

## Minutes

Provost and Vice-Principal (Academic)

<b>Meeting:</b>	<b>University Council on Anti-Racism and Equity (UCARE) – (Public Meeting)</b>	<b>Date &amp; Time:</b>	<b>January 18, 2021 4:30pm - 6:00pm</b>
<b>Platform/Location:</b>	<b>Zoom</b>		
<b>Co-Chairs:</b>	<b>Alana Butler and Aba Mortley</b>		
<b>Members:</b>	<ul style="list-style-type: none"> <li>• Alana Butler (Elected – Faculty, Faculty of Education)</li> <li>• Yolande Chan (ex Officio – Provost’s Delegate)</li> <li>• Laeeque Daneshmend (Elected – Faculty, Department of Mining Engineering)</li> <li>• Yolande Davidson (Elected – Alumna and Community Member)</li> <li>• Petra Fachinger (ex Officio – Chair of SEEC)</li> <li>• Janice Hill (ex Officio – AVP Indigenous Initiatives)</li> <li>• Fikir Haile (ex Officio – SGPS Equity &amp; Diversity Commissioner)</li> <li>• Lavonne Hood (ex Officio – University Ombudsperson)</li> <li>• Richelle Ignatius (Elected – AMS Student)</li> <li>• Aba Mortley (Elected – Alumna and Community Member)</li> <li>• Osaru Omoruna (Elected – AMS Student)</li> <li>• Mona Rahman (Elected – Staff, Office of the Vice-Principal Research)</li> <li>• Angela Sahi (ex Officio – AMS Commissioner of Social Issues)</li> <li>• Teri Shearer (ex Officio – Principal’s Delegate)</li> <li>• Stephanie Simpson (ex Officio – AVP Human Rights, Equity and Inclusion)</li> <li>• Ann Tierney (ex Officio – Vice-Provost &amp; Dean Student Affairs)</li> <li>• Nathan Utioh (Elected – Staff, Residence Life)</li> </ul>		
<b>Guests:</b>	<p><b>Corinna Fitzgerald</b>, Assistant Dean Student Life and Learning, <b>Lon Knox</b>, University Secretary and Corporate Counsel, <b>Mark Green</b>, Provost and Vice-Principal (Academic), Alex Samoyloff, Alexandra Pederson, Amanda Kesek, Anna Couch, Barb Lotan, Bittu George, Carolyn Bonta, Chris Coupland, Clarissa de Leon, Corinne Laverty, Deanna Fialho, Desiree Fuller, Gary Hinds, Hal Holt, Irène Bujara, John Pierce, Kandice Baptiste, Karen Zulniak, Kristin Moriah, Lindsay Winger, Lisa Newton, Mandy Daniel, Melissa Seal, Nancy Evans, Nancy Sammon, Nicole Sobolewski, Paul Duchesne, Rebecca Coupland, Sandra McKeown, Sharon Clarke, Suzanne van de Meerendonk, Toni Thornton.</p>		
<b>Regrets:</b>	<p>Kodiana Kolomitro (Elected – Faculty, Director of Education Development and Adjunct Professor with DBMS), Adriana Lopez Villalobos (Elected – Staff, Queen’s Biological Station), Leena Yahia (Elected – SGPS Student)</p>		
<b>Discussion Item</b>			
<p>Before the Meeting was called to order, Alana acknowledged Queen’s University’s presence on the traditional lands of the Haudenosaunee and Anishinaabe peoples.</p>			
<p><b>1. Welcome and Adoption of the Agenda</b> It was moved by Laeeque Daneshmend, seconded by Petra Fachinger and agreed by all to adopt the Agenda as circulated.</p>			
<p><b>2. Approval of the Minutes of October 20, 2020</b> It was moved by Petra Fachinger, seconded by Nathan Utioh and agreed by all to approve the Minutes of October 20, 2020 as circulated.</p>			

### 3. Co-Chairs Remarks

Aba welcomed UCARE members and community guests to the meeting. She then spoke about the upcoming **Accessibility Café** hosted by the HREO and WE-CAN (Women Entrepreneurs Can). Members can join the WE-CAN community of women entrepreneurs to celebrate and support businesses run by women with disabilities in the Kingston region on Wednesday, **January 27, 2021** starting at 10:00am.

