

# Presidential Advisory Committee on Human Rights, Equity & Accessibility (PACHREA)

Monday March 26, 2012

10:00 a.m. - 12:00 p.m.

Gzowski College, Room 345

## Minutes

Present: Mike Allcott (Chair), Dana Capell, Nadine Changfoot, Cath D’Amico, Karen Derian, Tara Harrington, Robyne Shedden, Julie Smith, Sheldon Willerton and Braden Freer (Secretary)

Regrets: Willow Burns, Stephen Horner, Kristi Kerford, Lon Knox, Eunice Lund-Lucas   
and Matt McGill

## Open Session

### Chair’s Remarks

The Chair welcomed Sheldon and initiated the meeting. He noted the great work done by Dana to make the Aboriginal Issues in the Classroom film event a success. The Chair also noted various events that had happened at Trent in the past month and committee members agreed in brief further discussion that education happens in many ways.

### Minutes

The minutes of the February 27, 2012 meeting were approved.

### Item arising

The Acting Registrar had been contacted regarding collecting exit information from students. Students fill out a form and the Registrar was agreeable to adding language so that students could identify barriers (e.g. physical, financial, attitudinal) to academic success. The RO would notify OHREA when a barrier issue of interest to the office had been identified. Brief discussion followed about how colleges used to perform exit interviews and the recently-released draft Strategic Enrolment Plan.

### Discrimination & Harassment – Policy & Procedures

Updated versions of the policy and procedures had been circulated. Julie briefly reviewed the significant changes that had been made further to the last versions considered by the committee. No common ground had been reached to date with TUFA on one remaining issue regarding union involvement when a bargaining unit member is named as a respondent in a complaint. TUFA’s position was outlined in the covering memo. The university’s main concern was privacy. Further discussion was ongoing; meanwhile, it was planned to take the drafts to Senate, as well as OPSEU and CUPE joint committee meetings. The target was to have the policy finally approved in Fall 2012. Sheldon noted that the TCSA had created a student advocate position. Dana noted the “willing persons” program that had operated a few years previous.

### Subcommittee Updates:

#### Accessibility Subcommittee

#### The Accessibility Subcommittee had not met, but was scheduled to meet the following week. Robyne provided the following updates:

#### The RFP for the Accessibility Audit had been posted. Site visit scheduled for April 24. Budget approval still pending.

#### Accessible Customer Service Policy to be considered by the President and Vice-President’s Group (PVP) for final approval the following day. The Accommodation Policy for Students with Disabilities still in review by the University Policy Committee. The committee discussed the ongoing training component for the Customer Service Standard of the AODA and the initiatives in the past associated with the Noel Levitz consultancy which had been negatively received by some staff. The committee discussed that it was important to mindful of language given this past experience. It was noted that the Positive Space training should be added to the staff development schedule. The Chair noted that it might be advisable for him to report on initiatives to Extended Management.

#### OHREA had been contacted by Brea Hutchinson, VP Student Issues TCSA, and was informed that the TCSA had $5000 available for an accessibility project. Robyne noted that the Accessibility Audit would allow the university to be proactive in identifying projects. Sheldon noted that the TCSA might purchase accessible devices for non-academic student use (DSO equipment available for academic use). Brief discussion followed about smart pens and the issues being considered by the Intellectual Property Committee.

#### OHREA would be preparing a submission on accessibility issues to the committee undertaking the IT strategic planning process (submissions invited until the end of June).

#### Employment Equity Subcommittee

#### Julie reported that the subcommittee had met on March 19 with a main topic of discussion revolving around the collection of self-identification data from job applicants to the university for both substantive job competition consideration and for statistical purposes. This discussion led to whether the university could have equity representatives on each hiring committee. Resource concerns with that model were expressed and additional research had been requested. Work was continuing on collecting workforce surveys with the plan to run Trent’s data in the government software later in the Spring. The subcommittee was also updated on the development of a best practices resource for chairs re: equity hiring. The subcommittee approved a revised employment equity statement to appear on all job advertisements (statement read to PACHREA). Finally, the subcommittee had preliminary discussion about developing “Affinity Groups” at Trent for the four designated groups.

#### Educational Events Subcommittee

#### Dana reported that the showing of Kinamagawin: Aboriginal Issues in the Classroom was a great success with 30-40 people in attendance (on a summer-like evening). She thanked the Chair for organizing the pre-event dinner and for facilitating the question / answer period that followed the film. Dana noted that there may be issues with having a member of OPSEU leading such initiatives (which go beyond regular PACHREA business) as they involve taking time from work as well as work outside of normal hours. Going forward, the Chair could speak with an individual’s manager about the opportunity as a professional development opportunity and request that some release time be considered. Other committee members who attended the film praised the event, noting that it contributed to an important dialogue for both Aboriginal and non-Aboriginal students. Trent’s Indigenous Studies program and support services for Aboriginal students are much stronger than those at Carleton depicted in the film. The filmmaker and Director of Equity Services were very impressed with what they learned about Trent as there was the opportunity for them to attend the “Community Café” organized by the INDG 1000 class, as well as tour the First Peoples House of Learning. It was noted that the filmmakers were developing a training manual and Dana had noted that initiative to Trent’s Instructional Development Centre (responsible for TA training).

#### Budget update

Julie briefly advised the committee that the Office budget had been submitted to PVP for approval and that the larger Secretariat unit would support the increase. The new budget was for just over $9000 a year. The budget in the last few years has been just under $4,000. The committee noted that it would be fiscally and communally advantageous to continue encouraging partnerships with other groups and departments within the University and the Peterborough community when promoting and planning events.

#### Update on Job Fair

The Chair advised that he had consulted with External Relations & Advancement – they had developed a draft policy (re: donor parameters) that would shortly be released for feedback. Marketing & Communications did not have a written policy but advised that their practice was to restrict very little (similar to the Career Centre). The wording on the Savage Arms website about the logo having been gifted by an Aboriginal Chief was noted. A member also noted that the Lakefield community’s junior hockey team is the Lakefield Chiefs with similar logo. There had not been any response to the issue from the First Peoples House of Learning.   
  
Committee members again expressed varying opinions on the issue: it was expressed that some moral lens should be applied to keep some companies from participating in the job fair; another view was that there would be no dialogue if companies were excluded and students might want to work for certain employers to effect change. The Chair undertook to bring a group together for further discussion (ER&A, Career Centre, TCSA). Carry-forward.   
  
(Discussion followed about Trent’s sword logo and a proposed mascot for Trent. The sword was Champlain’s sword not Arthurian Excalibur which evokes Christian and Crusader themes. The recent Israeli Apartheid Week was also briefly discussed.)

### Other Business

None.

### Adjournment

The meeting was adjourned at 12:00 p.m.