li>• Kai Siallagan (Elected – AMS Student)</li> <li>• Nasser Saleh (Elected – Faculty)</li> <li>• Teri Shearer (ex Officio – Principal’s Delegate)</li> <li>• Stephanie Simpson (ex Officio – VPCEI)</li> <li>• Heather Trojek (ex Officio – University Ombudsperson)</li> <li>• Kate Zucconi (Elected – SGPS Student)</li> </ul>	
<b>Invited Guests</b>	<ul style="list-style-type: none"> <li>• Kandice Baptiste, Senior Director, Student Equity, Inclusion and Belonging</li> <li>• Corinna Fitzgerald, Associate Vice-Provost (Student Life and Learning)</li> </ul>	<ul style="list-style-type: none"> <li>• Taryn McKenna, Student Inclusion and Engagement Coordinator</li> </ul>	
<b>Additional Guests</b>	<ul style="list-style-type: none"> <li>• Jamie Ber</li> <li>• Erin Burns</li> <li>• Jenny Corlett</li> <li>• Yasmine Djerbal</li> <li>• Amanda Fawley</li> <li>• Deanna Fialho</li> <li>• Stacey Garwood</li> <li>• Dale Lackeyram</li> <li>• Guita Lamsechi</li> </ul>	<ul style="list-style-type: none"> <li>• Barbara Lotan</li> <li>• Jermaine Marshall</li> <li>• Vanessa McCourt</li> <li>• Mary Olmstead</li> <li>• Alexander Pederson</li> <li>• Nancy Sammon</li> <li>• Darius Sookram</li> <li>• Alexander Tait</li> <li>• Lavie Williams</li> </ul>	
<b>Regrets</b>	<ul style="list-style-type: none"> <li>• Jane Chin (ex Officio – Chair of SEEC)</li> <li>• Matthew Evans (ex Officio – Provost)</li> <li>• Jan Hill (ex Officio – AVP Indigenous Initiatives)</li> <li>• Vanessa Mensah (Observer - EDI Manager, City of Kingston)</li> <li>• Ruth Osunde (ex Officio – AMS Commissioner of Social Issues)</li> </ul>	<ul style="list-style-type: none"> <li>• Roney Piedra Arencibia (Elected – International Student)</li> <li>• Sangeetha Saravanan (ex Officio – SGPS Equity &amp; Diversity Commissioner)</li> <li>• Ann Tierney (ex Officio – Vice-Provost &amp; Dean Student Affairs)</li> <li>• Supriya Venigalla (Elected – Staff)</li> </ul>	
<b>Discussion Item</b>			
Before the Meeting was called to order, Stephanie acknowledged Queen’s University’s presence on the traditional lands of the Haudenosaunee and Anishinaabe peoples.			
<b>1. Welcome and Adoption of the Agenda</b> It was agreed by all to adopt the Agenda as circulated.			
<b>2. Approval of the Minutes of November 20, 2023</b> It was moved by Kai seconded by Kate and agreed by all to approve the Minutes of November 20, 2023.			
<b>3. Chairs Remarks</b> Safiah welcomed UCARE members and community guests.			

Stephanie reminded the Council of a few important dates in January: January 15<sup>th</sup> is Martin Luther King Jr. day, January 27<sup>th</sup> is International Holocaust Remembrance Day, January 29<sup>th</sup> is the National Day of Remembrance and Action Against Islamophobia. Stephanie then asked Council members and guests to add any upcoming events in chat.

#### 4. **Anti-Hate Advisory Group (QUAHAG)**

Stephanie informed the Council of the new anti-hate advisory group that will be formed out the Office of the VPCEI. The impetus for the formation of this group came in the Fall after the brutal attack on a gender studies class at the University of Waterloo in the Summer.

This Group is meant to provide guidance to the University Administration on effective approaches to hate prevention and response, in consultation with communities targeted by hate.

The Group will be informed by literature/research, legal parameters and policies and practices on campus.

The Group will be made up of university staff, students and faculty, university service providers and senior leaders, and representation from the City of Kingston. The Group will strive to reflect the diversity of the university community, with particular attention to groups statistically most targeted by hate activity including ethnoracial, religious and 2SLGBTQI+ communities.

