

PRESIDENT'S ADVISORY COMMITTEE ON BUILDING
AN INCLUSIVE COMMUNITY

PACBIC

ANNUAL REPORT
TO THE MCMASTER COMMUNITY
2016



PRESIDENT'S ADVISORY COMMITTEE ON BUILDING AN INCLUSIVE COMMUNITY (PACBIC)

ANNUAL REPORT TO THE MCMASTER COMMUNITY 2016

PACBIC was established in 2002 in response to the third goal of McMaster's strategic plan, *Refining Directions*: 'to build an inclusive community with a shared purpose'¹. The University's commitment to inclusion was amplified in the principles set out by President Patrick Deane in 2011 in *Forward with Integrity: A Letter to the McMaster Community*², and most recently reiterated in the emphasis on 'building an inclusive community, promoting equity and fairness, and celebrating our rich diversity' in *Forward with Integrity: The Next Phase* (2015)³.

PACBIC contributes to these institutional objectives in its advisory capacity. It acts as a hub open to all of the University's constituent groups for exchange, discussion and the generation of ideas for redressing within McMaster's orbit the systemic barriers that characterize our wider society. PACBIC provides advice to the President and directs its questions and recommendations to relevant offices, groups and individuals on campus that have the authority and resources to implement change, adjust practices and advise on the processes involved.

By documenting its ongoing work in this Report (which spans September 2015 – December 2016), PACBIC hopes to engage everyone in the campus community in working toward the inclusive and just institutional practices to which the University aspires.

PACBIC'S MANDATE & ORGANIZATION

Mandate

The key elements of PACBIC's mandate read as follows:

- *Identify and anticipate issues affecting equity-seeking communities (including but not limited to First Nations, Métis and Inuit peoples, members of racialized communities, newcomers and refugees, members of diverse faith communities, persons with disabilities, LGBTQ+-identified individuals, and women) both within the University and relevant to those seeking access to the University, and advise the President on such issues.*
- *Provide a forum for discussion, reflection and learning on issues of inclusion, equity and community-building and, in keeping with the spirit of the University, create spaces for respectful debate on important social issues.*

¹ http://www.mcmaster.ca/opr/html/opr/reports_documents/main/reports_documents/refining_directions.html

² <http://dailynews.mcmaster.ca/images/forwardwithintegrity.pdf>

³ http://www.mcmaster.ca/presidentsoffice/documents/FWI_The_Next_Phase_15Oct2015.pdf,

- *Provide reports and make recommendations for action to the President, the University Planning Committee (UPC) and other relevant University bodies in order to channel advice through the University structure and thus sustain a University culture that advances equity and inclusion.*⁴

Enhancing inclusion of First Nations, Métis and Inuit (FNMI) peoples on campus continues to be a particular focus for PACBIC, mirroring the University's priority⁵ to address the under-representation of FNMI peoples and to foster the integration of Indigenous perspectives into the University's academic activities. The approval this year of the new undergraduate degree program in Indigenous studies was an encouraging development in this pathway and one that PACBIC has eagerly supported.

Membership

PACBIC's membership includes students, staff and faculty – a mix of both individual members and representatives of organizations and groups key to its mandate. Membership is organized through a nomination process and members are appointed by the President. The formal membership is constituted to secure diverse representation from across campus and is the committee's base (see Appendix A for list of members for 2015-2016). However, all members of the McMaster community are welcome to participate and meetings are open. PACBIC is chaired by a faculty member who is supported by student and staff vice chairs, currently: Ameil Joseph (School of Social Work), Ryan Deshpande (MSU Diversity Services) and Andrea Cole (School of Graduate Studies).

Working Groups

PACBIC's activities are organized through working groups that take up particular issues or facets of inclusion and include both members of PACBIC and individuals with relevant experience and responsibilities on campus. Each group is supported by the expertise of a staff member from the Equity and Inclusion Office. The Provost's Office provides a small annual budget to support working groups' initiatives and PACBIC-related events (listed in Appendix B).

Currently active working groups include:

- **Accessibility, Disability & Ableism**
Convenor: Rhonda Moore, Manager, Lyons Media Centre
Resource Person: Raihana Hirji-Khalfan, Accessibility Specialist
- **Employment Equity**
Convenor: Dr. Suzanne Mills, Faculty member, Labour Studies, School of Geography & Earth Sciences
Resource Person: Craig Foye, Senior Human Rights Officer

