

MINUTES

Provost and Vice-Principal (Academic)

Meeting:	University Council on Anti-Racism and Equity (UCARE)	Date & Time:	Monday, January 20, 2020 5:00 pm – 6:30 pm
Location:	Room 202 Robert Sutherland Hall		
Co-Chairs:	Alana Butler and Nathan Utioh (Acting)		
Members Present:	<ul style="list-style-type: none"> • Alana Butler (Elected – Faculty, Faculty of Education) • Yolande Chan (ex Officio – Provost’s Delegate) • Yolande Davidson (Elected – Alumna and Community Member) <i>via Teleconference</i> • Petra Fachinger (ex Officio – Chair of SEEC) • Setareh Ghahari (Elected – Faculty, School of Rehabilitation Therapy) • Lavonne Hood (ex Officio – University Ombudsperson) • Richelle Ignatius (Elected – AMS Student) • Osaru Omoruna (Elected – AMS Student) • Mona Rahman (Elected – Staff, Office of the Vice-Principal Research) • Bunisha Samuels (ex Officio – AMS Social Affairs Commissioner) • 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) • Penny Zhang (ex Officio – SGPS Equity and Diversity Commissioner) 		
Regrets	<ul style="list-style-type: none"> • Laeeque Daneshmend (Elected – Faculty, Department of Mining Engineering) • Adriana Lopez Villalobos (Elected – Staff, Queen’s Biological Station) • Aba Mortley (Elected – Alumna and Community Member) • Leena Yahia (Elected – SGPS Student) 		
Guest	<ul style="list-style-type: none"> • Vanessa Yzaguirre, Human Rights and Equity Office 		
Gallery	<ul style="list-style-type: none"> • Approximately fourteen members of the Queen’s and Kingston Community attended the public meeting 		
Discussion Item			
<p>Before the Meeting was called to order, Alana Butler acknowledged Queen’s University’s presence on the traditional lands of the Haudenosaunee and Anishinaabe peoples.</p>			
<p>1. Adoption of the Agenda</p> <p>It was moved by Mona Rahman, seconded by Ann Tierney, and agreed to adopt the Agenda as circulated with the addition of an announcement by Mona Rahman under Other Business.</p>			

2. Approval of the Minutes of October 21, 2019

It was moved by Bunisha Samuels, seconded by Yolande Chan, and agreed to approve the Minutes of October 21, 2019 as circulated.

3. Co-Chairs' Report

Establishment of Sub-Councils

Nathan Utioh provided an update on recent closed meetings of UCARE. He noted that after careful deliberation, UCARE had come to consensus on establishing four additional Sub-Councils that would address the following broad themes:

- Student Recruitment, Support and Success
- Inclusive Community
- Academic and Curricular Diversity
- Faculty and Staff Recruitment, Retention and Support

More information about populating the Sub-Councils will be forthcoming.

Enhanced Citizenship Ceremony

On February 26th, Queen's University will be hosting an enhanced citizenship ceremony. Besides the oath of citizenship, there will be a roundtable discussion, hosted by Queen's students, staff and faculty, that features citizenship candidates' journeys to becoming Canadians. All are welcome.

4. Human Rights and Equity Office 2018 Annual Report

UCARE's attention was drawn to the 2018 Annual Report of the Human Rights and Equity Office. During discussion the following highlights were recorded:

- This is the first combined report since the Human Rights Office and the Equity Office amalgamated in May 2018;
- There has been notable success with the Senior Leader training entitled *Showing up for Equity*. The training is designed for those who are grade 10 and above (including the Principal, Vice-Principals, Deans, etc.). To date, almost 300 senior administrators/managers have participated;
- The new employment equity process for Staff hiring is now mandatory and has contributed to creating a more diverse representative applicant pool;
- In collaboration with the Division of Student Affairs, the Human Rights and Equity Office has introduced *The Student Leadership Training* which provides students information about the foundations of basic anti-oppression, diversity and inclusion concepts. To date, over 1300 students have completed the training tool;
- A *Senior Strategy Proposal* was endorsed by Senior Management in 2014. The *Strategy* includes measures that ensure search firms, chosen to recruit senior administrative candidates, have a proven record of success implementing equity and diversity measures in their searches;
- Equity Advisors are consulting with Kingston community organizations regarding the development of a web-based tool to capture disclosures of racism that are not reported directly to the Human Rights and Equity Office. People will have the option of making disclosures anonymously and there will be an educational aspect to the tool. Government grant funding is being sought to finance the project;
- The data provided on Staff hires for 2018 (see page 19 of the Report) is very useful and indicates that Queen's is doing well in hiring women, Indigenous peoples, persons with disabilities and LGBTQ+ individuals but has not reached the Canadian workforce availability for racialized/visible minority

persons;

- With the help of the Faculty Deans, the Human Rights and Equity Office are working on new strategies to retain staff and faculty from the four designated groups.