### 4. Student Campus Climate Survey Project

Aba welcomed Corinna Fitzgerald, Assistant Dean Student Life and Learning to speak to the Campus Climate Survey Project.

Corinna provide a short background on the scope of the project. She stated that the project aligns with one of the commitments in the Principal's Declaration. It is supported by the Declaration Implementation Group and complements the recommendations from PICRDI. She provided the following updates:

- The project team has submitted the GREB application and is working with the Office of Institutional Research and Planning (OIRP) on customizing the survey.
- The survey will provide baseline metrics and measure EDI across campus.
- The survey will include questions about food insecurity and sexual violence.
- The survey will ask about attitudes and inclusion and exclusion in the classroom and when accessing services.
- The sexual violence questions will be similar to the questions that were asked on the provincial survey so that comparisons can be made.
- The information collected can be used to cross-pollinate data with existing surveys.
- The survey will be administered every two years.
- On the recommendation of the students, the survey will be referred to as a "student experience survey" not a climate survey.
- The survey will be launched in late March/early April to all undergraduate and graduate students.
- A final report should be released at the end of June.

She also mentioned that there are discussions happening to develop a similar survey for Staff and Faculty.

Aba asked about the effectiveness of launching the survey now. Stephanie replied that this is a pilot and that given the current climate for students it was important not to delay. It was time to establishing some benchmarks. This iteration is general, using Education Advisory Board's (EAB) template with slight modifications. It will not provide specific program evaluation but we hope it will give us a sense of how current programs and processes are affecting climate on campus. This survey is meant to get a broad sense of the climate. One of the recommendations moving forward could be to focus on a specific area.

Laeque asked who would be reporting on the results. Corinna answered that OIRP would be collecting and analyzing the data and providing the report. Ann added that the Principal has endorsed this project and it is seen as university project, hence the partnership with OIRP.

Fifi stated that the communication needs to emphasize that this survey will not just provide another report. It is difficult for students to re-live experiences and speak to traumatic events in these surveys, there needs to be something tangible coming out of it.

Corinna agreed and said this message was very consistent with other students the project group had spoken with. She stated that communications would play a very important role. She also stated that there will action.

Mona asked if there were more details on a survey for faculty and staff. Stephanie replied that Human Resources is looking into an appropriate tool for employees.

Yolande Chan agreed that these reports need to be implemented and result in lasting change. She also stated that many times action is taking place but due to confidentiality, this information is not communicated.

Laeque pointed out that often there is a lot of outrage and then it dissipates and no one knows the outcome. If we want the community to have faith that something is being done, they need to have good communication.

Angela stated that students have been very vocal about the need for transparency. She also mentioned that to make sure we are able to contextualize the data we will need some form of qualitative data so that university stakeholders understand the full picture.

Corinna agreed and is committed to focus groups subsequent to the survey.

Anna Couch wrote in the chat that there is a Faculty of Health Science EDI initiative that I believe will also result in a survey - is there any cross-over on this at all? Is this survey going to FHS students/grad students?

Mark Green informed the Council that he asked faculty and departments at the last Dean's meeting to hold off sending any departmental surveys until the campus wide survey is complete. He stated that if there is still a need for departments to gather additional information they can proceed afterwards.

## **5. Update from Aboriginal Council**

Alana invited Janice Hill to provide an update on the work of the Aboriginal Council. Jan provided a bit of history of the Aboriginal Council stating that the Aboriginal Council of Queen's University (ACQU) was initially established in 1992 in response to and in conjunction with the establishment of the Aboriginal Education and Training Strategy introduced by the Ministry of Education and Training (now the Ministry of Training, Colleges, and Universities – MTCU). The ACQU has gone through several iterations over the years but has maintained membership of Indigenous community representatives; Indigenous student representatives; Queen's university community representatives (faculty and staff); and Queen's University senior administrative representatives.

