

STANDING SUB-COUNCIL LEAD REPORT TO UCARE

Sub-Council: Inclusive Community

2021/2022 Academic Year

TERMS OF REFERENCE

To foster a campus culture that celebrates and promotes diverse identities and viewpoints by: Identifying priorities for strategies and programs that promote a diverse and inclusive community, identifying priorities for strategies and programs that promote opportunities for collaboration external to Queen's University, identifying priority opportunities for training to promote a more inclusive and interculturally-informed community, advising on strategies to improve communications between the university administration and members of the Queen's community, as these relate to diversity and inclusion initiatives and responses to incidents of racism on campus and monitor progress on the implementation of PICRDI recommendations relevant to the mandate of the sub-council.

ACTIVITIES

The Inclusive Community UCARE Sub-Council met four times in the 2021/2022 Academic Year. Most of their work focused on increasing the visibility of equity and inclusion resources on faculty and department websites. The Inclusive Community UCARE Sub-Council continued to focus their efforts on the Training & Education and Culture & Climate PICRDI recommendations.

The Sub-Council discussed and advised on the following items:

- The use of Diversity, Equity Assessment and Planning (DEAP) Tool - Reviewing the results of DEAP internal audit and DEAP engagement across units
- Training and Education – Reviewing current I-EDIAA offerings across the University, reviewing Showing up for Anti-Racism for senior leaders, directors and managers.
- Seminars and speakers on I-EDIAA - Review of available departmental "speaker series"
- Increased visibility of equity and inclusion goals and resources on website and via other communication tools – re-launch of the I-EDIAA communication group
- Draft of the Inclusive Culture Policy
- The Employee Experience Survey

FUTURE ACTIVITIES

- Reviewing anti-oppression history online
- Finalizing the Inclusive Culture Policy at Queen's
- Reviewing current I-EDIAA training and education available at Queen's and addressing gaps
- Reviewing HREO speaker series 22/23
- Reviewing the DEAP engagement report
- Reviewing results of the Employee Engagement survey

MEMBERS:

| Name | Title | Department |
|-----------------------|---|-----------------------------|
| Teresa Alm | Associate University Registrar | Awards |
| Sultan Almajil | Director | QUIC |
| Jill Christie | Manager, Data and Administration | HREO |
| Elliot Chapple | EDII Director | Faculty of Arts and Science |
| Alison Cummings | Learning and Development Specialist | Human Resources |
| Monica Garvie | Equity and Diversity Commissioner | SGPS |
| Lavonne Hood | University Ombudsperson | Office of the Ombudsperson |
| Melanie Howard | Director, Indigenous Futures in Engineering | FEAS |
| Cathy Keates | Director, Experiential Learning | Career Services, SA |
| Samara Lijiam | Commissioner of Social Issues | AMS |
| Oonagh Maley | Manager, Special Projects | VPFA |
| Stephanie Simpson (C) | AVP (Human Rights, Equity and Inclusion) | HREO |