⁴ <http://pacbic.mcmaster.ca/documents/>

⁵ <http://www.tcu.gov.on.ca/pepg/publications/vision/McMasterAgreement.pdf>

- **First Nations, Métis and Inuit Priorities**
 Convenor: Dr. Vanessa Watts, Academic Director, Indigenous Studies Program
 Resource Person: Pilar Michaud, Director, Human Rights and Dispute Resolution
- **Inter-Faith Issues**
 Convenor: Andrew (Andy) Crowell, Ecumenical Chaplain
 Resource Person: Vilma Rossi, Senior Program Manager
- **Madness/Distress, Eugenics, Discrimination & Saneism (MEDS)**
 Convenor: Alise deBie
 Resource Person: Raihanna Hirji-Khalfan, Accessibility Specialist
- **Priorities & Planning**
 Convenor: Dr. Ameil Joseph, Faculty member, School of Social Work
 Resource Person: Vilma Rossi, Senior Program Manager
- **Race, Racialization & Racism**
 Co-Convenors: Kayonne Christy, Dr. Daniel Coleman, Faculty member, English and Cultural Studies and Dr. Juliet Daniel, Faculty member, Department of Biology
 Resource Person: Khadijeh Rakie, Human Rights Specialist
- **Violence Against Women/ Gender-Based Violence**
 Co-Convenors: Dr. Amber Dean, Faculty member, English & Cultural Studies & Lainey Stirling, Coordinator, MSU Women and Gender Equity Network (WGEN)
 Resource Person: Meaghan Ross, Sexual Violence Response Coordinator
- **LGBTQ+**
 Convenor: (TBD-Newly formed group)
 Resource Person: Michelle Poirier, Complaint Resolution & Equity Specialist

Enhancing equity and inclusion on these various dimensions of experience on campus requires change in university policies, practices and conversations – endeavors that typically involve the work of the many offices, groups and individuals with whom PACBIC collaborates and consults and vice versa. Highlighted below are some of the areas in which PACBIC and its many partners have worked over the past year.

WORK IN PROGRESS

UNIVERSITY WIDE CAPACITY BUILDING WITH RESPECT TO ACCESSIBILITY, DISABILITY & ABLEISM

The Accessibility, Disability & Ableism Working Group organized a series of brown bag lunch and learn workshops from January to May 2015. The topics for learning covered areas of policy, law, practice and ethics relevant to staff, faculty, teaching assistants and others who are working with other people interested in learning about academic accommodations (facilitated by: Student Accessibility Services (SAS), workplace accommodations (facilitated by: Employee Health Services, Human Resources Services), tips and tools for closed captioning (facilitated by: The McMaster Closed Captioning Working Group), What is accessibility? (facilitated by: The Office of Human Rights & Equity Services) and tips and tools for web

accessibility (facilitated by: The McMaster Web Accessibility Advisory Group)⁶. These lunch and learn sessions were well attended and well received.

The Accessibility, Disability & Ableism Working Group also organized a public lecture with speaker Dr. Tanya Titchkosky, Professor, Social Justice Education, Ontario Institute for Studies in Education (OISE), University of Toronto on Tuesday April 5th. The Lecture entitled: *The Question of Access* examined how values such as ‘access’ and ‘inclusion’ are unquestioned in the contemporary educational landscape. But many methods of addressing these issues — installing signs, ramps, and accessible washrooms — frame disability only as a problem to be ‘fixed.’ “*The Question of Access*” lecture investigated the social meanings of access in contemporary university life from the perspective of Cultural Disability Studies.⁷

Recommendations:

1. The Accessibility, Disability & Ableism Working Group would like the University to continue to specifically advance accessibility as a key priority while supporting the development and strengthening of an ethos of accessibility at McMaster.

FOLLOWING THROUGH WITH ADVOCACY FOR *EMPLOYMENT EQUITY*

PACBIC’s Employment Equity Working Group has continued to build on its 2013 research on employment equity policy and practice across University Institutions that led to the hiring of an Employment Equity Specialist at McMaster University - Shylo Elmayan. The group worked with Shylo on how to design the staff and employee data survey that would collect current employment equity information from McMaster employees.

The employment equity survey was released and the Employment Equity Working Group has been supporting the encouragement of staff and faculty to complete it. Once the results have been analyzed, the Employment Equity Working Group will focus its attention and all of ours, to addressing employment equity concerns.

Recommendations:

1. That the university continue its work in employment equity by completing the hire of an EE specialist, analyzing survey results and presenting these results to PACBIC and the broader McMaster community in an open and timely fashion.

⁶ <https://pacbic.mcmaster.ca/working-groups/access-accommodation>

⁷ <https://pacbic.mcmaster.ca/images/PublicLecturePosterApril52016page001.jpg>

2. That when a committee is formed to further the EE committee's work of designing and implementing employment equity policy – that it includes representatives from PACBIC and from each of McMaster's employee groups.
3. That the committee membership includes representation from employees from designated categories.
4. That the PACBIC Employment Equity Working Group and employee groups have the opportunity to advise on Human Resources employment equity initiatives and policies prior to their implementation.

