

AGENDA

Provost and Vice-Principal (Academic)

Meeting:	University Council on Anti-Racism and Equity (UCARE) – (Public Meeting)	Date & Time:	January 9, 2023 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) • Janice Hill (ex Officio – AVP Indigenous Initiatives) • Lavonne Hood (ex Officio – University Ombudsperson) • Nick Mosey (ex Officio – Principal’s Delegate) 	<ul style="list-style-type: none"> • Roney Piedra Arencibia (Elected – International Student) • 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) 	
Regrets	<ul style="list-style-type: none"> • Jane Mao (ex Officio – SGPS Equity & Diversity Commissioner) • Kayla Melborne (Elected – SGPS Student) • Laeeque Daneshmend (Elected – Faculty) 	<ul style="list-style-type: none"> • Bittu George (Elected – Alumna and Community Member) • Kavah Mousavand (Elected – Staff) • Jana Raver (ex Officio – Chair of SEEC) • Asha Varadharajan (Elected – Faculty) 	
Invited Guests:	<ul style="list-style-type: none"> • Kim Murphy, Executive Director, Risk and Safety Services • Todd Zimmerman, Director, Campus Security and Emergency Services 	<ul style="list-style-type: none"> • Sandra de Otter, Vice Provost (International) 	
Additional Guests	<ul style="list-style-type: none"> • Sarah Bunting • Morgan Davis • Emar Dionisio • Deanna Fialho • Corinna Fitzgerald • Hal Holt • Simran Jjoneja • Christine Keli • Amanda Kesek • Kate Kittner • Heather Kincaide • Anastasiia Kosolapova • Dale Lackeyram 	<ul style="list-style-type: none"> • Jenny Lee • Barbara Lotan • Kel Martin • Oonagh Maley • Lisa Newton • Stephanie Nixon • Mona Rahman • Tracy Russell • Nancy Sammon • Fran Sardone • Melissa Seal • Nathan Aniekan Utioh • Karen Zuliniak 	
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 Nick Mosey seconded by Kai Siallagan and agreed by all to adopt the Agenda as circulated.

2. Approval of the Minutes of October 3, 2022

It was moved by Teri Shearer seconded by Supriya Venigalla and agreed by all to approve the Minutes of October 3, 2022.

3. Co-Chairs Remarks

Safiah welcomed new UCARE members and community guests. Safiah also thanked the UCARE invited guests, Kim Murphy, Executive Director, Risk and Safety Services, Todd Zimmerman, Director, Campus Security and Emergency Services and Sandra de Otter, Vice Provost (International).

Stephanie provided the following Chair's updates:

The work on the Scarborough Charter continues. Stephanie provided a presentation to the Senior Leadership Team and the Audit and Risk Committee of Board of Trustees. She provided an overview of the university scan that the working groups did over the summer 2022. Stephanie will present those findings at the next UCARE meeting as well as the work that is being done on consulting the community.

The Inclusive Community UCARE Sub-Council has completed and reviewed the first iteration of the Racism/Anti-Racism Timeline. This was a recommendation of the PICRIDI report. This timeline will be shared at the next UCARE meeting.

4. Queen's Career Gateway Program

Safiah invited Supriya to provide an update to the Council on the Queen's Career Gateway Program. Supriya mentioned that many newcomers, especially refugees, are experiencing barriers in their efforts to securing employment, such things as language barriers, networking, anxiety and securing child-care.

The Program is the first of its kind in Canada. It is designed to create employment pathways for equity deserving persons within the Kingston community. The Program helps and contributes to removing barriers to employment at Queens, increases diversity at Queens, demonstrates leadership in I-EDIAA and increases Queens's social impact through community partnership.

The Program is sponsored by many units across Queen's as well as community connections. The Program also aligns with many I-EDIAA Goals at Queen's such as: goals 8 and 17 of the UN goals, the DEAP Tool goals, the PICRDI recommendations, the Scarborough Charter, the Federal Contractor's Program, the Workplace Inclusion Charter and the Queen's Employment Equity Plan.

The three-year pilot, finished year one in August 2022. The Program was piloted with Custodial Support Services and participants were hired as casual cleaners to work up to 19.5 hours per week with paid release time to attend English language training with the Queen's School of English. There were 10 participants of varying backgrounds, nationalities, ages and English language levels. There were seven participants who completed the program successfully and obtained term or continuing positions at Queen's.

The English language training spanned 12 months and included three modules (fall, winter, and summer), 14 weeks per module, and 5 hours of sessions per week. Topics included how to communicate professionally, how to communicate with colleagues and managers, academic English and working in teams.

Supriya emphasized the following success factors: funding, ability of instructor, dedicated HR support, union support, project management support and regular consistent space.

The next cohort will begin at the end of January and will be expanding into cleaners in Residences. Supriya is also working with the current successful participants on developing a newcomer Employee Resource Group (ERG). Once a participant graduates from the Program, they can join the ERG.

Supriya then asked if there were any questions. Safiah asked if it was only for custodial positions for now. Supriya said that the pilot was for custodians but the seven successful participants did not necessarily get full time positions as custodians. They moved on to additional positions.

Sarah Bunting asked if the Program would expand to other employee groups at Queen's. Supriya stated that they are hoping to replicate the Program with other units. It would need to be units with casual hires, which is why Residences is a good unit for the next cohort.

Kate Kittner asked if there are opportunities for volunteers to help support this in any way, or if there is anything departments can do to help this initiative. Supriya suggested that Kate reach out to her to see how they could assist.

Mona thought that the Libraries might be a good fit for casual work but competency might be a bit higher. Stephanie suggested there could be tiers in the program.

