

AGENDA

Provost and Vice-Principal (Academic)

Meeting:	University Council on Anti-Racism and Equity (UCARE) – (Public Meeting)	Date & Time:	October 3, 2022 4:00pm – 5:30pm
Platform/Location:	TEAMS		
Co-Chair:	Stephanie Simpson and Safiah Chowdury		
Members:	<ul style="list-style-type: none"> • Muhammad Ahsan (Observer - EDI Manager, City of Kingston) • Yunyi Chen (Elected – Staff) • Safiah Chowdury (Elected – Alumna and Community Member) • Bittu George (Elected – Alumna and Community Member) • Lavonne Hood (ex Officio – University Ombudsperson) • Nick Mosey (ex Officio – Principal’s Delegate) • Rogney Piedra Arencibia (Elected – International Student) 	<ul style="list-style-type: none"> • Jana Raver (ex Officio – Chair of SEEC) • Teri Shearer (ex Officio – Provost) • Kai Siallagan (Elected – AMS Student) • Stephanie Simpson (ex Officio – AVP Human Rights, Equity and Inclusion) • Ann Tierney (ex Officio – Vice-Provost & Dean Student Affairs) • Supriya Venigalla (Elected – Staff) • Shobhana Xavier (Elected – Faculty) • AMS Commissioner of Social Issues 	
Regrets	<ul style="list-style-type: none"> • Laeeque Daneshmend (Elected – Faculty) • Janice Hill (ex Officio – AVP Indigenous Initiatives) • Jane Mao (ex Officio – SGPS Equity & Diversity Commissioner) 	<ul style="list-style-type: none"> • Kayla Melborne (Elected – SGPS Student) • Kavah Mousavand (Elected – Staff) • Asha Varadharajan (Elected – Faculty) 	
Invited Guests:	<ul style="list-style-type: none"> • Deanna Fialho, Yellow House Director 	<ul style="list-style-type: none"> • Mona Rahman, Research Awards Officer (VP Research) 	
Additional Guests	<ul style="list-style-type: none"> • Aleksandra Bergier • Alana Butler • Wanda Costen • Colleen Davison • Nash Ghosh • Lon Knox 	<ul style="list-style-type: none"> • Trisha Lawson • Jason Matthew • Taryn McKenna • Alexandra Pedersen • Carolyn Prouse • Kristy Reynald 	

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 Bittu George seconded by Kai Siallagan and agreed by all to adopt the Agenda as circulated.

2. Approval of the Minutes of March 21, 2022

It was moved by Jana Raver seconded by Yunyi Chen and agreed by all to approve the Minutes of March 21, 2022.

3. Co-Chairs Remarks

Stephanie welcomed new UCARE members and community guests. Stephanie also thanked the UCARE invited guests, Deanna Fialho, Yellow House Director and Mona Rahman, Research Awards Officer (VP Research).

Stephanie provided the following updates:

- Yom Kippur is October 4th and 5th
- OII, Four Directions and CTL put on very meaningful and moving events for National Truth and Reconciliation day last week.
- The four working groups of the Scarborough Charter continued their work throughout the summer. The Working Groups were tasked with doing a scan and providing a short list of key areas the University can focus their efforts on. The HREO is working on a short document to share with the community on these key areas.
- October marks the beginning of Islamic History Month. The theme for Islamic History Month 2022 is Multicultural Flavours of Muslim Cuisine: Culinary contributions of Muslims to health, wellness, social peace and societal harmony.
- Today at 5:30 in Kinesiology 100, the Brockington Visitor Kristen Worley will discuss conversations on sex and gender.

4. In-Sight Reporting

Stephanie provided an update on the In-Sight Reporting. The HREO is in the process of compiling the first In-Sight report 2021-2022. The In-Sight tool was launched last fall alongside the new Harassment and Discrimination policy. It is meant to provide people with an anonymous platform, where they can report harassment and discrimination. Stephanie then provided the following stats:

- Since the launch of the Tool there have been 38 submissions, 51% reported by students, 34% reported by Staff
- Location (45% on Campus, 32% Online, 24% Off Campus)
- Behaviors (majority persistent unwanted comments and microaggressions, almost 40%). Other behaviours high, verbal abuse, denial of opportunity, office jokes, intimidation/threats and failure to accommodate)
- Grounds (majority were race, disability, age, sex)

The HREO is finalizing a short report and will post the report online. The HREO is also in conversation with the Secretariat's Office about creating a collective report that would capture situations coming in from Tool as well as formal cases.

