MINUTES

Provost and Vice-Principal (Academic)

Meeting:	**University Council on Anti-Racism and Equity (UCARE)**	**Date & Time:**	**Monday, April 1, 2019** **5:00 pm – 6:30 pm**
Location:	**Room 202, Robert Sutherland Hall**		
Co-Chairs:	**Liying Cheng and Aba Mortley**		
Members Present:	• Alana Butler (Elected – Faculty, Faculty of Education) • Yolande Chan (ex Officio – Provost's Delegate) • Liying Cheng (Elected – Faculty, Faculty of Education) • Afsheen Chowdhury (Elected – AMS Student) • Yolande Davidson (Elected – Alumna and Community Member) • Yasmine Djerbal (Elected – Graduate/Professional Student) • Myriam-Morenike Djossou (ex Officio – AMS Commissioner of Social Issues) • Petra Fachinger (ex Officio - Chair of SEEC) • Setareh Ghahari (Elected – Faculty, School of Rehabilitation Therapy) • Richelle Ignatius (Elected – AMS Student)	• Adriana Lopez Villalobos (Elected – Staff, Queen's Biological Station) • Catrina Mavrigianakis (ex Officio – SGPS Equity & Diversity Commissioner) • Aba Mortley (Elected – Alumna and Community Member) • Mona Rahman (Elected – Staff, Office of the Vice-Principal Research) • Teri Shearer (ex Officio – Principal's Delegate) • Stephanie Simpson (ex Officio – Associate Vice-Principal (Human Rights, Equity and Inclusion) • Ann Tierney (ex Officio – Vice-Provost & Dean Student Affairs) • Nathan Utioh (Elected – Staff, Residence Life)	
Regrets:	• Setareh Ghahari (Elected – Faculty, School of Rehabilitation Therapy)	• Catrina Mavrigianakis (ex Officio – SGPS Equity & Diversity Commissioner)	
Guests	• Michael Blennerhassett (Co-Chair, SOARB Governance Review Working Group) • Corrine Fitzgerald (Assistant Dean, Student Life and Learning)	• Daniel Woolf (Principal and Vice-Chancellor)	

Land Acknowledgement

Before the meeting was called to order, Liying Cheng acknowledged Queen's University's presence on the traditional lands of the Haudenosaunee and Anishnaabe.

Moment of Silence

A moment of silence was held to remember the victims of the recent Mosque shooting in Christchurch, New Zealand.

Discussion Item

1. **Approval of the Agenda**

   There were two requests to add items to the Agenda under Other Business. They included:

   a. Stephanie Simpson indicated that she would like to speak to an upcoming event for Black, Indigenous and People of Colour.
   b. Aba Mortley indicated that she would like to discuss enhancing communications regarding public UCARE meetings.

It was moved by Alana Butler, seconded by Ann Tierney, and agreed to adopt the Agenda as amended.

2. Approval of the Minutes of March 4, 2019

It was moved by Nathan Utioh, seconded by Ann Tierney, and agreed to approve the Minutes of March 4, 2019 as circulated.

3. Co-Chairs' Remarks

Principal Daniel Woolf

Aba Mortley welcomed Principal Daniel Woolf to the meeting and invited him to speak. Principal Woolf extended his sincere gratitude for UCARE members' service to the University. He noted that some progress had been made on implementation of the *Principal's Implementation Committee on Racism, Diversity and Inclusion Final Report* but there was still plenty of work to be done. Principal Woolf thanked those in attendance for their interest and commitment to supporting inclusiveness at Queen's.

On behalf of UCARE Yolande Chan thanked Principal Woolf for attending and for his leadership in making Queen's University a more welcoming place for all.