Jan then talked about the purpose and the mandate of the ACQU. The purpose of the ACQU is to ensure that for generations hereafter, Indigenous peoples will have access to higher education at Queen's University, and that the institution will be responsive to the broader needs of the Indigenous peoples. The ACQU exists "to ensure that Indigenous people are consistently and regularly engaged in decision making within the institution".<sup>1</sup> The ACQU shall be involved in all decisions affecting Indigenous programs and services at Queen's University. The ACQU has a university-wide mandate and is the principal source for advice, assessment and guidance to the Board of Trustee and the Senate with respect to Indigenous programs and services, as well as supports for Indigenous students. At the same time, the legitimate interests of the institution must be secured in respect of the authority it has over academic programs and the appointment of employees and approval of budgets.

The work of ACQU and the OII is now undertaken by 5 working groups, 3 sub-committees, and 1 Roundtable. These working groups and sub-committees have been established in response to policy directives that were identified by the ACQU with the Provost Office as well as in response to the TRC TF Report. Each of the WGs work towards the achievement of key priorities in response to those recommendations and priorities identified in consultation with the Office of Indigenous Initiatives.

Jan then spoke briefly to the current priorities:

1. OII Strategic Plan
2. Advancement Case for Support for Indigenous Initiatives
3. Establishment of an Indigenous Research Centre – Research overall – Ethics; Training for Researchers; etc.
4. Stabilizing Indigenous Languages Symposium 2021
5. Indigenous Studies Curriculum Audit/Tagging
6. Indigenous Studies BAH – Major and Medial
7. Indigenous Trainings
8. Lighting the Fire Report

Aba asked about the timeframe on the curriculum audit and if it would be shared. Jan stated that she expects it will be shared, as all reports by the OII are public. She said she didn't have a specific date for completion but hoped to have it done by the end of this academic year.

Aba asked if the intent was to ask people to revise their curriculum. Jan replied that the intent is to find where we can encourage faculty to look at decolonization. One issue may be that people broadly are not aware of the measurement process or which/how courses can include appropriate content.

Jan mentioned that the Lighting the Fire report on the experiences of Indigenous faculty is available through the COU: <https://ontariosuniversities.ca/reports/experiences-of-indigenous-faculty>

## **6. University Admission and Recruitment (UAR) EDII Task Force**

Aba invited Ann Tierney to provide an update on the UAR EDII Task Force. Ann noted that Chris Coupland and Angela Sahi have been key members of taskforce and would also speak to the work of the taskforce. Ann talked first about the existing programs and commitments such as the Indigenous Admission pathway, the first generation admission pathway and the Promise Scholarship. She then talked about the broad context and considerations that guided the taskforce.

Chris informed the Council of the UAR EDII taskforce mandate which was to:

- Review all aspects of the Queen's direct-entry undergraduate recruitment and admission process;
- Propose changes needed to successfully increase access and the diversity of students recruited and admitted; and
- Develop a framework for Undergraduate Admission and Recruitment to work collaboratively with Faculties and Schools to implement changes or initiatives.

He then talked about the Postal Code Project. Due to the intersection of this project with the Task Force mandate, the project was integrated into the work of the Task Force. The postal code project started in the Spring of 2020. It was aimed to assess the financial distribution in the estimated family income of Ontario-based applicants (including offers, acceptances, and declines) to Queen's undergraduate programs. It evaluates the estimated family income of those who are offered, and accept or decline, financial aid (need and merit-based) over the past five years.

