

MINUTES

[Vice-Principal \(Culture, Equity and Inclusion\)](#)

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| Meeting: | University Council on Anti-Racism and Equity (UCARE) – (Public Meeting) | Date & Time: | Tuesday January 27, 2026 4:00-5:30pm |
| Platform/Location: | 215 Richardson Hall | | |
| Chair: | Stephanie Simpson and Bittu George | | |
| Members: | <ul style="list-style-type: none"> • Norma Barrett (ex Officio – University Ombudsperson) • Matthew Evans (ex Officio – Provost) • Corinna Fitzgerald, (ex Officio – Vice-Provost & Dean Student Affairs) • Georgia Fotopoulos (ex Officio – Chair of SEEC) • Bittu George (Elected – Alumna and Community Member) • Kimberly Hill Tout (Elected – Staff) • Mala Joneja (Elected – Faculty) • Daria Juudi Hope (Elected – Graduate Student) • Satish Kumar Kotha (Elected – Staff) • Lisa Maracle, (ex Officio – OII) • Amin Meghadi (Elected –UG Student) • Vanessa Mensah (Observer - EDI Manager, City of Kingston) • Nick Mosey (ex Officio – Principal’s Delegate) • Nasser Saleh (Elected – Faculty) • Tanya Joseph (ex Officio – SGPS) • Stephanie Simpson (ex Officio – VPCEI) | | |
| Invited Guests | <ul style="list-style-type: none"> • Tina Fisher, Senior Director, Brand • Katherine Li, Brand Coordinator | | |
| Additional Guests | <ul style="list-style-type: none"> • Aleksandra Bergier • Alana Butler • Melissa Greenberg • Khalil Koudary • Barbara Lotan • Vanessa McCourt • Mona Rahman | | |
| Regrets | <ul style="list-style-type: none"> • Coljae Berry (Elected – Graduate Student) • Yunyi Chen (Elected – Staff) • Kesha Fevrier (Elected – Faculty) • Lavonne Hood (ex Officio –AVP Human Rights, Equity and Inclusion) • Edward Sy (ex Officio – AMS) • Martha Williams (Elected – Alumna and Community Member) | | |
| 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 agreed by all to adopt the Agenda as circulated. Stephanie noted an addition to the Agenda. There will be an update from the Division of Student Affairs under Announcements/Other Business. | | | |
| 2. Approval of the Minutes of October 21, 2025 | | | |
| It was moved by Amin seconded by Nick and agreed by all to approve the Minutes of October 21, 2025 | | | |
| 3. Co-Chairs Remarks | | | |
| Stephanie highlighted several important observances and initiatives, including International Holocaust Remembrance Day and the National Day of Remembrance of the Quebec City Mosque Attack and Action. She also extended best wishes to those observing Ramadan and the Lunar New Year. | | | |
| Updates included the upcoming launch of the Black Histories and Futures Month Event Calendar and the work of the Queens University Anti-Hate Advisory Group (QUAHAG). The QUAHAG is reviewing a draft anti-hate framework and guide, incorporating recent research on hate and its trauma-related impacts, with plans to share | | | |

the results with UCARE at the next meeting. The 2023 report on hate incidents at Queen's, led to recommendations such as creating a standing committee on hate, establishing reporting protocols, and providing support guides for students.

Bittu then welcomed Tina Fisher and Katherine Li from Brand, who are working on the next phase of the anti-hate campaign.

4. Anti-hate Campaign

Overview:

- The HREO and VP University Relations are collaborating on Phase II of Queen's University's anti-hate campaign.
- Phase II, called the "Upstander Campaign," focuses on promoting a university culture of intervention and support by educating community members about safely interrupting biased or discriminatory behavior.
- This phase builds on Phase I (2024-2025), which defined hate and provided general reporting information.

Campaign Structure:

- Paid social media advertisements on HREO Instagram titled "Be an Upstander" and "Together Against Hate."
- Dedicated landing pages on the HREO website featuring upstander resources and campaign information.
- Engagement with focus groups including AMS, Employee Resource Groups, the Anti-hate Advisory Group, and Marketing and Communications directors to gather feedback and refine materials.

