

MINUTES

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

Monday November 15, 2021, 11am - 1pm, Microsoft Teams

Present: Abdul Rahimi, Alison Rothwell, Andrew Bassingthwaighte, Ash Grover, Athena Colman, Ben Johnson, Brad Clarke, Demi Toms, Dolana Mogadime, Elizabeth Yates, Eve Nyambiya, Ghazala Ahmed, Gokboru Sarp Tanyildiz, Gyllian Raby, Hamnha Shahid, Faten Darbaj, Isaac Williams, Kelly Barker, President Lynn Wells, Margot Francis, Maureen Connolly, Michelle Mudge, Michelle Poirier, Mwinchande Chande, Rabia Choudhary, Richard Ndayizigamiye, Sandra Kroeker, Talia Ritondo, Wanda Gilmore

Invited Guest: President Lynn Wells

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

11:00am – 11:10am	Welcome	Co-chairs
	<ul style="list-style-type: none">• Land acknowledgment• Introducing<ul style="list-style-type: none">- Rabia Choudhary, <i>Student Co-Chair</i>- Isaac Williams, <i>2SLGBTQ++ Chair</i>• Agenda review• Confirmation of minutes from October 5, 2021, PACHRED meeting. Approved.	
11:10am-11:35am	Welcome and comments from President Wells	Lynn Wells/All
	<ul style="list-style-type: none">• Senior Administration has received presentations by the Anti-Black Racism caucus and the Anti-Racism Task Force regarding Campus Security and the Cluster Hire• Continuing efforts to hire Indigenous faculty, with a new Indigenous Canada Research Chair position that will soon be launched.• Previously discussed when the best time would be to revisit PACHRED's mandate, role, and expectations. President Wells is still open to that conversation.• Michelle Poirier has stepped into the role of the Acting Director of HRE, and they will be chairing the Ombud's meetings moving forward.• Q – Can you speak to the Administration's interest and commitment to the cluster hire of Black Faculty?• President Wells: We are very supportive of this initiative. It is important to get the support of the Faculty Association as it was critical for moving	

forward with the Indigenous Cluster Hire. There would need to be an MOU that works alongside the Collective Agreement to permit us to hire in this way.

- There is currently no formal update on this yet, however, there have been meetings with BUFA and the BUFA Executives to discuss the principles for the MOU. We have also been investigating how Black Cluster hires have moved forward at other universities, and they have moved forward in tandem with Indigenous Cluster Hires. It is now the consensus to have both the Black and Indigenous Cluster Hire initiatives move forward together at Brock.
 - Q – Are there any updates regarding the community forum related to the fourth pillar of the strategic plan?
 - President Wells: We were intending to do it this Fall, however, it will now be moved so that we can include more students in the planning. We will be revising the plans and look for a date in early Spring to engage lots of speakers and members of the community.
 - Q – Can you speak to the relationship between the retirement package and the ongoing applications that each faculty have made to your office? How does this intersect with the Cluster Hires?
 - President Wells: There is the Phase Retirement Package that was negotiated with the Faculty of Association, which obligates the university to hire replacements within a certain rate over a certain period. I receive a wish list from all the Deans together which includes replacements and new faculty positions. We review all of them together with our budget guidance and to meet strategic priorities on the academic side to address enrollment pressures. There are several factors, including the priority to hire Black and Indigenous faculty that we take into consideration in the decision making process.
 - Comments from PACHRED Members:
 - The role of someone being in the faculty that can represent equity issues and advocate from that point of view is more crucial because we cannot separate these issues. As PACHRED, we need to advocate for these positions to be formalized. See the Human Rights Report (2017, p.24) Recommendation 6.4.6.
 - That Brock University designates a minimum of one Equity Representative in each faculty and administrative unit to receive training on the
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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

- We need to build a more diverse community across campus, and many departments can benefit from this, which includes more than just faculty. This would also include staff at the International Centre, at SAS, HRE etc. This might also include training those who are interviewing candidates for these roles.
- Will further discuss and address this Cluster Hire in a broader form at the next PACHRED meeting and in the future (Dec. 2nd).

11:35am – 11:55pm

Ombudsperson discussion and next steps

Margot Francis/All

- Based on discussions at the October 5 meeting, Margot (*SVPC Chair*) drafted a letter to President Wells. The letter was then reviewed and revised by the PACHRED Coordinating Committee who are now recommending for PACHRED endorsement.
 - For more information, please review "DRAFT of PACHRED Letter in response to Annual Ombudsperson Report (2020-2021).
 - Administration responded to Ms. Barker's report and recommended the hiring of an Academic Integrity Manager to review policy and look at best practices. They accepted all of the recommendations made in the report.
 - We urge admin and the incoming Academic Integrity Manager to consider the report's analysis in two areas: 1. International students, a population that suffered disproportionate harm in the context of standard penalties and 2. Reprisals.
 - Recommendation 1: That the future Academic Integrity Manager considers the literature which indicates that international students are disproportionately accused of academic misconduct. Given this context, we recommend a review of best practices to develop proactive educative measures for faculty who teach in programs with a majority of international students and for international students, to ensure that these students are not disproportionately affected by academic integrity policies.
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- Recommendation 2: Better policies on retaliation with stronger definitions and outcomes on reprisal so that the Ombudsperson would have an appropriate toolkit to address suspected reprisal in an expedited manner; And, that the Office of Human Rights and Equity develop educational workshops on human rights in the context of academic integrity policy. We recommend that these workshops be offered to all faculties across the board.
 - Recommendations from overall committee: Copy Kelly Barker and Ana Cassamali (the new Academic Integrity Manager at Brock) in the email.
 - Q – For International Populations, does this include non-racialized students who are affected by the disproportionate harm?
 - Ms. Barker (*Ombudsperson*): The International students I was referencing in my letter were BIPOC. The populations for the Reprisal portion had both BIPOC and white students involved.
 - Q – What are the connections to curriculum, decolonization, and retention for BIPOC faculty?
 - Comments from PACHRED Membership:
 - It would be effective to have faculty involved in the development of workshops and possibly also members from PACHRED.
 - And, that the Office of Human Rights and Equity collaborate with faculty members with expertise in equity, from each faculty, and members of CPI, to work together to develop educational workshops on human rights in the context of academic integrity policy. We recommend that these workshops be offered to all faculties across the board.

