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

Thursday, November 8th, 2018, 9:30 a.m. – 11:30 a.m.

Gilmour Hall, Room 111 (Council Chambers)

AGENDA

1) Welcome and Introductions

2) Adoption of October Minutes (Circulated)

3) Introduction to and Overview of PACBIC

4) Terms of Reference (ToR) Revised

5) PACBIC and Equity and Inclusion at McMaster – Dr. Arig al Shaibah

6) PACBIC Members & Working Groups – Updates & Reports

7) Announcements

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

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MINUTES

Members Present: Ameil Joseph (Co-Chair), Arig al Shaibah (Co-Chair), Grace Pollock (Vice-Chair, Staff), Mijia Murong (Vice-Chair, Student), Anne Pottier, Vanessa Watts, Amber Dean, Miranda Clayton, Andy Crowell, Juliet Daniel, Rodrigo Narro Perez, Chris Roberts, Tina Fetner, Shelley Porteous, Juliet Daniel, Sashaina Singh, John Williams, Karen Sutton, Sarah Cairns, Esra Bengizi, Sujane Kandasamy, Yimeng Wang, Karen Arnott, Catherine Booker

Member Regrets: Dawn Unwin, Chika Agbassi, Tanya Rumble

Community Members Present: Andrea Cole, Lilian Obeng, Daniella Miknovsky, Beth Vanderstoep

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

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 October 4, 2018 were approved as previously circulated.

3) Introduction to and Overview of PACBIC
Arig discussed how the PACBIC Planning and Priorities Group has evolved, and how the PACBIC Committee can operate in an effective manner to make it an integral and impactful part of the University.
The language of equity, diversity and inclusion has been gaining traction and it’s important that these three distinct and inter-related concepts be discussed together.

It was asked how does the PACBIC committee operate in a way that is relevant but also collaborative with institutional governance.

PACBIC could be seen as “street meets the institution” as coined by Rinaldo Walcott, Associate Professor at OISE and Director of the Women and Gender Studies Institute at the University of Toronto.

4) Terms of Reference (ToR) Revised
Ameil presented a draft of the revised ToR (October 3, 2018). It was briefly explained how PACBIC and working groups came about, and how they have evolved over time. The deliverables of the ‘big’ PACBIC are communicated in an annual report containing recommendations from the various working groups. These recommendations are forwarded to the Board, Senate and University Planning Committee after approval by the President. Strategic thinking is now in the forefront with the appointment of the Associate Vice-President, Equity and Inclusion Office. This appointment has given PACBIC more influence within the institution.

5) PACBIC and Equity, Diversity and Inclusion at McMaster – Dr. Arig al Shaibah
See the attached presentation slides.

6) PACBIC Members & Working Groups – Updates & Reports
Ameil welcomed and introduced the 10 new members to PACBIC. There will be an ongoing discussion regarding the Co-Chair and Vice Chair positions and extending the term from 2 to 3 or 5 years.

Working Groups currently meeting:
- Race, Racialization and Racism (R3)
- First Nations, Mètis & Inuit Priorities (FNMI)
- Accessibility, Disability & Ableism (ADA) and Madness/Distress, Eugenics, Discrimination & Saneism (MEDS)
- Priorities and Planning
- Interfaith Issues
- Gender and Sexualities
  (The LGBTQ+ working group and the Violence Against Women/Gender-Based Violence working group have merged into the new Gender and Sexualities working group)
7) Announcements

- October 30, 2018 - Andy noted that there was an outpouring of love and thankfulness expressed at the vigil held on campus. The vigil was organized by Hillel following the murders of worshippers at the Tree of Life Synagogue in Pittsburgh.

- October 30, 2018 - The Tarana Burke event held at both McMaster University and Mohawk College raised $12,000 for the Sexual Assault Centre Hamilton and Area (SACHA). Tarana Burke is the founder of the #metoo Movement.


- November 29, 2018 – *Let’s Talk About Race! Freedom of Speech and Race* – L.R. Wilson Room 2001 – 11:30 am – 1:30 pm

- November 29, 2018 - *Disability Discussions* - *Disability and Stigma* – MUSC B111-11:30 am – 2:00 pm.

- December 3, 2018 - International Day of Persons with Disabilities: *Disability and Mad Studies* – Mills Library L501 – 1:00 – 2:30 pm.

