



Human Rights Task Force

Meeting #9 - November 24, 2016

1:00 PM - 3:00 PM
TH 253

Agenda

#	Item	By	Start Time	Length	Action
1.	Call to order	BC	1:00	1	
2.	Approval of Agenda	BC	1:01	1	Approval
3.	<u>Approval of Minutes</u>	BC	1:02	1	Approval
4.	Business Arising from the Minutes - <u>Timeline</u>	NY	1:04	2	Information
5.	Presentation by Christopher Lytle, <i>Accessibility for Ontarians with Disabilities Act</i> Coordinator	CL	1:06	10	Information
6.	Presentation by Awareness Breaks Limits for Equality (ABLE) Student Group		1:16	30	Information
7.	Presentation by Sarah Pennisi, Director of the Student Wellness and Accessibility Centre and Judith Brooder, Manager of Student Accessibility Services	SP JB	1:46	10	Information
8.	Panel Discussion: Questions, Answers, and Potential Interim Recommendations Concerning Ableism at Brock University	BC	1:56	40	Discussion
9.	Other Business - Discussion Regarding Protestor	NY	2:36	25	Information
10.	Adjournment	BC	3:00		

Agenda Legend

BC - Bradley Clarke

NY - Naheed Yaqubian

TK - Christopher Lytle

SG - Sarah Pennisi

JB - Judith Brooder

MINUTES OF MEETING #8

HUMAN RIGHTS TASK FORCE

MONDAY, NOVEMBER 7, 2016, 1:00 PM

TH 253

MEMBERS

PRESENT: Brad Clarke (Chair), Dolana Mogadime (Vice-Chair), Andrew Bassingthwaighte, LeeAnn Cayer, Jens Coorssen, Margot Francis (Acting Chair for Items 5 to 9), Samantha MacAndrew, Sandra Wong, Aniqah Zowmi

ALSO

PRESENT: *Union Observers:* Phoebe Kang-Papple (CUPE 4207), Patrick Foster (BUSU Observer), Ron Thomson (BUFA Observer)

Meeting Guests: Tamari Kitossa, representatives of the *Racial Climate Task Force/Anti-Racism Task Force:* Simon Black, Laura Hughes, Zanab Jafry Shah, Olivier Kayitaba, Carole Moss, Istafa Sufi, and other members of the Brock community

Also Present: Thomas Dunk (Interim Provost and Vice-President, Academic) and Anna Lathrop (Vice-Provost, Teaching, Learning and Student Success)

Resource Personnel:

Donna Moody (Director, Campus Security Services)
Alana Sharpe (Office of Human Rights and Equity Services)
Darryl Veld (Manager, Student Affairs)
Naheed Yaqubian (Legal Advisor to the Human Rights Task Force)
Chabriol Colebatch (University Secretary), Angela Magro (Assistant Secretary)

REGRETS: Grant Armstrong (Associate Vice-President, Human Resources), Tony Blaschuk (IATSE Observer), Allison Cadwallader (Sexual Violence Response Coordinator), Cari Drolet (GSA), Christopher Lytle (AODA Coordinator), Ingrid Makus, Julie Rorison, Alison Rothwell (OSSTF Observer), Elisabeth Zimmermann (Board of Trustees Liaison)

1. Call to Order

Chair Brad Clarke called the meeting to order and welcomed all those present to the eighth meeting of the Task Force. The Chair provided an overview of today's Agenda, during which he acknowledged and thanked the meeting guests and requested that all those present introduce themselves.

Following roundtable self-introductions, the Chair informed the Task Force that Dr. Margot Francis would serve as Acting Chair for Agenda Items 5 to 8 to enable members of the Racial Climate Task Force to fully contribute to the presentations and ensuing discussions.

2. Approval of Agenda

The Chair noted a motion was required to approve the Agenda.

MOVED (Francis/Wong)

THAT the Agenda be approved.

CARRIED

3. Approval of Minutes

The Chair noted a motion was required to approve the Minutes of the previous meeting held on October 24, 2016.

