# Human Rights Task Force
**Meeting #18 - March 28, 2017**

10:00 AM - 12:00 PM  
TH 253

## Agenda

<table>
<thead>
<tr>
<th>#</th>
<th>Item</th>
<th>By</th>
<th>Start Time</th>
<th>Length</th>
<th>Action</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Call to order</td>
<td>BC</td>
<td>10:00</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>2.</td>
<td>Approval of Agenda</td>
<td>BC</td>
<td>10:01</td>
<td>1</td>
<td>Approval</td>
</tr>
<tr>
<td>3.</td>
<td>Approval of Minutes</td>
<td>BC</td>
<td>10:02</td>
<td>5</td>
<td>Approval</td>
</tr>
<tr>
<td></td>
<td>• Meeting #16 – March 13, 2017</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Meeting #17 – March 21, 2017</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4.</td>
<td>Business Arising from the Minutes</td>
<td>BC</td>
<td>10:07</td>
<td>3</td>
<td>Approval</td>
</tr>
<tr>
<td>5.</td>
<td>Report back on Final Consultations</td>
<td>BC</td>
<td>10:10</td>
<td>15</td>
<td>Discussion</td>
</tr>
<tr>
<td></td>
<td>• Feedback from Students of the Anti-Racism Task Force, Research and</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Assessment Subcommittee</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Faculty Feedback</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Feedback from Online Form</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6.</td>
<td>Review of Revised Report</td>
<td>CC</td>
<td>10:25</td>
<td>75</td>
<td>Discussion</td>
</tr>
<tr>
<td>7.</td>
<td>Working Group/Writing Group – Finalization Plan</td>
<td>BC</td>
<td>11:40</td>
<td>15</td>
<td>Discussion</td>
</tr>
<tr>
<td>8.</td>
<td>Other Business</td>
<td>BC</td>
<td>11:55</td>
<td>5</td>
<td>Discussion</td>
</tr>
<tr>
<td>9.</td>
<td>Adjournment</td>
<td>BC</td>
<td>12:00</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Agenda Legend**  
BC - Bradley Clarke  
CC - Chabriol Colebatch
MINUTES OF MEETING #16
HUMAN RIGHTS TASK FORCE
MONDAY, MARCH 13, 2017, 10:00 AM
Sankey Chamber

MEMBERS
PRESENT: Dolana Mogadime (Vice-Chair), Andrew Bassingthwaighte, Margot Francis, Anna Lathrop, Samantha MacAndrew, Julie Rorison, Sandra Wong

ALSO
PRESENT: Union observers: Ron Thomson (BUFA Observer)

Resource Personnel:
Allison Cadwallader (Sexual Violence Response Coordinator)
Chabriol Colebatch (University Secretary)
Christopher Lytle (AODA Coordinator)
Alana Sharpe (Office of Human Rights and Equity Services)
Darryl Veld (Manager, Student Affairs)
Naheed Yaqubian (Resource personnel - Legal Advisor to the Human Rights Task Force)

REGRETS: Brad Clarke (Chair), LeeAnn Cayer, Aniqah Zowmi

Elisabeth Zimmermann (Board of Trustees Liaison)
Grant Armstrong (Resource personnel - Associate Vice-President, Human Resources), Tony Blaschuk (IATSE Observer), Cari Drolet (GSA Observer), Patrick Foster (BUSU Observer), Phoebe Kang-Papple (CUPE 4207), Angela Magro (Resource personnel - Assistant Secretary), Donna Moody (Director, Campus Security Services)

1. Call to Order

Vice-Chair Dolana Mogadime welcomed all those present and called the meeting to order. She noted the regrets received.

2. Approval of Agenda

The Vice-Chair requested a motion to approve the Agenda.

MOVED (MacAndrew/Bassingthwaighte)

THAT the Agenda be approved.

CARRIED
3. Approval of Minutes

The Chair requested a motion to approve the Minutes from Meeting #15 held on March 3, 2017.

MOVED (Francis/Wong)

THAT the Minutes of Meeting 15 of the Human Rights Task Force held, on March 3, 2017 be approved.