  December 3, 2018 - *What is Accessibility? Lunch and Learn Series* – MUSC 205/205 – 12:00 – 1:00 pm.

- Town Halls for students, faculty and staff on Equity, Diversity and Inclusion Framework to be announced shortly

8) Adjournment and Next Meeting

The meeting was adjourned at 11:40 a.m. The next meeting is scheduled for December 18, 2018 at 9:30 a.m. in Gilmour Hall Room 111 (Council Chambers). Regrets to Joan Johnson at jdjohnson@mcmaster.ca.
Advancing Inclusive Excellence: EDI Framework for Strategic Action

Community Consultation
Fall 2018

Arig al Shaibah, PhD
Associate Vice-President, Equity and Inclusion
McMaster University recognizes and acknowledges that it is located on the traditional territories of the Mississauga and Haudenosaunee Nations, and within the lands protected by the Dish With One Spoon wampum agreement.

- The Dish With One Spoon represents the first treaty made on Turtle Island (North America). It also represents a covenant with nature: take what you need, leave something in the dish for others and keep the dish clean.
The Case for EDI in the Academy

Inclusive Excellence

Beyond...

• Charity...the benevolence case  “the nice thing to do”
• Commerce...the business/bottom-line case  “the profitable thing to do”
• Compliance...the legal human rights case  “the thing we must do”

Toward...

• Consciousness...the social betterment/fairness case  “the right thing to do”
• Creativity/Quality...the innovation and excellence case  “the best thing to do”
Advancing Inclusive Excellence at McMaster

Context and Imperative

  • Federal Contractors Program (1986)
  • Human Rights, Equity and Inclusion Offices established (mid 90s)
• Higher Education Council of Ontario
  • Government prioritization of PSE access (last three decades)
  • Access and Retention Consortium established to study best practices
• Universities Canada
  • Principles on Indigenous Education (2015)
  • EDI Principles to Achieve Inclusive Excellence (2017)
• Tri-agency Institutional Programs Secretariat (May 2017/July 2018)
  • Require EDI Action Plans to meet chairholder diversity goals
  • Established EDI Advisory Committee to advise on/monitor expectations
• Federal Government (2018)
  • Made-in-Canada program that emulates the Athena Swan Program
Advancing Inclusive Excellence at McMaster

Principles and Action

• Re-imagine the relationship between and interdependent nature of diversity/quality and, therefore, inclusion/excellence

• Apply a system-wide equity lens to:
  • attract and retain diverse students, faculty, staff and leaders,
  • foster positive intergroup relations and inclusive climate, and
  • advance inclusive excellence in teaching, research, service, governance

• Establish a comprehensive university-wide Strategic Equity, Diversity and Inclusion (EDI) Framework and Action Plan
McMaster’s EDI Framework
Areas for Strategic Action and Goals

1. INSTITUTIONAL COMMITMENT AND CAPACITY
   - Leadership
   - Governance
   - Accountability

2. EDUCATIONAL CONTENT AND CONTEXT
   - Teaching
   - Learning
   - Research

3. INTERACTIONAL CAPABILITIES AND CLIMATE
   - Attitudes
   - Knowledge
   - Skills

4. COMPOSITIONAL DIVERSITY AND COMMUNITY ENGAGEMENT
   - Equity
   - Access
   - Success

- To mobilize McMaster’s commitment and capacity to advance inclusive excellence by establishing and resourcing structures, systems, policies and processes that facilitate equity, diversity and inclusion leadership, governance and accountability.

- To enhance the content and context of academic programs, practices and scholarship, as well as the broader educational experience at McMaster, such that teaching, learning and research exemplify inclusive excellence, and demonstrate relevance and impact to diverse local, regional, national and global communities.

- To broaden McMaster’s campus compositional diversity by engaging marginalized communities, enhancing employment equity, and improving student access and holistic success among historically under-represented learners, faculty and staff.

