

MINUTES

Vice-Principal (Culture, Equity and Inclusion)

Meeting:	University Council on Anti-Racism and Equity (UCARE) – (Public Meeting)	Date & Time:	March 4, 2024 4:00-5:30pm
Platform/Location:	TEAMS		
Chair:	Stephanie Simpson and Safiah Chowdury		
Members:	<ul style="list-style-type: none"> • Yvette Baninla (Elected – Staff) • Yunyi Chen (Elected – Staff) • Lavonne Hood (ex Officio –AVP Human Rights, Equity and Inclusion) • Mala Joneja (Elected – Faculty) 	<ul style="list-style-type: none"> • Nasser Saleh (Elected – Faculty) • Teri Shearer (ex Officio – Principal’s Delegate) • Stephanie Simpson (ex Officio – VPCEI) • Ann Tierney (ex Officio – Vice-Provost & Dean Student Affairs) • Kate Zucconi (Elected – SGPS Student) 	
Additional Guests	<ul style="list-style-type: none"> • Jermaine Marshall • Aleksandra Bergier 	<ul style="list-style-type: none"> • Jenny Lee 	
Regrets	<ul style="list-style-type: none"> • Matthew Evans (ex Officio – Provost) • Jan Hill (ex Officio – AVP Indigenous Initiatives) • Heather Trojek (ex Officio – University Ombudsperson) • Jane Chin (ex Officio – Chair of SEEC) • Kesha Fevier (Elected – Faculty) • Bittu George (Elected – Alumna and Community Member) • Ruth Osunde (ex Officio – AMS Commissioner of Social Issues) 	<ul style="list-style-type: none"> • Vanessa Mensah (Observer - EDI Manager, City of Kingston) • Rogne Piedra Arencibia (Elected – International Student) • Kai Siallagan (Elected – AMS Student) • Supriya Venigalla (Elected – Staff) • Safiah Chowdury (Elected – Alumna and Community Member) • Sangeetha Saravanan (ex Officio – SGPS Equity & Diversity Commissioner) 	
Discussion Item			
<p>Before the Meeting was called to order, Stephanie acknowledged Queen’s University’s presence on the traditional lands of the Haudenosaunee and Anishinaabe peoples.</p>			
<p>1. Welcome and Adoption of the Agenda Stephanie informed the Council that there will not be an update on the Yellow House until the Fall. It was agreed by all to adopt the Agenda as revised.</p>			
<p>2. Approval of the Minutes of January 8, 2024 Kate pointed out a spelling error in the 2nd paragraph. It was moved by Kate seconded by Nasser and agreed by all to approve the Minutes of January 8, 2024 as revised.</p>			
<p>3. Chairs Remarks Stephanie welcomed UCARE members and community guests. She thanked Lavonne in advance for providing updates on the ongoing initiatives in the Human Rights and Equity Office as well as providing an update on the Scarborough Charter.</p> <p>Stephanie then congratulated the organizers of the Black Histories and Futures Month events. There were many amazing events that were offered on and off campus.</p> <p>She then mentioned the inaugural meeting of the Queen’s University Anti-Hate Advisor Group (QUAHAG). QUAHAG had their first meeting a couple weeks ago and the second meeting is tomorrow. The Agenda for</p>			

tomorrow will be to discuss the work of University Relations on an anti-hate campaign. There were several student groups consulted in the process of creating the anti-hate campaign. QUAHAG will also review Queen's processes and procedures around Hate, particularly looking at process mapping and ensuring the process is easy to navigate.

The work of this group is in a transitional phase and there will be a more formal nomination process so that people that are interested in that issue can apply to sit on the committee. This will happen for the next term.

Stephanie then informed the Council of the collaboration happening right now between the Canadian U15 and German U15. There are a group of 30 Universities meeting regularly to determine various ways that institutions can collaborate regarding equity and inclusion initiatives.

Nasser asked if the anti-hate group would have public meetings? Stephanie replied that at the moment the Group does not have open meetings but is accountable to the broader community through an annual report. She asked if the Council members would be interested in attending public meetings, stating that it could be tricky to navigate and the Group would need to proceed with care.

Yunyi asked what the vision is regarding the collaboration with Germany? Stephanie replied that it is in early stages. The hope and goal is that we will find collaborative opportunities. The next consultation will be with academics to talk about equity and inclusion in scholarly work. Yunyi then spoke about her work promoting collaborative international learning. This might be great opportunity to collaborate. Stephanie will consult with Yunyi.

4. Update from the Human Rights and Equity Office (HREO)

Stephanie invited Lavonne to provide an update from the HREO.