5. New Online EDI Training

Vanessa Yzaguirre, Equity Advisor, was invited to update UCARE on new online Equity, Diversity and Inclusion training. Using a PowerPoint presentation (attached to the Minutes) Vanessa Yzaguirre, spoke to the series of new open source training resources launched by the Human Rights and Equity Office that are aimed towards faculty and staff. Several modules were developed collaboratively with campus partners such as the Division of Student Affairs and the Centre for Teaching and Learning. The online resources address power, privilege, bias, decolonization and inclusive teaching practices. The new training resources have been designed to engage the user by employing interactive media, videos, visuals and other rich content to bring the modules to life.

Vanessa Yzaguirre continued her presentation by highlighting the Human Rights and Equity Office new [website](#) which features an introductory video by Stephanie Simpson, Associate Vice-Principal (Human Rights, Equity and Inclusion). In closing, Vanessa Yzaguirre explained the significance of the new logo which illustrates two figures (a bird and a person) cradling each other to form a complete circle. Incorporated outside the circle are the Office's core values: Collaboration, Respect, Integrity, Accountability, Community Centre Practices and Creativity and Innovation.

In response to questions, Vanessa Yzaguirre confirmed that anyone in the Queen's community (students, staff and faculty), who has a Net ID, can access the new modules. It is hoped that the new online resources will supplement the current onboard training received by Staff and Faculty when they first arrive on campus.

6. Upcoming UCARE Vacancies

Alana Butler reported on upcoming UCARE vacancies for students, staff, faculty and alumni/community members. It was noted that the application period will be open soon for terms beginning on September 1, 2020. More information can be found on the [Inclusive Queen's](#) website.

Teri Shearer noted that some current UCARE members will be leaving the Council after serving only two-years and eight months of service. The normal term is two-years with an option of renewing for a second two-year term. Reflecting on the critical stage UCARE is at in its development, it was suggested that a one-time deviation from the normal nominating cycle be considered.

It was noted that the UCARE Governance and Nominating Sub-Council needed three new members of which at least one must be a student. Teri Shearer will continue to Chair the Sub-Council. UCARE members interested in serving in this capacity were encouraged to contact the secretary and/or write to the ucare@queensu.ca email address.

7. Question and Answer Period (Open to the Audience)

The meeting continued with a thirty-minute Question and Answer period opened to all attendees. During the Q & A, the following major themes were addressed:

How to Get Help

A student in the audience expressed her frustration with finding help/support with a human rights/equity issue. It was pointed out that there is no clear direction, posted on the Queen's website, about where and how someone could seek assistance. Yolande Chan noted that one of the PICRDI recommendations was to centralize information and simplify the process for those looking for help with diversity, equity and inclusion issues. In response to the student's concern, the audience was reassured that the Human Rights and Equity Office, the Office of the Vice-Provost and Dean of Student Affairs and the Office of the University Ombudsperson are safe spaces committed to offering advice and guidance. Students are encouraged to reach out for support.

The meeting continued with a discussion about the negative effects of social media and how certain groups are targeted. Stephanie Simpson acknowledged that addressing online bullying/harassment is a complicated issue and hard to address. Students were encouraged to reach out to the Human Rights and Equity Office. In addition, Mona Rahman emphasized the need to "call out" this unacceptable behaviour when it happens. She encouraged students to draw strength and reach out to their community for support. In closing Mona Rahman reminded everyone that their self-worth depends on who you are and not on the comments of small-minded people.

Chown Hall Incident Update

Ann Tierney spoke to the disappointing news that the Kingston Police have closed their investigation around the racist and homophobic incident that happened in Chown Hall last October. At this time, the University Administration is unsure why the police probe was halted and have asked Campus Security to clarify the situation with Kingston Police. Principal Deane issued a statement to the community which stresses the need for broad fundamental cultural change across the University and the larger Kingston community.