The first meeting of the Group will be in 2 weeks. There have been several meetings of university partners to respond to hate incidents on campus. Those meetings will continue and the issues will be brought to the larger QUAHAG group.

Jermaine Marshall added the [Racism, Oppression & Resistance Timeline](#) in the chat.

Yasmine Djerbal asked about campus violence. Will you include questions of cyberviolence, harassment and other forms of violence? Stephanie replied yes, however it will be determinant on hate as defined by our policies. Cyberviolence in relation to hate/harassment can get murky when we are talking about 'hate proper' and 'hate full' This will be one of the things this Group will tackle.

#### 5. **Shift Survey Results**

Safiah invited Kandice and Taryn to speak to the Shift Survey Results.

Kandice provided a history of the Shift Survey. The Shift Survey was initially piloted in 2021 as part of a wide ranging effort to understand and address overall campus culture and climate. The Shift Survey, and the broader work of the Shift Project, is aligned with institutional values and goals expressed in the Queen's Strategy, the Campus Wellbeing Framework and the commitments made through the signing of the Scarborough Charter and the adoption of the Okanagan Charter.

Students received an invitation to participate in the Shift Survey on January 23, 2023 by email. The survey was open until February 20, 2023 and students received reminders to participate by email.

Kandice provided the following updates on the 2023 Report:

- 3,540 students (11.6% of registered students) participated in the survey.
- The differences between 2021 data and 2023 data are noted where the results have practical significance.
- Practical significance means the results are statistically significant AND have a meaningful strength of correlation.
- Staff from Queen's Institutional Research and Planning analyzed the data with an intersectional lens.

- Results show that students in equity deserving groups report significantly more challenging experiences with campus culture and connectiveness.
- Equity deserving groups, especially those with intersectional identities, are more likely to experience food insecurity than the overall student population.
- Students experiencing housing insecurity increased from 2021

Kandice reminded the Council that the full report and additional data is available on the DSA website here: [Shift Survey Report](#)

Kandice invited Taryn to speak to the Commitment and Action section of the Report. Taryn discussed the following:

- The importance of creating student facing initiatives, for conversation and human connection
- Decisions regarding the Shift Project come from student advisory groups
- The initiatives are data informed to allow for a better understanding of issues students are facing
- Every initiative comes back to 'what did the survey tell us'

Taryn then proceed to speak to a number of ongoing initiatives on campus such as: the [Sunday supper series](#), student voices week, social media campaigns, [the Shift Podcast](#), Doors Open and the Allyship & Belonging student calendar.

The results of the survey showed that students were not always aware of events on campus. Students expressed a need for a centralized location for equity-related events and initiatives on campus. The Allyship and Belonging student calendar can be found here: [Allyship & Belonging Calendar](#)

[Student Voices Week](#) is a week in March dedicated to engaging in conversations about equity at Queen's and celebrating the equity-focused work being done by students across campus.

Safiah thanked Kandice and Taryn and asked the Council and guests if they had any questions or comments.

Mala stated that she is currently in the process of studying anti-racist pedagogy and the work that Taryn and Kandice described aligns with this work. Mala suggested a collaboration and will reach out.

Kai asked if broader data is available, for example, Kandice provided data for black women, is there data for all black students? Kandice replied that more specific data is available and to feel free to connect with her.

Safiah asked if any resources had been put in place to address housing and food Insecurities. Kandice replied that a lot of conversations are happening with AMS. There are also Centres on campus that are providing more food programming such as the Yellow House, 4Directions, QUIC and Ban Righ. Student Affairs is also working with the City on housing insecurity. Corinna added resources for [Food Access](#) to the chat.

Yunyi asked about adding international students as a category. Kandice replied that this data is already collected on the Shift Survey however they are working with the QUIC on encouraging more international students to participate in the survey. The results were not practically significant for International students.

