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

Thursday April 1, 2021
10:30 a.m. – 12:00 p.m.
Virtual: Microsoft Teams

AGENDA

1. Welcome and Introductions (5 min)

2. Human Resources Services: Overview of Employment Equity Strategic Initiatives (25 min)
   Facilitated by Melanie Garaffa, Associate Director, Talent Equity and Development;
   May-Marie Duwai-Sowa, Employment Equity Specialist;
   Ayo Osinowo, Program Coordinator, Employment Equity
   • Applicant Diversity Survey
   • Policy on Recruitment & Selection of Faculty Members (SPS A1)
   • 2019 Employment Equity Census Report

3. Discussion with President David Farrar (60 min)

4. Adjournment
   This is the final PACBIC meeting for 2020-2021
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MINUTES


Member Regrets: Sara Tamjidi (Vice-Chair), Alexis Cochrane, Mehrunnisa Shiraz, Lynne Serviss, Ali Habon, Dilyana Mincheva, Maryam Rahat, Sneha Wadhwani, Sophia Roth, Kim Zarzuela, Cal Biruk, Sarah Williams-Habibi

Equity and Inclusion Office: Kate Brown, Marla Brown, Craig Foye, Chelsea Gibson, Pilar Michaud, Khadijah Rakie, Wil Fujarczuk, Joan Johnson (minutes),

Ombuds Office: Carolyn Brendon (Ex-Officio)

Community Members Present: Clare Warner, T’Yanna Perrault Foster
**Guests:** President & Vice-Chancellor David Farrar, Esme Davies, Senior Advisor and Legal Counsel to the Present

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).

2. **Human Resources Services: Overview of Employment Equity Strategic Initiatives**
   Comments from Wanda McKenna, Assistant Vice-President and Chief Human Resources Officer.
   May-Marie Duwai-Sowa, Employment Equity Specialist presented the key employment equity initiatives for 2020, employment equity key priorities for 2021-2022 and the areas of change to the Supplementary Policy Statement (SPS A1) – Recruitment and Selection of Faculty Members effective July 1, 2020.

3. **President & Vice-Chancellor David Farrar made comments on:**
   - The university’s commitment to equity, diversity and inclusion
   - The effect of the COVID-19 pandemic which highlighted inequities and their needs to be addressed: racism, poverty, impact on aging
   - Global issues such as climate change
   - McMaster University’s focus over the next three years PACBIC working groups commented on their priorities moving forward.

   Arig al Shaibah and Gena Zuroski, thanked all the members and working groups for their work during the challenging year.

4. **Adjournment and Next Meeting**
   The meeting was adjourned at 11:30AM. The next meeting will be conducted virtually in Fall 2021.

Please send regrets to pacbic@mcmaster.ca