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MINUTES OF MEETING #1

HUMAN RIGHTS TASK FORCE

THURSDAY, JULY 7, 2016, 3:00 PM

CAIRNS FAMILY HEALTH AND BIOSCIENCE RESEARCH COMPLEX, ROOM 207

MEMBERS

PRESENT: Anna Lathrop (Chair), Andrew Bassingthwaighe, LeeAnn Cayer, Brad Clarke, Margot Francis, Samantha MacAndrew, Ingrid Makus, Dolana Mogadime, Julie Rorison, Sandra Wong

ALSO

PRESENT: *Board of Trustees Liaison:* Elisabeth Zimmermann

Union Observers: Tony Blaschuk (IATSE), Cari Drolet (GSA), Patrick Foster (BUSU), Phoebe Kang-Papple (CUPE 4207), Alison Rothwell (OSSTF), Michelle Webber (BUFA)

Resource Personnel:

Grant Armstrong (Associate Vice-President Human Resources)
Christopher Lytle (AODA Coordinator)
Alana Sharpe (Office of Human Rights and Equity Services)
Naheed Yaqubian (Legal Advisor to the Human Rights Task Force)
Chabriol Colebatch (University Secretary), Angela Magro (Assistant Secretary)

REGRETS: Thomas Dunk, Donna Moody (resource), Aniqah Zowmi

1. Call to Order

Chair Anna Lathrop called the meeting to order and welcomed members, union observers, resource personnel and those present from the Brock community to the first meeting of the Human Rights Task Force. Chair Lathrop advised the Task Force that the Board of Trustees Liaison, Elisabeth Zimmermann will be joining the meeting shortly.

The Chair offered introductory remarks, highlighting the need for reflection on and remediation of Brock's human rights policies, processes, services and supports and underscoring that the deliverables of the Task Force will be to provide recommendations to the President to improve and

advance human rights at Brock. Chair Lathrop indicated that incoming President Cukier will engage with the Task Force throughout the process and share insights based on her research.

The Chair requested that members introduce themselves and members provided brief remarks regarding their human rights background and experience. The resource staff that will support the work of the Task Force also introduced themselves.

2. Approval of Agenda

The Chair requested a motion to approve the agenda.

MOVED (Rorison/Cayer)

THAT the Agenda be approved.

CARRIED

3. Welcome from Chair

4. Introductions

The Chair provided a welcome and facilitated member introductions at the outset of the meeting.

5. Background and Scope

The Chair and University Secretary reviewed the scope of the Task Force's mandate, as set out in the [Terms of Reference](#) for the Task Force, which had been revised by the President in response to feedback from the Brock community and distributed to members and posted on the [Task Force website](#).

In discussing the scope of the mandate, the Chair clarified that the focus would be on the complaint and resolution process set out in the Respectful Work and Learning Environment Policy, but that the Task Force was also expected to look at how the various policies related to human rights interacted to ensure the policies and procedures work harmoniously. The scope of the Task Force should also include: sexual violence prevention, racial climate and social justice and mental health. The Chair also clarified that the Task Force's mandate was to provide recommendations with respect to concerns with the policies, but was not expected to draft or revise policy wording itself. It was suggested that the Task Force's recommendations may want to address not just the policies, but the underlying institutional culture and the resources and education required to support and enhance a respectful human rights environment.

6. Human Rights Task Force procedures

The University Secretary reviewed the draft Task Force procedures and addressed questions from members. Various changes were proposed by members and accepted.

The Chair indicated that a motion to approve the Human Rights Task Force procedures, as amended, was required.

MOVED (Bassingthwaighte/Makus)

THAT the Human Rights Task Force procedures be approved, as amended during the meeting.

CARRIED

7. Election of vice-chair

The Chair noted that one nomination for the position of Vice-Chair from Dolana Mogadime, had been received. Chair Lathrop called for any further nominations. Having received no further nominations, the Chair declared Dolana Mogadime acclaimed as Vice-Chair to the Task Force.

8. Human Rights Task Force Timetable

The University Secretary provided an overview of the draft Task Force timetable and sought feedback from members regarding the timelines and proposed process.

Concerns were raised that insufficient time had been allocated for the work of the Task Force and that the deadline of providing recommendations by January 1, 2017 would not allow for adequate consultation and consideration. The Chair undertook to request an extension on the date for final recommendations due to the incoming President and report back to the Task Force with a revised timeline. It was agreed that the Task Force could provide interim recommendations with respect to time-sensitive matters.

A request to discuss the Employment Equity Policy was raised. The Office of Human Rights and Equity Services undertook to report back to the Task Force on the status of the policy.

9. Human Rights Task Force meeting dates and times

The University Secretary indicated that future meeting dates would be set by the Chair and members were asked to respond to the forthcoming poll to be sent out by the University Secretariat.

10. Introduction to Human Rights

Naheed Yaqubian, Legal Advisor to the Task Force, provided a presentation on human rights with a focus on the *Ontario Human Rights Code*, the prohibited grounds of discrimination and examples of human rights issues.

The Chair facilitated a discussion around human rights perspectives and the information needs of the Task Force to assist it in carrying out its work. During discussion, members emphasized the importance of remaining mindful of the originating circumstances for the creation of the Task Force and looking beyond the minimum legislative requirements to best practices and the promotion of an improved human rights culture and environment at Brock.

A request for further information on the policies related to human rights at Brock was raised. The Secretary noted that an overview of University human rights policies, services and initiatives would be provided to the Task Force at its next meeting.

11. Next steps

The action items identified during the meeting were:

- The Secretary will amend the procedures as discussed during Item 6.
- The Chair will contact the incoming President regarding the timetable for the Task Force's recommendations and the Secretary and Chair will present an amended timetable at the next meeting.
- The Office of Human Rights and Equity Services will review the Employment Equity Policy and report back to the next meeting with an update.
- The Secretary will provide an overview of the policies and processes related to human rights at Brock at the next meeting.
- Members were reminded to respond to the meeting poll to schedule future meetings.

12. Other Business – None

13. Adjournment

The meeting adjourned at 5:00 p.m.