President’s Advisory Committee on
Building an Inclusive Community (PACBIC)

Thursday February 11, 2021
10:00 p.m. – 11:30 p.m.

Virtual: Microsoft Teams

AGENDA

1. Welcome and Introductions (10 min)

2. Updates and Announcements (20 min)

3. Discussion: Statement on Building an Inclusive Community - refresh (40 min)

4. Website refresh https://pacbic.mcmaster.ca/ (20 min)

5. Adjournment

Next PACBIC Meeting:
Thursday April 1, 2021, 10:30 a.m. – 12:00 p.m.
President David Farrar attending 11:00 a.m. – 11:30 a.m.
President’s Advisory Committee on
Building an Inclusive Community (PACBIC)

Wednesday November 11, 2020
1:30 p.m. – 3:00 p.m.
Virtual: Microsoft Teams

MINUTES

Members Present: Eugenia Zuroski (Co-Chair), Arig al Shaibah (Co-chair), Faith Ogunkoya (Vice-Chair), Sara Tamjidi (Vice-Chair), Nicole Agyei-Odame, Alexis Cochrane, Karen Arnott, Hasnain Khan, Jessica Blackwood, Catherine Booker, Joanne Buckley, Jordan Carrier, Andy Crowell, Juliet Daniel, Arlene Dosen, May-Marie Duwai-Sowa, Erica Dao, Ali Habon, Candy Hui, Krista Jamieson, Sujane Kandasamy, Karla Martinez Pomier, Siobhan Koch, Calvin Prowse, Paige Maylott, Wanda McKenna, Mehrunnisa Shiraz, Dilyana Mincheva, Nick Marquis, Nya Wuol, Maryam Rahat, Rodrigo Narro Perez, Sheereen Harris, Sydney Valentino, Sneha Wadhwnani, Elisabet Service, Lynne Serviss, Sashaina Singh, Sophia Roth, Karen Sutton, Ryan Tse, Vanessa Watts, Yimeng Wang, Kim Zarzuela

Guests: Dr. Kim Dej, Acting Vice Provost, Faculty Associate Professor, School of Interdisciplinary Science and Dr. Lori Goff, Director, Paul R. MacPherson Institute for Leadership, Innovation and Excellence in Teaching

Member Regrets: Faiza Hirji, Muneeb Ahmed, Christian Barborini, Cal Biruk, Shelley Porteus, Maddie Brockbank

Equity and Inclusion Office: Kate Brown, Craig Foye, Pilar Michaud, Marla Brown, Chelsea Gibson, Khadijah Rakie, Wil Fujarczuk, Katelyn Knott, Joan Johnson (minutes),
Ombuds Office: Carolyn Brendon (Ex-Officio)

Community Members Present: Ayokunnumi Osinowo

1. Welcome and Introductions
   Gena Zuroski opened the meeting by acknowledging that McMaster University sits on the traditional territories of the Mississauga and Haudenosaunee Nations, and within the lands protected by the Dish with One Spoon wampum agreement (ref: IEC May 2016).

   The working group co-conveners were then invited to introduce themselves:
   Andy Crowell – Interfaith Working Group
   Juliet Daniel and Rodrigo Narro Perez – Race, Racialization and Racism (R3)
   Jessica Blackwood and Calvin Prowse – Disability, Inclusion, Madness, Accessibility, Neurodiversity (DIMAND)
   Vanessa Watts and Jordan Carrier – First Nations, Métis and Inuit Priorities (FNMI)

   Announcements and Updates were shared from each of the working groups. H.E.A.R.T Workshops Nov 2020, DisAbility Discussion Dec 3, 2020, Chaplaincy Protocol, Sr Leadership Trainings, Nov 13 & 20, 2020.

2. Strategic themes for Teaching and Learning at McMaster – Visioning Exercise
   Facilitated by Dr. Kim Dej, Acting Vice Provost, Faculty Associate Professor, School of Interdisciplinary Science and Dr. Lori Goff, Director, Paul R. MacPherson Institute for Leadership, Innovation and Excellence in Teaching.

   Following the presentation there was discussion and feedback. The presentation was shared with the committee for reference.

3. Adjournment and Next Meeting
   The meeting was adjourned at 3:00 pm. The next meeting:
   Thursday February 11, 2021, 10:00 a.m. – 11:30 a.m. via Microsoft Teams

   Please send regrets to pacbic@mcmaster.ca
**McMaster University Statement on Building an Inclusive Community with a Shared Purpose**

At McMaster University, an inclusive community is one in which there is real, visible and meaningful representation of the diversity evident in the wider community at all levels and in all constituencies on campus (faculty, staff, students, administration). It is a community in which all members feel safe and empowered, valued and respected for their contributions to the shared purposes of the University; research and education excellence. It is a community where the rights of all individuals and groups are protected. Inclusion occurs when an organization provides equitable access to its services, benefits and opportunities, when systems and structures facilitate full participation by all members and where members are treated equitably and fairly and are recognized for their contributions. The key ingredients are equitable access, participation (especially in decision-making processes) and equal attention to the needs and aspirations of all.

In seeking to build an inclusive community with a shared purpose, McMaster University strives to embody these values:

**RESPECT   COLLABORATION   DIVERSITY**

**A Respectful Community** is one where freedom of expression, belief, and diversity of knowledge occur in a framework of dignity, respect, and public engagement.

**A Collaborative Community** is one where participants jointly move the academic vision forward in respectful and non-confrontational ways, having regard for personal and collective safety and well-being.

**A Diverse Community** is one that enables us to learn from our differences and that affirms our shared accountability for achieving access, equity, and meaningful inclusion of under-represented groups at all levels of the campus community.