

MINUTES

President's Advisory Committee on Human Rights, Equity and Decolonization

Thursday December 2, 2021, 11am - 1pm, Microsoft Teams

Present: Andrew Bassingthwaighe, Ash Grover, Behnaz Mirzai, Ben Johnson, Brad Clarke, Charlotte Henay, Dan Cui, Demi Toms, Dolana Mogadime, Elizabeth Yates, Eve Nyambiya, Faten Darbaj, Gokboru Sarp Tanyildiz, Hamed Karagahi, Isaac Williams, Jean Ntakirutimana, Jennifer Thiessen, Julie Fennel, Kelly Barker, Kyla Pennie, Laurie Morrison, Marjot Francis, Maureen Connolly, Michelle Mudge, Michelle Porier, Nadia Ganesh, Natalee Caple, Rabia Choudhary, Richard Ndayizigamiye, Rox Chwaluk, Talia Ritondo, Trecia McLennon, Wanda Gilmore

PACHRED Executive Co-chairs: Staff, Brad Clarke; Faculty, Dolana Mogadime

11:00am – 11:10am	Welcome and updates	Co-chairs
	<ul style="list-style-type: none">• Land acknowledgment• Agenda review• Confirmation of minutes from November 15, 2021, PACHRED meeting. Approved.• PACHRED recommendations re: Ombud's Office Report• PACHRED Assistant (short-term student position), hoping to have this position filled for the New Year.	

11:10am-11:40am	Discussion towards advancing Black cluster hire	Margot Francis / Richard Ndayizigamiye /Gökbörü Sarp Tanyildiz /Charlotte Henay/All
	<ul style="list-style-type: none">• History of the Letter: Charlotte Henay and Margot Francis worked together to put forth a substantive letter during the summer of 2020. The Black Cluster hire was a small piece of this letter and a part of a larger context on Anti-Blackness and Anti-Racism in Brock spaces, considering needs for mentorship, onboarding and understanding of what ongoing colonization means for Black and Indigenous folks in co-conspiracy.• After this letter was written, we began working on the Black Cluster Hire with members of BCFAB. We connected with other university faculties to see how this process was achieved in those spaces. We also reached out to BUFA with BCFAB and Arc.• Recent development: There will be a GMM at BUFA next Wednesday, December 8th, from 12:30-1:30 pm. There was mention of the targeted hiring in the agenda which was sent out to members.	

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- BUFA allows for feedback from its members, so now is a key time for us to act. There are two main ways we can show support: 1. Sending emails, 2. Attending the next GMM. The registration ends on December 7th, 2021.
 - The team has prepared a letter template to indicate support for this cluster hire, which can be sent to BUFA by its members. You can modify the template or use as is.
 - There may be opposition from fellow BUFA members, which is why it is essential we come in strong with support.
 - Our first possible action is for BUFA members to indicate their support to the union and faculty association. The second possible action is to support and develop a letter on behalf of PACHRED, similar to the letter of support for the Ombudsperson.
 - During the discussion of this cluster hire, we have lost many Black faculty and staff. How are we going to ensure the Black Cluster Hire does not return us to the same state of having retention issues? How can we help?
 - The Anti-Racism Committee began working early in the summer to dissipate issues that may arise. They were in touch with President Well's office, who has been generous with her time. The Retention Strategy is being revised, and the Black Community Forum was involved in championing this equity issue. The Anti-Racism Committee and Black Community Forum presented for the Senior Administration Council on these issues and regarding accountability, and they were receptive of our recommendations.
 - The Indigenous Cluster hire initiative was not to develop an Indigenous studies faculty, but rather to infiltrate other faculties with Indigenous folks who will address a broader curriculum and retention strategy. This has shown to be a very substantive strategy, which we should consider for the Black Cluster hire.
 - There is a concentration and critical mass of folks who join us in being able to support initiatives in Anti-Racism and Anti-Colonialism, as well as a view to engaging in an environment that is supportive, and not just another toxic space we are inviting Black bodies to. The Scarborough Charter and its recent signing by the university is a great tool that joins others to insist on the kind of climate that's necessary to address ongoing colonization and internal toxicity in our university. These are at the top of the radar, however, there
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remains the question of how and when these are taken up.

- We would like to push all unions across campus to review their policies on equity and hiring. This is not the end of Anti-Blackness and Anti-Racism on campus, and it is important to think about what solidarities we can forge across all different unions.
- Q – Is there any space for external strategies, such as a letter for the public to sign? Similar to the mandatory vaccination advocacy letter that involved students, faculty and staff.
- Some members expressed uncertainty regarding an open letter, and instead recommended we organize amongst different bodies on campus such as BUSU, GSA, Black student groups etc.
- Q – Can we share the letter template with our department? Yes!
- The first three items in the letter include: 1. Black Cluster Hire, 2. A real employment equity policy (with teeth), 3. Plan for Retention and onboarding for Black faculty and staff. This would include measurement through a census, so we have clear data on who is coming and who is going.
- Motion to draft a letter on behalf of PACHRED in support of the Black Cluster Hire. Motion passed; the draft will be prepared by Monday.
- Suggestion to back up the letter with literature, such as the [Universities Canada regarding how universities are moving forward with equity and diversity](#). Brock needs to be a place that is welcoming to diversity, and this is one of the ways to do that which other universities have been on board with. If we are not on board, it sends a message of how unwelcoming we are. We need to be cognizant and careful about the consequences of not doing this, and what message this sends out to diverse and equity seeking communities who would like to have inclusion at Brock.

