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Pushing onward: Interim report of the Human Rights Task Force at Brock University

1. Why are we here?

The Brock University Human Rights Task Force recognizes that human rights are a constantly evolving set of ideals that promote and reinforce the dignity and self-determination of all individuals and attempt to mitigate systemic inequalities. University communities, as small microcosms of society, will always face challenges as we strive to show leadership in promoting greater equity.

Brock University has not been immune to these challenges. In early 2016, former president Jack Lightstone established the Human Rights Task Force to create a unified vision for the advancement of human rights at Brock. This new focus on human rights emerged in response to a crisis of human rights at the University – an occurrence of sexual violence in the Department of History, multiple incidents of racist costumes by students on campus, and a sense of disappointment with the institutional response to these and other events. The Task Force, comprised of students, staff, faculty and external community members, was struck to consult and provide recommendations regarding Brock’s human rights policies, processes, services and supports to carry us into our next decade of leadership. It is now our role to attempt to right these wrongs, and develop proactive responses.

This report contains the Task Force’s interim recommendations. Early on, the Task Force elected to prioritize sexual violence, racial climate, and ableism as areas of focus. Halfway through our process, we have concluded consultations with internal administrative units and committees including the Anti-Racism Task Force, administrative and student groups working to challenge ableism, and the Sexual Violence Prevention Committee. The interim recommendations are now being presented to you, the Brock community, for feedback. Your response to these recommendations will help shape our community in the years to come. Your reflections and insight are invaluable as we move forward as a collective to repair, build, create and innovate new human rights policies, processes, services and supports. The Task Force is hopeful that this

process will develop a unified vision for human rights on campus and provide leadership to the Brock community in areas of concern.

Over the past year a great many people in the Brock community have contributed to developing new proactive policies and practices to protect human rights and to try to ensure that history does not repeat itself. The overarching principles which guide our specific recommendations are:

- Leadership at the University needs to reflect the diversity and richness of our society.
- Proactively addressing human rights begins with education, mentorship and training.
- More data is required to understand areas of need with regard to equity-seeking groups.
- Human rights policies at Brock need to be updated and harmonized with each other.
- Procedures and practices at Brock need to align with the policies they implement.
- Significant financial investments are needed to make human rights an institutional priority.

We ask everyone to take ownership for promoting and safeguarding human rights at Brock to create a culture of working and learning that is safe, welcome and inclusive for all. Please provide us with your perspectives, reflections, and submissions so that we can better understand the changes necessary to promote a more equitable, diverse and respectful university.

Sincerely,
The Brock University Human Rights Task Force

2. What have we done so far?

The Human Rights Task Force has been learning, hearing concerns, questioning and reflecting on current human rights policies, procedures, services and supports. We began with a review of our legal obligations with respect to human rights from independent legal counsel, with a deep understanding of what human rights means in the current social and political context. We then heard from a number of University stakeholders, including faculty, staff, students, union representatives, University administration, the Human Rights and Equity Office (HRE), the *Accessibility for Ontarians with Disabilities Act* Coordinator, the Sexual Violence Response and Education Coordinator, Campus Security, Human Resources, Student Wellness and Accessibility Centre, Anti-Racism Task Force and the Sexual Violence Prevention Committee. We also received presentations from human rights administrators at other universities, including McMaster University and the University of Guelph.

3. What ideas do you have?

Feedback and submissions from the Brock community are instrumental to our process. Please reflect on the interim recommendations below and provide us with your thoughts – whether they be lived experiences, suggestions for human rights policies, processes, services and supports at Brock University, personal observations or reflections on the context in which the Brock Community lives, works and learns. We want to hear from you.

Please submit your feedback by March 1 to the Chair and Vice-Chair of the Human Rights Task Force at hrtaskforce@brocku.ca. Feedback may also be provided anonymously through our accessible form on the OHRES website, located at brocku.ca/human-rights-task-force/feedback/. Your feedback will be considered at future meetings of the Task Force, which are open to the Brock community.

We are also hosting in-person consultations in January and February 2017 with the broader Brock community. Please check the Brock News website for consultation dates, times and locations.