FIRST NATIONS, MÉTIS AND INUIT PRIORITIES AND CONTINUING THE PUSH FOR PROGRESS ON THE TRUTH AND RECONCILIATION COMMISSION'S RECOMMENDATIONS

In May, the Indigenous Studies Program (ISP) received news that, after 20 years of effort, the program had received permission to introduce an Honours BA and combined Honours BA⁸. In June, the Truth and Reconciliation Commission (TRC) presented their findings about residential schools. Dr. Vanessa Watts, from the Indigenous Studies Program and convener of PACBIC's First Nations, Métis and Inuit Priorities Working Group, spoke on CTV about the TRC's findings. The Indigenous Undergraduate Summer Research Scholars Program invited 22 students to campus over the summer and the Harvey E. Longboat Graduate Scholarships for First Nation, Inuit, and Métis Students were awarded to 6 students this year. In November, Audra Simpson spoke about Indigenous Health Sovereignty on campus. Also in 2016, in partnership with the McMaster Museum of Art and Perspectives on Peace, an exhibition titled "*Art of Peace*" by artist Elizabeth Doxtater shared Haudenosaunee stories and culture. The ISP also co-sponsored several special events on campus. ISP has also worked with the Anti-Violence Network on the plaque to honour Missing and Murdered Indigenous Women in front of the L.R. Wilson Hall Liberal Arts building and for fundraising for the National Day of Mourning and Action on Violence Against Women (December 6th) commemorative events including the white pine trees also to honour missing and murdered indigenous women⁹. While all of these efforts and achievements are important and necessary, there is ongoing need for progress at McMaster with respect to the TRC recommendations. There is a petition circulating for mandatory courses on Indigenous studies for all McMaster undergraduate students following a recommendation that came out of the Truth and Reconciliation Commission. The School of Social Work is making 3 units required, Arts and Science will be putting an ISP Level II course in their required coursework for their students starting 2017-2018. Peace Studies has included wording from the TRC in their calendar for 2017-2018, and promotes a combined degree in Indigenous Studies. There is still much work to be done and many TRC recommendations relevant to McMaster that have yet to be addressed. This is work for all of us to

⁸ <https://indigenous.mcmaster.ca/>

⁹ <http://dailynews.mcmaster.ca/article/red-dresses-blanket-campus-to-raise-awareness-of-missing-and-murdered-indigenous-women/>

prioritize going forward.

Recommendations:

1. Committed funds towards the annual National Day to End Violence Against Women event on December 6th: The Anti-Violence Network, FNMI Working Group and Indigenous Studies work diligently every year to raise funds from various units across campus towards this important event. While fundraising amongst varied units helps to facilitate promotion, caring, and commitment to this campus-wide event, it also places strain on the planning group to raise enough funds. Some committed core funding would help to alleviate this strain.
2. Promotion of an Introductory Course in Indigenous Studies: Mandatory courses in Indigenous Studies present both opportunities and careful considerations. Promotion of an introductory course in Indigenous Studies as an elective option through McMaster's social media and/or admissions communication might address this need while also safeguarding a fruitful learning environment in the classroom.

**BEING TRANSPARENT ON EQUITY AND INCLUSION FOR MENTAL HEALTH: NAMING
*MADNESS/DISTRESS, EUGENICS, DISCRIMINATION & SANISM***

PACBIC's working group dedicated to mental health equity and inclusion has refocused attention on thinking through and being transparent on its purpose and goals. Much of this has come about through the development of a collective critical consciousness with respect to perspectives that are often marginalized or silenced within mental health discourse. Re-naming the group to Madness/Distress, Eugenics, Discrimination & Sanism (MEDS) was one product of this refocusing¹⁰. While appreciating the perspectives of those who have experienced and lived the realities and systems of mental health and distress, the group has a continued commitment to challenge processes and practices that contribute to discrimination often while wielding ideas that cohere with sanest and eugenic rationale. This year much work went into supporting suggestions for purchasing scholarly literature from the field of mad studies and critical disability studies. Going forward, directed efforts will be on developing Mad studies and critical disabilities studies curricula, advocating for an undergraduate minor and developing a graduate course.

Recommendations:

1. University support for the work that MEDS is doing to develop and offer further critical disability studies courses (a graduate-level social science course on critical disability studies and a 1st/2nd year introductory undergraduate course), with the goal of establishing an undergraduate minor.

¹⁰ <https://pacbic.mcmaster.ca/working-groups/mental-health>

2. MEDS recommends that there be institutional support for campus-wide conversations on madness, eugenics, sanism, and non-medical approaches to mental health and that these kinds of conversations be incorporated into all campus trainings and activities related to mental health, suicide prevention and accessibility. The knowledge of Mad-identified people, consumer/survivors, and people with lived experience should be prioritized, present, and valued in these conversations. Further institutional resources need to be provided so that skilled and appropriate staff have the time and resources to develop and facilitate these conversations.
3. MEDS recommends that graduate student mental health services be available for all graduate students and that the institution take responsibility for providing these services rather than requiring students to pay for them.