MOVED (Francis/Mogadime)

THAT the Minutes of Meeting 7 of the Human Rights Task Force, held on October 24, 2016 be approved.

CARRIED

4. Business Arising from the Minutes

Ms. Yaqubian indicated that the timeline working group was currently reviewing a revised timeline, which incorporates an additional meeting in January 2017 for consultation with employee union equity officers, and that once reviewed by the group, the revised Timeline will be presented to the Task Force for approval.

5. Overview of the Racial Climate Task Force (RCTF)

The Acting Chair, Dr. Margot Francis provided brief introductory remarks and invited Mr. Clarke to introduce the Overview of the Racial Climate Task Force.

The Task Force received a presentation, *A Discussion about Racial Climate at Brock University*, which included an overview of the Racial Climate Task Force, its successes and challenges to date, perspectives regarding first-hand experiences at Brock, and preliminary interim recommendations by members of the Racial Climate Task Force. As Chair of the Racial Climate Task Force, Mr. Clarke recognized those members of the RCTF in attendance, noting that some members could not attend today's meeting. Mr. Clarke provided background information on the impetus for the Racial Climate Task Force and invited Dr. Tamari Kitossa to provide further contextual information as a founding member of the RCTF.

Dr. Kitossa provided a historical overview on the development of the Racial Climate Task Force at Brock, expanding on details related to issues with the original scope of responsibility of the RCTF. He referred to examples where practice has superseded policy at Brock and emphasized the need for practices to be consistent with policies. He also highlighted the importance of establishing the Office of Human Rights and Equity Services as an independent body and for the Office to have competencies about race, racialization and other forms of discrimination.

Mr. Clarke then expanded on details of the Racial Climate Task Force, its terms of reference, membership and meeting cycle and format and then invited Dr. Dolana Mogadime to present the next portion of the presentation.

Dr. Mogadime provided an overview of the *White Privilege Symposium Canada* held at Brock on September 30 – October 1, 2016 and its successes, impact, feedback received and the associated knowledge translation and mobilization efforts in the recent joint call for papers.

The Task Force also heard details on the RCTF's efforts in establishing protocols, developing and offering training and awareness opportunities, and an overview of the specific challenges faced and its priorities for 2016 – 2017.

6. Presentation by Members of the Racial Climate Task Force: Perspectives regarding First-Hand Experiences at Brock University

Mr. Clarke invited members of the Racial Climate Task Force to share perspectives regarding first-hand experiences. The Task Force heard individual accounts, perspectives and recommendations from Ms. Sandra Wong (Aboriginal Academic Program Support Coordinator, Aboriginal Student Services), Ms. Carole Moss (Ombudsperson, Brock University Students' Union), Ms. Zanab Jafry Shah (Ombuds Coordinator, Brock University Students' Union) and Ms. Phoebe Kang (CUPE 4207 Observer, Unit 2, and Unit 3 – ESL Instructors and Coordinators).

7. Preliminary Interim Recommendations by Members of the Racial Climate Task Force

Mr. Clarke then presented six preliminary recommendations on behalf of the Racial Climate Task Force and highlighted the work of the RCTF, the progress made to date and the work ahead.

Acting Chair, Dr. Margot Francis and the Human Rights Task Force expressed appreciation to the guest speakers at today's meeting and to Mr. Clarke and all members of the Racial Climate Task Force for their comprehensive presentation, first-hand accounts and preliminary recommendations.

It was suggested and the Task Force concurred that the discussions for Agenda Items 8 and 9 be considered simultaneously.

8. Panel Discussion: Questions and Answers Concerning Racial Climate at Brock University

9. Discussion: Brock University Statement on Respectful Dialogue and Freedom of Expression

The Acting Chair facilitated a combined question and answer session on racial climate at Brock University and a discussion on the Brock University Statement on Respectful Dialogue and Freedom of Expression.

The Task Force engaged in a discussion on the Brock University Statement on Respectful Dialogue and Freedom of Expression in relation to the boundaries of expression and personal human rights and discussed personal observations, perspectives, first-hand experiences and potential solutions in defining and addressing race issues and racism.

