



(Circulated prior to approval)

## MINUTES OF MEETING #2

### HUMAN RIGHTS TASK FORCE

MONDAY, AUGUST 29, 2016, 9:00 AM

SANKEY CHAMBER

#### MEMBERS

PRESENT: Anna Lathrop (Chair), Andrew Bassingthwaighe, LeeAnn Cayer, Brad Clarke, Thomas Dunk, 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), Phoebe Kang-Papple (CUPE 4207), Tamari Kitossa (BUFA), Alison Rothwell (OSSTF)

#### *Resource Personnel:*

Christopher Lytle (AODA Coordinator)  
Donna Moody (Director, Campus Security Services)  
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)

#### *Meeting Guests:*

Present for Items 6-8: Brian Hutchings (Acting President)  
Present for Item 8: Kevin Cavanagh (Director, Communications and Public Affairs)  
and Gord Hunchak (Executive Director, Marketing and Communications)

REGRETS: Grant Armstrong (resource), Patrick Foster (BUSU Observer), 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 second meeting of the Human Rights Task Force. The Chair requested that those present briefly reintroduce themselves. Self-introductions were made.

## **2. Approval of Agenda**

The Chair requested a motion to approve the Agenda.

**MOVED** (Bassingthwaighte/Francis)

**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 July 7, 2016. During discussion, it was suggested and the Task Force concurred that the minutes be amended to reflect a focus on sexual violence prevention, racial climate and social justice and mental health.

**MOVED** (Makus/Rorison)

**THAT the Minutes of Meeting 1 of the Human Rights Task Force, held on July 7, 2016 be approved, as amended during the meeting of August 29, 2016.**

**CARRIED**

## **4. Business Arising from the Minutes**

### Employment Equity Policy Update

The Chair requested that Alana Sharpe (Human Rights and Equity Advisor) provide an update on the Employment Equity Policy discussed at the previous meeting of the Task Force.

The Task Force received an overview of the timeline towards approval of the updated Employment Equity Policy and associated consultation. It is anticipated the updated Policy will be slated for consideration approval by the Board of Trustees by the end of the 2016 calendar year.

### Human Rights Task Force Procedures

Chair Lathrop indicated that the changes to the Task Force Procedures approved during the meeting of July 7, 2016 had been posted with the meeting materials in lined form to show the changes. The Chair noted the finalized document will be posted on the Task Force website.

## **5. Introduction to Resources**

The University Secretary provided an overview of the resources available to the Task Force, including the assistance in research and compilation of information required by the Task Force by legal advisor to the Task Force, Naheed Yaqubian and supplemented by the Human Rights Equity Advisor, Alana Sharpe.

## 6. Revised Timeline

The University Secretary provided an overview of the revised timeline resulting from the discussion at the previous meeting of the Task Force. It had been noted that the revised timeline provides for a final report submission date of March 1, 2017. During discussion members noted and the Task Force concurred that it would be beneficial to organize specific meetings within the timeline around the three focus areas: sexual violence prevention, racial climate and social justice and mental health.

The Chair noted that it may be prudent to form a working group to determine how best to incorporate these three focus areas into the revised timeline. The following members volunteered to form the working group to discuss those matters: Margot Francis, Brad Clarke, Andrew Bassingthwaite, and LeeAnn Cayer. The Chair requested that the working group, supported by Task Force resource staff, review the timeline and report to the Task Force at its next meeting.

The Chair requested a motion to approve the revised timeline, with a final report submission date of March 1, 2017, with further changes to include the expanded scope as noted during today's meeting and to formally request the extended due date to the President.

**MOVED** (Cayer/Makus)

**THAT the Human Rights Task Force approve the revised timeline, with further amendments to be incorporated following the discussion of the timeline working group; and**

**THAT the Chair, on behalf of the Task Force, present the revised timeline to the President and request that the date for the submission of the final Report of the Task Force be changed to March 1, 2017.**

**CARRIED**

## 7. Human Rights Task Force Resources Working Group

The Vice-Chair provided an overview of the proposed resources working group. It was suggested, and agreed, that at present time a working group for resources was not required due to the dedicated assistance provided by the Legal Advisor to the Task Force, Naheed Yaqubian and the Human Rights and Equity Advisor, Alana Sharpe. Resources will be compiled by the Task Force's resource personnel and shared with the Task Force as the process unfolds.

## 8. Human Rights Task Force Communication Plan

The Chair welcomed Kevin Cavanagh (Director, Communications and Public Affairs) and Gord Hunchak (Executive Director, Marketing and Communications) to the meeting.

The Chair indicated that the Task Force would rely on Communications to provide updates on future meetings and consultations with the Brock community and at specific times when the Task Force would like to release a broad communication. It had also been suggested and the Task Force

agreed that the Chair and Vice-Chair of the Task Force be consulted on all media requests as representatives of the Task Force, who would then report back to the full Task Force.

The Task Force also agreed that following each meeting, the Chair, Vice-Chair and resource staff would draft a brief synopsis of what was accomplished at the meeting to be shared with the Brock community on the Task Force website following each meeting.

## **9. Human Rights Context Discussion**

The Task Force held a discussion regarding the broader human rights context, including human rights issues in society at large and human rights issues facing the post-secondary education sector. It was suggested that it would be helpful to develop a shared human rights vocabulary to support the work of the Task Force.

## **10. Human Rights Landscape at Brock**

The Task Force received a presentation on the human rights landscape at Brock, which included a broad overview of the human rights policies, services and initiatives presently available at Brock. During discussion, members requested that the current policies and related practical information (including but not limited to the policy owner, the date of the next review and responsible units) be consolidated in one location and accessible online. The Task Force also discussed the potential of undertaking an ‘Equity Audit’ and expressed interest in learning more about this process.

## **11. Next Steps**

The Chair reminded members that the next meeting of the Task Force is scheduled for Monday September 12, 2016 from 10:00 a.m. to 12:00 p.m. in room TH 253.

The action items identified during the meeting were:

- The Secretary will amend the draft minutes of the meeting held on July 7, 2017 as agreed by the Task Force during the meeting and post the final version.
- The Working Group on the revised Timeline will review the Timeline and report back to the Task Force at its next meeting.
- The Chair will present the revised timeline to the President and request that the date for the submission of the final Report of the Task Force be changed to March 1, 2017.
- The Chair, Vice-Chair and resource staff will draft a synopsis of the meeting and email to the Task Force for comment prior to posting.

## **12. Other Business**

The Task Force received an overview of the [Ontario Anti-Racism Directorate](#), an initiative of the Provincial government.

## **13. Adjournment**

The meeting adjourned at 10:56 a.m.