11:40am – 12:10pm

Discussion towards establishing Equity Representatives in faculties and administrative units

Dolana Mogadime/All

- See [Human Rights Task Force Report](#) (2017, p.24) Recommendation 6.4.6
 - This recommendation has not advanced, and we need a strategy in place to help move it forward.
 - Goal is to make the equity and diversity actionable, in a coordinated manner considering Strategic Plan Pillar Four.
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- We need commitment from faculty. Suggestion to ask existing faculty committees that are part of the infrastructure to include an equity and diversity component in their work and programs.
 - Similar to the equity and social justice standing committee in the Faculty of Education. This should be embedded in the work of every faculty and department and would include a person to reflect recommendation 6.4.6.
 - Ad-hoc working group for this recommendation, which will provide an update during the Feb. 2022 meeting.
 - A task for this subcommittee could be surveying where we are in terms of EDI across campus. Or the student who fills the new Administrator Role could do with the survey work to get a sense of what is happening already and what is useful.

12:10am – 12:30pm

Discussion towards formalizing a communication plan for PACHRED

Brad Clarke/All

- Q – Will our letters sent to the President and others, become available to the public and shared broadly?
 - No, the letters made to the President in advisory capacity will remain private.
 - We need a space for internal documents and external documents. Reports can be shared on our external website, whereas letters can be housed in our internal space, such as a SharePoint site.
 - We need to be able to advise the President and for them to devise a plan to respond to that, which shows their responsibility for the results of the advisement. We want to be collaborative with the President and have the immediate ear which is available to us and can change the conversation in a positive manner.
 - Reports should remain public, whereas letters for the President should be private. Actions should be documented in our reports, so we can look at what we have worked on, need to work on, and what challenges we have experienced.
 - However, we also need a response as communication goes both ways. President Wells has responded acknowledging that she received the letter, but there has not been a follow up and the oversight committee has not sent an acknowledgement.
 - Suggestion to have a tracking sheet with information on when we sent correspondence, if we received a response etc. This could be made
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public too, so that there is a component of accountability.

- The Joint Oversight Committee has not received the letter yet, it will be distributed for their next meeting.
 - Engage Marketing and Communications to help map out our communication plan moving forward. Return to this conversation with some guidance from Marketing and Communications on the Coordinating Committee level.
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12:30pm- 12:50pm

Working Group updates

Working Group Leads

Anti-Ableism and Mental Health (Maureen, Chair)

- International Day for persons with Disabilities event on Dec 3, 11:00-1:00. Online event on Anti-Ableism and celebrating internal achievement.
- Working groups getting started on process analyses in specific problems raised in the Climate survey.
- Meeting with the Senate T&L committee in January to discuss ways to minimize pace and timing stressors for learners and teachers.
- Maureen will be giving a presentation at the BUFA Dec 8 meeting on the promise and challenges of UDL, with follow up in the new year.

Anti-Racism (Richard, Chair)

- More updates in the new year!

Decolonization (Robyn, Chair)

- More updates in the new year!

Employment Equity (Andrew and Hannah, Co-Chairs)

- They have created sub-committees to look at the elements of data collection and benefits
- They are continuing to work with HRE to follow up on previous recommendations and how we can support their efforts

Sexual Violence Prevention (Margot, Chair)

- The GBV x Disability Panel last night, went very well. If you missed it, you could watch it using this link: <https://youtu.be/wDK3YBp88lk>

2SLGBTQ+ (Isaac, Chair)

- We have assembled a committee to research the logistics of instating a Gender Affirmation Fund and how we could bring this to Brock
 - Folks have begun researching student insurance policies at various universities and their
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coverage of hormone therapy and gender affirmation surgeries

- All Genders Washroom project update: An audit on all the washrooms has been completed, the signage is being ordered and should be up by Dec-Jan.
- A team is working on an educational campaign to promote familiarity with their locations on campus, to be released once the signage is installed
- A team is working on updating the Trans Inclusion Guide at Brock
- Plans are underway for the Rainbow crosswalk to be installed at Brock in Spring/ Summer of 2022

12:50pm - 12:55pm

Announcements and event invites from Organizational Representatives

Organizational
Reps

12:55pm – 1pm

Closing

Co-chairs

Notes:

2021/2022 PACHRED meetings:

2021:

- Tuesday October 5
- Monday November 15
- Thursday December 2

2022:

- Thursday Feb. 10
- Thursday April 7

All meetings are on Microsoft Teams, from 11am-1pm