4. Where are we headed next?

This report is designed to prompt reflection from you, the reader. The themes below outline broad principles the Task Force has heard so far, while the specific recommendations underscore the specific ways we will commit to creating change. Please read through the report with a view towards providing us submissions and ideas on human rights at Brock.

5. Valuing equity: leadership at Brock University

The internal consultation process led to an understanding that leadership at Brock is not reflective of equity-seeking groups on campus. The Task Force heard that leadership at the University needs to reflect the diversity and richness of our society to inspire students from all backgrounds to succeed. Opportunities for improvement also exist within current hiring practices. Human rights and equity initiatives must be prioritized at the highest levels of senior leadership at Brock if an institution-wide cultural shift is to occur. The Task Force recommends:

- a. **That Brock University includes human rights, equity and diversity goals and metrics in its strategic planning documents, e.g. the Strategic Mandate Agreement and Strategic Plan.** Leadership on human rights must start with the fundamental planning processes of the University. Inclusion of human rights within these documents is a public commitment that the wider Brock community can rely on.

- b. **That Brock University considers the 2015 report by the Canadian Truth and Reconciliation Commission in its strategic planning documents.** Post-secondary institutions have an important role to play in advancing reconciliation between indigenous and non-indigenous peoples. This reconciliation may be integrated in a number of ways into the policies, processes, services and supports available for human rights.
- c. **That Brock University commits to updating the Employment Equity Policy.** The current policy dates from 1992 and is currently undergoing revision. The Task Force heard that employees from diverse backgrounds will enhance the culture of diversity and inclusion at the University. The updated policy should incorporate best practices from other universities and prioritize qualified candidates from equity-seeking groups.
- d. **That Brock University endorses the increasing independence and visibility of the Human Rights and Equity Office (HRE).** Recent events have publicized the HRE as the central place to address equity-based complaints. The Task Force heard that a best practice from other universities is for the HRE to remain a “triage centre” for addressing human rights and sexual violence-based complaints, and to be the point of first contact.
- e. **That Brock University prioritizes the hiring of individuals with equity-seeking backgrounds and experience in the Human Rights and Equity Office.** Equity hiring is most important in offices which address human rights issues on campus, and is a best practice in equity offices across other Ontario universities.
- f. **That Brock University provides ongoing oversight to human rights policies, processes, services and supports.** This ongoing oversight, a best practice undertaken by other Universities, can take the form of a yearly review of current initiatives and reflection on further opportunities for development.
- g. **That Brock University designate one Equity Representative in each faculty and administrative unit to receive training on the University’s human rights processes, practices and procedures.** The Task Force heard that solutions to human rights issues must involve all stakeholders, and that best practices at other universities involve training in every department. These individuals may act as an educational resource to others.
- h. **That Brock University supports the provision of human rights training to senior leadership of the Brock University Students’ Union (BUSU) and Graduate Students’ Association (GSA).** The Task Force heard that both of these organizations have their own training, but Brock University should commit to providing this training if a vacuum occurs.

6. Cultivating a new culture: education & mentorship

Addressing human rights issues on campus begins with education, mentorship and training. The Human Rights Task Force heard that faculty, staff and students need more information regarding the current human rights systems and procedures. A proactive approach is necessary if Brock is to develop a culture of prevention rather than reaction. Furthermore, training must adopt an intersectional approach which acknowledges that Indigenous women, racialized women, LGBTQQ+ people, people with disabilities and those who struggle with mental health issues are disproportionately affected by sexual violence and human rights discrimination.

Prioritizing education, mentorship and training enhances the supports at the University by empowering the community to take ownership of a safe and welcoming environment for all. The Task Force recommends:

- a. **That mandatory training occurs on human rights policies, practices and processes for each department and unit at the University, alongside current health and safety training for faculty and staff.** This training may be provided jointly by Health, Safety and Wellness and the Human Rights and Equity Office (HRE). HRE should continue to act as a resource for departments which have questions regarding equity-based supports at Brock.
- b. **That HRE hold training sessions for new faculty, staff and students on the new and revised RWLEP.** Appropriate resources and time should be dedicated.
- c. **That Brock develop sexuality, consent, bystander and first responder programs and curriculum that are fully intersectional and incorporate the perspectives of those who are disproportionality affected by sexual violence.**
- d. **That Brock develop a diverse team of leaders and educators, including students, (multi-racial, Indigenous, LGBTQQ+) who are trained to deliver intersectional sexuality, consent and bystander education.** This would align with best practices at other universities, such as the model used at the University of Guelph.
- e. **That Brock's human rights education programs incorporate the leadership and participation of men (cisgendered, transgendered and queer) and an analysis of masculinities in human rights, sexuality, consent and bystander education.**
- f. **That Brock authorizes time within staff work hours to attend first responder training to aid in the creation of a safer and more responsive campus for sexual violence survivors.** The training should also review the Safe Disclosure Policy (Whistleblower Policy).

- g. That faculty members participate in consent, bystander and first-responder training for sexual violence, and discuss the implications of this analysis for dual relationships, their role as bystanders, and their pedagogical practice.
- h. That HRE conduct an awareness campaign for both the revised RWLEP and new Sexual Assault and Harassment Policy. An awareness campaign will develop campus-wide awareness of the HRE as a safe space for disclosure.
- i. That HRE develop anti-ableism programming which incorporates people with disabilities in its creation and implementation. These programs will build the capacity of the University to view disability as a factor of diversity on campus and in the community, and build knowledge around intersectionality.
- j. That international students, staff and faculty have access to proactive information regarding human rights and sexual violence policies and services in their languages upon request, including culturally appropriate educational initiatives. International students face additional cultural and language barriers in addressing human rights issues, and should be notified that these services are available.

7. Everyone counts: evidence-based accountability

The Task Force heard that the University cannot determine areas of growth without a complete picture of where we currently stand. Consultation with the Human Rights and Equity Office and student groups such as ABLÉ revealed that more data is required to understand areas of need with regard to equity-seeking groups. Further equity work cannot be undertaken without a realistic picture of where the University stands in terms of its demographic makeup.

New measures of evidence-based accountability will ensure current information about the Brock community will assist the development of policies, processes, services and supports. Statistical data is the first step to holding the institution to account, providing a numerical basis to human rights in addition to a directed cultural shift. It measures the richness of our community as it continues to grow and change. The Task Force recommends:

- a. That a comprehensive, anonymous and anonymized Equity Audit be undertaken every five (5) years by an outside firm to collect data on grounds listed in the *Ontario Human Rights Code*, with a scope to be determined after further feedback from the Brock community. This report should be published and discussed at a public debrief session within the Brock community. Comprehensive, ongoing equity audits will allow an understanding of the continuously changing Brock community.

- b. **That the Anti-Racism Task Force conduct a campus inquiry (focus group, interviews) exploring Brock’s racial climate and potential anti-racism initiatives, parallel to the Equity Audit.**
- c. **That annual reports regarding human rights and sexual assault services provided by the HRE be publicized to the Brock community.** These reports should outline the types and frequency of complaints, outreach and programming initiatives. They should be posted online and made available in accessible formats.
- d. **That Counseling Services offer accessible (print and online) information about counselors, including areas of professional interest, expertise and experience.** Students, staff and faculty should be able to make informed choices regarding the counseling and psychotherapy process. The Task Force additionally recommends that this information be made available from any outside counselors the University contracts with.

8. Keeping our word: human rights policies at Brock University

The Task Force heard that human rights policies at Brock need to be updated and harmonized with each other to address gaps in policies, processes, services and supports. We learned through consultation that a lack of clarity serves as an additional barrier to human rights, especially during the complaints resolution process. Human rights policies at Brock have traditionally been difficult to access, out of date, out of sync, and operationalized through an overwhelming and confusing complaints process. Some policies overlap and it is unclear where one policy ends and the other begins. Other policies leave gaps in information and are not in clear, plain language. Policies need to be widely advertised, easily accessible to equity-seeking groups, in clear and plain language, and harmonized with each other. To rectify these issues, the Task Force recommends:

- a. **That Brock University prioritize the revision the Respectful Work and Learning Environment Policy (RWLEP).** This revision should adopt an intersectional lens of accessibility, anti-racism and anti-oppression. The Task Force heard that the current complaints resolution process is cumbersome and inaccessible, and a revision of the policy will rectify this issue. The RWLEP should be harmonized with all other relevant policies, including the Student Code of Conduct.
- b. **That Brock University effectively work to address ableism on campus by committing to using a human rights lens while updating or creating any policy dealing with accommodations, disability or accessibility.** The Task Force heard that the issue of ableism is often lost in the lens of other human rights on campus.