CARRIED

4. Business Arising from the Minutes

The Vice-Chair informed the Task Force that it had received a request from the Brock University Faculty Association (BUFA) to meet with the BUFA executive to discuss the interim report. There was consensus that it would be important to meet with the Executive to hear their concerns, but that the Executive should be asked to provide comments in writing and to explain the timing of its request and its failure to submit comments by the deadline. The Vice-Chair reported that the President of BUFA had also requested an extension of time to review the report and for its members to submit comments. The Task Force discussed the extensive consultation opportunities offered to date and the timing of the request and expressed concerns about delays to the report. It was agreed that an extension was not necessary.

Ms. Yaqubian noted that the one outstanding consultation which had been previously scheduled was with BUSA and would be taking place that evening.

5. Debrief on further Human Rights Task Force (HRTF) Consultations

New submissions received from the Human Rights Task Force online consultation form were distributed and reviewed by members and resource personnel. Ms. Yaqubian summarized the comments received.

The Task Force reviewed some negative feedback provided which questioned the composition of the Task Force and the motivations and impartiality of its members. The Vice-Chair noted that the members had been selected following an open call and that the appointments were based on the experience and commitment to human rights issues. It was acknowledged that some members of the campus community had concerns with the appointment process and the selection of members by the President.

Concerns had also been raised regarding the validity and credibility of the feedback provided to and reported by the Task Force, in particular with regards to the research methods and objectivity. Members agreed that the feedback was not solicited using academic research procedures, but noted that the report was not intended to be published as academic research and should be read on this basis.
The Task Force also reviewed feedback from a faculty member regarding the importance of ensuring that action is taken in response to the recommendations made, in light of the experience of other universities with similar initiatives. There was considerable discussion around the importance of ensuring diversity in the higher administration and the Board of Trustees and the use of targets and benchmarks to achieve diversity. The Task Force agreed that the report should be revised to ensure that these matters were addressed.

6. Format and Structure of HRTF Final Report

The Task Force engaged in a discussion regarding the structure of the draft final report. There was general support for structuring the report on the basis of areas of priority, but it was agreed that there should be an introductory section which categorizes the recommendations by subject area, so as to ensure the focus is not lost.


The Task Force engaged in a comprehensive review of the draft final report. Members made several suggestions regarding the wording and substance of the recommendations. Ms. Yaqubian undertook to incorporate the suggestions into the next version of the report and noted that Ms. Sharpe would be taking over the finalization of the report. It was suggested that a working group could be formed to review the final draft and perfect the wording where necessary.

It was agreed that the Task Force would continue the review at its March 21, 2017 meeting, but that further time would be needed to finalize the report. It was agreed that a poll for availability for meetings in early April would be distributed.

8. Other Business

Members thanked Naheed Yaqubian for her service and the Vice-Chair acknowledged her commitment and support for the Task Force.

9. Adjournment

The Vice-Chair thanked all those present for attending today’s meeting and the discussions held. The meeting adjourned at 12:00 p.m.
MINUTES OF MEETING #17
HUMAN RIGHTS TASK FORCE
TUESDAY, MARCH 21, 2017, 2:00 PM
CAIRNS 207

MEMBERS
PRESENT: Brad Clarke (Chair), Dolana Mogadime (Vice-Chair), Andrew Bassingthwaigte, LeeAnn Cayer, Anna Lathrop, Samantha MacAndrew, Julie Rorison, Sandra Wong, Aniqah Zowmi

ALSO
PRESENT: Board of Trustees Liaison: Elisabeth Zimmermann

Union observer: Cari Drolet (GSA Observer)

Resource Personnel:
Grant Armstrong (Associate Vice-President, Human Resources)
Chabriol Colebatch (University Secretary)
Christopher Lytle (AODA Coordinator)
Darryl Veld (Manager, Student Affairs)
Lisa Harris (Recording secretary)

REGRETS: Margot Francis, Ron Thomson (BUFA Observer), Alana Sharpe (Office of Human Rights and Equity Services), Allison Cadwallader (Sexual Violence Response Coordinator), Angela Magro (Assistant Secretary), Donna Moody (Director, Campus Security Services) Tony Blaschuk (IATSE Observer), Patrick Foster (BUSU Observer), Phoebe Kang-Papple (CUPE 4207), Alison Rothwell (OSSTF-D35) Naheed Yaqubian (Legal Advisor to the Human Rights Task Force)

1. Call to Order

Chair Brad Clarke welcomed all those present and called the meeting to order.

