

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

Friday November 18, 2016

10:00am

The Collaboration Space, Bata Library Room 201

Minutes

Present: Cath D’Amico, Daniel Shaw, Tara Harrington, Scott Maufront, Nona Robinson, Bill Gibson, Justin Fisher, Marisol Campos Navarrete, Julie Jenkins, Carley Brook, Lindy Garneau, Joanna Freeland, and Dawn Lavell-Harvard.

## Open Session

### Acknowledgement of Territory

Daniel Shaw

### Approval of Agenda.

Moved and Carried.

### Minutes from Previous Meeting October 21,2015

Moved and Carried

### Remarks from Chair

Introduction of incoming chair, Joanna Freeland, Associate Professor in Biology. Joanna highlighted her appreciation for being nominated as PACHREA Chair. The role of the Chair was discussed with agreement that this would be discussed again in the broader context of the Terms of Reference for the committee.

### CHREA Annual Report

The 2015-2016 CHREA Annual Report was complete and was to be distributed as well as posted on the CHREA website. The format remained unchanged from recent years—essentially the report described the highlights of the previous year and provided statistics on the number of human rights issues that were dealt with..

### Reports from Sub-committees:

#### Accessibility

This subcommittee met regularly to review Multi-Year Plan (MYP) for AODA. The new MYP was to be presented to PVP later in the month. The Chair of the subcommittee indicated that the committee was pleased with the MYP but had questions about the reporting structure and future of subcommittee after approval of the MYP.

#### Equity

The Equity Survey was being prepared for launch in hardcopy and online. The survey represents a snapshot of the demographics of the campus. Query group for ideas to roll out survey results to public.

#### Gender Inclusion

Last met in March of 2016. The washroom project was completed (All Gender Restroom signage). Preferred name policy being worked on by Tracy Al-Idrissi in RO.

### TORs and future direction

The committee members discussed various aspects of the current Terms of Reference including the stipulation that the committee only meet twice per year and the fact that the Chairs of the subcommittees see no evidence that the recommendations they make are being considered by PACHREA (possibly because of the time between meetings). Cath D’Amico, previous acting director of CHREA, noted two AGM style meetings per year as directed by TORs. It was agreed that the committee would meet again to discuss amending the Terms of Reference. Specifically, the TORs should articulate how, specifically, the committee will fulfill its mandate of advising the president.

### Other Business

#### Campus and community-level harassment

PACHREA support for an environment free of discrimination. President to meet with TCSA to explore possible solutions. Question about role of PACHREA?

* + - Support for student voices in this area (i.e. events and workshops) as potential role. Provide resources for student leaders. Noted that march may have caused unease for recent migrants from areas of conflict (e.g. air horns and air raid trauma).
		- Make known the informal processes that are available.
		- Centre for Teaching & Learning workshop on disruptive behaviour in class and how to support inclusive discussion.
		- Some anxiety noted around which of the incidents that have been reported are true and which are not (unintentional exclusion).
		- Alum should be messaged for reassurance.
		- Awareness currently heightened – no way to gauge whether campus more or less safe. What is being reported and what is not.
		- Student reps note a level of insecurity with marginalized students post US election.
		- Similar events in other major cities across North America.
		- Jan. 20th inauguration – is there a potential opportunity for PACHREA to organize some sort of support for students/event?
		- Communication about incidents (clarification).
		- PACHREA members can disseminate information to respective units.
		- Events impact staff and faculty too – bystander training, safe spaces to share experiences and feelings.

#### CUPE and OPSEU reps outstanding

#### Next meeting doodle poll

Agreed for Dec. 1 2016, 1:00pm BL 201

#### Send TORs to members.

### Adjournment

Meeting was adjourned at 2:00p.m.