

MINUTES

Provost and Vice-Principal (Academic)

Meeting:	University Council on Anti-Racism and Equity (UCARE) – (Public Meeting)	Date & Time:	January 24, 2022 5:00pm - 6:30pm
Platform/Location:	TEAMS		
Co-Chairs:	Aba Mortley and Stephanie Simpson		
Members:	<ul style="list-style-type: none"> • Safiah Chowdury (Elected – Alumna and Community Member) • Mark Green (ex Officio – Provost) • Janice Hill (ex Officio – AVP Indigenous Initiatives) • Lavonne Hood (ex Officio – University Ombudsperson) • Samara Lijiam (ex Officio – AMS Commissioner of Social Issues) • Kayla Melborne (Elected – SGPS Student) • Mona Rahman (Elected – Staff, Office of the Vice-Principal Research) • Shobhana Xavier (Elected – Faculty, Religion) • Teri Shearer (ex Officio – Principal’s Delegate) • Stephanie Simpson (ex Officio – AVP Human Rights, Equity and Inclusion) • Ann Tierney (ex Officio – Vice-Provost & Dean Student Affairs) • Asha Varadharajan (Elected – Faculty. English) 		
Invited Guests:	Patrick Deane, Principal and Vice-Chancellor, Klodiana Kolomitro, Vice Provost (Teaching & Learning), Yasmine Djerbal, Educational Developer (Inclusion and Anti-Racist Pedagogies), Yunyi Chen, Educational Developer (Program and Curriculum Internationalization)		
Regrets	Aba Mortley (Elected – Alumna and Community Member), Petra Fachinger (ex Officio – Chair of SEEC), Muhammad Ahsan (Observer - Equity, Diversity & Inclusion Manager, City of Kingston), Laeeque Daneshmend (Elected – Faculty, Mining Engineering), Monica Garvie (ex Officio – SGPS Equity & Diversity Commissioner, Adriana Lopez Villalobos (Elected – Staff, Queen’s Biological Station), Kavah Mousavand(Elected – Staff, Math & Stats)		
Additional Guests	Aleksandra Bergier, Barbara Lotan, Chiara Susanna, Christine Keli, Corinna Fitzgerald, Deana Fialho, Elliot Chapple, Gary Hinds, Jessica Walker, Kel Martin, Kofi Sakyi, Layla Haddad, Lon Knox, Meg Ferriman, Nancy Sammon, Norma Barrett, Priscilla Ferrazzi, Sarah Bunting, Stephen McNevin, Toni Thornton.		
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 moved by Mona Rahman, seconded by Kayla Melborne and agreed by all to adopt the Agenda as circulated.			
2. Approval of the Minutes of Oct 25, 2021			
It was moved by Kayla Melbourne, seconded by Ann Tierney and agreed by all to approve the Minutes of October 25, 2021 as circulated.			
3. Co-Chairs Remarks			
Stephanie welcomed everyone to the UCARE meeting. In particular, she welcomed new member Shobhana Xavier. She also thanked the UCARE invited guests, Principal Deane, Yasmine Djerbal and Yunyi Chen.			
Stephanie then provided the following updates:			
<ul style="list-style-type: none"> • Queen’s is now a signatory to the Scarborough Charter, signed by Principal Deane in November 2021. Signatories of the <i>Scarborough Charter</i> are following through on the promises made by universities and 			

colleges in the summer of 2020 and by partner institutions at the October 2020 *National Dialogues and Action for Inclusive Higher Education and Communities*, to move from rhetoric to meaningful concrete action to address anti-Black racism and to promote Black inclusion. The Human Rights and Equity Office in collaboration with the Principal's office will lead this initiative. HREO is in the process of doing an inventory against the objectives set out in the Charter. The next step will be establishing working groups around the themes Governance, Research, Teaching, Learning & Student Success and Community Engagement