#### **6. UCARE Sub-Council Leads updates**

Safiah invited Lavonne to provide an update on the Faculty, Staff, Recruitment, Retention and Support (FSRRS) UCARE Sub-Council. Lavonne stated that the Sub-Council has met twice, once in October and once in December. The primary focus of the Sub-Council is to implement the Employment Equity Plan. The Sub-Council is made up of

employees from HR, VPCEI, HREO, Provost, QUFA and OII and members provide updates on the action items on the [Employment Equity Plan](#). The following items from the Plan are complete:

- Items #1 - Revise the Queen's Equity Appointments Process application to align with recommendations from the Internal Audit review of the Staff Hiring Process.
- Item #4 – Update the Employment Equity Policy and Procedure to align with related university employment equity practices.
- Item #12 – Review the Employee Resource Group website and conduct a needs assessment.
- Item #20 – Develop an online Employment equity module for the faculty hiring process.

The next FSSRS Sub-Council meeting is in February.

Lavonne then proceeded to provide an update on the Inclusive Community Sub-Council. The Sub-council has had one meeting in November. This Sub-Council is made up of members from the Ombuds, SGPS, AMS, HR, QUIP and QUIC. There is also a Dean representative as well as a community member and an employee from Student Awards. The first meeting was an opportunity to brainstorm some objectives for the year. The following were suggestions from the Sub-Council:

- employee resource group
- resource guide for racialized staff and faculty members
- need for more student voices, working with the Yellow House, perhaps having membership from Yellow House on that Sub-Council.

Deanna Fialho, Director of Yellow House, commented the following in the chat: 'Sounds great, I'd love to chat re: Yellow House'.

Lavonne stated that the next Inclusive Community Sub-Council meeting is in January.

Kai commented on the importance of advocating for change and social justice in the campus community. He talked about the need for students to make their voices heard in the community. Lavonne suggested a follow up meeting with Kai.

Safiah invited Corinna to provide an update on the Student Recruitment, Support and Success Sub-Council. Corinna stated that much of the work of the Sub-Council was related to the building of the Yellow House, working on the PICRDI recommendations which included student recruitment and financial aid as well as the formation of the equity ambassadors. Chris Coupland recently provided Corinna with an update on the Equity Ambassadors. They have been busy attending over 100 events and activities, they have been working on planting seeds with equity deserving prospective students, not just at Queen's but for post-secondary institutions in general. The Equity Ambassadors are a diverse group of undergraduate students who share their experiences and offer support in accessing post-secondary from a student lens. Equity Ambassadors are available to connect with prospective applicants and their familiars through workshops, webinars and community programming opportunities.

Corinna announced that with Kandice's new role there is an opportunity to discuss the next steps for this Sub-council. Kandice will now be the chair of this Sub-Council and they will be looking deeper into such things as student retention (belonging). Kandice and Corinna will work with Lavonne on next steps.

#### 7. [PICRDI Recommendations – Internal Audit](#)

Stephanie asked the Council if they had a chance to review the very thorough job that Internal Audit did on the PICRDI Recommendations. Internal Audit determined that most of the substantive items from the 2017 report were complete. She stated that you get a very good picture of how far we have come. She then asked Teri if she had any further comments.

Teri stated that having watched the progress since 2017 there have been competing new initiatives and objectives emerging each year that have made some of the aspects of the recommendations less compelling than when they were authored. She said that this report can help us pull out initiatives that we think are still necessary to complete.

Stephanie reviewed some huge initiatives that have happened because of PICRIDI:

- The appointments of the AVP for HREO and OII
- The creation of the Yellow House and positions within
- The equity roles in the Centre for Teaching and Learning
- Communications and events/ stories focused on anti-racism
- The creation of the Access and Inclusion team– creating pathways and bursaries and scholarships

One thematic area that Stephanie thinks is important to continue the conversation is the visibility for and support for research. There are a number of recommendations in this area that should be explored. Stephanie stated that she will start those conversations with the VP Research.

Stephanie asked the Council and guests if there were other areas that required our focus. The following were suggested:

- Food insecurities
- Connecting the work of the Anti-Hate Advisor Group
- University wide communications
- International voices and connection with International Committees

#### 8. Q & A Period

- There were no questions for the Council

#### 9. Other Business

The meeting was adjourned at 5:25.

**Next Public Meeting: March 4, 2024**

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