2. Approval of Agenda

The Chair provided an overview of the Agenda for today’s meeting and requested a motion to approve the Agenda. The Chair also noted that due to the short turnaround between meetings, the minutes of Meeting #16 will be provided for approval at the next meeting on March 28, 2017.

MOVED (MacAndrew/Zowmi)

THAT the Agenda be approved.

CARRIED
3. Debrief on Further HRTF Consultations

BUSAC Feedback

The Chair reported that Alana Sharpe and Naheed Yaqubian had attended the last of BUSAC meeting on behalf of the HRTF. The feedback provided had been attached to the meeting agenda. Members discussed the feedback and agreed that an additional recommendation should be included in the final report relating to the sharing of the outcome of human rights investigations with students whose human rights have been found to be violated. The Task Force also discussed the student feedback regarding the development of human rights wording in syllabi. It was noted that this feedback is reflected in one of the proposed recommendations and that initiatives are already underway to implement it. The Task Force also agreed to review the final report to ensure the language used is inclusive of all equity seeking groups, including the trans-gendered community, and that the University should continue to consult with all such groups in implementing the recommendations.

Anti-Racism Task Force Feedback

The Chair reported that an extension to provide feedback was requested by Anti-Racism Task Force Focus Group led by Simon Black. This input has been received and will be provided at the next meeting.

BUFA Feedback

The Vice-Chair reported that in addition to the request from BUFA, requests had been received by an individual faculty member for an extension of time to submit feedback on the interim report. While it was felt that due process and notice had been given, an extension to March 24 was granted to allow for final comments. This extension was also communicated to the entire Brock community and a number of emails have since been received. These will be summarized and brought to the next meeting.

The Vice-Chair also confirmed that the Chair and Vice-Chair would be meeting with the BUFA Executive regarding the final report. In response to discussion regarding the purpose of the meeting, the following motion was put forward.

MOVED (Lathrop/MacAndrew)

THAT the BUFA Executive be asked to confirm what aspects of the Interim Report can BUFA support.

CARRIED

A further discussion ensued regarding whether other employee unions should be asked for expressions of support for the report of the Task Force. It was noted that many unions and student groups had expressed support through the consultations process. Following discussion, it was proposed that all unions could be asked for expressions of support before the Final Report is provided to the President.
The Task Force also discussed whether the Senate and Board of Trustees should be asked to provide their support for the Report before it is sent to the President, however, it was agreed that this was not appropriate as these bodies will be responsible for overseeing the President’s response to the Report.

4. Review of Final Report (Draft 2)

The Chair opened up discussion on the revised draft of the final report. It was proposed and agreed that a new Writing Group be formed to respond to any concerns with the language of the report, and that the discussions at today’s meeting would focus on the substantive recommendations. The Task Force undertook a page-by-page review of the sections 3 f) to 6 b) of the draft final report and provided feedback to Ms. Colebatch on specific content, suggested changes and the order of sections, in particular, in the report.

The Chair thanked all for their contributions in reviewing and developing the revised report.

5. Other Business

The Chair invited members to join the Writing Group, which will meet between March 28 and April 11 and indicated that this would be put on the agenda of the next meeting.

It was confirmed that the next meeting of the Human Rights Task Force will be on March 28, from 10am to 12 pm in Thistle 253, to review the revised report along with any further feedback. A further meeting of the Task Force will be arranged for Tuesday, April 11 – 10:00 am -12:00 pm – to approve the final report.

6. Adjournment

The Chair thanked all those present for attending the meeting and participating in the discussions held. The meeting adjourned at 4:17 p.m.