Yellow House

Aba Mortley reported that an adjudication meeting was recently held to review applications for club-space in the Yellow House. To be eligible for space, student groups must be either an AMS or SGPS sanctioned club and have contributed to the campus community by working to advance social justice, anti-racism, equity, diversity and inclusion. In addition to reserved club space, the Yellow House also has bookable common space for use by groups without dedicated space. The following organizations have been allocated three-year renewable space in the Yellow House:

i. African Caribbean Students' Association (ACSA)
ii. Levana Gender Advocacy Centre (LGAC)
iii. Queen's Black Academic Society (QBAS)
iv. Queen's University Muslim Students Association (QUMSA)

In response to questions, Teri Shearer noted that there were six applications adjudicated and that a subsequent call for expressions of interest will be made if additional space remains after the four clubs move into the Yellow House. With respect to naming the house after Alfie Pierce, as recommended in the PICRDI report, Teri Shearer stated that more consultation is required. At this juncture the focus will be on preparing the house for occupancy and assisting the four clubs with the logistics of moving in.

Robert Sutherland Price

Aba Mortley reminded members that nominations for the Robert Sutherland Prize are due April 2nd. The prize is awarded every year to a graduating and self-identified student of colour who has exhibited leadership and initiative at Queen's specifically in the areas of anti-racism and anti-oppression. More information can be found on the AMS website .

4. Consultation with Co-Chair of SOARB Governance Review Working Group

Michael Blennerhassett, Co-chair of the SOARB (Senate Orientation Activities Review Board) Governance Review Working Group was invited to address UCARE and members of the public. Michael Blennerhassett provided background on the current functions of SOARB and stated that the purpose of the governance review working group was to evaluation the mandate, structure and function

of SOARB. The governance working group plans to make recommendations to Senate based on the feedback received by stakeholders.

Michael Blennerhassett continued by explaining that SOARB is a standing committee of Senate and its main responsibility is to monitor orientation events and make policy recommendations to Senate regarding Orientation. SOARB has the authority to order the termination of any Orientation event that is unsafe or unauthorized. It also reports to Senate annually on its review of Orientation of the previous September.

Michael Blennerhassett opened the floor for discussion. The following highlights were recorded:

- SOARB would be more effective if it expanded its current role to include advising organizers at the Orientation planning stage. It could proactively review events at the development phase and ensure that events do not contravene university policies and procedures;
- SOARB should continuously update its manual/guidelines to include "lessons learned" from previous Orientation weeks in an effort to stop the repetition of mistakes made in the past.
- SOARB should take the initiative to address Orientation events that perpetuate a negative effect on student life such as the culture of binge drinking;
- SOARB members should identify themselves when they monitor an event and clarify with Orientation leaders that they have the authority to shut down any activity that they feel is unsafe or inappropriate;
- Orientation leaders should advise their groups prior to Orientation activities that they may speak to a SOARB representative should they have a concern at any time during frosh week. They should also advise and identify who those persons may be at the start of an event;
- SOARB members should be open to hearing incoming students' concerns and complaints;
- SOARB's authority should be broadened to include both on-campus and off-campus Orientation events;
- Because Queen's Orientation week affects the greater Kingston community, SOARB's membership should be expanded to include members of the public;
- SOARB's reporting function should be expanded beyond Senate and include faculties/schools and student groups.

5. Orientation Week Student Survey 2018

Ann Tierney drew UCARE's attention to the Orientation Week Student Survey for 2018 that was circulated with the agenda. She reminded the audience about the 2017-18 Undergraduate Orientation Review Working Group that was tasked with articulating a vision for Orientation that achieves shared goals around community-building, inclusivity, accessibility, safety and responsibility. Ann Tierney spoke about the creation of the deans' working group, which was one of the recommendations made in the March 2018 report. The purpose of the deans' working group is to facilitate coordinated oversight of faculties and schools' orientations and to assist with the sharing of best practices. Another outcome from the Undergraduate Orientation Review was a recommendation to update the post-orientation survey to ensure that the survey provides data adequate to assessing the degree to which programming meets the Senate approved goals of Orientation week.

Corrine Fitzgerald, Assistant Dean Student Life and Learning, added that this past year the Office of Institutional Research and Planning (OIRP), the Human Rights and Equity Offices, and, the Senate Educational Equity Committee (SEEC) have been instrumental in redeveloping the survey for 2018. As OIRP builds on its orientation data set, which will take approximately three years, it will be able to connect with other data points.

