

## AGENDA

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>October 25, 2021 4:30pm - 6:00pm</b>
<b>Platform/Location:</b>	<b>TEAMS</b>		
<b>Co-Chairs:</b>	<b>Aba Mortley and Stephanie Simpson</b>		
<b>Members:</b>	<ul style="list-style-type: none"> <li>• <b>Muhammad Ahsan</b> (Observer - Equity, Diversity &amp; Inclusion Manager, City of Kingston)</li> <li>• <b>Safiah Chowdury</b> (Elected – Alumna and Community Member)</li> <li>• Laeeque Daneshmend (Elected – Faculty, Mining Engineering)</li> <li>• Petra Fachinger (ex Officio – Chair of SEEC)</li> <li>• <b>Monica Garvie</b> (ex Officio – SGPS Equity &amp; Diversity Commissioner)</li> <li>• <b>Mark Green</b> (ex Officio – Provost)</li> <li>• Janice Hill (ex Officio – AVP Indigenous Initiatives)</li> <li>• Lavonne Hood (ex Officio – University Ombudsperson)</li> <li>• <b>Samara Lijiam</b> (ex Officio – AMS Commissioner of Social Issues)</li> <li>• <b>Kayla Melborne</b> (Elected – SGPS Student)</li> <li>• Aba Mortley (Elected – Alumna and Community Member)</li> <li>• Mona Rahman (Elected – Staff, Office of the Vice-Principal Research)</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> </ul>		
<b>Regrets:</b>	<ul style="list-style-type: none"> <li>• Adriana Lopez Villalobos (Elected – Staff, Queen’s Biological Station)</li> <li>• <b>Kavah Mousavand</b>(Elected – Staff, Math &amp; Stats)</li> <li>• Osaru Omoruna (Elected – AMS Student)</li> <li>• <b>Asha Varadharajan</b> (Elected – Faculty, English)</li> </ul>		
<b>Invited Guests:</b>	Corinna Fitzgerald, Assistant Dean (Student Life and Learning), Deana Fialho, Director, Yellow House, Jermaine Marshall, Inclusion and Anti-Racism Advisor, HREO.		
<b>Additional Guests</b>	Alana Butler, Anna Couch, Barbara Crow, Barbara Lotan, Bittu George, Carole Morrison, Christine Keli, Gary Hinds, Jenny Lee, Jessica Walker, Kel Martin, Kim Day, Klodiana Kolomitro, Kofi Sakyi, Lon Knox, Prerna Subramanian, Sarah Natour, Tahmena Bokhari, Tianna Edwards, Tinyan Otuomagie, Toni Thornton, Wanda Costen and Yasmine Djerbal.		
<b>Discussion Item</b>			
Before the Meeting was called to order, Stephanie acknowledged Queen’s University’s presence on the traditional lands of the Haudenosaunee and Anishinaabe peoples.			
<b>1. Welcome and Adoption of the Agenda</b> It was moved by Mona Rahman, seconded by Kayla Melborne and agreed by all to adopt the Agenda as circulated.			
<b>2. Approval of the Minutes of April 12, 2021</b> It was moved by Kayla Melbourne, seconded by Laeeque Daneshmend and agreed by all to approve the Minutes of April 12, 2021 as circulated.			
<b>3. Co-Chairs Remarks</b> Aba welcomed everyone to the UCARE meeting. In particular, she welcomed new members: Safiah Chowdury, Monica Garvie, Mark Green, Samara Lijiam, Kayla Melborne, Kavah Mousavand, Asha Varadharajan and Muhammad Ahsan (Observer - Equity, Diversity & Inclusion Manager, City of Kingston)			

Aba thanked Corinna Fitzgerald, Deanna Fialho and Jermaine Marshall for presenting at the meeting.

Stephanie provided the following updates:

- New Harassment and Discrimination policy at the University launched in September – working on informing and educating university community members, raising awareness about existence of the policy – it has a much expanded glossary – contains a reporting and complaint procedure.
- BIPOC working group has been established. They are working on practical resources for BIPOC community members that may experience hateful behavior, discrimination on campus. – education on steps they can take when faced with this kind of activity.
- The HREO recently hosted a BIPOC social for staff and faculty with over 40 people on the call. It was a fun time and participants really appreciated it.
- The Faculty of Education at Queen’s University invites applications for its inaugural Chair in Student Success and Wellness.