- c. **That Brock University review the new Sexual Assault and Harassment Policy (SVHP) one year from its enactment, in consultation with the Sexual Violence Prevention Committee.** The SVHP was approved by the Board of Trustees on Dec. 1, 2016. It will be revised one year after implementation.
- d. **That the Office of HRE act as a centralized point of access to all human rights-related policies.** The Task Force heard that at other post-secondary institutions, one office acts as a catch-all for all human rights-related complaints. This provides a central avenue for complaints and questions.

9. Practice and practicality: human rights-related procedures

The Task Force recognizes that procedures and practices at Brock need to align with the policies they implement. Consultation with offices that apply human rights-related procedures revealed that, on occasion, practices do not align with current policies. The Task Force recommends:

- a. **That a Human Rights, Sexual Violence and Disability Accommodations Protocol be developed, listed in course syllabi and announced in classes, to inform students that they can obtain accommodations for human rights, sexual violence, and disabilities.** The protocol should outline where students may request accommodations and the process for doing so. It should be positioned alongside the Academic Integrity Protocol in the syllabi.
- b. **That Student Health Services develop appropriate protocols to ensure health-care workers at Brock University offer students options for counseling, accommodations, and support.** The Task Force heard that survivors are subject to ‘check-box’ treatment without inquiry into circumstances beyond immediate symptoms.
- c. **That Counseling Services consider re-evaluating their use of the brief psychotherapy model as their operational standard, exploring other mechanisms and avenues to provide accessible services.** The Task Force heard that the number of students accessing supports and services at Student Health Services is increasing. In recognition of the serious and complex nature of the psychological disabilities presented by students, more sustained supports for mental health are crucial.

10. Investing in equity: space, environment and people

Significant financial investments are needed to make human rights an institutional priority. The Human Rights Task Force heard that a lack of financial resources and physical space acts as a barrier to the promotion and protection of human rights. The Task Force understands the financial constraints of Brock University, as well as current space limitations. However, the overwhelming and pressing need for the practice and promotion of human rights must make them an institutional priority. Keeping this balance in mind, the Task Force recommends:

- a. **That the Human Rights and Equity Office, in partnership with Aboriginal Student Services and other appropriate leadership, devote resources to the creation of Brock-specific initiatives in support of First Nations Truth and Reconciliation.** Brock must consider the *Canadian Truth and Reconciliation Report (2015)* in developing its cultural, pedagogical and academic culture.
- b. **That the University's Space Audit Committee find a new, central location for the Human Rights and Equity Office which includes services for equity, diversity and human rights.** The current location of the OHRES, in the DeCew residence, is not central or located in a neutral space. At present, campus services are differentially located across groups who are each covered under *Ontario's Human Rights Code*.
 - i. **This space should include meeting rooms for HRE staff and individuals seeking advice and guidance that respects their rights to confidentiality.** These rooms will allow for collaboration between different units in the OHRES.
 - ii. **HRE should provide a comfortable equity space for survivors of sexual violence, women, Aboriginal people, people of colour, trans* people, LGBTQQ+ people, and equity-seeking groups.** This inclusionary space will act as a "call-in" to the whole university community, and to open up space for alliance building and activism. Resources may be provided.
- c. **That Brock University makes a significant investment in leadership by hiring additional permanent staff to the Human Rights and Equity Office and counseling services within Student Wellness & Accessibility Services.** This will ensure these areas are appropriately resourced with a diverse team providing pro-active and accessible education and support services. A data-based analysis of these services will also ensure that the staffing complement grows as the demands for these services increase.
 - i. **Similarly, that dedicated staff be created to support racialized students on campus, parallel to the AODA Coordinator and Sexual Violence Response and Education Coordinator.** This position will provide leadership on anti-racism efforts.

- d. That Brock University devotes appropriate financial and administrative resources to conducting an Equity Audit. Please refer to the Accountability section above.

