

MINUTES

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

Tuesday October 5, 2021, 11am - 1pm, Microsoft Teams

Present:

Membership: Ghazala Ahmed, Andrew Bassingthwaighte, Natalee Caple Mwinchande Chande, Rabia Choudhary, Athena Colman, Maureen Connelly, Faten (VPSS), Julie Fennell, Margot Francis, Nadia Ganesh, Ash Grover, Ben Johnson, Sandra Kroeker, Michelle Mudge, Abdul Rahimi, Allison Rothwell, Demi Toms, Behnaz Mirzai, Richard Ndayizgamiye, Eve Nyambiya Krissy Oghinan, Kyla Pennie, Trecia McLennon, Laurie Morrison, Michelle Poirier, Mary Quintana, Hamnah Shahid, Sandra Wong, Elizabeth Yates.

Invited Guest: Kelly Barker

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

11:00am – 11:10am

Welcome

PACHRED
Executive
Co-chairs

- Land acknowledgment
 - Welcome new and returning members
 - Agenda review
 - Sending condolences to Lynn Well and her family on behalf of PACHRED
 - Recording the meetings provide those who are not able to attend an accurate representation of what was discussed
 - Recording of some conversations may damper folks' participation and/or comfort level
 - Compromise would be to record the presentations that may take place and pause during discussions
 - Q: What are the conditions of the openness of PACHRED? Recording may be tricky as there are different levels of power and status on committees. We can still be transparent without recordings as we have minutes.
 - Brad: PACHRED meetings are open to all. The broader community is involved with PACHRED through working group meetings
 - We can ask presenters ahead of time for their consent to record and allow members to turn off their cameras beforehand
 - Note: Regardless or not if there is a recording, we can request the presenter share their slides for members who were not able to attend the meeting.
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- Important to have a working definition on Intersectionality, as it is a driving center piece for the work of PACHRED
 - [Ontario Human Rights definition](#): “The concept of ‘intersectionality’ has been defined as “intersectional oppression [that] arises out of the combination of various oppressions which, together, produce something unique and distinct from any one form of discrimination standing alone....” An intersectional approach takes into account the historical, social and political context and recognizes the unique experience of the individual based on the intersection of all relevant grounds.[7] This approach allows the particular experience of discrimination, based on the confluence of grounds involved, to be acknowledged and remedied.”
 - Working list of different terms PACHRED uses include Intersectionality, Anti-Black Racism, Anti-Indigenous Racism, Decolonization, Ableism, Islamophobia, Homophobia, Transphobia etc.
 - Thematic focus for 2021-22: *Anti-Ableism and Mental Health*
 - “Research indicates that individuals with disabilities and racialized individuals are more likely to experience under/unemployed. Members of racialized groups that also have disabilities face a doubling of disadvantages when it comes to employment. Women with disabilities face additional disadvantages because of the intersection of gender and disability.” [An Introduction to the Intersectionality Approach \(OHRC\)](#)
 - Highlight 2020-21 Annual Report which focused on Anti-Racism through an intersectional lens seen through the activity tracking template
 - An important issue to remember that the Human Rights Task Force Report has guided in the decision-making process.
 - More recently, PACHRED Working Groups are incorporating the Rankin and Associates Final Report titled Assessment of Climate for Learning, Living and Working (October, 2020).
 - Recommendation: “explicit expression of no tolerance to transphobia, homophobia, Anti-Indigenous actions or statements within the Brock community” which needs to be addressed, and the importance of having consequences for harassments and attacks against 2SLGBTQ+ students, faculty, and staff
 - Brock is responsible for speaking loudly and clearly to preempt hate crimes against vulnerable groups (i.e., members of the 2sLGBTQ+ community)
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- PACHRED Co-Chairs, Anti-racism Committee (ARC) Chair, ARC Members, and members of The Black Community Forum at Brock (BCFaB) are working with Ken Chan (VP of Administration)
 - Event: Campus Security Roundtable on October 26. Students from PACHRED are encouraged to attend to speak to any concerns related to CSS.
 - A collective understanding of intersectionality can inform the way we structurally think about things and topics we bring in separately (within the PACHRED Working Groups).
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12pm – 12:30pm

Ombudsperson report and discussion

Kelly
Barker/All

- [Brock Ombuds Office proposes systemic changes in first annual report](#)
- Kelly has consented to the recording of their presentation.