- Mona spoke about the Québec City Mosque attack. January 29th marks the fifth anniversary of the attack. This date has been designated as The National day of Remembrance for the Québec City Mosque Attack and Against Islamophobia. She encouraged everyone to join again in the Green Square Campaign from January 25-29. Details available at: <https://www.nccm.ca/greensquare/>. She also mentioned a few events:
 - “Prayers for Peace and Remembrance for the Victims of the Québec City Mosque Attack“, with faith leaders and friends coordinated by the Islamic Society of Kingston via the ISK [Facebook Page](#) on January 29 from 5:30-6:30 pm.
 - MSGP is holding an online event on January 25 from 4-5:30 pm entitled: What was the War on Terror? With Dr. Arun Kundnani.
 - Dr. Adnan Husain is also one of the speakers along with Dr. Hatem Bazian and Amira Elghawa, for an online event on January 28th called “Islamophobia: Historical and Global Perspectives on the 5th Anniversary of the Quebec City Massacre” (<https://fb.me/e/29csLTd9Y>)

4. [Queen's Strategy](#)

Stephanie welcomed the Principal to provide an update on Queen's new Strategy. The Principal provided a history of the Strategy. The [Queen's Strategy](#) emerged from a year-long discussion in the Queen's University community about aspirations, accomplishments and values, as well as the challenges and obstacles to be overcome if the institution is to have the national and international impact we desire in the coming years. The Conversation, which was launched with an [open letter](#) from the Principal in October 2019, was an attempt to understand deeply who we are as a community, as well as why we are: what particular contribution the history, character and evolving nature of Queen's equips us to make, not only to the education of individuals and the advancement of knowledge, but through those things to the problems that afflict our planet and the lives it sustains. The Mission, Vision, and Values articulated in the Strategy explicitly refer to anti-racism, equity, and inclusion as key pillars.

In May 2021, the Principal created six working groups to assist with developing an operational plan to implement the new Queen's [strategy](#). Each working group was tasked with developing two or three operational priorities that aligned with each of the six strategic goals set out in the strategy.

Most recently, those operational priorities have been assigned to senior leadership to begin implementation. For example the priorities set under Organizational Culture will be actioned by Stephanie Simpson (AVP Human Rights, Equity and Inclusion) and Steve Millan (AVP Human Resources).

Principal Deane also talked about cultural change being one of the biggest challenges for the university. He noted that everyone needs to be involved and that anti-racism is critically important to achieving this institutional goal.

5. **New Educational Developers in the Centre for Teaching and Learning (CTL)**

Stephanie welcomed Yasmine Djerbal and Yunyi Chen to share with the Council the new initiatives they are working on as Educational Developers in CTL.

Yunyi, Educational Developer/Program and Curriculum Globalization, provided a brief overview of the services

provided by the CTL and the work that Educational Developers do. They primarily promote and support quality teaching while building capacity in teaching and educational leadership in direct support of Queen's students' learning experiences. Educational Developers support all educators in their practice of teaching.

Yasmine, Educational Developer/Anti-racism & Inclusion, spoke to the recommendations from PICRDI:

- PICRDI recommendations 16 – expanding the capacity at the CTL to include educational development around racial equity and other equity considerations.
- Recommendations #11 – training modules, to build capacity amongst employees

Yasmine also acknowledged the work of the Educational Developer, Indigenous Pedagogies and Ways of Knowing, Lindsay Brant. Lindsay's position was created in response to the TRC recommendations and Lindsay has worked on Indigenous pedagogies for three years now.

More information on the CTL and educational developers can be found here:

<https://www.queensu.ca/ctl/about-us/scope-practice>

Stephanie asked Yunyi and Yasmine what their goals were and what they would be focusing on over the next few months. Yunyi will further introduce their work to the Queen's Community. To ensure that the university community has access to new resources on how to globalize their teaching and learning. Yunyi also asked for ally ship across the university, building on some grass roots programming and conversational sessions. Yunyi would also like to build the resources page on the CTL site to assist educators to start imagining how or what a globalized course looks like.

Yasmine would like to make sure needs are met and work together towards meaningful culture change that focuses on Indigenizing, Equity, Anti-racism, Diversity and makes a change for our students.

Stephanie reminded members to reach out to Yunyi and Yasmine if they had further thoughts or questions.

