



MINUTES

Provost and Vice-Principal (Academic)

Meeting:	University Council on Anti-Racism and Equity (UCARE)	Date & Time:	Monday, October 21, 2019 5:00 pm – 6:30 pm
Location:	Room 202, Robert Sutherland Hall		
Co-Chairs:	Alana Butler and Aba Mortley		
Members Attending:	<ul style="list-style-type: none"> • Alana Butler (Elected – Faculty, Faculty of Education) • Yolande Chan (ex Officio – Provost’s Delegate) • Laeeque Daneshmend (Elected – Faculty, Department of Mining Engineering) • Yolande Davidson (Elected – Alumna and Community Member) • 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) • Aba Mortley (Elected – Alumna and Community Member) • 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) • Leena Yahia (Elected – SGPS Student) • Penny Zhang (ex Officio – SGPS Equity and Diversity Commissioner) 		
Guests	Patrick Deane, Principal and Vice-Chancellor	Lavie Williams, Inclusion and Anti-Racism Advisor	
Gallery	Approximately 30 members of the Queen’s and Kingston Community attended the public meeting		
Discussion Item			

<p>1. Opening of the Meeting by the Co-Chairs</p> <p>Before the meeting was called to order, it was acknowledged that Queen’s University is situated on the traditional lands of the Haudenosaunee and Anishnaabe peoples.</p> <p>Everyone was welcomed to the first public meeting of UCARE for the 2019-2020 academic year.</p>
<p>2. Remarks by Principal Patrick Deane</p> <p>Aba Mortley introduced Patrick Deane, Principal and Vice-Chancellor of Queen’s University, and invited him to speak to members of UCARE and members of the general public that were in attendance.</p> <p>After an eight-year absence, Principal Deane noted that he since his return to Queen’s in August, he has seen a huge change around the University’s aspirations regarding Equity, Diversity and Inclusion (EDI). Principal</p>

Deane stated that EDI issues are intrinsically connected to everything that needs to be accomplished at the University in order to move the institution forward. EDI issues will not be put to the side or used only for promoting public relations. One of the first steps to integrate EDI into Queen's culture is to identify the University's values and establish acceptable norms of behaviour. In order to do this, multiple voices must be empowered, be heard, be supported and be sustained. Principal Deane acknowledged that in order to earn the trust of students, staff and faculty his Administration will need to deliver on as many PICRDI recommendations as possible.

Principal Deane briefly addressed the racist, homophobic, and threatening poster that was recently placed on a door of a common room in Chown Hall. He reiterated his condemnation of the incident and acknowledged that the Administration needs to communicate more effectively to the Queen's community. Principal Deane stated that he would like to use the rest of his available time listening to UCARE and the audience's concerns.

3. Discussion Period (Open to the Audience)

The Co-Chairs opened the floor to members of UCARE and the public. During the discussion the following highlights were recorded:

- In order to fully address its mandate, UCARE needs more resources including administrative support for its Sub-Councils;
- There is skepticism and anxiety within the Queen's community that the PICRDI report will be "shelved" like past EDI reports. It was stressed that one of UCARE's functions is to "hold the Administration's feet to the fire" to ensure the PICRDI recommendations are addressed;
- There is a strong feeling across campus that the Administration's reaction/response to past and present racial incidents are inadequate. Better communication is needed;
- When the Administration is responding to a damaging incident, the affected community and expert scholars should be consulted before any communication is released. The University needs to understand how stakeholders are impacted and what words they need to hear to reassure them that the situation is being dealt with;
- Although faculties/schools have their own EDI initiatives, Queen's needs a university-wide strategy to address EDI issues;
- Shared responsibility is the key to a widespread culture shift at Queen's. The dominate culture (i.e. the culture of whiteness) needs to recognize that anti-racism is about them too and they need to engage in the issues;
- Thinking about diversity as a risk that needs to be mitigated instead of a strategic enabler is detrimental to the quality of a Queen's education. Preparing students to live in a diverse world is fundamental and has advantages for all students regardless of their backgrounds;
- To ensure wide-spread change, the University needs to proactively create an environment where EDI is fully integrated into all aspects of the institution. Without these conditions the institution will never be able to reach its goals;
- It is not clear from a governance perspective who is accountable and who has authority over EDI issues. It is also not clear what UCARE's role is in the larger perspective;
- It was suggested that there is a strong need to build racial resilience in the white population and encourage the dominate culture to engage in difficult conversations without shutting down.