In response to the incident, Kanonhsyonne (Janice Hill), Associate Vice-Principal (Indigenous Initiatives and Reconciliation), is examining calls to action emerging from the community's reaction to the Chown Hall incident. In addition, the Provost and Vice-Principal (Academic) has asked Professor Anne Godlewska, Department of Geography and Planning, to attend February's Provost and Deans meeting to speak about her research on secondary school curriculum and the spatial exclusion of Aboriginal peoples.

An audience member reminded UCARE that the Chown Hall incident negatively affected not only Indigenous students but also members of the LGBTQ+ community. It was observed that the University has supports in place for Indigenous students but students who identify as LGBTQ+ do not have access to similar dedicated assistance. In response, Ann Tierney and Stephanie Simpson acknowledged the need for more services for the LGBTQ+ community and that this issue was on the University Administration's radar. It was noted that Queen's had recently participated in a survey, administered by the University of Waterloo, on this very subject. It is hoped that the results of this survey can guide/inform Queen's as it moves forward with enhancing support for the LGBTQ+ community.

Yellow House Update

In response to a question, Teri Shearer provided an update on the Yellow House. It was noted that the new student space is envisioned as a safe space for student clubs, for students who wish to drop-in and for programming, like Four Directions Student Aboriginal Centre. Teri Shearer verified that the recent search for a Director had failed and confirmed that the job will be reposted soon, hopefully at a higher-grade level. Because there is no universal agreement on a name for the Yellow House, Teri Shearer stated that once the Director is in place, one of their first tasks will be to engage the community about the naming.

Alana Butler thanked everyone for their participation in the Q & A.

8. Other Business

Anniversary of the Quebec City Mosque Shooting

As agreed, under the adoption of the Agenda, Mona Rahman spoke about initiatives to remember the tragic events that happened on January 29, 2017 at the Islamic Culture Centre of Quebec City. Three years ago, a gunman entered the mosque and opened fire on worshippers, killing six men and injuring many more. In order to help the families of the victims, especially the children, funds are being raised to assist those left behind. Canadians can get involved by donating funds; 100% of which will go directly to the families.

In addition, from January 27th to 29th, a **Green Square Campaign** is being launched to raise awareness of this Islamophobic crime and the long-term consequences it has had on the families and the community. Canadians are encouraged to wear a green felt square on their jackets in solidarity with those who continue to suffer the consequences of this act of violence.

Locally, the Islamic Centre of Kingston will be holding an event on Wednesday, January 29th from 6:30 to 7:30 p.m. to mark the three-year anniversary of the shooting at the Quebec City Mosque. All are welcome.

Black History Month

Bunisha Samuels invited everyone to the launch of Black History Month on February 2nd at the Renaissance event venue on Queen's Street.

In closing, Alana Butler thanked Nathan Utioh for his willingness to share the duties of Co-Chair on short notice.

There being no further business, the Meeting adjourned at 6:35 p.m.

Next Public Meeting: Monday, March 30, 2020, Room 202 Robert Sutherland Hall, 5:00 – 6:30 p.m.

Background

- Composed of five modules that are open source, specifically design to address the needs of faculty and staff.
- The five modules are: Power, Privilege & Bias, Conversations on Decolonization, Navigating Difficult Conversations, Inclusive & Responsive Teaching, and Universal Design for Learning (UDL). Each module is designed to be completed in 40 minutes.
- An Advisory Committee with one representative from each faculty and broader representation from across campus was created to provide feedback on the modules.
- Guiding principle: no absolute declarations.
- Double purpose: - To provide educational and personal growth opportunities for faculty members.
- To provide strategies and tools that they can implement in the classroom.



HREO UPDATES

Vanessa Yzaguirre, Equity Advisor
Human Rights and Equity Office

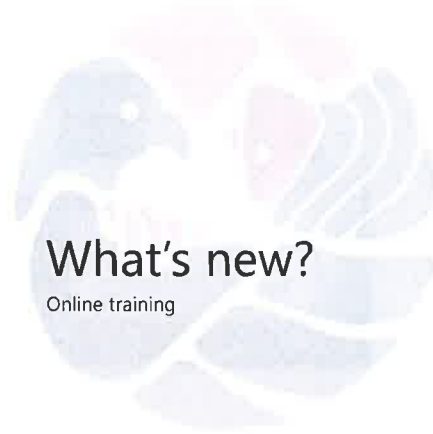


What do we mean by "Inclusive Teaching"?