DEEPENING THE CONVERSATION ON INTER-FAITH ISSUES AND FOOD JUSTICE

With the approval of the Policy on Academic Accommodation of Religious, Indigenous and Spiritual Observances (RISO)¹¹, the implementation, resourcing and education for its effect are key priorities. The accommodations request forms were developed and distributed in September of 2015. Students from the Muslim Students Association, McMaster Hillel and the Indigenous Studies Program attended a meeting on September 1st to receive information about RISO and to discuss ways in which they - as student leaders - are instrumental in informing students of the new process. All students were enthusiastic in their commitment to raising awareness and supporting students to make use of the new policy and process. RISO "rave" cards were distributed at ClubsFest. Members of the Office of Human Rights Office & Equity Services (now Equity and Inclusion Office) also attended a General Meeting of the MSA to present on the new policy.

PACBIC's Inter-faith Issues Working Group has helped forward the agenda on the lack of access to Kosher and Halal food options. Through their efforts, and in collaboration with Hospitality Services, a twice-weekly delivery of kosher sandwiches and Danishes are now available from Tuesday-Thursday in LaPiazza, MUSC. The work of the group raised a number of ongoing concerns with respect to food justice at McMaster. Not only is access to Kosher and Halal food an issue, but issues of access to Indigenous, sustainable, fairly traded and affordable food on campus have been raised in PACBIC meetings as ongoing concerns¹².

In April 2016, the Inter-faith Issues Working Group organized and facilitated a food justice panel, to educate and engage the McMaster community on these important issues¹³. While the dialogue was powerful and the event well attended, one major general outcome was the need for more collaboration and

¹¹ <https://pacbic.mcmaster.ca/working-groups/interfaith-issues>

¹² <https://pacbic.mcmaster.ca/documents/PACBICAmeilFoodJusticeorSocialJustice.pdf>

¹³ <https://www.youtube.com/watch?v=koVQKMc-lg&feature=youtu.be&list=PLUnV7X02cbxqhEXkxoQ4bvvmel4WrN1fj>

conversation between marginalized and equity-seeking groups and the relevant University systems and structures for food justice.

Recommendations:

1. That the University recognizes and takes action on providing equitable, respectful, accessible prayer/spiritual/Indigenous space on campus.
2. That the University makes a commitment to equitable, affordable access to food that recognizes inequities for faith-based groups, issues of food security for students, environmental and sustainability issues related to food.

These commitments will help to promote inclusion while enhancing McMaster University's reputation as a place of higher learning that operates within an international context – attractive and welcoming to students, staff and faculty from all religious / spiritual groups and identities.

STRIVING FOR IMPACT AND JUSTICE ON SEXUAL VIOLENCE IN PRINCIPLE, PRACTICE AND POLICY

The Sexual Violence Response Protocol (SVRP) and website launched with the leaderships of Meaghan Ross through her much advocated for and needed role as Sexual Violence Response Coordinator¹⁴. A great deal of work has been done and supported by PACBIC's Violence Against Women/Gender Based Violence (VAW/GBV) working group on the implementation of this valuable protocol and resource.

The VAW/GBV has been working in a principled, respectful, considerate and ethical way to engage with the expertise, knowledge and experiences of people in the campus community and beyond on the new Sexual Violence Policy¹⁵. The goal is to attempt to ensure that the development of the new Sexual Violence Policy reflects the current knowledge, perspectives and understandings that exist about the diverse impacts and effects of sexual violence, and treats people with the highest degree of compassion and respect. While the Policy has now moved from its consultation and development phases to amendments, approvals and implementation, an emphasis is now more than ever required on valuing the voices and contributions of diverse students, subject-matter experts, survivors and others who bring an anti-oppressive lens to the Policy's implementation. Specifically, the working group continues to advocate for a policy that recognizes the historical and contemporary role of institutions in fostering a climate of mistrust and (re)-traumatization, and seeks institutional recognition of the concerns raised by members of the working group about the policy in the work going forward. In order for trust to be reestablished and services to be effective, systemic and structural issues would need to be addressed. In particular, the working group continues to advocate for the

¹⁴ <http://svrp.mcmaster.ca/>

¹⁵ http://www.mcmaster.ca/policy/General/HR/Sexual_Violence_Policy.pdf

need for Complainants to have the right to appeal findings and decisions made by the University, as well as to be fully informed of the outcomes and any sanctions arising from their complaint.

The VAW/GBV also continues to build relationships and opportunities for learning from / collaborating with members of other working groups, especially the First Nations, Métis and Inuit Working Group and the Race, Racism and Racialization Working Group, in the interests of more effectively developing and integrating anti-racist analysis into responses to sexual violence.

