AGENDA

1. Welcome and Introductions (15 min)

2. Adoption of May and October 2019 Minutes (5 min)

3. Discussion: National Day of Remembrance and Action on Violence against Women, December 6th, 2019 – Amber Dean, Alexis Silverstein, Amelia Seed (45 min)

4. Group Intentions, Continuing discussion – all (40 min)

5. PACBIC Members & Working Groups – Updates (10 min)
   International Day of Persons with Disabilities, December 3rd, 2019 – Kate Brown

6. Announcements (5 min)

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

Tuesday May 7, 2019 1:30 p.m. – 3:30 p.m.

Gilmour Hall, Room 111 (Council Room)

MINUTES

Members Present: Ameil Joseph (Co-Chair), Arig al Shaibah (Co-Chair), Grace Pollock (Vice-Chair, Staff) Anne Pottier, Vanessa Watts, Amber Dean, Andy Crowell, Juliet Daniel, Karen Sutton, Tanya Rumble, Shelley Porteous, Lynne Serviss, Sashaina Singh, Esra Bengizi, Sujane Kandasamy, Joanne Buckley, Sarah Cairns, May-Marie Duwai-Sowa, Wanda McKenna, Jordan Carrier, Rosanne Kent, Jim McAndrew, Joanne Buckley

Member Regrets: Amber Dean, Karen Arnott, Yimeng Yang

Equity and Inclusion Office: Kate Brown (regrets), Craig Foye, Chelsea Gibson, Joan Johnson (minutes), Pilar Michaud, Tolulope Ojo, Meaghan Ross (regrets), Vilma Rossi, Khadijeh Rakie

Community Members Present: Patrick Deane, Esme Davies, Carolyn Brendon, Andrea Cole, Kaitlin Debicki, Ayokunnumi Osinowo, Carrie Welland, Kojo Dampteay

Guests: Nick Chambers, Boyden Executive Search, Anita Acai – member, Committee to Recommend a President

1) Welcome and Introductions
Ameil 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). Participants were then invited to introduce themselves and their affiliation with the University.
2) **Adoption of Minutes**
   The Minutes of April 4, 2019 were approved, as previously circulated.

3) **Guest: Dr. Patrick Deane, President**
   Dr. Deane attended PACBIC for his annual meeting. He thanked Dr. Ameil Joseph, outgoing faculty co-chair, for his contributions to PACBIC over the year, and he made some brief opening remarks before opening the floor for PACBIC comments and questions.

4) **EDI Strategy Update – Arig al Shaibah**
   The EDI update was not presented due to time constraints.

5) **Guest: Nick Chambers, Boyden Executive Search Consultant**
   The Committee to Recommend a President is in the stakeholder consultation phase of the search for a President at this time. The PACBIC’s input will go into creating a profile for the President search and prepare the search committee to ask the questions of potential candidates. The following are the steps for hiring:
   
   i. Develop candidate profile,
   
   ii. Market and outreach to candidates,
   
   iii. Invite candidates to apply for the role,
   
   iv. Engage in interviewing,
   
   v. Look at background, published items, public presentations,
   
   vi. Present a long list to the Committee to Recommend a President
   
   vii. Committee decides who will be interviewed,
   
   viii. Conduct multi round interviews with written assignments etc.
The following are questions asked of and engaged by the PACBIC:

- **How would you describe McMaster?** Answers: inclusive community; build on inclusive excellence; forward with integrity letter; values diversity

- **What strengths should McMaster build upon?** Answers: resource initiatives such as equity; diversity and inclusion; community engagement; continue the culture shift; continue with poverty initiatives

- **What challenges will there be stepping into the role of President?** Answers: there is a disconnect between the walk and talk in terms of diversity. What are the plans for building up reconciliation with Indigenous community and continuing this work? How would the President think about the university beyond branding (intellectual landscape). Dismantle attitudes about the importance of some faculties versus another and value all faculty members/research; building multi-disciplinary research opportunities; valuing community based research

- **What characteristics should the search committee be looking for?** Answers: looking for diversity of the candidate who prioritizes engagement with all communities on campus; transparency with the communities; demonstrate experience in equity and inclusion, respecting diversity that exists within McMaster; proactive instead of reactive; experience working within community; disciplines that tend to the need of equity seeking groups have less gravitas than other disciplines and it will be important that the new President would see the importance of all disciplines; good listener; human piece is important to the role; committed to relationship building and building relationships with the city of Hamilton; empathy; withhold judgement and be willing to hear both sides; continue ethical relationships regardless of outcomes; grounded and inspirational; humility; bold, courageous leader, forward thinker.