Inclusive Teaching involves deliberately cultivating a learning environment where all students feel that they belong because they are heard, valued, have equal access to learning, and feel valued and supported in the pursuit of knowledge.

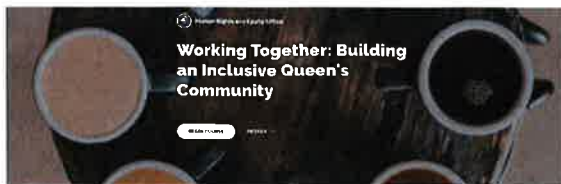
Seek to change the ways systems, structures, practices, and teaching-learning spaces affect individuals, experiences of educators, and influence societal and community norms.

Each module has self-reflective exercises, informative activities and videos to help you explore the nuances of the topics.



Working Together: Building an Inclusive Queen's Community

Equity, Diversity and Inclusion in Pedagogy and Practice

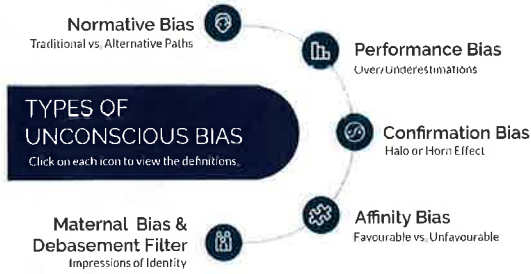


Power, Privilege & Bias	Conversations on Decolonization	Navigating Difficult Conversations
Inclusive & Responsive Teaching	Universal Design for Learning (UDL)	

Created by Dr. Erin Clow, HREO Education and Training Advisor, and Dr. Klodiana Kolomitro, Director of the Office of Professional Development & Educational Scholarship, in collaboration with the University of British Columbia.



Micro-learning Module: Unconscious Bias



Background

- Length: 60 minute module.
- Mandatory for Staff Grades 2-9
- Divided into three parts:
 1. Diversity, Inclusion and Equity at Queen's: why are we doing this?
 2. Unpacking Language: social identities, foundational terminology, and unconscious bias.
 3. Putting Commitment into practice: ideas to consider in terms of goal setting.



Background

- Explores unconscious bias during the hiring process.
- Five key biases.
- Provides tips on how to interrupt unconscious bias.
- Additional resources.

INTERRUPTING UNCONSCIOUS BIAS



Respect and Safety in the Workplace



What's new?

HREO New branding



Background

- Length: 30 minutes
- It was created to serve as a primer for staff and faculty on the Human Rights and Occupational Health & Safety obligations at Queen's University.
- Audience: Audience: Staff Grades 2 to 9, Faculty, Senior Admin - Grades 10 and above.
- Four modules:
 1. Why is important?
 2. Ontario Human Rights Code
 3. Occupational Health and Safety Act
 4. Workplace Harassment and Violence



Workplace Harassment & Violence in Canada

40% of Canadians have experienced one or more acts of workplace bullying at least once a week for the last 12 months.

17% of women with experience in the workplace have experienced workplace violence.

Bullying is 4x more likely to occur than sexual harassment in the workplace.

Women are 4x more likely to experience high risk workplace violence.

Ontario Human Rights Code - Article 5(1)

Every person has a right to equal treatment with respect to employment without discrimination by the employer, agent of the employer or another worker on the grounds of:

Workplace Violence - Domestic Violence

"If an employer becomes aware, or ought reasonably to be aware, that domestic violence would likely expose a worker to physical injury that may occur in the workplace, the employer shall take every precaution reasonable in the circumstances for the protection of the worker."

(Occupational Health and Safety Act, Section 32.0.4)



The logo features two figures cradling each other, forming a complete circle and in turn creates the sense of safety in sharing ideas free from judgement as well as a mutual responsibility for continuous improvement of social practices.

This new design is representative of community, support and inclusion.

It also pays homage to the legacy of Leo Yerxa, award winning artist and writer from Couchiching First Nation, through use of organic shapes, patterns and elements present in his previous work for the organization brand.




Features

- Stephanie Simpson, Associate Vice Principal (Human Rights, Equity and Inclusion), introductory video.
- Description of each one of our services with direct link to their particular websites.
- Education tab with links to all of our online and in-person training.
- Resources tab for different equity-seeking groups.
- Direct link to our blog: together We Are.



**HUMAN RIGHTS
AND EQUITY OFFICE**

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