

## 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>March 21, 2022 5:00pm - 6:30pm</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>• Muhammad Ahsan (Observer - Equity, Diversity &amp; Inclusion Manager, City of Kingston)</li> <li>• Safiah Chowdury (Elected – Alumna and Community Member)</li> <li>• Petra Fachinger (ex Officio – Chair of SEEC)</li> <li>• Monica Garvie (ex Officio – SGPS Equity &amp; Diversity Commissioner)</li> <li>• Mark Green (ex Officio – Provost)</li> <li>• Janice Hill (ex Officio – AVP Indigenous Initiatives)</li> </ul>	<ul style="list-style-type: none"> <li>• Kayla Melborne (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>• Shobhana Xavier (Elected – Faculty, Religion)</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>• Lavonne Hood (ex Officio – University Ombudsperson)</li> <li>• Laeeque Daneshmend (Elected – Faculty, Mining Engineering)</li> <li>• Kavah Mousavand (Elected – Staff, Math &amp; Stats)</li> </ul>	<ul style="list-style-type: none"> <li>• Asha Varadharajan (Elected – Faculty, English)</li> <li>• Samara Lijiam (ex Officio – AMS Commissioner of Social Issues)</li> <li>• Adriana Lopez Villalobos (Elected – Staff, Queen’s Biological Station)</li> </ul>	
<b>Invited Guests:</b>	<ul style="list-style-type: none"> <li>• Klodiana Kolomitro, Vice Provost (Teaching &amp; Learning), Corinna Fitzgerald, Assistant Dean (Student Life and Learning), Katie Ramoutar, Manager (Organizational Development and Learning), Sydney Downey, Director (Employee Wellness Services), Sandra den Otter, Vice Provost (International)</li> </ul>		
<b>Additional Guests</b>	<ul style="list-style-type: none"> <li>• Barbara Lotan, Taryn McKenna, Nicole Honderich, Beverley Mullings, Elliot Chapple, Kofi Sakyi, Alana Butler, Amber Wallace, Matt Rahimian, Bittu George, Vanessa Thomson, Gary Hinds, Lynne Hanson, Nancy Sammon, Jennifer Ross, Yasmine Djerbal.</li> </ul>		

### Discussion Item

Before the Meeting was called to order, Aba 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 Monica Garvie seconded by Mona Rahman and agreed by all to adopt the Agenda as circulated.

#### 2. Approval of the Minutes of January 22, 2022

It was moved by Kayla Melborne , seconded by Mona Rahman and agreed by all to approve the Minutes of January 22, 2022.

#### 3. Co-Chairs Remarks

Stephanie mentioned that the UCARE meeting was taking place on March 21<sup>st</sup>, the International Day for the Elimination of Racial Discrimination and that there were many events happening on campus and in the community. She also spoke about the fight against Russian aggression in Ukraine, and about colleagues speaking out against racism in media coverage and the disproportionate impacts of war on racialized , 2SLGBTQ+, and marginalized persons in their attempt to seek safety.

Stephanie informed the Council that work on the Scarborough Charter is progressing. The Principal's Office in collaboration with the HREO has established Leads and the next step will be the formation of working groups to move the priorities forward. Also in May, the Scarborough Charter Inter-Institutional Forum will take place in British Columbia.

Stephanie then mentioned the [Scholar Strike Canada](#), Defund, Demilitarize and Abolish Police, Prisons and All Forms of Carcerality, which is taking place March 21-23

#### **4. UCARE Sub-Council Leads Reports**

Aba asked Stephanie to speak to the Faculty and Staff Recruitment, Retention and Support UCARE Sub-Council Report and the Inclusive Community Sub-Council Report that were attached to the Agenda. Stephanie provided the Council with an update on the progress of these two Sub-Councils.

Aba asked Klodiana to speak to the Academic and Curricular Diversity UCARE Sub-Council report that was attached to the Agenda. Klodiana provided the Council with an update on the progress of the Sub-Council.

Aba asked Corinna to speak to the Student Recruitment, Support and Success UCARE Sub-Council report that was attached to the Agenda. Corinna provided the Council with an update on the progress of the Sub-Council. Corinna also mentioned that going forward there may be some overlap with the Scarborough Charter Working Group.