Safiah thanked Supriya for the presentation.

5. Global Engagement Strategic Plan

Safiah invited Sandra den Otter to provide an update on the Global Engagement Strategic Plan. Sandra provided a brief history of the Plan. She mentioned that they have already met with many groups across campus and will be soliciting feedback from the Queen's community and beyond by the end of the Semester.

Sandra then talked about the Principles for Global engagement, highlighting the following: inclusive excellence, global impact, I-EDIAA, sustainability and stewardship, mutually beneficial partnerships, collaboration and inter-disciplinarily.

Sandra then talked about the following six Objectives:

1. Embed Queen's in the global community through mutually beneficial partnerships to co-create a better city, region and world
2. Cultivate critical and innovative thinkers equipped and committed to creating a more inclusive and sustainable university
3. Create and mobilize knowledge and research
4. Develop a campus environment that is inclusive of international students, faculty and staff
5. Enhance the university-wide collaboration on a capacity for global engagement
6. Advance Queen's profile by telling our story globally

The overarching initiatives for I-EDIAA are:

- Implementing values-based regional partnership strategy emphasizing mutually beneficial engagement with the Global South

- Building connections with local communities to advance global engagement
- Creating a diverse campus community by increasing the diversity of and supports for international students, post-doctoral fellows, faculty members and staff.

Objective One: Global Teaching and Learning

- Implementing degree level expectations for global learning, developed with an emphasis on I-EDIAA
- Collecting demographic data on participation in global learning opportunities
- Reaching under-represented groups, understanding barriers to participation experienced by racialized students.
- Expanding financial and other supports for under-represented students in global engagement
- Developing new programming with decolonized and Indigenous approaches to global teaching and learning
- Implementing Decolonizing Global engagement pre-departure module for all mobility programming

Objective Two: Creating an Inclusive Campus Environment

- Increasing participation of international students and post-doctoral fellows in Campus Climate Survey and implementing Student Barometer
- Exploring mechanisms for creating a more inclusive campus and experience for international students, post docs, faculty members and staff

Objective Three: Communities of Practice:

- Create communities of practice to develop and implement the strategy's objectives throughout its five-year timeframe.

Sandra mentioned that the draft would be available for comment in early February. They are also happy to meet one-on-one or by sending feedback to vp.international@queensu.ca.

Safiah thanked Sandra for the presentation.

7. Campus Security Review

Stephanie Invited Kim to discuss the Campus Security Review. Kim provided a brief history of the Review. Two external reviewers, Barbara Perry and Irfan Chaudhry, who brought extensive experience in the areas of I-EDIAA and hate crimes, performed the Review. The Review began in the Spring of 2021. The Reviewers were asked to evaluate formal and informal CSES processes related to the departments' response to incidents that involved or targeted under-represented communities on campus. The scope of the review was to focus on campus security response and areas of improvement. Kim mentioned that they expected the recommendations to be much broader than Campus Security but there are also specific recommendations for Campus Security.

From the Reviewers analysis of the information, they identified eight themes and provided 27 recommendations in total. The eight themes were Awareness, Communication, Presence/Visibility, Trust, Response/Follow-up/Support, Reporting/Documenting, Recruitment/Hiring and Training.

Kim then informed the Council that in response to the recommendations, a Hate Crime Review Steering Committee was established and has been meeting since May 2022. The Committee members represent a wide range of units from across the university. As of October 2022, the Committee has reviewed 11 of the 27 recommendations in detail. The Committee is working on identifying desired outcomes and developing a

progress report. The Committee continues to reach out to various groups across campus to get feedback as well. A number of these meetings have helped guide the work they are doing now. Kim stated that we need to have open and honest conversations. It is important for us to have those conversations the Reviewers had as well.

Safiah asked about the intersections with Kingston Police and the nonacademic misconduct system. Kim mentioned that some of the recommendations in the report do address this. Queen's has also been working well with the Kingston Police Community Oriented and Engagement Unit. Queen's is planning to do some combined training with the Kingston Police.

Kim then mentioned that they have not started doing any specific work on the non-academic misconduct system but this system will be included in the future work that they do.

Shobhana asked about how the "lack of awareness" recommendation is being engaged, particularly on religious hate. Kim mentioned that for now the Committee is just looking at some more general training, from a security perspective, including some standard modules from the HREO. They will be looking at more specific trainings in the future. They have not looked at specifics on religious hate but will keep that on their radar. Shobhana mentioned that she could be a good resource.

Kim mentioned that as the Committee develops the strategy and protocols for response there will be a place to report and a place to get support. It is important for us to work together; there will be a very clear way to bring support to those students.

Community guests suggested meeting with the following groups: QUMIN and/or QUMSA, QUAQE, the City of Kingston's Community Anti-racism Working Group, Faith and Spiritual Life and the Yellow House.

Kim thanked the Council for their time and feedback.

8. Q &A Period

Stephanie asked if anyone had any questions for the Council. There were no questions.

9. Other Business

Stephanie asked the Council and community members if there was any additional business.

Mona provided an announcement about the January 29th memorial. It is the 6th anniversary of the Quebec City Mosque shooting. There will be a memorial on Sunday January 29th from 5:30 to 6:30 at the Islamic Centre of Kingston.

She also mentioned the Green Square Campaign. The Green Square Campaign takes place in the week leading up to the January 29th every year to remember the victims and survivors of the Quebec City mosque attack. The green square represents the green carpets of the Quebec City mosque, where the victims last stood to pray.

Stephanie also reminded the Council that the next meeting is March 6, 2023.

The meeting was adjourned at 5:24.

Next Public Meeting: March 6, 2023

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