MINUTES

Meeting:	University Council on Anti-Racism and Equity (UCARE)	Date & Time:	Monday, March 5, 2018 5:00 pm – 6:30 pm
Location:	Room 202, Robert Sutherland Hall		
Co-Chairs:	Mona Rahman and Stephanie Simpson		
Members:	- Darian Baskatawang (Elected - Undergraduate Student) - Michael Blennerhassett (ex Officio - Chair, SEEC) - Alana Butler (Elected – Faculty, Faculty of Education) - Yolande Chan (ex Officio – Provost's Delegate) - Liying Cheng (Elected – Faculty, Faculty of Education) - Yolande Davidson (Elected – Alumna and Community Member) - Yasmine Djerbal (Elected – Graduate/Professional Student) - Setareh Ghahari (Elected – Faculty, School of Rehabilitation Therapy) - Adriana Lopez Villalobos (Elected Staff – Biology Station Lake Opinicon & Ban Righ Centre)		- Aba Mortley (Elected – Alumna and Community Member) - Rosie Petrides (ex Officio – SGPS Equity & Diversity Commissioner) - Mona Rahman (Elected Staff – Office of the Vice-Principal Research) - Ramna Safeer (ex Officio – AMS Social Issues Commissioner) - Teri Shearer (ex Officio – Principal's Delegate) - Stephanie Simpson (ex Officio – Executive Director (Human Rights & Equity Offices) & University Advisor on Equity and Human Rights) - Ann Tierney (ex Officio – Vice-Provost & Dean Student Affairs) - Nathan Utioh (Elected Staff – Residence Life)

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

Discussion Item
1. **Approval of the Agenda**   **It was moved by Michael Blennerhassett, seconded by Liying Cheng, and agreed to adopt the Agenda as circulated.**
2. **Approval of the Minutes of January 29, 2018**   **It was moved by Yasmine Djerbal, seconded by Yolande Chan, and agreed to approve the Minutes of January 29, 2018 as circulated.**

3. **Co-Chair Remarks**

Stephanie Simpson welcomed everyone to the first open meeting of UCARE. Members' attention was drawn to the PICRDI worksheet circulated with the agenda. It was noted that the worksheet was compiled by the Office of the Provost and Vice-Principal (Academic) as a tool to monitor the implementation of PICRDI recommendations, to assign responsibilities and set tentative timelines. The worksheet was distributed to members of PICRDI for information.

In response to questions regarding timelines, Teri Shearer acknowledged that the worksheet was a living document and not all recommendations have been assigned specific deadlines. An updated version would be provided at a future UCARE meeting. Stephanie Simpson requested that hard-copies be available at the next meeting.

It was announced that UCARE now has its own dedicated email address: ucare@queensu.ca.

4. **Presentation by Ann Tierney, Vice-Provost and Dean (Student Affairs)**

Using a PowerPoint presentation (attached) Ann Tierney, Vice-Provost and Dean (Student Affairs), provided UCARE with background information regarding the revitalization of the Aboriginal Council of Queen's University (ACQU). Like UCARE, the ACQU meets three times a year, is comprised of members from both the Queen's community and the broader Kingston/Alumni community, and has Co-Chairs. During the revitalization exercise that took place in 2011, a set of nine Policy Objectives was established. From the Policy Objectives, three major themes were identified which lead to the establishment of three working groups. Each of these working groups: have their own approved mandates; meet frequently; have extended membership beyond ACQU; are supported by Queen's staff that have the necessary expertise; and, report back to the Council on a regular basis. The membership of the ACQU working groups are not defined and there are no positions designated for students.

In response to a question, Ann Tierney reported that all positions on the ACQU and working groups are unpaid. However, there is an opportunity for out-of-town members to be reimbursed for their travel expenses.

In response to a second question, Ann Tierney confirmed that the ACQU has been involved in the recent hiring process of Indigenous scholars. A member of the audience pondered if UCARE could serve a similar function when the university is hiring in other equity-seeking groups.

It was acknowledged that at the moment, there is no formal connection between the ACQU and UCARE. The Co-Chairs thanked Dean Tierney for her presentation.

5. **Nominating Committee Report**

Stephanie Simpson drew attention to the Nominating Committee Report circulated with the Agenda. It was noted that at the January UCARE meeting, the Nominating Committee was asked to propose a process for nominating and electing co-chairs. Going above and beyond this task, the Nominating Committee was able to solicit two names for the positions of co-chairs with terms beginning September 1, 2018.

Michael Blennerhassett, a member of the Nominating Committee, provided an overview of the process used to fill vacant positions. Based on Senate procedures vacancies are advertised and applications

solicited. Each application is assessed by the Nominating Committee using three criteria: experience; completeness of the application; and, references. Wherever possible decisions are made by consensus and normally the applicant who scores the highest in the ranking is offered the position.