Recommendations:

1. The VAW/GBV Working Group recommends ensuring sufficient resources are put in place to support the creation of a university-wide, trauma-informed, anti-oppressive approach to preventing and responding to sexual and gender-based violence that is also reflective of the many diverse communities at McMaster. We recommend a directive from the upper administration that the creation of such a university-wide cultural shift is an important priority for the University. Additional counseling support is needed for survivors, as is additional training for those providing counseling currently. Anti-oppressive, trauma-informed training and education related to sexual/gender-based violence is also badly needed across the university. This work cannot happen without additional resources, as current resources (e.g. the designated trauma counselor in Student Wellness; the Sexual Violence Response Coordinator) are already at maximum capacity.
2. The VAW/GBV Working Group recommends that the outcomes and sanctions arising from Complaints made under the new Sexual Violence Policy be reviewed annually and assessed with attention to any equity-related concerns that may arise from the Policy's implementation (for e.g., the University should monitor whether Respondents from racially minoritized communities are more likely to be found in violation of the policy or given more severe sanctions).
3. The VAW/GBV Working Group recommends that the Sexual Violence Policy be reviewed in the future to include a commitment to fully informing Complainants of the outcome of their Complaints, including full disclosure of any corrective measures or actions taken by the University, and to include an option for Complainants to appeal the findings of an investigation and the decision made on the basis of those findings.

EXPOSING AND CHALLENGING *RACISM*

Since its formation, PACBIC's Race, Racism and Racialization (R3) Working Group has been in the complex throes of forming, growing and being committed to responding to the expanding demands of global and local increases in racialized violence, bigotry and hatred. In late 2015, at Hamilton City Hall, the Anti-Racism Resource Centre was approved unanimously. The approval comes after decades of work by activists in the community and members of R3¹⁶. The approval signifies the beginning of another uphill struggle for

¹⁶ <http://hcci.ca/2015/11/19/anti-racism-centre-for-hamilton-approved-after-decade-of-effort/>

transformative change in the City. The Centre is a result of a partnership among McMaster University, McMaster's Equity and Inclusion Office, City of Hamilton, The Office of Access and Equity at the City of Hamilton and The Hamilton Centre for Civic Inclusion. In March of 2016, R3 participated on a panel on the *Criminalization and Racialization of Poverty* organized by the McMaster Community Poverty Initiative¹⁷. The event was attended to capacity. R3 is currently in the process of conducting some research on the experiences of racism at McMaster.

The *Challenging Islamophobia on Campus initiative*¹⁸ was developed by Khadijeh Rakie and Raihanna Hirji-Khalfan as part of the Equity and Inclusion Office's education and training portfolio as a result of the violent backlash targeting Muslims, and those perceived to be Muslims, after the deadly attacks in Paris, France in November, 2015, violence in Beirut and increases in Islamophobic rhetoric, hate crimes, and other directed violence in Ontario. The *Initiative* included goals to support Muslim students who are now living and coming to McMaster with heightened anxieties and fears of hatred and violence directed towards them, and to educate students at large about anti-racism and Islamophobia specifically due to historical and pressing needs. The *Initiative* report is forthcoming and has directed our attention to the importance of this work and the work ahead.

Recommendations:

1. That the University officially establish and resource a permanent University-wide, Black History Month Committee, as well as resource the recognition of current groups and projects across campus dedicated to challenging racism and amplifying the voices of racialized groups. i.e., including a permanent McMaster website that values Black History Month, the African Caribbean Faculty Association of McMaster, McMaster Womanist, related Faculty, courses, news, events and information.
2. As indicated by the *Challenging Islamophobia on Campus Initiative Report*: To acknowledge Islamophobia as a real and legitimate issue on campus with dedicated resources devoted to institutional mechanisms for the proactive engagement of affected communities to address issues concerning the campus climate and to ensure adequate (involving the perspectives of communities affected) University responses to geopolitical/local concerns.

EXPANDING TO THE DEMANDS OF SOCIAL JUSTICE WORK: PACBIC'S NEW *LGBTQ+ WORKING GROUP* AND A NEW TERMS OF REFERENCE

Over the spring and summer, there was an increased acknowledgement that a structural focus on LGBTQ+ staff, students and faculty members and their concerns was both timely and necessary. PACBIC historically has been deeply concerned with the experiences of marginalization and injustice specifically related to

¹⁷ <http://poverty.mcmaster.ca/projects-and-events-1/March9posterfinalfinal.pdf>

¹⁸ <http://dailynews.mcmaster.ca/worth-mentioning/drop-in-session-challenging-islamophobia-on-campus/>

gender and sexual orientation. This attention helped form PACBIC as it is now. Yet with shifts in roles and membership, the work and the attention needed to be solidified within our organization in a transparent way. Current work on all-gender washrooms on campus and experiences of oppression specifically related to gender identity and sexual orientation by students, faculty and staff have demonstrated a need for a working group that is dedicated to these concerns. We have now formed an LGBTQ+ Working Group¹⁹ of PACBIC and revised our Terms of Reference²⁰ to acknowledge the increase in the work of PACBIC and an expansion of our membership from a total number of 40 to a general membership number of 40 with conveners and executive members to be counted on top of this. The new Terms of Reference have been approved through our internal processes and have also been approved through the Office of the President.

