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MINUTES OF MEETING #14

HUMAN RIGHTS TASK FORCE

THURSDAY, JANUARY 26, 2016, 1:00 PM

13TH Floor Board Room, Schmon Tower

MEMBERS

PRESENT: Brad Clarke (Chair), Dolana Mogadime (Vice-Chair), Andrew Bassingthwaighte, LeeAnn Cayer, Samantha MacAndrew, Aniqah Zowmi

ALSO

PRESENT: *Board of Trustees Liaison:* Elisabeth Zimmermann

Union observers: Cari Drolet (GSA Observer)

Resource Personnel:

Allison Cadwallader (Sexual Violence Response Coordinator)

Chabriol Colebatch (University Secretary)

Christopher Lytle (AODA Coordinator)

Donna Moody (Director, Campus Security Services)

Alana Sharpe (Office of Human Rights and Equity Services)

Darryl Veld (Manager, Student Affairs)

REGRETS:

Grant Armstrong (Resource personnel - Associate Vice-President, Human Resources), Tony Blaschuk (IATSE Observer), Patrick Foster (BUSU Observer), Margot Francis, Phoebe Kang-Papple (CUPE 4207), Anna Lathrop, Angela Magro (Resource personnel - Assistant Secretary), Julie Rorison, Ron Thomson (BUFA Observer), Sandra Wong, Naheed Yaqubian (Resource personnel - 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. He noted the regrets received and confirmed that there was a quorum of members.

2. Approval of Agenda

The Chair requested a motion to approve the Agenda.

MOVED (MacAndrew/Zowmi)

THAT the Agenda be approved.

CARRIED

3. Approval of Minutes

The Chair requested a motion to approve the Minutes from Meeting #13 held on January 19, 2017.

MOVED (Bassingthwaighte/MacAndrew)

THAT the Minutes of Meeting 13 of the Human Rights Task Force held, on January 19, 2017 be approved.

CARRIED

4. Business Arising from the Minutes

Consultation plan update

The Chair confirmed that the Interim Report had been finalized and was ready for distribution. The report will be distributed by mass email to in the next few days along with a news story on the Brock News, which will set out the dates and locations for in person consultations. The Chair also confirmed that the online consultation form and the email consultation account were live. In response to a question, the Chair will follow up with *The Brock Press* to arrange a news story regarding the Interim Report.

5. Consultation with Union Equity Officers on Interim Report

The Chair noted that he had received regrets from the BUFA, OSSTF and IATSE equity officers and that consultation with the student unions was in the process of being scheduled.

The equity officer for CUPE 4207, Samantha MacAndrew, provided feedback to the Task Force on behalf of the union's membership. Concerns raised by membership included ambiguity in the scope and application of the Respectful Work and Learning Environment Policy, a lack of accountability, prolonged processes, and a lack of transparency in the process and outcomes. Some suggestions were provided to improve the process, including clarifying the role of the Human Rights and Equity Office and confirming that it acts as a neutral party in conflict resolution, increasing staffing to reduce the length of the process and ensuring CUPE 4207 is consulted in the revisions to the Respectful Work and Learning Environment Policy. The Chair thanked Ms. MacAndrew for her input and undertook to incorporate the feedback into the final report of the Task Force.

6. Presentation on Equity Audit by Equity Audit Working Group

Dr. Mogadime provided a presentation on behalf of the Equity Audit Working Group explaining what an equity audit is, how it differs from an equity census and how these kinds of initiatives have been implemented at other universities. She highlighted the approach taken by Dalhousie University, which included students as well as employees and which sought to gather information on the four

groups designated by the Federal Government as underrepresented (i.e. women, visible minorities, indigenous peoples and individuals with disabilities), and other equity seeking groups. Dr. Mogadime shared advice regarding strategies employed by other universities to ensure input and how this data can be used to inform and prioritize further equity audits.

7. Discussion regarding Equity Audit

The Task Force engaged in a comprehensive discussion regarding equity audits and whether the recommendation in the Interim Report should be revised to reflect the information provided by the Equity Audit Working Group. There was discussion about whether the census should be expanded beyond demographics to include some questions regarding the experience of individuals at Brock. There was also discussion about whether to limit the census to employees or include students. It was suggested that it may be helpful to engage an external consultant to undertake the census and advise on the details. It was agreed that the census should be conducted as soon as possible and that an equity audit will follow.

The Task Force agreed that the Equity Audit Working Group should continue to gather information regarding equity audits and potential consultants who have experience in the university sector and that the information would be reviewed by the Task Force, along with any feedback provided by the consultation, to determine the appropriate recommendation. Members of the Task Force who wish to assist in this were encouraged to contact Dr. Mogadime.

8. Other Business – None

9. Adjournment

The Chair thanked all those present for attending today's meeting and the discussions held. The meeting adjourned at 2:31 p.m.