11:55am – 12pm

Update on efforts to support EDI in Campus Security Services

Dolana Mogadime/ Brad Clarke

- The two meetings that they had (with and without students) went well.
 - Commitment to meet regularly, monthly to discuss issues and concerns.
 - Ken Chan (*VP, Administration*) may attend an upcoming PACHRED meeting to hear about areas of interest or concern.
 - There was a previous concern regarding the diversity representation in their staffing, CSS is
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hoping to increase diversity amongst their team.

- Update: Daniel Lokole is the most recent hire as Special Constable working at CSS. He is BIPOC and a previous Brock student.
- In the previous meeting with CSS, members of the Anti-Racism Task force emphasized concern on the culture around over monitoring BIPOC students, which has no place here and in policing culture overall. CSS wanted to know the timeline of these occurrences, which was the period leading up to the pandemic semester. Reports were also being made to the previous HRE Advisor, Kattawe, who was doing intake.
- One area to bridge the gap would be increasing representation on the CSS team so that BIPOC students have someone they can relate to.

12pm- 12:50pm

Working Group Updates

Working Group
Leads

Anti-Ableism and Mental Health (Chair, Maureen)

- Online Event – Friday, Dec. 3rd from 11-1 pm, Jae Dolmage from University of Waterloo will be presenting on Academic Ableism.
- Celebrating the recipients of the Inclusion Awards and announcing the Accessibility and Inclusion Recognition award on Dec. 3rd between 11-1 pm.
- Two process analysis groups for 1. Captioning and 2. Mental Health Issues.
- Exploring the question: Where in the process are we losing communication and effectiveness? This process analysis approach is helpful for examining systemic issues, to get a better feel for what is supposed to happen versus what happens.
- For Winter term, this team is aiming to host a panel event for early April or late May about Intersectionality.

Anti-Racism (Chair, Richard)

- Ongoing communication with President Wells and VP Administrator Ken Chan regarding combatting racism in Brock's structure and goals for increasing diversity.
 - Presentation to Senior Administrative Council insisting on the Black Cluster hire becoming a reality.
 - Noted that there needs to be accountability ensuring there is a follow up to initiatives
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related to inclusion in the decision-making process and decisions that the Senior Administrative Council makes.

- The committee held a Seminar on Anti-Muslim Hate and Islamophobia, which was led by Abdul Rahami. The four panelists were Leenat Jilani, Andre Basson, Usman Raja, and Samah Marei.
- For the Winter term, the team is planning for a webinar or panel discussion around mental health, especially for BIPOC in relation to the pandemic and structural racism.

Decolonization (Co-Chairs, Robyn & Sandra)

- Sandra Wong is now the Co-Chair for this committee.
- AbSS Coordinator is assisting with the Red Dress events, and this committee will be working closely with Cindy for this event.
- More updates to come!

Employment Equity (Co-Chairs, Andrew & Hannah)

- This committee has three main focuses: 1. Following up on the previous recommendations from the committee (i.e., having equity representatives in each faculty).
- 2. Demographic Data related to hiring and retention around diversity and inclusion.
- 3. Issue around benefits and individuals being able to access culturally appropriate benefits through the system (i.e., Where do the challenges lie? Are they available? Is there a lack of services or awareness?).
- If you are interested in joining this committee, please let the Co-Chairs Andrew or Hannah know.

Sexual Violence Prevention (Chair, Margot)

- SVPC will be focusing on the links between GSV and Disability Justice, as well as the previous PACHRED themes Decolonization and Anti-Racism.
 - The team has identified different areas of advocacy: 1. Advocacy with Senior Administration to support making GSV training mandatory for students in residence. 2. Will be involved in a policy review on GSV policy starting in the winter term 3. Potential event for winter: links between Environmental Justice and GSV.
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- 16 days of Activism Against Gender-Based Violence & December 6h events include: A panel on the connections between Disability Justice and GSV, a film night with related themes and the creation of a Dec. 6th website as a memorial work.

2SLGBTQ+ (Chair, Isaac)

- Major goal for the year is to incorporate the theme of Anti-Ableism in all initiatives
- Working on two potential funds for Brock students: Name Change Fund and Gender Affirmation Fund. The sub-committee will be looking into insurance policies in relation to these funds as well.
- Advocating for SHS and Brock Counsellor staff to be trained on Queer competent care.
- Sub-committee for Brock Pride week is planning for late January or mid-March.
- Trans Day of Remembrance (TDOR) is November 20th. There will be a virtual event hosted by NTAC and SJC.

12:50pm - 12:55pm

Announcements and event invitations from Organizational Representatives

Organizational
Reps

- [Trans Day of Remembrance Virtual Gathering – November 20th from 2-4 pm](#)
- [16 Days of Activism Events](#)

12:55pm – 1pm

Closing

Co-chairs

- Q – Can the PACHRED Annual Report be shared on the website? We should be transparent in reporting back to the Brock University community regarding the advocacy work we do.
- **ACTION –** Develop a communication plan for PACHRED, so that when reports and changes are made, they are covered by the Brock News and the broader community.

Notes:

Upcoming PACHRED meetings:

2021:

- Thursday December 2

2022:

- Thursday Feb. 10
- Thursday April 7

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