During discussions, concerns were raised regarding a recent attempt by a member of the public to protest on campus. Ms. Moody outlined the steps taken by Campus Security Services in response to the administration's concerns regarding the offensive and discriminatory signs and messaging of the protestor. Members of the Task Force and guests expressed concern regarding the impact of the protest on students and staff, and in particular, on international students and the significance of the incident for the racial climate on campus.

Members, observers, guests and staff were thanked for their contributions to the discussion.

Mr. Clarke thanked Dr. Francis for serving as Acting Chair and invited Ms. Yaqubian to provide the communications update.

10. Other Business

Communications Update

Ms. Yaqubian indicated that no further changes were received on the draft communication update, and it would be posted on the Human Rights Task Force this week.

11. Takeaways from Meeting

The Chair requested that the presentation provided during today's meeting be appended to the meeting minutes.

12. Adjournment

The Chair thanked all those present for their contributions and reminded members that the next meeting will be held on November 24th with further details to follow.

The meeting adjourned at 3:02 p.m.

Human Rights Task Force Timeline

Approved September 12, 2016 – Revised September 28, 2016

Meeting	Date	Agenda Topics	Goals
STAGE 1 – DEVELOPING AN UNDERSTANDING OF HUMAN RIGHTS AT BROCK & REFINING THE PLAN AND PROCESS OF THE HUMAN RIGHTS TASK FORCE			
#1	July 7, 2016	a. Introductions b. Procedures c. Timeline d. Introduction to Human Rights Presentation & Discussion	a. Procedures - Agreement on procedures b. Process – Discussion of process/timeline c. Concepts - Shared understanding of human rights and how they apply within the University setting
#2	Aug. 29 – 31, 2016	a. Revised timeline b. Communications plan c. HRTF resources d. Human rights context (society, university sector, Brock) e. Human rights landscape at Brock	a. Process – Agreement on revised process/timeline b. Communications – discussion of communications plan c. Resources – clarity regarding resources available to HRTF d. Context - understanding of societal context within which the HRTF operates e. Introduction to human rights at Brock – knowledge of the human rights landscape at Brock
#3	Sept. 12 – 16, 2016	a. In-Depth “Human Rights 101” presentation & discussion b. Human Rights at Brock presentation (review of policies, processes, services, supports)	a. Legal requirements - Understanding of Brock’s legal obligations regarding human rights b. Brock practices – understanding of Brock’s policies, processes, services & supports
STAGE 2 – INFORMATION GATHERING			
#4	Sept. 26 – 30, 2016	a. Concerns from administrative units – submissions from: <ul style="list-style-type: none"> • OHRES • HR • Campus Security • Students at Risk team 	a. Concerns – understanding of concerns from an operational perspective
#5	Oct. 3 – 7, 2016 (Oct 11-14: Fall Break)	a. Best practices at other universities – presentations from human rights staff from other universities on the structure and function of human rights offices b. Learnings from the literature / research – presentations from Brock researchers on human rights, diversity and inclusion.	a. Benchmarking & leading practices – appreciation of how policies, processes, services & supports interact at other universities, ideas for improvement b. Evidence-based decision making – awareness of insights from research