CHALLENGES AHEAD

RESPONDING TO INCREASED BIGOTRY AND HATRED

The United Kingdom's withdrawal from the European Union (also known as Brexit), the rise of incidents of racialized, xenophobic and Islamophobic violence and discourse in Canada as well as the 2016 Presidential Election in the United States of America were major national and global shifts that carried with them and have since (re)produced many uncertainties, anxieties, and exacerbations of hatred and bigotry. This has increased incidents both globally and locally, many of which have been made more public and some are often outside of public awareness. Anti-immigration rhetoric, white-nationalism, misogyny, the use of torture, the dehumanization of people living with disabilities, racism, Islamophobia, anti-Semitism, and violence against women and members of the LGBTQ+ communities have been either validated, accepted or promoted during Brexit and the Presidential Election in the United States. There have been reports and an acknowledgement of increased fear and anxiety among students, faculty and staff, especially the marginalized groups targeted as well as specific incidents²¹ of hatred and bigotry on the McMaster Campus. While it is and will be all of our responsibilities to respond to, and continue to resist, these incidents and their sources of leadership and promotion, PACBIC has committed to working with these difficult contexts and concerns. We are currently working on developing collaborative interventions and resources for students, faculty and staff campus wide to listen to, support, and mobilize those interested, effected and concerned.

RECOMMENDATION

That we work to develop an education and communications plan in partnership the Office of the President, and the Equity and Inclusion Office (with corresponding dedicated resources) to respond to

¹⁹ <https://pacbic.mcmaster.ca/working-groups/LGBTQ>

²⁰ <https://pacbic.mcmaster.ca/documents/PACBICtoROct.21.2016.pdf>

²¹ <https://www.thesil.ca/alt-right-posters-appear-campus>

McMaster/community events, incidents, occurrences and issues related to equity and inclusion in ways that are integrative, considerate and respectful to the communities effected and the concerns of students, faculty and staff.

TRANSITIONS IN PACBIC'S ORGANIZATION IN 2016-2017

Upon her retirement from McMaster University, Dr. Jane Aronson, School of Social Work, stepped down as Chair of PACBIC at the end of June 2016, succeeded by Dr. Ameil Joseph²². Reverend Carol Wood has also moved on from her role as Ecumenical Chaplain at McMaster University and as convener of PACBIC's Interfaith Issues Working Group. Reverend Andrew Crowell is the current Ecumenical Chaplain at McMaster University and new convener of PACBIC's Interfaith Issues Working Group. These are major shifts for PACBIC. The wisdom, leadership and unfathomable contributions made by Jane Aronson and Carol Wood will not be forgotten. We hope to continue to carry on their valuable work and take with us all we have learned from them in our efforts to build equity and inclusion at McMaster.

ACKNOWLEDGMENTS

Appreciation is expressed to:

- The many individuals and offices that contributed to PACBIC's work in the past year.
- The Equity Services Program within the Equity and Inclusion Office for the expertise it offers to the working groups, and the administrative resources and institutional knowledge with which it supports all PACBIC's activities.
- We are thankful to those who have contributed to PABIC as conveners and supports and to the PACBIC executive specifically: Wayne Lewchuk (Employment Equity), Rick Monture (FNMI Working Group), Marie Vander Kloet (Educational Consultant MIETL) [now the Macpherson Institute], Glenn Walsh (resource person & Complaint Resolution & Equity Specialist), Hayley Regis (MSU Women and Gender Equity Network), and Andrew Pettit (Former Staff Vice Chair).

For more information please contact Dr. Ameil Joseph, Chair, PACBIC at ameilj@mcmaster.ca.

²² <https://pacbic.mcmaster.ca/presidents-advisory-committee-on-building-an-inclusive-community-pacbic> see "Farewell and Welcome