Key Findings from Focus Groups:

- Phase I: Messaging should connect emotionally, be resource-specific with clear calls to action, and be sustained over time to engage students continuously. HREO colors enhance campaign recognition.
- Phase II: Clarification is needed around the term "upstander." Examples of upstander behavior must be inclusive and considerate of safety. Messaging should appeal across a wide audience spectrum, including students, faculty, and staff. Social media content must be engaging to maximize impact.

Messaging and Resources:

- Social media posts emphasize collective action against hate with accessible campus resources for confronting and reporting hate, harassment, and discrimination.
- Campaign encourages questioning harmful behavior, avoiding participation in discriminatory acts, checking in with others, seeking help, and reporting incidents when safe.
- The HREO website provides multiple channels for formal complaints, anonymous reporting, witness statements, and educational resources.

Conclusion:

- The campaign aims to empower the Queen's community to act as "upstanders," fostering a respectful, safe, and supportive campus environment for all.

Bittu thanked Tina and Katherine for the presentation and asked if anyone had any questions or comments.

- Barb Lotan noted the overlap with the Sexual Violence and Prevention upstander model and offered assistance to ensure the campaigns align.
- Carolyn Borins asked how we will measure if the campaign makes a difference. Tina stated that it is important to first make sure your identified audience is receiving the message and then Communications will review engagement. She observed that an awareness campaign is only one step in fostering change and should be supported by other measures. Stephanie agreed and noted that the university will also continue to track hate incidents on campus.

- Melissa Greenberg asked about antisemitism training and more broadly, about the types of training provided, specifically regarding how hate is identified and defined. Stephanie responded that Phase 1 of the campaign includes this information in addition to the many offerings from the HREO on racism and hate.
- Corinna noted that some mandatory training exists for student leaders, especially those living in residence. Training focuses particularly on sexual violence and harassment.
- Satish noted that anti-racism training is also mandatory for all TAs and TFs.

Bittu thanked Tina and Katherine for their presentation.

5. UCARE Terms of Reference

It was moved by Georgia seconded by Nick and agreed by all to approve the UCARE Terms of Reference.

6. UCARE Research Sub-Council TOR

Stephanie provided a brief history of the proposed creation of a UCARE Research Sub-Council, focusing on identifying campus members involved in I-EDIAA research and teaching and finding ways to amplify their work. A small group of UCARE members met twice to create and refine a proposed Terms of Reference (TOR) for the new Sub-Council.

It was moved by Amin seconded by Kim and agreed by all to approve the UCARE Research Sub-Council Terms of Reference.

7. [H&D Report](#) – Minister’s Directive on Anti-Racism

Stephanie explained that the Harassment and Discrimination (H&D) Annual Report was expanded slightly to include information necessary for reporting on the Ministers’ anti-hate and anti-racism directive. She reviewed the report with the Council, emphasizing what constitutes hate and discrimination. She drew Council’s attention to a number of troubling cases where employees and students were targeted for harassment and destruction of property because of their known ethnic or religious identity (Jewish, Israeli, Muslim). She noted the critical importance of ensuring community members are able to distinguish violations like targeted vandalism and harassment from free expression and that further education through training on the H&D Policy will be explored.

Revisions to the H&D Policy aim to strengthen the role of relevant services; the HREO and Office of the AVP Complaints and Investigations have developed new training modules based on the updated policy.

Melissa raised a concern that the policy lacks a formal appeal process for individuals who feel unheard and asked about the potential overlap with the Ombudsperson function and the VPCEI portfolio. Stephanie clarified that the relationship between the VPCEI office and the Ombudsperson is strictly administrative (day to day operations); the VPCEI does not oversee Ombudsperson investigations or become involved in matters brought to the OUO. To ensure independence, the Ombudsperson is accountable to the Board of Trustees. In the event of concerns that the H&D Policy and Procedures have not been properly followed, individuals can bring concerns forward to the Ombudsperson.

8. Announcements/Other Business

Corinna shared two updates: the DSA has successfully hired the Senior Director of EDII, with her start date on February 2nd, and the Shift Survey, which aims to capture student perspectives on campus safety, climate, and belonging, launched today. The survey will be open for three weeks and includes a large, representative sample.

Melissa Greenberg shared in the chat that Queen’s Hillel has ongoing programs this week for Holocaust Education Week. There’s an event with family of a Righteous Gentile at 7 pm on campus. She offered to provide more information to anyone interested.

Next Public Meeting: April 14, 2026

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