

PACHRED Coordinating Committee Updates

December, 2023

“There is no such thing as a single-issue struggle because we do not live single-issue lives.” — Audre Lorde. Hence, *Intersectionality* is the guiding theme for PACHRED this academic year

PACHRED Executive:

- Supporting the work on a referendum to create a 2SLGBTQAI+ space on campus and providing ongoing funding to the Black Student Success Centre
- Hosted a Panel on Palestine Starting with our commitment to decolonization, this panel presented experts working in a variety of areas to analyze the roots of the current crisis
- Organized a series of educational events throughout the year to engage PACHRED membership in the issues currently facing Students, Faculty and Staff

Anti-Ableism and Mental Health

At our meetings we focus on the ways that we, as a group, can actively promote anti ableism in our everyday interactions since it is attitudinal change that has the most enduring effect on how people authentically engage with diversity, equity, and inclusion.

We translate PACHRED’s focus on intersectionality into the ways that various oppressive systems interact to diminish the quality of life and dignity of disability identified people and their allies. This further translates into our interest in collaborating with disability insiders, advocates, and allies

- a) to improve communication and collegiality (eg, ASL interpreters at public events; increased awareness of how to create and distribute accessible documents and digital materials, including websites)
- b) To increase awareness of both unintentional disabling practices and active engagement in disableism (eg, the HONK app; refusal of accommodations for work or learning success; lower salaries for disabled employees and for employees who work in disability related jobs or jobs relating to other marginalized groups)
- c) To create a ‘toolkit’ for groups who need supports to improve their inclusive and AODA mandated practices.
- d) To review and accept the multi-year accessibility plan.

We were also delighted to host the IDPD event on December 4, 2023. We presented the Accessibility and Inclusion Recognition Awards (AIRA) to three individuals: Ben Johnson (Grad Student. CHYS), Anne Readhead (Educational Developer, CPI) and Mitch Baird (Web and Digital Accessibility, FAHS). AAMH also solicits nominations for and adjudicates that award. Our speakers were Dr. Danielle Peers, CRC, Disability and Movement Studies, University of Alberta and Jeff Tiessen, Disability Today Network and Parasport Ontario.

Anti-Racism Committee:

- How do we interpret/apply PACHRED’s theme within the work/mandate of our Committee?
How do we incorporate this theme in more anti-racism-based programming?
 - There is an urgent necessity for creating/highlighting spaces for multiple equity-denied identities and providing resources to support them.

- For Black History Month/African Heritage Month, incorporating events that are intersectional (e.g. disability justice of 2S&LGBTQ+). Shaka will be incorporating intersectionality in the planning process and will challenge the Committee to center disability justice and blackness.
- How can ARC can be more supportive of the work that students do:
 - Funding campus initiatives
 - Engage students to determine the types of events they want to see happen.
 - Support students in their social/political endeavors
 - Help students overcome barriers within the university that prevent them from expressing their distress and grief at certain world issues that impact their health and well-being:
 - Invite Deans of the different Faculties to present what their faculties are doing within their Departments to advance anti-racism;
- Anti-Asian Racism Programming: Events scheduling
 - Efforts were made in 2022-2023 to establish a working/steering committee of Asian-identifying members to discuss items that should be addressed, as well as action items. It is also open to non-Asian identifying folks to build solidarity amongst communities.
 - A new steering committee will be formed including former and new members, to review this event's action-plan and make modifications if necessary.

Employment Equity Working Group:

- Brock's Flat Tuition Fee - Impact on students - Fee Reform
- Wellness Benefit with People & Culture to include more culturally relevant options
- Review of the RWLEP
- Hiring Processes and Job Evaluations

Sexual Violence and Prevention Committee

Our Goals this year are:

- Support the increased visibility to trans/queer perspectives
- Support the December 6th memorial/International Women's Day
- Pride Week
- Making people more aware and spreading awareness and encouraging people to join us.

Action Pieces

- Created an info sheet about the SVPC and will be doing monthly tabling to recruit more folks to the committee and spread awareness about the committee work
- Working with HRE to organize an event related to GSV for International Women's Day
- Supporting at least one event for the upcoming Pride Week