



**University Council on
Anti-Racism and Equity
Annual Report
July 1, 2019 to June 30,
2020**

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.¹ 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.

¹ Principal's Implementation Committee on Racism, Diversity, and Inclusion, Final Report, April 10, 2017, p. A-34

Membership

The July 2019 to June 2020 UCARE membership included:

Affiliation	Name	Term
Principal's Delegate	Teri Shearer	Ex Officio
Provost & VP (Academic) Delegate	Yolande Chan	Ex Officio
Associate Vice-Principal (Human Rights, Equity & Inclusion)	Stephanie Simpson	Ex Officio
Vice-Provost & Dean (Student Affairs)	Ann Tierney	Ex Officio
Chair, Senate Educational Equity	Petra Fachinger	Ex Officio
University Ombudsperson	Lavonne Hood	Ex Officio
AMS Social Affairs Commissioner	Bunisha Samuels	Ex Officio until April 30, 2020
AMS Social Affairs Commissioner	Angela Sahi	Ex Officio starting May 1, 2020
SGPS Equity & Diversity Commissioner	Penny Zhang	Ex Officio until April 30, 2020
SGPS Equity & Diversity Commissioner	Fikir Haile	Ex Officio starting May 1, 2020
Alumni/Community	Yolande Davidson	Jan 1, 2018 – Aug 31, 2021
Alumni/Community	Aba Mortley	Jan 1, 2018 – Aug 31, 2022
Faculty	Alana Butler	Jan 1, 2018 – Aug 31, 2021
Faculty	Laeque Daneshmend	Sept 1, 2019 – Aug 31, 2021
Faculty	Setareh Ghahari	Jan 1, 2018 – Aug 31, 2020
Staff	Adriana Lopez Villalobos	Jan 1, 2018 – Aug 31, 2022
Staff	Mona Rahman	Jan 1, 2018 – Aug 31, 2022
Staff	Nathan Utioh	Jan 1, 2018 – Aug 31, 2021
AMS/SGPS Student	Richelle Ignatius	Sept 1, 2018 – Aug 31, 2021
SGPS Student	Leena Yahia	Sept 1, 2019 – Aug 31, 2021
AMS Student	Osaru Omoruna	Sept 1, 2019 – Aug 31, 2021

Activities

From July 2019 to June 2020, UCARE held two public meetings and three in-camera sessions [due to the COVID-19 pandemic the March 30, 2020 public meeting was cancelled]. Over this period, UCARE discussed and advised on the following items:

1. UCARE Vision

In November, UCARE completed its deliberations on its Vision. The final version is as follows:

OUR VISION

By 2022, University Council on Anti-Racism and Equity (UCARE) will have helped to make Queen's a more inclusive, safe, and equitable space socially and academically through:

- ❖ A Centre for Racial Equity and Social Justice that provides both student club space and common shared space for groups and interaction, that engage in anti-racism and social justice activities. The Centre will be staffed and will provide a welcoming and safe space for members of equity-seeking groups on campus.
- ❖ Inclusive orientation activities that are harm free, prioritizes a diverse community and a culture of inclusion for every incoming student.
- ❖ Diversification of the curriculum, through systematic change, that reflects the perspectives of under-represented groups.
- ❖ Increased diversification of the student, faculty, and staff population.
- ❖ Increased diversification of senior administration and student governments, Board of Trustees, Senate and University Council.
- ❖ A significant shift in the environment to foster a culture of mutual respect and open discussion that embraces diversity and respects difference.
- ❖ Consistent monitoring and reporting on the progress of university-wide initiatives to address racism and promote equity, diversity, and inclusion. Particularly the implementation of the PICRDI recommendations.

2. Remarks by Principal Patrick Deane

At the October 21, 2019 public meeting, Principal Patrick Deane spoke to his commitment to building a campus that embraces diversity and empowers all members of the Queen's community to thrive. He stated that equity, diversity, and inclusivity issues are intrinsically connected to everything that needs to be accomplished at the University to move the institution forward. To make progress in this area multiple voices must be empowered, be heard, be supported, and be sustained. During the discussion period, UCARE members and members of the audience expressed their strong feelings and shared their personal experiences with racism on campus. There was general agreement that to ensure wide-

spread change, the university needs to proactively create an environment where equity, diversity and inclusion is fully integrated into all aspects of the institution. Without these conditions Queen's will never be able to reach its goals.

3. UCARE Membership

In October 2019, UCARE received a request from the University Ombudsperson to be added as an ex Officio member of the Council. When discussing this request, UCARE took into consideration the mandate and role of the Office of the Ombudsperson. It was noted that the Ombudsperson is independent, impartial and has a critical role in identifying systemic issues at Queen's such as racism and equity. It was concluded that adding the Ombudsperson as an ex officio member of UCARE would complement and enrich UCARE's membership.