APPENDIX A

LIST OF PACBIC MEMBERS, 2016-2017

Executive Members	Position
Ameil Joseph	Chair
Ryan Deshpande	Vice-Chair (Student)
Andrea Cole	Vice-Chair (Staff)
Juliet Daniel (African Caribbean Faculty Association of McMaster)	R3 Co-Convener
Andy Crowell (Chaplaincy Centre)	IFI Convener
Vanessa Watts (Indigenous Studies Program)	FNMI Convener
Lainey Stirling (Women & Gender Equity Network)	VAW/GBV Co-Convener
Amber Dean	VAW/GBV Co-Convener
Daniel Coleman	R3 Co-Convener
Kayonne Christy	R3 Co-Convener
Rhonda Moore	AA Convener
Suzanne Mills	EE Convener
TBC	MEDS Convener
Organizational Members	Contact
Aboriginal Students Health Sciences, FHS	Danielle Soucy/Jordan Carrier
Athletics & Recreation	Andrew Pettit
Canadian Union of Public Employees 3906	Sarah Wahab
Employment Equity (Human Resources)	Shylo Elmayan
Hamilton Mad Students Collective	Alise deBie
Human Resources	Wanda McKenna
MSU Maccess	Alex Wilson
McMaster Accessibility Council	Anne Pottier
McMaster Graduate Students Association	Colette Nyirakamana
McMaster Hillel	Judith Dworkin
McMaster Indigenous Student Community Alliance (MISCA)	Esmonde Jamieson-Eckel
MacPherson Institute for Leadership, Innovation and Excellence in Teaching	Erin Aspenlieder
McMaster Muslim Students Association	Sawsan El Darrat
McMaster Students Union	Justin Monaco-Barnes
McMaster Students Union Diversity Services	Lilian Obeng
McMaster University Academic Librarians' Association	Lynne Serviss
McMaster University Faculty Association	Nancy Bouchier

Ontario Public Interest Research Group	Shelley Porteous
Queer Students Community Centre	Aly Khalifa
Student Accessibility Services	Tim Nolan
Student Wellness Centre	Roseanne Kent
UNIFOR 5555	Jim McAndrew

Individual Members	Membership Type
Albina Veltman	Faculty
Chris Roberts	Staff
Christine Jackiw	Staff
Clark Cipryk	Staff
Eulene Victoria Bomberry	Student
Grace Pollock	Staff
Joanne Buckley	Staff
Karen Sutton	Staff
Lynn Stewart	Staff
Meha Bhatt	Student
Merima Menzildzic	Student
Natacha Ngo	Student
Nicole Virgin	Staff
Padmaja Sreeram	Student
Rachèle Marshall	Staff
Sandra Colavecchia	Faculty
Sarah Dickson	Faculty
Sarah Jama	Student
Stash Nastos	Staff
Thaun Tieu	Student
Non-Voting Members	Contact
Equity and Inclusion Office (formerly Human Rights & Equity Services)	Vilma Rossi
Ombuds Office	Carolyn Brendon

LIST OF PACBIC MEMBERS, 2015-2016

Executive Members	Position
Jane Aronson	Chair
Nishan Zewge-Abubaker	Vice-Chair (Student)
Andrew Pettit	Vice-Chair (Staff)
Organizational Members	Contact
Aboriginal Students Health Sciences	Danielle Soucy/Jordan Carrier
African Caribbean Faculty Association of McMaster	Juliet Daniel
Athletics & Recreation	Theresa Burns
Canadian Union of Public Employees	Chandra Kavanagh
Chaplaincy Centre	Carol Wood
Employee Health	Carrie Allen & Monica Poulin
Graduate Studies	Andrea Cole; Peter Self
Human Resources	Wanda McKenna
Indigenous Studies Program	Rick Monture
McMaster Graduate Students Association	Lucia Myongwaon Lee
McMaster Hillel	Judith Dworkin
McMaster Institute for Innovation & Excellence in Teaching & Learning	Beth Marquis
McMaster Muslim Students Association	Umer Javed
McMaster Students Union	Ehima Osazuwa
McMaster Students Union Diversity Services	Ryan Desphande
McMaster University Academic Librarians' Association	Lynne Serviss
McMaster University Faculty Association	Marshall Beier, Nancy Bouchier
Ontario Public Interest Research Group	Kojo Dampety
Queer Students Community Centre	Emily Smith
Student Accessibility Services	Tim Nolan
Student Wellness Centre	Roseanne Kent & Melissa Fernandes
UNIFOR 5555	Jim McAndrew

Individual Members	Membership Type
Albina Veltman	Faculty
Alise deBie	Student
Amber Dean	Faculty
Ameil Joseph	Faculty
Eulene Victoria Bomberly	Student
Jennie Anderson	Staff
Joanne Buckley	Staff
Karen Sutton	Staff
Lynn Stewart	Staff
Nicole Virgin	Staff
Rhonda Moore	Staff
Sandra Colavecchia	Faculty
Sarah Jama	Student
Wayne Lewchuk	Faculty
Sarah Dickson	Faculty
Marie Vander Kloet	Staff
Non-Voting Members	Contact
Ombuds Office	Carolyn Brendon
Human Rights & Equity Services	Vilma Rossi

APPENDIX B

PACBIC SPONSORED OR SUPPORTED EVENTS

QUEER PEOPLE OF COLOUR (QPOC) CABARET, ORGANIZED BY MATAPA MUSIC AND ARTS ORGANIZATION, JUNE 20, 2015

Two hour event that featured dance, drag, spoken word, and musical performances by queer artists of colour. The event was open to everyone, with the aim to create a space to celebrate the art of queer, trans* and two-spirit people of colour.