On behalf of UCARE Alana Butler thanked Principal Deane for his attendance and his efforts to make Queen's a safe and inclusive space. Everyone in attendance was encouraged to attend one of the upcoming [open conversations](#) with the Principal.

4. Update from Deputy Provost (Academic Operations and Inclusion)

Teri Shearer, Deputy Provost (Academic Operations and Inclusions) was invited to provide an update on EDI initiatives. The following highlights were recorded:

- Recent hires have resulted in an increase in the representation of equity-seeking groups among our faculty, staff and students. A higher proportion of new tenured and tenure-track faculty are women, visible minorities and indigenous people than the proportion in the overall faculty or the available workforce.
- The hiring of women, indigenous people and people with disabilities into staff positions has increased, and last year a higher proportion of new staff were in those groups than in the overall staff and the available workforce. A higher proportion of staff hired last year than the overall staff are visible minorities, although the proportion is still lower than in the Canadian workforce. The Deputy Provost highlighted the recruitment of visible minorities to staff positions as one area where Queen's needs to improve its performance.
- In 2018, a higher proportion of Queen's students were women, visible minorities, indigenous people and people with disabilities than the proportion of Canadians between the ages of 15 and 24 in each group.
- Queen's University signed the City of Kingston's *Workplace Inclusion Charter*. By collaborating with local employers and supporting inclusion initiatives, the *Charter* aims to build more equitable, inclusive and prosperous workplaces.
- The Division of Student Affairs is introducing the *Promise Scholars* program, which is designed to reduce financial barriers and increase access to a Queen's education for five local, first-generation students. Some of the benefits of the *Promise Scholars* program include financial support for: tuition and fees, books and supplies, residence room and meal plan, and paid summer employment. There are plans to extend this program nationally and internationally.
- The four student groups chosen to occupy the Yellow House have moved/partially moved in. A Director and an Administrative Coordinator will be hired in the near future. The staff will provide programming and ensure that the House is open to the whole campus community during normal business hours.

Referring to the first recommendation in the PICRDI report, Laeeque Daneshmend asked why racism was not included in recent amendments to the *Student Code of Conduct* approved by the Board of Trustees. He noted that former Principal Daniel Woolf publically supported an expanded scope of the *Code*. In response, the Deputy Provost stated that she was not involved in the updates to the *Code* but noted that racism is a belief rather than a behavior, and cannot in itself be sanctioned. Laeeque Daneshmend stated his concern that the Board of Trustees limits the Principal's actions. He suggested that a member of the Board of Trustees be invited to address UCARE at a future meeting. Although there was support for this suggestion it was noted that UCARE did not have the authority to mandate that the Board engage in a discussion with the Council. Teri Shearer affirmed that the Board of Trustees strongly supported the establishment of UCARE and continues to support the University's strategic goal of building a campus that embraces diversity and empowers all members of our community to thrive at Queen's.

5. UCARE Annual Report 2018-2019

Co-Chair Aba Mortley drew attention to the UCARE Annual Report 2018-2019 circulated with the Agenda. It was noted that the Annual Report would be submitted to the Board of Trustees and the Senate for information.

There being no errors or omissions identified in the Annual Report:

It was moved by Mona Rahman, seconded by Leena Yahia, and agreed, to approve the UCARE Annual Report for 2018-2019 as circulated.