Presentation Recap:

- Report took place from February 2020-2021
- Two main themes: Reprisal and Academic Misconduct. Reprisal was the biggest fairness issue at Brock University as students who approach Instructors/Deans/Chairs may experience backlash for coming forward
- The impact reprisal has on the student mental health and wellbeing, as well as academic career, is severe
- There is a misunderstanding that these reprisal practices are allowed and appropriate, which is false. The Ombud's team is creating a policy regarding enforcement and outlining that these practices are not allowed
- Second recommendation: Academic Misconduct.
- International students are disproportionality impacted by academic misconduct, which was especially seen during the second and third wave of the pandemic.
- There is a need for more compassion regarding students in these situations

Discussion and Q&A:

- **Q:** Does your role solely focus on the support of students experiencing this or does it include BIPOC faculty as well?
 - **Kelly:** I can work with anyone who comes to me. The only case I cannot is when there is a Collective Agreement which is mostly seen with faculty or departments. My priority is to deal with the immediate issue. The second includes writing the reports, making recommendations and policies.
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- **Q:** How do you protect the students against the faculty that are protected by the Collective Agreement? Who resolves an issue such as this?
 - Kelly: When I work with someone, the student has the choice to move forward. I first work with the student and establish if there is reprisal. After meeting with the Instructor and Associate Dean, if my recommendations are not accepted, I can escalate it to the Dean and the Provost's office.
 - **Q:** How do students know they can avail themselves of your services? On a syllabus, there is no information telling students that they can see the Ombud's if they experience an issue. What can we do to support your work and our students in this equity issue?
 - Kelly: When students receive an academic misconduct email from the chair, the chair does refer students to me, which is how many students come to me. It is a challenge to get my name out there. If you come across a student with a concern, please refer them to me.
 - **Q:** The other space where awareness is helpful is when Kelly's role is written in the processes as well.
 - **Q:** The 2SLGBTQ+ Working Group has been looking a lot at structural issues and structural racism where there is a lack of empathy and consideration of the impact on students involved. Expansive equity training for all staff is needed. If we don't have active and up to date training on the issues and pressures students experience, staff will think there is malicious intent involved.
 - **Q:** How can we advocate for expansive equity training for all departments?
 - Response: I did advocate for training in my report. I have not received a response on that, and I don't think the response from people who need that training the most would be good. There is a high level of pushback.
 - **Q:** We can send a letter to the President's office regarding this. It would be best to bring together representatives from each working group, especially the Anti-Racism group. The report needs to go further than just the President, we need to express our concerns to students as well and speak back to the kind of push back you are experiencing. I'm asking PACHRED if there is consent to work together to draft a letter to President Wells to ask for education and changes in policies and practices to protect BIPOC students. No objections were stated to the request.
 - **ACTION** – Draft a letter to President Wells addressing these issues. Motion approved from PACHRED
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12:30pm- 12:50pm

Working Group Updates

Working Group
Leads

Anti-Ableism and Mental Health (Chair, Maureen)

- First meeting was October 4, 2021.
- The Working Group is invested in carrying on with what was started last year, looking at policy and processes, in terms of institutional ableism (mostly unconscious, not deliberate).
- Anti-Ableism education initiatives
- Will have a Fall and Winter event: Fall event will commemorate the International Day of Disability, the award winner, and potential for a guest speaker. Winter event will be a lunch revolving around indigeneity and disability.
- Working Group focus this year: Mental health (issues raised in the survey that are also in relation to reprisal), and Captioning.

Anti-Racism (Chair, Richard)

- A letter to senior administration asking them to address anti-Blackness, and structural racism at Brock, was resurrected and re-drafted this summer and sent to Interim President Wells
- With the increase of Anti-Muslim hate and Islamophobia, we proposed a webinar on this topic that will be held on October 27th. Panelists are gender and faith balanced. President Wells has accepted an invitation to this webinar.

Decolonization (Chair, Robyn)

- Sandra: Meeting TBA. Orange Shirt Day event was hosted with several partners.

Employment Equity (Co-chair, Andrew and Hamnah)

- First meeting: October 12th from 12-1 pm
- If interested, email Hamnah or Andrew
- Will be following up and through with action items from last year such as the proposal to make Brock a 15 and fairness campus

Sexual Violence Prevention (Chair, Margot)

- More updates to come in November!

2SLGBTQ+ (Co-chairs, Natalee and Michelle)

- More to come in November!

12:50pm - 12:55pm

Announcements and event invites from Organizational Representatives

Organizational
Reps

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- Academic Ableism: Policy, Process, Pandemics Presentation presented by Jay Dolmage on zoom for BUFA members.
 - Campus Security Roundtable on October 26, organized by VP Administration, Ken Chan

12:55pm – 1pm

Closing & Notes:

ACTION – Members that attended the April 9th meeting, please approve the minutes so that they can be posted to the website.

PACHRED
Executive
Co-chairs