Angela spoke to the outcomes from the taskforce which were:

1. Create an Equity Admission Self-Identification Form
2. Establish Undergraduate Admission diversity targets by faculty/school
3. Implement a revised written application in Fall 2020 for applicants to select programs that support the university's values of equity, diversity, inclusivity, and Indigenization
4. Develop and implement additional merit and need-based awards for underrepresented students, and conduct a review of institution-wide undergraduate financial aid
5. Develop an Admission Values statement that references the spirit, values, and intentions of the Queen's Declaration of Commitment to Address Systemic Racism
6. Launch a paid Equity Ambassador Program coordinated within Undergraduate Admission and Recruitment that provides peer support to applicants from equity-seeking backgrounds

Ann spoke to the Council about implementing the outcomes. She informed the Council that the self identification form has been launched and over 3000 students have submitted a self id. A new personal statement form has been launched. A new Commitment Scholarship program has been launched – this is a program that recognizes the work that students have done for racial justice, social justice or diversity initiatives – 12k per year. There is also a Commitment Bursary available for equity deserving students based on financial need. She also noted that we have already hired four equity admission ambassadors.

Angela commented that unprecedented times can lead to unprecedented change and collaboration across units is key, development of assessment and evaluation.

#### 7. [Harassment and Discrimination Policy](#)

Alana welcomed Lon Knox, University Secretary and Corporate Counsel, to provide an update on the review of the Harassment and Discrimination Policy.

Lon noted that the most substantive change is that the new policy will replace the 2000 Senate Harassment/Discrimination Complaint Policy and Procedure and the 2016 Interim Workplace Harassment and Discrimination Policy. Whether you are a staff, faculty or student you will be able to submit a complaint through this new process. The Secretariat's office will now provide central intake for filing complaints, using the same approach already in place for sexual violence complaints. Lon also stated that annual reporting will now take place via the Secretariat office. This will provide important information for the Board of Trustees and summarize information about complaints. The review Working Group kept PICRDI recommendations in mind by shifting intake from Human Resources to the Secretariat's office as well as removing mandatory reporting obligations from the HREO and Ombuds Office so they can maintain confidentiality when supporting clients.

Laeque thanked Lon and team at the Secretariat's Office. He stated that this draft goes a long way to address PICRDI recommendations and will help improve workplace climate at Queen's. He emphasized the importance of the process for non-academic Staff and their lack of confidence in current process.

Laeque also thanked UCARE members for their questions sent in advance to Lon and agreed with the suggestions. He then reminded UCARE members that this policy revision has taken four years and to be mindful of the slow pace of change. He questioned why it took so long.

Laeque then asked what was happening re: amendments to the Student Code of Conduct. Lon replied that the new harassment and discrimination policy will dovetail with the Student Code of Conduct. There needs to be an alignment, particularly with the definitions. Lon anticipates a conversation with the sub-committee of the Board of Trustees in a couple of weeks to discuss aligning the Student Code of Conduct.

The next step is to review feedback received by the deadline for the first phase of consultation (January 29<sup>th</sup>) and then open a second round of public consultation (beginning February 22<sup>nd</sup>).

Laeque and Yolande commented that while the draft looks good the policy is very legalistic. Good, consistent communications will be needed to make the policy accessible and easy to understand.

Alana encouraged members to submit any additional feedback to the Secretariat prior to Jan 29<sup>th</sup>, 2021.

#### **8. Q &A Period**

**Aba** asked any of the community members if they have any questions for the Council. There were no questions from the community. **Aba** asked for any other comments.

Mona mentioned that the fourth anniversary of the Quebec City Mosque shooting is coming up on January 29. The National Council of Canadian Muslims, the Centre Culturel Islamique de Quebec and Islamic Relief Canada are joining together once again for the Green Square Campaign in commemoration of this anniversary. This year they are raising funds for the CCIQ to do renovations on the mosque. The Muslim community is asking everyone to wear a green square from January 25-29 to remember those who were killed in that tragedy, as well as show support for the 6 widows, 17 children left without a father, and those injured such as Ayman Derbali who was left paralyzed after being shot 7 times when trying to tackle the perpetrator. There will be an online vigil held by CCIQ on that day as well.

**Aba** informed the Council of the next meeting on April 12, 2021 and adjourned the meeting.

#### **9. Other Business**

**Next Public Meeting: April 12, 2021**

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