

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

2023/24 Orientation



Agenda

- 11am Welcome, land acknowledgement
- 11:05 Marking the 5th anniversary of PACHRED: what have we accomplished?
- 11: 15 Introductions/Accountability/Safer spaces
- 11: 25 Overview, Strategic Directions 2023-2024
- 11:40 Introduction of Leadership team
- 12 noon BREAK

- 12: 10 Introductions of Working Group Leads
- 12:25 Visiting in Working Groups
- 12:40 Orientation to October Meeting
- 12:50 Wrap-up



Welcome to PACHRED!

Faculty Co-Chair: Margot Francis

Staff Co-Chair: Andrew Bassingthwaite

Student Co-Chair: Rabia Choudhary

Administrative Support:

Zhane Hamilton – Human Rights and Equity Office

Land Acknowledgement



Recognizing Five Years of Advocacy

2018 - 2023



Racial Justice

1. Lobby for Black Cluster Hire

- Met with then-Interim President Lynn Wells (summer, 2020)
- Met with BUFA executive (fall, 2020); coordinated campaign to build support amongst Brock faculty for Black cluster hire (2020-2021)
- BUFA faculty voted in support of Black cluster hire, Winter 2021
- Memorandum of Agreement for Black cluster hire, Spring 2021

12 new hires of faculty/librarians of those who identify as Black

- Recommendations for implementing Black cluster hire, August 2021
- Leadership: Anti-Racism Committee

Supported Brock University's signing of the *Scarborough Charter on Anti-Black Racism and Black Inclusion in Higher Education*. The Charter recognizes the realities of anti-Black racism and includes concrete steps for action to ensure institutional and cross-sector accountabilities.

Leadership: Anti-Racism Committee

Gender Justice

2. Sexual Assault and Harassment Policy

Spring 2022: Review and Consultation on the Sexual Assault and Harassment Policy, which synthesized feedback from a campus wide consultation including:

interviews and focus groups with 59 participants and 12 stakeholder groups, including students, staff, faculty

submissions from (BUFA), (OSSTF), (CUPE) 4207

anonymous submissions from an online portal.

This Review included dozens of recommendations, many of which were integrated into the SAHP review process.

Leadership: Sexual Violence Prevention Committee

Katie Keays and Margot Francis, on behalf of the SVPC, have continued their work with the SAHP policy revision team with Provost, Lynn Wells, HREO Director, Chelsea Takalo, and others. Final submission to Board of Trustees will be Fall, 2023.

Equity Census...

3. Promoting Employment Equity throughout Brock

- Dear students, staff and faculty members of the Brock University community, Brock University is completing its first [Equity Census](#) and we need your participation!

The six-question, confidential survey will provide an important snapshot of the socio-demographic makeup of the Brock community.

Conducting an Equity Census is just one step towards fulfilling Brock's commitment to "foster a culture of inclusivity, accessibility, reconciliation and decolonization," one of the strategic priorities identified in the University's Institutional Strategic Plan 2018-2025.

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- Without an Equity Census Brock cannot implement an employment equity plan, as for us to know if we are improving – we need to know who is currently here.
 - Leadership: Office of Human Rights and Equity, Employment Equity Working Group

Rabia

- Pride events and policy changes
- Sponsorship of numerous workshops and events targeted towards students, staff and faculty
- Development of Curriculum Content Notes

Understanding Brock's Community

- Participation and promotion of the Assessment of Learning, Living and Working at Brock
 - 3000 Participants.
 - Multiple focus groups incl. staff, students and faculty.
 - Results presented Oct. 2020.
 - Utilized by working groups to craft specific recommendations.
- Equity, Diversity and Inclusion Townhalls
 - Various sizes from campus wide (2022 – hosted by then interim President Lynn Wells) to specific groups of student/staff.
- Appreciative Inquiry: EDI at Brock University
 - Conducted by Dolana Mogadime & William Ankomah
 - Focused on understanding the individuals/resources supporting EDI work across faculties.

Holistic Impact on Brock's Community

- Implementation of an Associate Vice-President, Equity, Diversity and Inclusion – 2023
- Support for the establishment of a Black Student Excellence Centre - 2023
- Review of the Respectful Workplace and Learning Environment Policy – Implementation Goal – 2024
- Advancement of Benefits for Racial Justice Proposal – Implementation Goal – 2024

Accountability and Safer Spaces

- An inclusive, welcoming space, guided by respect for the dignity of others and their experiences
- People feel supported and also affirmed
- People feel accepted and also valued
- Describes an academic environment where:
 - Varying opinions are accepted;
 - Members acknowledge and discuss situations that impact the emotional well-being of another;
 - There is always an option to step up in and out of challenging conversations;
 - Members respect each other and do not intentionally hurt each other.