6. [EDI Report](#)

Stephanie asked Teri Shearer to speak to the 2020/21 EDI Report. Teri stated that many units have embedded I-EDIAA into their daily work and not everything is captured in the 2020/2021 report. Teri then presented the following highlights to the Council:

- Updates on implementing the Principal's Declaration actions
- Student Experience Survey and how critically important it is to understand racism, discrimination and harassment on campus
- The Provost Action Group for Gender and Sexual Diversity (PAGGAS).
- The enhancements to the employment equity hiring process. Queen's continues to make progress in these areas and in most cases new hires of equity deserving groups are exceeding workforce availability.
- Strengthening EDII in Queen's Degree Level Expectations
- New UCARE Subcouncil on Academic and Curricular Diversity
- New EDII educational developer positions and teaching development resources in the Centre for Teaching and Learning
- EDII embedded in all levels
- EDII Admissions Task Force
- Launch of Commitment Scholars Award
- Commitment Bursary Program. Students in the Class of 2025 will receive more than \$935,000 over four years.

- New Peer Equity Ambassadors
- EDII embedded in all levels of strategic planning across the university
- Significant changes across campus over the last five years – enhancing academic programs, investments, recruitment, mandatory training, policies, new staff and senior leadership positions.
- Changing campus culture requires sustained dedication and resources

Teri asked if anyone had any questions. Sarah Bunting asked about release time for those employees that are involved in Employee Resources Groups (ERG). Sarah stressed the importance of managers recognizing the workload associated with participating in ERGs.

Teri recognized the importance of ERGs and mentioned that this item is an action on the [Employment Equity Plan 2021/2022](#). Teri stated that this work should not be an additional burden to staff and this request should be addressed by the end of this academic term.

7. [TRC Report](#)

Stephanie asked Jan Hill to speak to the 2020 TRC Report. Jan provided an overview of the progress made over the 2020-21 year, in continuing to implement education based TRCTF recommendations. Each of the recommendations continues to be fulfilled, with Indigenous research and community partnership being a key focus this year. She then provided a "by the numbers" snapshot of progress made in 2020/21: 18 Working Groups and Committees facilitated by the OII, 49 Candidates Enrolled in Community-Based Programming, 50 Gazette stories on Indigenous Students, Events, Topics, etc, First year Undergraduate Enrollment increased by 20%, 7 Initiatives to support Indigenous Youth, 10 Elder Meet & Greet Education Sessions, First Year Undergrad Applications from Self-Identified Indigenous Students increased by 8% and 22 Students engaged in the Indigenous Health Education Working Group.

Jan then spoke to the many priorities of the working groups mentioned in the report and acknowledged that much work has been done however there is still more work to do. There have been unforeseen challenges each year – particularly with the continuing pandemic and discovery of unmarked children's graves at residential school sites; however hard work on the TRC priorities continues.

Mona asked if Jan knew what percentage of Indigenous students are still not self-identifying. – Is the percentage decreasing or are Indigenous student more comfortable self-identifying? Jan estimated that less than 50% of Indigenous students identify and in the current environment with many issues being raised about self-identification, perhaps fewer. It is not a welcoming environment for self-identification right now.

Toni Thornton asked about Indigenous Identity. Faculty are revising their courses where local Indigenous people are featured to protect them. Has there been any thought to the broad implications on how it impacts so many.

Jan stated that this was not something that OII had considered but it is very important to follow up. Some people are stepping away from the work because they do not feel safe.

8. **Q &A Period**

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

Ann asked members to promote the Promise and Committed Scholar Awards. The Promise Scholars program is a comprehensive initiative designed to reduce financial barriers and increase access to Queen's for local, first-generation students. The Commitment Scholars Award celebrates and recognizes demonstrated leadership in, and commitment to, racial justice, social justice, or diversity initiatives by equity-deserving students in their high school or in their community.

Stephanie reminded members that the next meeting of UCARE will be March 21 2022 and adjourned the meeting.

9. Other Business

Next Public Meeting: March 21, 2022

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