6) **PACBIC Members & Working Groups – Updates & Reports**

7) **Announcements**

**Adjournment and Next Meeting**
The meeting was adjourned at 3:30 pm. The next meeting be in Fall 2019.

Please send regrets to pacbic@mcmaster.ca
President’s Advisory Committee on Building an Inclusive Community (PACBIC)

Wednesday October 2, 2019 1:30 p.m. – 3:30 p.m.

Gilmour Hall, Room 111 (Council Room)

MINUTES

Members Present: Eugenia Zuroski (Co-Chair), Arig al Shaibah (Co-Chair), Faith Ogunkoya (Vice-Chair, Staff), Amber Dean, Andy Crowell, Rodrigo Narro Perez, Karen Arnott, Wanda McKenna, Matthew Jocko, Eliot Storm Judith Dworkin, Shemar Hackett, Lynne Serviss, Elisabet Service, Sashaina Singh, Megan Cheng, Faiza Hirji, Ameil Joseph, Dilyana Mincheva, Arlene Fajutrao Dosen, Grace Pollock, Krista Jamieson, Carrie McMullin, Maddie Brockbank, Nya Wuol, Kelsey McCready, Ange Bitwayiki

Member Regrets: Albina Veltman, Jim McAndrew, Adrianna Michel, Tanya Rumble, Bernice Downey, Alex Lee, Jordan Carrier, Sara Brophy, Karen Sutton, Yimeng Wong

Equity and Inclusion Office: Kate Brown, Craig Foye, Joan Johnson (regrets), Pilar Michaud, Tolulope Ojo, Hagar Akua Prah, Vilma Rossi (minutes), Khadijah Rakie, Marla Brown

Community Members Present: Kojo Damptey, Patricia Hartnett, Kristen Oliphant. Greg Van Gastal

1. **Welcome and Introductions**

   Arig al Shaibah 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).

   Participants were then invited to introduce themselves and their affiliation with the University. Arig invited an introductory round and welcomed new, returning and community members.
2. **Adoption of May 2019 Minutes**  
Deferred to a future meeting.

3. **Equity, Diversity, Inclusion Strategy Update – Arig al Shaibah**  

4. **Post-its: Hopes, Expectations, Questions**  
Members worked in small groups to respond to the ‘Post-it’ exercise.  
Group Intentions:
   a. Assume colleagues come with good intentions  
   b. Notice when you may be having an emotional reaction  
   c. Examine and take responsibility for our own feelings  
   d. Speak for yourself and ask your own questions  
   e. Share speaking time with others  
   f. Ask for clarification if a comment is perceived as biased  
   g. Feel free to disagree and to present a different perspective  
   h. Be respectful when presenting different perspectives  
   i. Be open to different perspectives and to self-examination  
   j. Avoid judging yourself or others when discussions of possible bias surface  
   k. Be curious and maintain a learning frame of mind  
   l. Maintain the confidentiality of group members

5. **Brief Presentation and Round Table Discussion – Freedom of Expression, Protest and Dissent**  
Pilar Michaud provided brief history of the development of freedom of expression in academic institutions and the distinction between academic freedom, hate speech, freedom from harassment and hate speech.  

The group had a discussion regarding protest, contentious speakers and academic freedoms.

6. **PACBIC Members & Working Groups - Updates**  
a) **Race, Racism and Racialization (R3) Working Group**: Rodrigo Narro Perez (Convenor) reported that October is Latin American Awareness Month. The group will be hosting special guest Senator Rosa Galvez on October 9, 2019 for a discussion on Women in Science and Politics and to commemorate Latin American Heritage Month.
b) **Interfaith Issues Working Group**: Andy Crowell (Convenor) stated that there is ongoing work at the Chaplaincy to include a diversity of religion, spirituality, faith and secularism.

c) **Gender and Sexuality Working Group**: Amber Dean (Convenor) stated that there was an exciting Welcome (Back) reception for LGBTQ+ campus members and that the upcoming Oct 11th Celebration is intended to reclaim the Trans and Pride Flags crosswalks at Forsyth and Sterling.

d) **Accessibility, Disability & Ableism and Madness/Distress, Eugenics, Discrimination & Saneism (ADA/MEDS) Working Group**: Anne Pottier (Convenor) stated that the group will be clarifying their mandate.

e) **First Nations, Metis and Inuit (FNMI) Priorities Working Group**: Update deferred

7. **Announcements**

8. **Adjournment and Next Meeting**
   The meeting was adjourned at 3:30 pm. The next meeting be:
   Thursday November 14, 2019 from 9:30 – 11:30 a.m., Council Chambers

Please send regrets to pacbic@mcmaster.ca