Laeque Daneshmend asked why the Yellow House is not named the Alfie Pierce Student Centre for Racial Equity and Social Justice, as recommended in the PICRDI Report. The Deputy Provost responded that further consultation about the name of the space would take place after the house is staffed and all student groups have successfully established themselves in the new student space. Co-Chair Alana Butler added that UCARE has had several discussions about the name of the student space over the past year. At a previous open UCARE meeting Professor Barrington Walker, a preeminent historical scholar, raised concerns about naming the space 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. Others countered this statement by reporting that some students wanted to reclaim this history and not let Alfie Pierce's relationship with Queen's be forgotten. Naming the space after him would provide an opportunity to honour his legacy. In the end there was strong agreement that identifying suitable space and moving students in was priority and that the debate about the naming of the Centre could take place at a later date.

In response to a comment, Teri Shearer stated that the Yellow House is open to all student groups and individuals that promote equity, inclusion and social justice. Use of the House is not limited to racialized students.

6. Update on Institutional Inclusion and Anti-Oppression Strategies – Presentation by Lavie Williams (Inclusion and Anti-Racism Advisor)

Lavie Williams, Inclusion and Anti-Racism Advisor, was invited to update UCARE on institutional inclusion and anti-oppression strategies. Using a PowerPoint presentation (attached to the Minutes) Lavie Williams reviewed current anti-racism initiatives including networking with other Ontario universities who are struggling with similar challenges. In order to move Queen's further, Lavie Williams suggested that conversations about anti-racism need to be deepened and more nuanced. One way to do this is to invite prominent anti-racism scholars to campus to speak to the Queen's community. Lavie Williams noted that another project she is working on is to design specific workshops for racialized students.

Lavie Williams continued her presentation by raising the issue of introducing an anonymous disclosure tool for racist behaviour. The tool would facilitate the opportunity for people who want to share their stories and experiences using a public forum. The tool would allow the wider university community to be in touch with everyday experiences of racialized students and it could help to build strategies around ways to respond to racist incidents. Mona Rahman noted that the board of education implemented a similar forum and may be willing to share best practices with Queen's.

In closing Lavie Williams spoke about ensuring that racialized students attain their goals and the importance of understanding the demographics on campus. She stressed that Queen's must never lose sight of the fact that we are dealing with the lives of individuals who face systematic discrimination from all parts of society.

7. Community Consultation on Advancing the Culture of Human Rights, Equity, and Inclusion on Campus – Stephanie Simpson (Associate Vice Principal Human Rights, Equity, and Inclusion)

Co-Chair Alana Butler invited Stephanie Simpson, Associate Vice-Principal Human Rights, Equity and Inclusion to provide an update on community consultation on advancing the culture of human rights, equity and inclusion on campus. To provide context, Stephanie Simpson reported that in 2016-2017 an external review of the Human Rights and Equity offices was completed. One of the recommendations from the

external's report was that the two office should unify into one office. In 2017-2018 this transition began and a new mission and vision was drafted. To ascertain whether this merger is successfully serving the needs of the campus, Helena Debnam, Special Advisor (Marketing and Special Projects) to the Provost and Vice-Principal (Academic), undertook an exercise of brand testing. Both focus groups and individuals were invited to comment specifically on the new arrangement and more generally on the overall culture of human rights and equity at Queen's. Preliminary findings suggest that the Human Rights and Equity Office needs to be more visible and that communication with the Queen's community needs to be improved. Before submitting the final report, Helena Debnam plans to expand her outreach and gather more information from the Queen's community. Stephanie Simpson stated that she would continue to update UCARE on this initiative and thanked all those who have participated in the exercise thus far.

8. Other Business

There being no Other Business the meeting adjourned at 6:45 p.m.

Next Public Meeting: Monday, January 20, 2020, Room 202 Robert Sutherland Hall, 5:00 – 6:30 p.m.