The meeting continued with a discussion about connecting with incoming students who felt a sense of discomfort during Orientation week that may be based on inappropriate behaviour, bias, or discrimination. It was noted that students may not be able to identify why they felt uneasiness until they have more real life experience and education. In addition to surveying incoming students, student executives and student leaders should also be surveyed. In addition to the survey at Orientation, it was also suggested that the same survey could be re-directed at students, organizers and group leaders a few years past their Orientation week to see if time/reflection changed their answers.

In closing, Corrine Fitzgerald stated that the work continues on making Orientation week welcoming and accessible to all incoming students.

6. Governance and Nominating Report

As recommended by the *Governance and Nominating Sub-Council* the following motions were made:

Re-election

It was moved by Teri Shearer, seconded by Mona Rahman, and agreed that Alana Butler, Yolande Davidson and Nathan Utioh be re-elected to UCARE for two-year terms, commencing September 1, 2019.

Election of a Co-Chair

It was moved by Teri Shearer, seconded by Yasmine Djerbal, and agreed that Alana Butler be elected as co-chair for a two-year term, commencing September 1, 2019.

New Members

It was moved by Teri Shearer, seconded by Yasmine Djerbal, and agreed that Laeeque Daneshmend (faculty member), Osaru Omoruna (undergraduate student) and, Leena Yahia (graduate/professional student) be elected to serve on UCARE for terms beginning September 1, 2019.

[Laeeque Daneshmend and Leena Yahia's terms are for two years (September 1, 2019 - August 31, 2021). Osaru Omoruna's term is for one year (September 1,2019 - August 31, 2020)]

7. UCARE Vision by 2022

UCARE's attention was drawn to the revised Vision statement circulated with the agenda. Each of the seven points making up the Vision were reviewed individually and the secretary recorded suggested amendments. The results of the discussion are attached to the Minutes as Appendix A. Due to time constraints, UCARE was not able to reach consensus on the exact wording of the Vision statement. Further consideration of this item was deferred to a future UCARE meeting.

8. Question and Answer

i. The meeting continued with a Q & A session. The first question inquired about the University's plans to attract, retain and support faculty and staff from diverse cultures, backgrounds and experiences. In response, Teri Shearer stated that during this period of faculty renewal, each dean has developed a five-year hiring plan that includes diversity and equity as core principles. All academic units are strongly encouraged to consult with the Equity Office and use the DEAP (Diversity and Equity Assessment and Planning) Tool to help develop an action plan and timeline to enhance inclusion. The collective agreement between QUFA and the University includes procedures and processes that promote employment equity. In terms of staff, Human Resources has developed formal equity processes for recruitment that will assist the University in meeting its goals and requirements under the Federal Contractors Program. A second phase of a pilot

project, which looks at systemic barriers that may unintentionally exclude individuals for reasons not related to ability or qualifications, is near completion. To retain faculty and staff, programs are underway to improve the climate. This includes new diversity and inclusion training.

Ann Tierney added that at the undergraduate level, the University continues to employ designated recruiters for potential first generation applicants and potential Indigenous applicants. Queen's has also increased the number of bursaries for first-year Black Canadian students, first-year visible minority and racialized students and first-year first generation students.

ii. Representatives of the Levana Gender Advocacy Centre handed out a document entitled "Racism Can't Wait". It contained 12 demands spanning topics such as training, support for racialized and Indigenous students, dedicated space, transparency and accountability. The demands are attached to the Minutes as Appendix B.

iii. On behalf of the board of directors and staff of OPIRG (Ontario Public Interest Research Group) Kingston, Ayca Tomac spoke about OPIRG's disappointment in not being allocated club space in the Yellow House. OPIRG did not meet the criteria of being either an AMS or SGPS sanctioned club and therefore its application was deemed ineligible. Ayca Tomac explained OPIRG's Kingston history and highlighted the contributions it continues to make towards promoting environmental and social justice. UCARE was urged to continue working with OPIRG to identify suitable club space on Queen's campus. After the UCARE meeting, the current and incoming Co-Chairs received a letter explaining OPIRG's situation. The letter is attached to the Minutes as Appendix C.