#### **4. Student Experience Survey Updates**

Aba welcomed Corinna Fitzgerald, Assistant Dean Student Life and Learning, to provide an update on the Student Experience Survey.

Corinna reviewed the results of the Student Experience Survey. The results are also available on the Inclusive Queen’s website here: [Student Experience Survey](#).

Corinna mentioned the following next steps:

- Continue to work with the Student Advisor Group
- Faculty level information available this month for Deans
- Engagement with offices that support or engage particular cohorts of students
- Engage with campus through survey results and collect and collate actions and reactions
- Hiring of Student Inclusion and Engagement Coordinator to support this work and future iteration of the survey
- Discussions with faculty and staff will be facilitated by the Student Experiences Survey project team and Faculty Deans offices
- Work with Food Insecurity Advisory Working Group
- Work with the Sexual Violence Prevention and Response Task Force
- Engagement and actions will be reported on the SES Website

Safiah asked how often the survey would be conducted, how the racialized categories were determined as well as if there were additional qualitative data components.

Corinna stated that the survey will be conducted every two years and that there is definitely more space for qualitative components moving forward. Stephanie stated that the racialized categories align with the University’s ICOUNT Equity Census.

Muhammad asked about the category of two spirit/non-binary. Corinna agreed that there needs to be further discussions about this category with respect to future iterations of the Survey.

Laeque asked about comparing the results of the Student Experience Survey to other sources of data on campus like the Orientation week survey. He noted that looking at the experiences by different faculties and schools would be interesting and asked what the plans are to delve deeper into this data.

Corinna stated that she thinks it is possible to compare survey results. For example, the University participated in the Thriving on Campus survey two years ago which asked about 2SLGBTQ+ experiences. She also said that it will be interesting to review the results of the faculty data and to learn, from the Faculty's perspective, where their focus will be. The communications around this are difficult and challenging and a large piece is around accountability.

Klodiana was wondering about diving deeper into some of the data. She was curious to know the locations of the incidences, for example, classroom, hallway, off campus etc. Corinna stated that this information is available on the website.

#### 5. Update from the Yellow House

Aba welcomed Deanna Fialho, Director of the Yellow House, to provide an update on the work of the Yellow House. Deanna provided the following:

- The mandate of the Yellow House and their four major goals: [Mandate](#)
- [People Updates](#): new EDI Coordinator and new Sexual and Gender and Gender Diversity Advisor. The Yellow House continues to have student employees and is also in the process of recruiting a BIPOC Well Being Advisor.
- [For Us By US](#) : Resources to Support QTBIPOC Student Success
- Programming
  - Community of Practice – EDII Community of Practice for student success
  - Newsletter catered to students who identify as QTBIPOC
  - Four clubs in the house
  - There are a total of 45 clubs and that number continues to grow

#### 6. Governance and Nominating Sub-Council

**Motion:** That UCARE approve the election of the member as recommended by the UCARE Nominating Committee.

#### New Member

It was moved by Aba, seconded by Samara, and agreed that Shobhana Xavier (faculty member) be elected to serve on UCARE for terms beginning September 1, 2021.

#### 7. INSIGHT presentation

Stephanie welcomed Jermaine Marshall, Inclusion and Anti-racism Advisor in the Human Rights and Equity Office to present the [IN-SIGHT Tool](#).

Jermaine explained what the IN-SIGHT Tool is and how the information will be used. More information regarding the IN-SIGHT Tool can be found on the Human Rights and Equity Office website here: [IN-SIGHT](#)

Tahmena asked where the information goes. Jermaine responded that aggregated anonymized statistics from IN-SIGHT will be published by the university each year. Anonymized narrative information, for example about the impact of incidents on community members, will also be shared as part of this reporting. This yearly report will be generated by the Human Rights & Equity Office and will be accessible to all members of the Queen's community.

#### 8. Q &A Period

Aba asked if any of the community members had questions for the Council.

Prerna asked about mandatory anti-racism training for graduate students. Stephanie suggested that Prerna be in touch with the Manager of Training and Education in the Human Rights and Equity Office.

Safiah asked who to connect with about the many changes at the University in the last 10 years. Teri commented that she is happy to meet with Safiah.

Aba reminded members that the next meeting of UCARE will be in January 2022 and adjourned the meeting.

**9. Other Business**

**Next Public Meeting: January 24, 2022**

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