BLACK LIVES MATTER: THE RALLYING CRY OF THE NEW MOVEMENT AGAINST RACIST POLICE VIOLENCE, SEPTEMBER 24, 2015

Alicia Garza, co-founder of the Black Lives Matter Movement, spoke about the historic work that the Black Lives Matter Movement is doing to oppose racism, police brutality and the epidemic of racialized police killings in the US. Chris Williams of the Toronto Police Accountability Coalition spoke to contextualize the similar struggle in Ontario.

CULTURAL GATHERING ORGANIZED BY THE MCMASTER INDIGENOUS STUDENT COMMUNITY ALLIANCE (MISCA), SEPTEMBER 24TH, 2015

This educational event centered on Indigenous performances, and a way of welcoming students to campus. The event brought awareness of Indigenous culture and encouraged inclusivity as well as student involvement.

ACCESSIBILITY FORUM: BREAKING THE STIGMA ORGANIZED BY THE MCMASTER STUDENT UNION (MSU), OCTOBER 21ST, 2015

This forum allowed all students at McMaster to voice concerns about accessibility and point out barriers on campus

ELI CLARE: THE POLITICS OF STORY ORGANIZED BY the GENDER STUDIES AND FEMINIST RESEARCH PROGRAM, OCTOBER 22ND, 2015

The public lecture and workshop on the “Politics of Storytelling” contributed to relevant conversations already occurring within the McMaster campus community including important campaigns raise awareness about the confluence of social identities and the need to eliminate mental health stigma, improve campus accessibility and focus on efforts to establish all-gender washroom options.

MCMASTER STUDENT UNION LEADERSHIP SUMMIT FOR WOMEN, OCTOBER 24TH, 2015

The 2015 Leadership Summit for Women is an annual intergenerational community-wide event that aims to create a safe space for the diverse voices of women, Trans* individuals, and their allies in their demonstration of creative and engaged leadership.

NATIONAL DAY OF MOURNING AND ACTION ON VIOLENCE AGAINST WOMEN, DECEMBER 6TH, PRESENTED BY THE ANTI-VIOLENCE NETWORK (AVN) AND HOSTED ON DECEMBER 4TH, 2015

Annual event to commemorate the Montreal Massacre of 1989 where 14 women in the Faculty of Engineering, Ecole Polytechnique, were murdered. The Anti-Violence Network (AVN) also uses this date to commemorate the thousands of Missing and Murdered Indigenous Women in Canada.

MCMASTER INDIGENOUS HEALTH CONFERENCE, ORGANIZED BY A STUDENT-RUN, INTERDISCIPLINARY PLANNING COMMITTEE AND HOSTED ON JANUARY 16, 2016

The goal of this conference is to introduce students to Indigenous health disparities and to develop understandings of the need for cultural competency and safety when working with Indigenous populations in contexts that extend even beyond health care.

BLACK HISTORY MONTH: AFRICAN INVENTORS MUSEUM, PRESENTED BY THE ONTARIO PUBLIC INTEREST RESEARCH GROUP (OPIRG), JANUARY 29TH, 2016

The International African Inventors Museum promotes positive images and self-esteem in children and adults and teaches people of all nationalities about the contributions that Africans throughout the world have given to society.

INTERFAITH SHABBAT DINNER, SPONSORED BY MCMASTER HILLEL, FEBRUARY 5, 2016

The Shabbat Dinner provides an opportunity for campus members to participate in an important aspect of Jewish life. The traditional/explanatory Friday night dinner is held at McMaster's Celebration Hall. The purpose of the evening is to bring communities together; to discuss our individual practices while celebrating our similarities and shared experiences.

MIND CRAWL, PRESENTED BY THE MCMASTER STUDENT UNION, MARCH 31ST, 2016

This event highlighted intersectionality when discussing mental health, an aspect that is often left out among advocacy initiatives around mental health on campus.

FOOD JUSTICE PANEL, HOSTED BY THE PRESIDENT'S ADVISORY COMMITTEE ON BUILDING AN INCLUSIVE COMMUNITY, APRIL 19TH, 2016

The event featured Dr. Ameil Joseph (Convener, PACBIC; School of Social Work), Chris Roberts (Hospitality Services), Josh Dockstator (Indigenous Studies Program) and Ben Buckler (McMaster Hillel) who each spoke to issues surrounding food justice on campus.

CHALLENGING ISLAMOPHOBIA ON CAMPUS INITIATIVE, EQUITY AND INCLUSION OFFICE AND THE PRESIDENT'S ADVISORY COMMITTEE ON BUILDING AN INCLUSIVE COMMUNITY, 2015-2016

The Challenging Islamophobia on Campus Initiative was developed as a result of the violent backlash targeting Muslims, and those perceived to be Muslims, after the deadly attacks in Paris, France in November, 2015. The initiative included drop-in sessions, a roundtable discussion, workshops, presentations and self-defence classes for Muslim-identified women.