#### **5. Principal's Global Scholars and Fellow Program to Support those Displaced by War, Conflict and Political Instability**

Aba invited Sandra den Otter, Vice Provost (International), to speak to the Principal's Global Scholars and Fellow Program. Sandra provided a brief summary of the program:

The Principal's Global Scholars and Fellows Program is a university-wide initiative to support faculty, post-doctoral fellows, and students displaced by war, conflict, and political instability from a variety of geographic and social locations.

The program is comprised of two streams. The first—Principal's Global Scholars—serves to connect undergraduates and graduates with streamlined admission options and funding to support their learning. The second stream—Principal's Global Fellows—provides displaced faculty members and post-doctoral fellows with one year of support to continue their academic work. Here is more information on the Program:

<https://www.queensu.ca/international/principals-global-scholars-fellows>

#### **6. Employee Experience Survey**

Aba asked Sydney Downey, Director (Employee Wellness) and Katie Ramoutar, Manager (Organizational Development and Learning) to update the Council on the progress of the Employee Experience Survey.

Sydney informed the Council the following:

- The survey came from a recommendation by the Queen's Organizational Culture Working Group
- It will provide a baseline metric for all future initiatives aimed at the employee experience and improving our climate and goes beyond engagement
- Resources are available to action initiatives that come out of the survey
- We are hoping to Identify areas of strength and opportunity that require concrete, time bound actions at the institutional, departmental and team level
- We are hoping to establish a cadence of ongoing measurement in order to track progress against our Principal's Strategic Aims and refine action plans

Sydney then mentioned that the survey would focus on three drivers, Job, Work Unit/Term and Organization. Within those drivers, include areas such as well-being, support for diversity and opportunities for Advancement.

She mentioned the following Queen's units/groups were consulted: The Principal's Office, HREO, OII, SLT, Union Groups, Central Communications, The Office of the Provost, IRP.

The chosen Partner that Queen's has hired is Metrics@Work. Metrics@Work is a leading, Canadian provider of organization measurement and consulting with core expertise in employee engagement and action planning in the university sector. Metrics@Work will provide detailed reporting to HR/Management as well as a three-tiered model of engagement with units. The survey will be voluntary and will take approximately 20 minutes. Information collected in the survey is confidential and individual responses will never be shared with the University. The results of the survey will only be reported in aggregate form so that individual responses cannot be identified.

Katie then shared the timeline highlights with the Council. The Survey design and testing will happen between March 21<sup>st</sup> and April 18 with the survey window being from April 25<sup>th</sup> to May 15<sup>th</sup>. Analysis and report creation will take place between May 16<sup>th</sup> and July 8<sup>th</sup> and reporting will be available in the Fall.

Katie emphasized that the survey findings will be operationalized to create action plans. She also mentioned that there will be continual surveying of staff, estimated every 2 years.

Sydney asked Council members to: encourage employee feedback from all corners of the university, encourage your teams and this Council to think about any current initiatives or projects that may align with the expected survey results, check in with employees from equity deserving groups, voices that aren't being heard, report any questions, concerns or barriers that are preventing participation and stay tuned through the summer/fall for results and report backs.

Safiah asked if demographic information be captured as well and can the data be disaggregated

Sydney replied that yes, demographic information will be captured and provided to the HREO to disaggregate.

Mohammad asked how confidentiality will be communicated to staff.

Katie stated that the piece on confidentiality would be very transparent in the preamble of the survey. She also stated that the demographics would not be shared at the unit level. Sydney also mentioned that employees would be provided work time to complete the survey.

## **7. Q &A Period**

Stephanie asked the community if there were any questions for the Council.

## **8. Other Business**

Mona reminded the Council that Ramadan is begins on April 2nd. She also informed the Council of the newly formed Queen's University Muslim Inclusivity Network.

Aba reminded the Council that this was the last meeting for the term and that her time as Chair is complete. Stephanie thanked Aba for her time as Chair.

**Next Public Meeting: October, 2022**

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