



(Circulated prior to approval)

## 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.

## **7. Review Draft of HRTF Final Report**

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.