The HREO also continue to work on ways of marketing the tool.

5. Updates from the Yellow House

Stephanie invited Deanna to provide an update on the activities and initiatives at the Yellow House.

Deanna provided an update on the new staff positions at the Yellow House. More information regarding the staff can be found on the Yellow House website here: [Meet the Team](#). Deanna then talked about the new programming and ask members to review the programming page on the Yellow House website here: [2022/2023 Programming](#). She spoke to the goals of the Yellow House and emphasized the importance of engaging with students and other partners at the university like Four Directions and Student Wellness Services.

Deanna then talked about the Scarborough Charter and the Yellow House's working vision for Black flourishing. She stated that the Yellow House is a central hub for student-facing resources and initiatives that enable the just and fulsome realization of human potential and thriving for Black students at Queen's. Yellow House plays a pivotal role across the University to redress anti-Black racism through sustainable programs that seek to remove structural barriers to equity, inclusion and social justice with full recognition of intersectional identities. She then encouraged all in attendance to follow the Yellow House on socials and help spread the word.

6. UCARE Sub-Council updates

Stephanie provided an update on the Faculty and Staff Recruitment, Retention and Support (FSRRS) UCARE Sub-Council and the Inclusive Community UCARE Sub-Council:

- The FSRRS Sub-Council has finalized the University's Employment Equity Action Plan and it is posted here: [Employment Equity Plan](#). In addition, the Employment Equity Forum will be May 8, 2023.
- Inclusive Community: In addition to the PICRDI recommendations, this Sub-Council will also act as a sounding board to the Organizational Culture working group from the Principal's Strategy. This Sub-Council is working on the following:
 - Inclusive Culture Policy – draft policy in development and will present to SLT
 - Employee Engagement Survey results
 - Recommendations for I-EDIAA statements on faculty and staff websites
 - Reviewing Queen's Racism Timeline
- Wanda Costen asked a question regarding the Inclusive Culture Policy. She asked what the general purpose of the policy is and what the expectations are; will there be consequences for not adhering to the Policy? Stephanie suggested that the Policy would serve the role for those that do not adhere to the values outlined in the Policy.
- Stephanie said that John and Corinna would provide updates at next UCARE meeting for the other two UCARE Sub-Councils.

7. Queen's University Muslim Inclusion Network

Stephanie invited Mona Rahman to provide an update to UCARE on the Queen's University Muslim Inclusion Network (QUMIN). QUMIN is a diverse group of Muslim faculty and staff, inclusive of Teaching Assistants and Student employees, working to establish a network of fellow community members who feel inspired by, or a sense of belonging to the faith of Islam. First and foremost, it is a safe space for those who identify as Muslim on campus to support one another through building and strengthening of connections within the community. QUMIN has had two meetings so far and their first in-person social was in September. They will be meeting the 3rd Friday of every month. The network will be discussing the possibility of becoming an Employee Resource Group (ERG).

Mona then provided more details regarding events for Islamic History Month. As Stephanie mentioned, the theme of Islamic History Month 2022 is Multicultural Flavours of Muslim Cuisine. There is also a food drive in October. Mona asked members to remember that we are a diverse community and a variety of types of food would be appreciated. In addition, the Multicultural Brunch and Open House at the Islamic Centre of Kingston is Sunday October 16, 2022 and on Monday October 17, 2022, Dr. Murray Hogben is discussing his research that culminated in his book *Minarets on the Horizon: Muslim Pioneers in Canada*, including accounts of the first Muslims in Kingston.

8. Q &A Period

Yunyi asked Stephanie to talk more about the work of the Inclusive Community Sub-Council. Yunyi mentioned that the CTL is also supporting the Principal's Strategy. Stephanie provided more details about the Organization Culture Pillar. She also suggested that a representative from CTL would be a perfect addition to the Inclusive Culture Sub-Council.

Wanda Costen asked about university communications and how we ensure events, like the events Mona was speaking of, are being promoted on campus through all channels. Mona said she would reach out to University Relations as well as send the information to Wanda so that Smith could promote the events as well.

Rogney as Deanna if the Yellow House would consider a student photo contest similar to the International Centre contest. The QUIC contest aims to put forward the diversity of student experience and student talent. Deanna said she would connect with Rogney and Sultan.

9. Other Business

Stephanie asked the Council and community members if there was any additional business. Stephanie also reminded the Council that the next meeting is January 9, 2023.

Next Public Meeting: January 9, 2023

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