AS PART OF THIS REPORT, PLEASE SEE THE FOLLOWING SUPPORTING DOCUMENTS:

- *Appendix 1 – Definitions*
- *Appendix 2 – HRTF Membership*
- *Appendix 3 – HRTF Timeline*

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Appendix 1 – Definitions

Relevant Definitions

Accessibility: The design of products, devices, services or environments for people who live with and experience disabilities. The concept focuses on reducing barriers, circumstances and obstacles that reduce equal access to policies, protocols, services and supports. *(Adopted from Accessibility Ontario)*

Accommodations: Accommodations for human rights-related grounds are measures implemented to assist individuals in claiming and reclaiming their human dignity at the University. Accommodations are a fundamental and integral part of the right to equal treatment – that is, to attain the same level of performance, benefits, or privileges experienced by others. Individuals are entitled to accommodations in employment and in the provision of services under the *Ontario Human Rights Code*, and for sexual harassment under the *Ministry of Training, Colleges and Universities Act*, up to the point of undue hardship. *(Ontario Human Rights Commission)*

Anti-Racism: Anti-racism is the active practice of identifying, challenging and changing the values, structures and behaviors that perpetuate systemic racism. It involves challenging and changing systems, organizational structures, policies and practices and attitudes, so that power is redistributed and shared equitably. *(Adopted from the Ontario Anti-Racism Directorate and NAC International Perspectives: Women and Global Solidarity)*

Equity: The goal of equity is to achieve inclusiveness and social and economic justice through recognition, respect, numerical representation, accountability, responsibility and the development of balanced, healthy and harmonious working environments. *(Canadian Association of University Teachers)*

Equity-Seeking Groups / Individuals: Marginalized groups or individuals who are disproportionately excluded from full participation in society. Such groups include but are not limited to Aboriginal peoples, persons with disabilities, persons who identify as LGBTQ2, racialized minorities and women. Commitments to equity begin with the acknowledgement of inequity within society. *(Adopted from the Canadian Association of University Teachers)*

Human Rights: Human rights are rights inherent to all human beings, whatever our nationality, place of residence, sex, national or ethnic origin, colour, religion, language or any other status. We are all equally entitled to our human rights without discrimination. These rights are all interrelated, interdependent and indivisible. (*United Nations Declaration of Human Rights*)

Intersectionality: The interconnected nature of social categorizations such as race, class, and gender as they apply to a given individual or group, regarded as creating overlapping and interdependent systems of discrimination or disadvantage. (*Oxford Dictionary*)

Sexual Violence: Any sexual act or act targeting a person's sexuality, whether the act is physical or psychological in nature, that is committed, threatened or attempted against a person without the person's consent, and includes sexual assault, sexual harassment, stalking, indecent exposure, voyeurism and sexual exploitation. (*Brock University Sexual Assault and Harassment Policy*)

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Appendix 2 – Membership

Membership of the Human Rights Task Force

The membership of the Human Rights Task Force was drawn from an open call for nominations from the Brock community. Members were appointed by former president Jack Lightstone, in consultation with numerous campus stakeholders, including the University's labour unions, the Graduate Students' Association and the Brock University Students' Union. It includes a Chair, Vice-Chair, three students, staff and faculty members, a faculty dean and an external representative.

The Task Force is chaired by Bradley Clarke, Director of Student Life and Community Experience, with Vice-Chair Dolana Mogadime, Associate Professor of the Faculty of Education. Special thanks to Naheed Yaqubian, Legal Counsel to the Human Rights Task Force, for her guidance in developing this report.

The voting membership of the Task Force includes:

- Aniqah Zowmi (undergraduate student)
- LeeAnn Cayer (graduate student)
- Samantha MacAndrew (graduate student)
- Margot Francis (faculty member – Associate Professor, Women's and Gender Studies/ Sociology)
- Ingrid Makus (faculty member – Associate Professor, Political Science) (dates of service on the Task Force from July to November 2016; presently serving as Interim Dean, Faculty of Social Sciences)
- Dolana Mogadime, Vice-Chair (faculty member – Associate Professor, Faculty of Education)
- Andrew Bassingthwaighte (staff member – Co-op Career Consultant)
- Bradley Clarke, Chair (staff member – Director, Student Life & Community Experience)
- Sandra Wong (staff member – Aboriginal Academic Support Program Coordinator/ Instructor)
- Anna Lathrop, Past Chair (senior administrative member – Vice-Provost, Teaching, Learning and Student Success) (service as Chair of the Human Rights Task Force from July to October 2016)

