MINUTES OF MEETING #3
HUMAN RIGHTS TASK FORCE
MONDAY, SEPTEMBER 12, 2016, 10:00 AM
TH 253

MEMBERS
PRESENT: Anna Lathrop (Chair), Dolana Mogadime (Vice-Chair), Andrew Bassingthwaighte, LeeAnn Cayer, Brad Clarke, Thomas Dunk, Margot Francis, Samantha MacAndrew, Ingrid Makus, Dolana Mogadime, Julie Rorison, Sandra Wong (via teleconference), Aniqah Zowmi (via teleconference)

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

Resource Personnel:
Grant Armstrong (Associate Vice-President, Human Resources)
Allison Cadwallader (Sexual Violence Response Coordinator)
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)

REGrets:
Elisabeth Zimmermann (Board of Trustees Liaison)

1. Call to Order

Chair Anna Lathrop called the meeting to order and welcomed members, union observers and resource personnel to the meeting. The Chair asked those present to introduce themselves and brief introductions were made.

2. Approval of Agenda

The Chair requested a motion to approve the Agenda.

MOVED (Mogadime/Rorison)
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 August 29, 2016. During discussion, an inaccuracy relating to the volunteers for the timeline working group was noted.

**MOVED** (Bassingthwaigete/Francis)

THAT the Minutes of Meeting 2 of the Human Rights Task Force, held on August 29, 2016 be approved, as amended.

CARRIED

4. **Business Arising from the Minutes**

**Shared Human Rights Vocabulary**

Ms. Colebatch noted that at the last meeting of the Task Force, a suggestion had arisen regarding a shared vocabulary. The Task Force confirmed that a shared vocabulary of terms would be helpful in developing an understanding of key principles. Ms. Yaqubian agreed to contact members after the meeting to invite suggestions for inclusion in the vocabulary and will develop a glossary of terms to inform the interim report.

**Human Rights Policies Status Report**

Ms. Colebatch advised that Ms. Yaqubian would be preparing an inventory of policies and their current status and that it will be brought back to a future meeting of the Task Force.

**Equity Audit Update**

Ms. Colebatch advised that Ms. Yaqubian had been asked to prepare an overview of an equity audit for the Task Force. Dolana Mogadime offered to assist Ms. Yaqubian in this task and it was agreed that they would report back at the October meeting.

5. **Approval of Revised Timeline**

The Chair reported that she had conveyed to the Acting President the Task Force’s request to extend the deadline for receipt of the report to March 1, 2017.

Ms. Yaqubian noted that the timeline working group had met and proposed three major changes to the timeline:

- The introduction of three thematic meetings on the issues of sexual violence, racial climate and ableism;
- The inclusion of consultation of stakeholders within those three meetings instead of separate and distinct consultation; and
- The dissemination of an interim report to the university community as a way of framing the questions and inviting comment.

Ms. Yaqubian noted that because of the changes, the deadline for delivery of the Report is proposed to be extended to April 3, 2017.

There was discussion about how to ensure that other areas are not overlooked or excluded from the Task Force’s considerations. It was suggested that the Task Force would invite comment in the interim report on other areas of concern. It was also suggested that the Task Force could include in its recommendations structures and initiatives to ensure that further attention is given to these areas, such as through an ongoing oversight committee. The Task Force expressly noted the need to give further consideration to the university’s accommodation of religious needs and sensitivities.

There was discussion about how the work of the Task Force in the three focus areas will respect the existing services and initiatives in these areas. There was a general consensus that the intent is to hear directly from those services and committees regarding their work, priorities and recommendations and that recommendations from the Task Force would support and be consistent with those recommendations.

There were questions about the information gathering stage and what speakers and themes should be considered for the best practices discussion. It was suggested that members forward suggestions to Ms. Yaqubian.

Seeing no further questions, the Chair requested a motion to approve the revised timeline.

**MOVED** (Rorison/Cayer)

**THAT** the Human Rights Task Force approve the revised timeline; 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 April 3, 2017.

**CARRIED**

6. **Human Rights 101 Presentation**

Ms. Yaqubian provided a presentation on the University’s legal obligations with respect to human rights. She responded to questions from members regarding the protected grounds, the duty to accommodate and other aspects of the legal human rights framework.

7. **OHRES Complaint Procedures Presentation**

Ms. Sharpe provided an overview of the University’s Respectful Workplace and Learning Environment Policy. She responded to questions from members and it was agreed that further discussion on the concerns with the Policy would occur at the Task Force’s next meeting.
8. Next Steps

The Chair reminded members that the next meeting is scheduled for September 26th from 9-11am.

The action items identified during the meeting were:

- Timeline: The Chair will request approval from the President for the revised timeline and extended deadline for the report.
- Best practices discussion: Ms. Yaqubian will contact representatives from other universities’ human rights offices to invite them to present to the Task Force at the October meeting. Ms. Yaqubian will also prepare a high level summary of human rights practices at other institutions.
- Business arising: Ms. Yaqubian will invite members to submit suggestions for the shared vocabulary. Ms. Yaqubian will also work on the policy chart and equity audit.

9. Other Business

The Chair provided details regarding the upcoming White Privilege Symposium and informed members that the organizers will be offering complimentary registration for all Human Rights Task Force members.

It was reported that there may be discussion at a forthcoming Senate meeting regarding concerns with respect to a departmental policy on food at meetings and whether the policy appropriately recognizes and respects indigenous food sovereignty. It was suggested that further developments in regards to this issue should be brought to the attention of the Task Force.

10. Takeaways from Meeting

There was brief discussion on the need for member input on developing a summary of the Task Force’s work to date. There was general consensus that the Chair and Vice-Chair could develop a statement and share on the Task Force website without requiring further approval.

11. Adjournment

The meeting adjourned at 11.58 a.m.