

UNIVERSITY COUNCIL ON ANTI-RACISM AND EQUITY (UCARE) ANNUAL REPORT

JULY 1, 2020 TO JUNE 30, 2021

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. 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.

MEMBERSHIP

The July 2020 to June 2021 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	Angela Sahi	Ex Officio - April 30, 2021
SGPS Equity & Diversity Commissioner	Fikir Haile	Ex Officio - April 30, 2021
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	Klodiana Kolomitro	Jan 1, 2020 – Aug 31, 2022
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 2020 to June 2021, UCARE held five public meetings and one private meeting. Over this period, UCARE discussed and advised on the following items:

1. REMARKS BY PRINCIPAL PATRICK DEANE

At the August 2020 public UCARE meeting, Principal and Vice Chancellor, Patrick Deane, provided an update about the response of the senior administration to recent concerns about anti-Black and anti-Indigenous racism at Queen's. He also spoke to the Principal's [Declaration on Systemic Racism](#). Provost and Vice Principal (Academic), Mark Green, also spoke to the need for EDII to go beyond representation toward more meaningful action such as ways to incorporate diversity into the curriculum. He stressed the importance of encouraging everyone to consider what part they can play in changing the culture at Queen's. He mentioned that there will be two new Queen's National Scholars positions to support a Black studies minor as well as a third position for a Black studies Research Chair.

Principal Deane also attended the September 2020 UCARE public meeting. The Principal assured the Council that the Senior Leadership Team is committed to EDII. He stated that there is a great need for cultural change and we have not made the headway that is needed. EDII is a top priority for Queen's and is central to making Queen's successful. A fundamental change is required. Provost Green stated that one of his top priorities is anti-racism, equity, diversity and Indigeneity/Indigenization and this was why he had been interested in taking the role as Provost, particularly with the renewed community calls to address these issues more directly.

2. UCARE SUB-COUNCILS

At the August 2020 UCARE meeting, the Council members approved the establishment of five UCARE Sub-Councils: Student Recruitment Support and Success, Inclusive Community, Academic and Curricular Diversity, Faculty and Staff Recruitment Retention and Support, and PICRDI Review.

At the September 2020 UCARE meeting, Deputy Provost, Teri Shearer, and AVP Human Rights, Equity and Inclusion, Stephanie Simpson, summarized the progress on the establishment of the UCARE Sub-Council members.

At the October 2020 meeting, AVP Human Rights, Equity and Inclusion Stephanie Simpson informed the Council that the sub-councils had started to meet regularly.

At the April 2021 UCARE meeting, the Leads of the sub-councils provided updates. The reports for each of the sub-councils can be found on the UCARE website here: [UCARE Website](#)

3. STUDENT EXPERIENCE SURVEY

At the January 2021 UCARE meeting, Corinna Fitzgerald, Assistant Dean, Student Life and Learning spoke to the Council about the Student Experience Survey. Assistant Dean Fitzgerald provided 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. This project is supported by the Declaration Implementation Group and also complements recommendations from PICRDI.

At the April 2021 UCARE Meeting, Assistant Dean Fitzgerald provided the Council with updates on the Student Experience Survey. The survey was open from March 4th to March 26th and was sent to around 30,000 students. Over 6000 students participated in the survey. The overall feedback was very positive and the aim was to have an institution wide snapshot report released in June. Faculty reports will be released in August and a separate report on sexual violence will be released in the Fall.

4. STUDENT CODE OF CONDUCT

At the March 2021 UCARE meeting, Provost Green, University Secretary and Corporate Counsel, Lon Knox, and Assistant Dean, Support Services and Community Engagement, Lindsay Winger, spoke to Council about proposed amendments to the Student Code of Conduct.

The proposed amendments to the Student Code of Conduct included the following: aligning the definitions of “harassment” and “discrimination” with those in the draft Harassment and Discrimination Prevention and Response Policy; the addition of educational commentary on discrimination and protected grounds under the Ontario Human Rights Code (again, aligned with that proposed in the draft Harassment and Discrimination Prevention and Response Policy); and, additional language to make clear that when Code violations involve protected grounds under the Human Rights Code, this will be factored into the sanctioning process.

The Council provided feedback on these proposed amendments.

5. PRESENTATIONS AND REPORTS

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

- An update from the new Director of the Yellow House, Deanna Fialho, who informed the Council of new Yellow House EDII initiatives.
- An introductory meeting with Dean Jane Philpott who provided an update on

- EDII work/vision within the Faculty of Health Sciences.
- Guest speakers for Islamic History Month. Mona Rahman and Chaplain Ryan Carter from CFB Borden spoke to the Council regarding Islamic History Month and more specifically Black Muslim experiences and contributions.
 - [The Human Rights and Equity Office Annual Report](#). AVP Simpson summarized the 2019 HREO Annual report highlighting a few key initiatives.
 - The Black Faculty and Staff Caucus. Professor Kristin Moriah spoke to the Council regarding the launch of the Queen's Black and Faculty Staff website found here: <https://www.queensu.ca/qbfsc/>
 - Update from Aboriginal Council. AVP (Indigenous Initiatives and Reconciliation), Kanonhsyonne Janice Hill, provided an update on the work of the Aboriginal Council. AVP Hill also provided a history of the Aboriginal Council.
 - Updates from the University Admission and Recruitment (UAR) EDII Task Force. Vice Provost and Dean of Student Affairs, Ann Tierney, provided an update on the UAR EDII Task Force.
 - The [Harassment and Discrimination Policy](#). Lon Knox, University Secretary and Corporate Counsel, provided an update on the review of the Harassment and Discrimination Policy.
 - The Global Engagement Strategic Plan. Sandra Den Otter, Vice Provost (International), provided a brief overview of the Global Engagement Strategy.
 - The Report to Senate on Undergraduate Orientation 2020. Kayla Melbourne provided an updated on the Undergraduate Orientation report.

For additional information on the presentations and reports provided to UCARE please visit the UCARE website: [UCARE Website](#)

FUTURE ACTIONS

In the coming year, UCARE will focus attention on several action items including:

- Continued monitoring of the implementation of the *PICRDI Report* recommendations through the UCARE sub-councils.
- Continue to hold the university accountable in addressing system institutional racism.
- Supporting the annual activities of the student clubs housed in the Yellow House.
- Seeking opportunities to provide input on projects that advance the culture of anti-racism, equity, inclusion, and human rights on campus.