- Brian Arao and Kristi Clemens (2013) "From Safe Spaces to Brave Spaces" in *The Art of Effective Facilitation: Reflections From Social Justice Educators*.

Introductions – 5-7 minutes

In pairs, or groups of three or four, please introduce yourselves!

- Your name
- Your pronouns
- Your role(s) at Brock
- Your role in PACHRED or in Working Groups
- What draws you to the work of PACHRED?

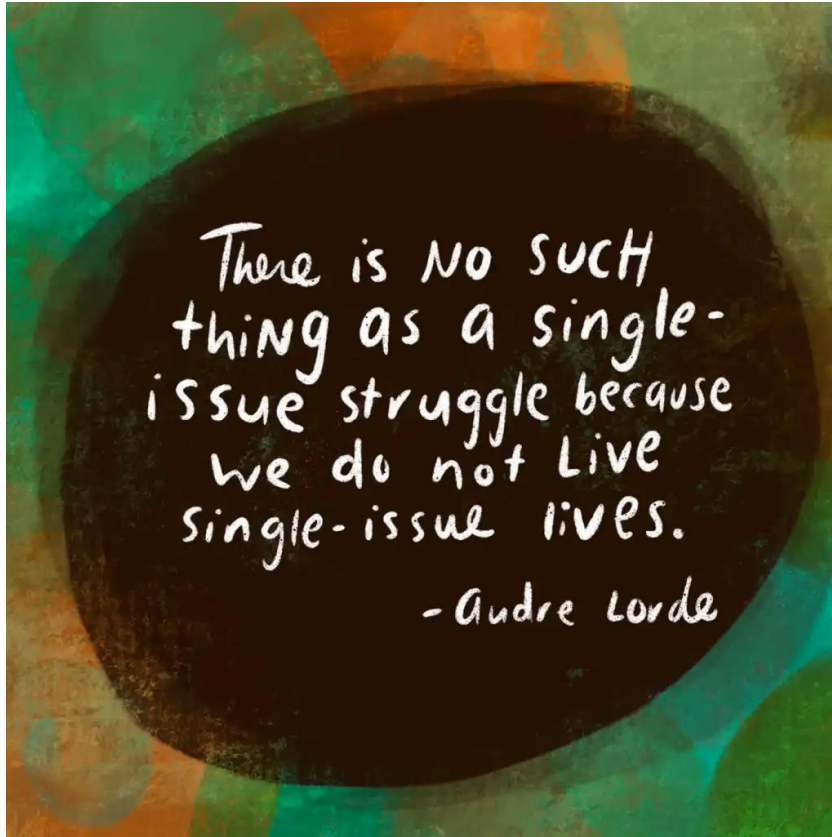
Introduction to Leadership Team

- **Chelsea Takalo** – Associate Vice President, Equity Diversity and Inclusion
- **Melissa Wilson** - Director, Human Rights and Equity
- **Sheila Cote-Meek** – Director, Indigenous Education Studies, Faculty of Education
- **Brad Clarke** – Associate Vice President, Students
- **Human Rights and Equity Office** (Zhane Hamilton, Alana Lowe, Shaka Licorish, Pratik Nath)

Time for a Break



Thematic and Strategic Directions



- Increase the visibility of trans/queer perspectives in response to the Waterloo attack
- Educational campaign to support a referendum on establishing a 2S&LGBTQ+ Student Centre at Brock
- Lobby for Brock to provide gender-affirming care for students through Health Services
- Educational campaign to pressure Brock to change the flat tuition fee

Working Group Leads:

- **Lyn Trudeau:** Decolonization Working Group
- **Rabia for Kathryn Halverson:** 2S&LGBTQ+ Working Group
- **Andrew for Maureen Connolly:** Anti-Ableism & Mental Health
- **Richard Ndayizigamiye:** Anti-Racism Committee
- **Alana Lowe:** Employment Equity Working Group
- **Katie Keays:** Sexual Violence Prevention Committee

- **Visiting:** Check out working groups that might be of interest!

Next PACHRED Meeting

Tuesday, October 17

11:00am – 1:00pm, Sankey Chamber

Topics for Consideration

- Flat Tuition Fee
- Spiritual and Religious Accommodation Policy

Final Thoughts