Lavonne started her presentation explaining that the HREO is going through a period of transition with the creation of new VPCEI Office. The HREO will be restructuring to better support the work we do in the office and partners at Queen's. She mentioned that it is a real opportunity to revisit the work of the HREO. She then provided an update for each of the services within the HREO:

Human Right Advisory

- Client intake – there have been 96 cases since September 2023 with the highest number of cases involving Harassment (30).
- Provided a session to the Human Rights Legislation Group (HRLG) on Poisoned Work Environments. Nathan Hall, the CEO from Culture Check, a resource Centre for BIPOC employees, attended as a guest speaker.
- Launched the IN-SIGHT Marketing Strategy – it was determined that it was better to go to the students, meet the students where they are, going to student group meetings.
- Worked with City of Kingston and other units on campus on Black Histories and Futures Month
- Scarborough Charter

Equity Services

- Revised the employment equity policy and procedure. In the process of making sure the revised policy aligns with HR processes.
- Created a Religious Spiritual Observances Guideline. Collaborated with colleagues in Student Affairs. The next step is broader consultation.
- Prepared the Employee Resource Group (ERG) Needs Assessment Report. The report was produced outlining best practices and recommendations and includes critical suggestions from ERG members.
- Sent out the Queen's Equity Appointment Process (QEAP) Application User Engagement Survey. This survey

was sent to gauge Employment Equity Representations thoughts on the Application and the process.

- New online modules on Ableism, Anti-Racism and Building Accountability.
- Updates to Access Forward and Accessible Customer Service.
- New online module for Appointments/RTPC for QUFA Members – Launched in November 2023.
- Updated Positive Space Part 2 in September 2023.

Accessibility Services

- Postsecondary Education Standards –trying to be proactive. We have created a new Senior Accessibility Advisory Group (SAAG) to provide oversight and leadership. This Group is led by the Vice-Principal (Culture, Equity and Inclusion as well as the Dean of the Faculty of Education.
- The Bi-Annual Compliance Report submitted in December. Queen’s submitted a compliant report stating website compliance.

Sexual Violence Prevention and Response

- Client Intake – there have been 87 cases since September 2023.
- It Takes all of US – working with first year students and staff required to complete the training.
- SVPR were involved in Consent Week.
- SVPRS Task Force.
- SV Policy and the Policy on Sexual Misconduct and Sexual Violence – revisions over the past few months. The new policy came into effect January 2024.

Lavonne then provided an update on the **Employment Equity Forum** on May 6, 2024. The keynote speaker will be Dr. Adelle Blackett, author of the recently released report, [A Transformative Framework to Achieve and Sustain Employment Equity – Report of the Employment Equity Act Review Task Force](#). Dr. Blackett will also speak to the Scarborough Charter. In addition, at the Forum, the HREO will award the Human Rights Initiative Award to Hospitality Services for their initiative, [Supporting different cultures through dining](#). The Forum will also be a chance to review the progress of the current [Employment Equity Plan](#) and review suggested action items for the 2024-2025 Plan.

Council members asked Lavonne how to register for the Forum. Lavonne replied that she would send the event link for the Forum to UCARE members. Council members also asked if the Forum was a hybrid event. Lavonne replied that the Forum is in-person however she could ask about recording the keynote speaker so that the presentation could be viewed at a later date.

5. Scarborough Charter

Stephanie invited Lavonne to speak to the work of the Scarborough Charter. Lavonne provided a brief history of the Scarborough Charter, stating that Queen’s signed the Charter in November 2021. She then preceded to update the Council on the progress:

- Four working groups were established to complete an environmental scan and provide goals and recommendations: Black Community Representation and Inclusion, Research, Teaching, Learning and Student Success and Community Engagement.
- HREO is currently in the community consultations phase. These consultation are integral in moving the work forward. Sessions are open to black students, staff and faculty. Each working group topic will have separate sessions and there will be 8 consultations in total. To date, there have been two sessions with the next one on March 6th. We are asking participants their thoughts on the Working Group goals and if they agree, how we move the goals forward.
- The idea is to have a SC strategy in place for the University after the consultations are done.
- Kate asked how the consultations have gone? -Lavonne said the first two consultation went very well. Most participants really appreciate the opportunity to be heard.

- Kate then asked how participants are being invited? – Lavonne stated that Tianna Edwards has been working closely with Queen’s student groups as well as the Queen’s black faculty and staff caucus on outreach. Tianna has also been working closely with the Yellow House. Kate asked if there was advertising through AMS and SGPS – Lavonne was not 100% but students from those leadership groups did participate. Lavonne will ask Tianna to reach out to Kate.
- The 2024 Inter-Institutional Forum of the Scarborough Charter is this May 2024.

6. Q & A Period

Yvette asked about mandatory anti-racism training for all staff at Queen’s. She mentioned that many staff do not feel equipped enough when students come with complaints, or they are afraid they may not handle the issue correctly. Lavonne mentioned that there is mandatory anti-racism training for Senior Leaders, grade 10 and above as well as the online Harassment and Discrimination training. There is also additional training available in the [HREO Learning Catalogue](#). She also welcomed Yvette to reach out to the HREO with any questions or concerns.

7. Other Business

Stephanie mentioned that this is the last UCARE meeting of the term. She thanked all members for their commitment to the Council and mentioned that we will be reaching out to those members where terms are ending to see if they would like to continue or end their term.

Next Public Meeting: October 2024

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