Yolande Chan described a nominating process utilized by a professional association she is affiliated with. In this process, a second stage is added after the slate is published allowing for new names to be considered before a vote is taken.

The meeting continued with a discussion around adding a third student co-chair. Some members raised the concern that this would place an extra burden on a student who is already volunteering their time and not receiving any compensation for their contributions. It was suggested that this leadership opportunity be put before UCARE student members for their consideration. Ann Tierney reported that the ACQU's membership structure includes the positions of past-co-chairs and incoming-co-chairs providing opportunities for mentoring and support.

The Nominating Committee was tasked with drafting nominating procedures for approval by UCARE.

On behalf of the Nominating Committee:
It was moved by Michael Blennerhassett, seconded by Yasmine Djerbal, and agreed that UCARE approve the re-election of members as recommended by the UCARE Nominating Committee. (Carried)

It was moved by Michael Blennerhassett, seconded by Darian Baskatawang, and agreed that UCARE approve the election of Co-Chairs as recommended by the UCARE Nominating Committee. (Carried – one abstention)

6. **Updates on PICRDI and Truth and Reconciliation reports**
   Teri Shearer was invited to provide an update on the PICRDI and TRC Task Force reports. In addition to the written reports circulated with the Agenda, the following updates were provided:
   - The Undergraduate Orientation Review Working Group submitted its report to Principal Woolf on March 1, 2018. It contains 20 recommendations meant to ensure orientation is inclusive, accessible and safe for all students. The final recommendations includes: equity and inclusion training for both leaders and incoming students; a review of SOARB's mandate and structure; orientation data collection; a review of policies and procedures; and, a review of orientation activities;
   - In response to PICRDI's recommendation that the university's strategic documents be updated to include equity, diversity and inclusion goals, the administration has identified a number of metrics to be tracked for the Board of Trustees. Some of these metrics will be incorporated into the next version of the Strategic Framework. These metrics will help the university gauge its progress on advancing diversity and inclusion at Queen's. A report on the updated metrics will be brought forward to the Board of Trustees' May meeting and can be shared with UCARE in September;
   - An inclusive community newsletter will be launched on Wednesday, March 14th. The newsletter will be a means of communicating major accomplishments in meeting the recommendations of PICDI and the TRCTF, sharing stories about equity, diversity and inclusiveness and increasing communication with the Queen's community. Members of UCARE were encouraged to sign-up;

- As part of the Isabel Bader Performing Arts Centre Human Rights Art Festival an exhibit titled *Voices*, was created by Arts and Science students. *Voices* is a multi-media exhibition that describes students' experiences of inclusion and exclusion. UCARE members were encouraged to drop by the Isabel to experience this very powerful student display.

In response to a question, Teri Shearer reported that senior administrators will be participating in diversity, equity and inclusion training this Spring. In addition, the Division of Student Affairs, in conjunction with the Human Rights Office, is developing training modules for all students.

7. **Alfie Pierce Student Centre for Racial Equity and Social Justice**
   Teri Shearer spoke to the PICRDI recommendation that the university establish the Alfie Pierce Student Centre for Racial Equity and Social Justice. The purpose of the Centre is to support racialized students and provide space for anti-racist and social justice activities. The university has identified a house on Albert Street as a possible location for the Centre. Currently, the house is undergoing an engineering structural review to determine if it is possible to make the first two floors of the three floor structure accessible. During discussion the following highlights were recorded:
   - Concern was raised about naming the Centre after [Alfie Pierce](), a black man whose history with Queen's remains complicated and troubling. Many believe that the university's treatment of Alfie Pierce was abusive and shameful. In response to this concern it was reported that some students wanted to reclaim this history and not let Alfie Pierce's cruel treatment be forgotten. Naming the Centre after him would provide an opportunity to honour his legacy. There was general agreement that at this junction there was no need to approve the naming but rather it was more important to focus on the substance of the Centre;
   - Concern was raised about the location of the house which is on the western border of main campus. Opposition to the proposed location was expressed. For some, relegating already marginalized students to the edges of campus sends a negative message. In defense of the location, it was pointed out that the Four Directions Aboriginal Student Centre is located in a house on the eastern edge of campus. Four Directions is highly valued by Aboriginal students as a "home-away-for-home", its staff are very supportive and its programming very successful. Students stressed that, in the short-term, the need for a Centre is urgent and there is nothing preventing the university from searching, in the long-term, more centralized space;
   - It was suggested that a mental health counselor to be located within the Centre;
   - It was acknowledged that there are many details about the Centre that need to be considered and that students' voices were imperative to getting the Centre up and running, hopefully for September 2018.

8. **Other Business**
   There being no Other Business, the meeting adjourned at 7:00 p.m.