9. Other Business

<u>"Claiming Our Space Together"</u>

As agreed upon during the adoption of the Agenda, Stephanie Simpson announced an upcoming event entitled "Claiming Our Space, Together" which will be held on April 11th at the Isabel Bader Centre beginning at 4:00 p.m. The event is a social gathering and open to all staff and faculty who identify as Black, Indigenous, or Persons of Colour.

<u>Communication</u>

A number of actions were taken to inform the community about tonight's meeting. They included updating Inclusive Queen's website, circulating via the Equity listserv, and, advertising on the main calendar of events and twitter. Due to time constraints, a fulsome discussion about improving communications with the wider public was deferred to a future meeting of UCARE.

<u>Adjournment</u>

There being no Other Business the meeting adjourned at 6:47 p.m.

Next Public Meeting: Monday, October 21, 2019, 5:00 – 6:30 p.m., Robert Sutherland Hall 202

Appendix A

Vision

By 2022, UCARE will have helped to make Queen's a more inclusive, safe and equitable space socially and academically through

	Original Wording	Suggested Wording	Comments
1.	Established **Centre for Social Justice and Equity** that is an open accessible space for anti-racism staffed with at least 2 newly created full time staff positions that supports the creation of affinity groups for staff.	*A Centre for Racial Equity and Social Justice that provides both student club space and common shared space for student-led groups that engage in anti-racism and social justice activities. The Centre will be staffed and will provide a welcoming and safe space for members of equity-seeking groups on campus.*	
2.	**Orientation is completely inclusive**, not only for the LGBTQ+ and Indigenous community but also for culture, religion and race including a specific transition program for first generation students.	*A completely inclusive Orientation Week that is harm free and prioritizes a diverse community and a culture of inclusion for every incoming student.*	
3.	Our **curriculum will reflect more diverse** perspectives.	*Diversification of the curriculum, through systematic change, that meets the needs of Black, Indigenous, racialized and other under-represented groups.*	
4.	Increase **the diversity of the campus**: students, faculty and staff by a minimum of 2%.	*Increased* d*iversification of the student, faculty and staff population by a minimum of 2%.*	*Will need to reconsider a minimum of 2% in the near future*
5	Several **racialized leaders within governing bodies** and in Queen's administration in	*Senior administration and student governments, Board of Trustees, Senate*	

	order to assure that all persons are visible and welcome at QU.	*and University Council that reflect the diversity of the Canadian population.*	
6	Establish basic principles on campus to foster a culture of mutual respect and open discussion that embraces diversity, and respects differences.	*A significant systemic culture shift and improved environment present in every aspect of university life, and grounded in mutual respect and valuing differences.*	
7	Implementation **of PICRDI recommendations.**	*Consistent, coordination, monitoring, and reporting on the progress of university-wide initiatives to address racism and promote equity, diversity and inclusion, particularly the implementation of the PICRDI recommendations.*	

Appendix B

OUR DEMANDS

1. That the implementation committee will transparently work on actively enforcing recommendations from D.A.R.E and D.E.T reports, in consultation with student activists of colour.
2. Include clear guidelines to address racism in Queen's University's "Code of Conduct & Non-Academic Misconduct."
3. Release an official statement explaining why the racist party did not fall under Queen's 'Code of Conduct & Non-Academic Misconduct'.
4. Hire more professors and administrators of colour in a long-term, stable capacity, and provide support in cases of racism.
5. Provide mandatory, comprehensive training on issues of oppression for all staff and faculty working at Queen's., focusing on race and all other axes of oppression.
6. Mandatory training for all counsellors working at the Student Wellness Services on how to deal with issues of racism and all other axes of oppression.
7. Hire more advisors and counsellors of colour for racialized students.
8. As was recommended by the Faculty of the Arts and Science Undergraduate Society, implement a mandatory course for incoming undergraduate students educating them on Indigenous and race issues.
9. Create more scholarships specifically for students of colour, with particular focus on indigenous and black applicants, who are disproportionately impacted by systemic injustice in Canada.
10. Make changes to Frosh Week activities to include educational sessions on systemic racism and how it functions in society.
11. Remain accountable and transparent in all work to eradicate racism at Queen's.
12. Create a dedicated space for Social Justice to honour the history and experiences of students of colour that could be named The Alfie Pierce Centre for Social Justice.