#6	Oct. 20, 2016	a. Further concerns from administrative units – continuation of the panel discussion from Meeting #4 <ul style="list-style-type: none"> • OHRES • HR • Campus Security • Students at Risk Team 	a. Concerns – understanding of concerns from an operational perspective
#7	Oct. 24, 2016	a. Thematic meeting: Sexual Violence at Brock University b. Presentations from the Sexual Violence Prevention Committee, A Safer Brock and from Brock researchers c. Presentations and input from the Brock community on the topic of sexual violence	a. Thematic in-depth discussion – appreciation of policies, processes, services and supports for sexual violence, ideas for improvement b. Evidence-based decision making – awareness of insights from research
#8	November 7, 2016	a. Thematic meeting: Racial Climate at Brock University b. Presentations from the Racial Climate Task Force, Aboriginal Student Services c. Presentations and input from the Brock community on the topic of racial climate at Brock	a. Thematic in-depth discussion – appreciation of policies, processes, services and supports for racial injustice, ideas for improvement b. Evidence-based decision making – awareness of insights from research
#9	November 21-25, 2016	a. Thematic meeting: Ableism at Brock University (Mental Health and Physical Disabilities) b. Presentations from the AODA Coordinator, Services for Students with Disabilities c. Presentations and input from the Brock community on the topic of ableism at Brock	a. Thematic in-depth discussion – appreciation of policies, processes, services and supports for students with disabilities, ideas for improvement b. Evidence-based decision making – awareness of insights from research
STAGE 3 – INTERIM REPORT			
#10	Nov. 26 – 30, 2016	a. Debrief on internal consultations Agreement on principles for interim summary report of recommendations to circulate to the Task Force	a. Synthesize learnings from consultation – identify key issues, shared concerns etc. b. Informed recommendations – develop understanding of issues, gaps, needs
#11	Dec. 1 – 6, 2016 (Exam Break begins December 6)	a. Discuss and vote on preliminary recommendations (if any) b. Agree on framework for interim report to Brock community	a. Identify issues – agreement on common themes and concerns with current policies, processes, services & supports b. Determine immediate concerns & interim report – develop plan for interim report & preliminary recommendations, if any c. Agree on specific recommendations – draft wording for recommendations
#12	Dec. 15-19, 2016	a. Discussion on completed draft interim report	a. Approval of interim recommendations

#13	Jan. 9 – 16, 2017 (Winter term begins Jan. 9)	<p>a. Approval of draft interim report</p> <p>b. Consultation plan:</p> <ul style="list-style-type: none"> a. Who to consult b. How to consult (focus groups, town halls, drop in sessions, online, individual meetings etc.) c. What to consult on (approach / questions to ask) d. When - timing 	a. Consultation plan – agreement on consultation plan (who, what, where, when, how etc.)
STAGE 4 – CONSULTATION			
#14	Jan 16 – Feb 13, 2017 (Reading Week: Feb 20 – 24)	<p>a. Consult with stakeholders on interim report – e.g.</p> <ul style="list-style-type: none"> • Students • Student unions • Student clubs • Employee unions • Senate • Brock Community 	<p>a. Input / engagement – provide opportunity for Brock community to share concerns and suggestions</p> <p>b. Informed recommendations – develop understanding of issues, gaps, needs</p>
#15	Jan 16 – 20, 2017	<p>a. Consult with union equity officers on draft interim report, as well as experiences with policies, processes, services and supports, including:</p> <ul style="list-style-type: none"> • BUFA • BUSU • CUPE 4207 • GSA • IATSE • OSSTF <p>b. Presentation on Equity Audit by Equity Audit Working Group</p>	<p>a. Input / engagement – provide opportunity for Brock community to share concerns and suggestions</p> <p>b. Informed recommendations – develop understanding of issues, gaps, needs</p> <p>c. Decision-making – decision re: equity audit</p>
#16	Feb 13 – 17, 2017 (Reading Week: Feb 20 – 24)	a. Debrief on external consultations	<p>a. Synthesize learnings from consultation – identify key issues, shared concerns etc.</p> <p>b. Informed recommendations – develop understanding of issues, gaps, needs</p>
STAGE 5 – FINAL RECOMMENDATIONS & REPORT			
#17	Feb 27 – March 3, 2017	a. Discuss and narrow down final recommendations	a. Agreement on specific recommendations – draft wording for recommendations

#18	March 13 - 17, 2017	<ul style="list-style-type: none"> a. Vote on recommendations b. Agree on framework for report to President & Brock community 	<ul style="list-style-type: none"> a. Approval of recommendations b. Agreement on outline of draft report
#19	March 27 – 31, 2017	<ul style="list-style-type: none"> a. Vote on final report to President & Brock community b. Communication plan c. Next steps 	<ul style="list-style-type: none"> a. Approval of final report to President & Brock community
	April 3, 2017	Distribute final report to President & Brock community	