At the December 12, 2019 in-camera meeting UCARE re-examined the membership of the Aboriginal Council of Queen's University (ACQU) and its working groups. The main distinction between UCARE and ACQU is that the Aboriginal Council has a large number of community representatives and a rotation of five seats reserved for faculty and staff members (normally occupied by a dean or their delegate) who may be involved in the development and delivery of academic programs and/or services of potential interest to Indigenous students. During the discussion UCARE reaffirmed its commitment to having at least 51% representation from racialized groups. There was general agreement that having the deans or delegates at the table would increase visibility and bring more awareness, engagement and accountability to each faculty and school. No final decision was made on this matter.

4. Governance and Nominating

Reflecting on the critical stage UCARE is at in its development, the Governance and Nominating Sub-Council recommended a proposal to extend an invitation of an additional two-year term to members who are slated to step down on August 31, 2020. The rationale for this action is explained below.

Currently, UCARE's terms of reference specify that members are elected for two-year terms, which may, at the member's discretion, be renewed for a second two-year term. When UCARE was first established, however, half of the original membership was given only a one-year first term, to stagger terms so that not all members step down in a single year. For the members whose first term was only a single year, the maximum time that they could serve would have been three years rather than four. However, because UCARE was just being organized, the first year was not a full year; by the time that UCARE met there were only eight months

remaining in the year. Effectively, therefore, the original UCARE members who were assigned a one-year first term and who are now finishing their renewed terms, will only have been allowed to serve for two years and eight months, rather than the four years that is intended in the terms of reference. UCARE unanimously agreed to undertake this one-time deviation from the normal nominating cycle.

5. Establishment of Standing Sub-Councils

To address particular aspects of UCARE's mandate, four new Sub-Council were proposed with the following themes:

- Student Recruitment, Support and Success
- Inclusive Community
- Academic and Curricular Diversity
- Faculty and Staff Recruitment, Retention and Support

Draft terms of reference, potential chairs/co-chairs, membership, administrative support and resources were identified for all four of the new Sub-Councils. Teri Shearer met with the senior administrators whose portfolios are closely related to the above four themes. In addition to the new Sub-Councils, it was agreed that the PICRDI Review working group would continue to be active.

6. Response to Racist 'COVID-19 Theme' Party

In response to the February 1, 2020 off campus racist 'COVID-19 theme' party, UCARE issued a [strong statement](#) condemning the event and subsequent acts of racism against Chinese students. UCARE urged members of the university community to be compassionate and cognizant of the impact COVID-19 has had on people across the global, especially within Chinese and Asian communities. The statement also urged the university to take strong action and encourage continuous open dialogue and extensive education on anti-racism and inclusion so that the students comprehend the pain that such parties cause and how they perpetuate racist attitudes and create an unsafe environment for others.

7. Announcements, Presentations and Reports

For information and discussion, UCARE received several announcements, presentations, and reports, including:

- Update from the Deputy Provost (Academic Operations and Inclusion) (Teri Shearer – October 21, 2019)
- Update on Institutional Inclusion and Anti-Oppression Strategies (Lavie Williams, Inclusion and Anti-Racism Advisor – October 21, 2019)
- Community Consultation on Advancing the Culture of Human Rights, Equity, and Inclusion on Campus (Stephanie Simpson, Associate Vice-Principal Human

- Rights, Equity, and Inclusion – October 21, 2019)
- [Queen’s University Equity, Diversity and Inclusion Annual Report 2018-2019](#) (Teri Shearer Deputy Provost (Academic Operations and Inclusion) - December 12, 2019)
 - [Equity Diversity and Inclusivity Impact Award](#) (Ann Tierney, Vice-Provost & Dean Student Affairs – December 12, 2019)
 - [Human Rights and Equity Office 2018 Annual Report](#) (Stephanie Simpson, Associate Vice-Principal Human Rights, Equity, and Inclusion – January 20, 2020)
 - New Online EDI Training (Vanessa Yzaguirre, Equity Advisor – January 20, 2020)
 - Update on Chown Hall Incident (Ann Tierney, Vice-Provost & Dean Student Affairs – January 20, 2020)
 - Update on the Yellow House (Teri Shearer Deputy Provost (Academic Operations and Inclusion) – January 20, 2020)
 - Anniversary of the Quebec City Mosque Shooting (Mona Rahman UCARE Staff Member – January 20, 2020)
 - Black History Month (Bunisha Samuels AMS Social Affairs Commissioner – January 20, 2020)

Future Actions

UCARE’s future work will focus on:

- Advancing Principal Deane’s commitment to addressing systemic racism
- Continued monitoring of the implementation of the *PICRDI Report* recommendations
- Approving terms of reference and membership of the new Sub-Councils
- Monitoring the annual activities of the student clubs occupying the racialized student space (Yellow House)
- Seeking opportunities to provide input on projects that advance the culture of human rights, equity, and inclusion on campus