RACISM CAN'T WAIT

Appendix C

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info@opirgkingston.org
@opirgkingston

April 4th, 2019

Dear UCARE Committee,

Ontario Public Interest Research Group (OPIRG) Kingston is one of the six student groups which applied for an office space in the Yellow House/Alfie Pierce Social Justice Centre. We were informed that our application was denied on the basis that we are not an AMS or SGPS-ratified group. As we stated earlier in an email exchange, we are deeply disappointed with the decision although we understand the reason behind it. Please accept this letter as part of our statement given in the public meeting on April 1st, 2019 in front of your committee explaining our disappointment.

OPIRG Kingston was founded in 1992 as a student club at Queen's. In the past 25 years, we have provided this campus and the larger Kingston community with spaces for research, education and action on social and environmental justice. We have been a hub for meaningful, transformative change by supporting new groups, initiatives, projects such as Black History Month, Queen's Pride, Positive Space, Reelout Video and Film Festival, Queen's Backing Action on Climate Change and Loving Spoonful. Despite our limited resources, we have always been quick on defining and acting on the most urgent issues on our campus and in our communities to create spaces, resources and infrastructures for social and environmental justice. For instance, currently we are launching a research project on student employees as well as a scholarship for international students.

In the public meeting on April 1st, 2019, a number of issues that are still prevalent on our campus were brought up both by the committee members and larger public, such as education and training on social justice issues, problematic practices in Orientation week and the lack of institutional memory. OPIRG Kingston has been addressing these issues over the years with consistency and resiliency. We provide anti-oppression and consensus-based decision-making trainings to student groups as well as faculty boards. We organize 'Alternative Frosh' or 'Alt-Frosh' every year in September and January to provide a space for the incoming students who are left-out, targeted or otherwise marginalized from regular orientation week programming. Through our Peoples History Project, we preserve the institutional memory of this campus, both in terms of its histories of oppression and resistance. We have been a part of organizing against racism on campus which

led to the initiation of your committee. We have been a part of the discussions on a social justice centre that would house equity-seeking groups from the very first day. The name Alfie Pierce for this centre was brought to your attention thanks to our educational campaign we ran four years ago to excavate and disseminate the story of Alfie Pierce and the history of anti-black racism on campus.

It is also true that we have always received backlash for the 'radical' issues and action we take on, such as our focus on climate change, LGBTQ Pride and anti-racism on this campus. This backlash has led to OPIRG being targeted, including defunding, defamation and uprooting us from our home, the Grey House. Another tactic was to change the AMS clubs' policy altogether which prohibited the groups with full-time staff to become clubs. As I brought to your attention during the public meeting, there is no other student group on campus with a full-time staff member other than OPIRG. Moreover, we are considered a student club when it comes to renewing our opt-outable fee through referenda and auditing of our budget. Just to give the committee an idea, we successfully ran in two referenda with more than 60% of graduate and undergraduate student support. We also went through a recent auditing process by AMS with no issues. However, when it comes to utilizing the club resources (such as getting an office space in the Yellow House), ratification becomes the main barrier in front of us.

In line with these, we would like to ask from your committee to kindly consider the following solutions:

1) Since we cannot be ratified as a club through AMS or SGPS, empower us as a UCARE-ratified student group. We are familiar with the success of such an approach of intuitional empowerment of a student group through the case of Queen's Coalition against Racial and Ethnic Discrimination.
2) Reconsider our application to Yellow House. In case space is limited in the Yellow House and we cannot be housed, become an arbitrator between AMS and OPIRG Kingston for a renewed Memorandum of Agreement on the usage of the Grey House, our previous home. We are already in a positive dialogue with the incoming executive team and optimistic that such arbitration will resolve our office space issue.

   Thank you very much for all your hard work and contributions to a more democratic and inclusive campus.

   Sincerely,
   Ayca Tomac
   On behalf of OPIRG Kingston Board of Directors and Staff