- Julie Rorison (Brock alumna, external member – YWCA Niagara Board of Directors)

The Task Force welcomes contributions from its valued union observers:

- Patrick Foster (Brock University Students' Union)
- Cari Drolet (Graduate Students' Association)
- Ron Thomson (Brock University Faculty Association)
- Pheobe Kang-Papple (CUPE 4207)
- Tony Blaschuk (IATSE)
- Alison Rothwell (OSSTF)

The Task Force benefits from the contributions and insight of several offices and resource individuals around campus:

- Elisabeth Zimmerman (Board of Trustees Liaison)
- Thomas Dunk (Interim Provost and Vice-President Academic)
- Chabriol Colebatch (General Counsel and University Secretary)
- Naheed Yaqubian (Legal Counsel, Human Rights Task Force)
- Grant Armstrong (Associate Vice-President, Human Resources)
- Alana Sharpe (Advisor, Human Rights and Equity Office)
- Angela Magro (Assistant Secretary to the University)
- Allison Cadwallader (Sexual Violence Response & Educational Coordinator)
- Christopher Lytle (AODA Coordinator & Human Rights Consultant)
- Donna Moody (Director of Campus Security Services)
- Sexual Violence Prevention Committee
- Anti-Racism Task Force

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Appendix 3 – Timeline

| 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 | <ul style="list-style-type: none"> a. Introductions b. Procedures c. Timeline d. Introduction to Human Rights Presentation & Discussion | <ul style="list-style-type: none"> 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 | <ul style="list-style-type: none"> a. Revised timeline b. Communications plan c. HRTF resources d. Human rights context (society, university sector, Brock) e. Human rights landscape at Brock | <ul style="list-style-type: none"> 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 | <ul style="list-style-type: none"> a. In-Depth “Human Rights 101” presentation & discussion b. Human Rights at Brock presentation (review of policies, processes, services, supports) | <ul style="list-style-type: none"> 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 | | | |
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| #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 24, 2016 | a. Thematic meeting: Ableism at Brock University (Mental Health and Physical Disabilities) b. Presentations from the AODA Coordinator, Services for Students with Disabilities | 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 |

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| | | c. Presentations and input from the Brock community on the topic of ableism at Brock | from research |
| STAGE 3 – INTERIM REPORT | | | |
| #10 | Nov. 29, 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. 15, 2016 | 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 | Jan. 12, 2017 (Winter term begins Jan. 9) | a. Discussion regarding interim recommendations b. Review of draft interim report | a. Review of draft interim report |
| STAGE 4 – CONSULTATION | | | |
| #13 | Jan. 19, 2017 | a. Approval of draft interim report b. Consultation plan: 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.) |
| | Jan 20 – Feb 20, 2017 (Reading Week: Feb 20 – 24) | a. Consult with stakeholders on interim report – e.g. • Students • Student unions • Student clubs • Employee unions | a. Input / engagement – provide opportunity for Brock community to share concerns and suggestions b. Informed recommendations – develop understanding of issues, |

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| | | <ul style="list-style-type: none"> • Senate • Brock Community | gaps, needs |
| #14 | Jan 30 – Feb 3, 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> |
| #15 | 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 | | | |
| #16 | Feb 27 – March 3, 2017 | a. Discuss and narrow down final recommendations | a. Agreement on specific recommendations – draft wording for recommendations |
| #17 | March 13 - 17, 2017 | <p>a. Vote on recommendations</p> <p>b. Agree on framework for report to President & Brock community</p> | <p>a. Approval of recommendations</p> <p>b. Agreement on outline of draft report</p> |
| #18 | March 27 – 31, 2017 | <p>a. Vote on final report to President & Brock community</p> <p>b. Communication plan</p> <p>c. Next steps</p> | a. Approval of final report to President & Brock community |
| | April 3, 2017 | Distribute final report to President & Brock community | |