- To build individual interactional capabilities (attitudes, knowledge, skills) among the McMaster community to foster positive intergroup relations, a culture of respect and inclusion, and a climate where all members feel and experience a sense of dignity and belonging.
Developing an EDI Strategy/Action Plan

Measures of Progress/KPIs

1. INSTITUTIONAL COMMITMENT AND CAPACITY
   - Leadership
   - Governance
   - Accountability

2. EDUCATIONAL CONTENT AND CONTEXT
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3. INTERACTIONAL CAPABILITIES AND CLIMATE
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4. COMPOSITIONAL DIVERSITY AND COMMUNITY ENGAGEMENT
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- Extent to which EDI and EI priorities and goals are identified and integrated across institution and Faculties/Departments
- Proportion polices, procedures, protocols, guidelines reviewed through EDI lens
- Comprehensive assessment framework widely accepted and implemented to measure progress
- Annual EDI planning, evaluation, reporting cycle
- # and $ of EDI initiatives seed-funded

- Extent of integration of EDI in academic programs and self-reported student experiences (e.g., NSSE, CUSC, exit polls, other assessment tools)
- Extent faculty employ inclusive teaching strategies
- # of courses with EDI related student LOs
- Achievement of EDI benchmarks in IQAP reviews
- # of students taking AADS courses, pursuing Minor
- #/% research chairs

- # applicants, interviewees and hires
- Progress made towards closing workforce gaps
- % employees developed, promoted, retained
- # and % of search members and committees trained; recruitment/selection process efficacy
- #/% in management, leadership roles
- #/% tenure/tenure-track faculty

- Proportion of senior leaders and members of governing bodies completing training
- Change in attitudes, knowledge, skills
- Intergroup relations
- Employee and student experiences/perceptions re climate, sense of belonging, engagement
- # of complaints of harassment/discrimination, type of and satisfaction with complaint resolution

McMaster University
Strategic Planning and Implementation

Guiding Principles

- **Cultural relevance and reconciliation** through education and relationship-building
- **Community ownership** through campus consultation and engagement
- **Collective responsibility** through senior level accountability and distributed leadership ("top-down and bottom-up")
- **Coordinated de-centralization** through cross campus collaborations and synergies
- **Continuous improvement** through evidence-based decision-making and practice
Guiding Questions
Consultation/Feedback

- Is there anything missing from this four-pillar Framework?
- What initiatives should McMaster focus on across the pillars?
- What does success look (feel, sound) like?
- How will we know if we’ve achieved success?
- What will enable or has enabled progress on EDI initiatives?
- What will or has hindered progress on EDI initiatives?
- Any other thoughts or questions?
Highlights of Strategic Initiatives

Institutional Commitment and Capacity

1. INSTITUTIONAL COMMITMENT AND CAPACITY
   - Leadership
   - Governance
   - Accountability

2. EDUCATIONAL CONTENT AND CONTEXT
   - Teaching
   - Learning
   - Research

3. INTERACTIONAL CAPABILITIES, CULTURE AND CLIMATE
   - Attitudes
   - Knowledge
   - Skills

4. COMPOSITIONAL DIVERSITY AND COMMUNITY ENGAGEMENT
   - Equity
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   - Success

- Develop (SMART) institutional EDI Action Plan
- Enhance accountability for and efficacy in advancing accessibility priorities via the role of the McMaster Accessibility Council
- Broaden diversity of Board of Governors and Senate membership via nominating policies and procedures (Note: Universities Canada contemplating self-ID survey)
2. Educational Content and Context

- Teaching
- Learning
- Research

• Develop Inclusive Teaching Handbook via MacPherson/EIO and advisory group

• Pilot Critical Intercultural Teaching/Professional Development program for faculty and graduate teaching assistants via EIO/MacPherson

• Provide equity advising to CRC selection/nomination processes via AVP, EI
Highlights of Strategic Initiatives
*Interactional Capabilities and Climate*

1. **INSTITUTIONAL COMMITMENT AND CAPACITY** - Leadership - Governance - Accountability

2. **EDUCATIONAL CONTENT AND CONTEXT** - Teaching - Learning - Research

3. **INTERACTIONAL CAPABILITIES AND CLIMATE** - Attitudes - Knowledge - Skills

- Deliver *Critical Intercultural Competency Development* training to key groups (e.g., Intake Offices, Student Affairs Managers)

- Expand suite of *equity, diversity and inclusion* training and *educational* offerings via EIO, HRS, CCE, etc.

- Launch *Indigenous Cultural Competency/Safety* training program for leaders via IS, HRS
Highlights of Strategic Initiatives
Compositional Diversity and Community Engagement

1. INSTITUTIONAL COMMITMENT AND CAPACITY
   - Leadership
   - Governance
   - Accountability

2. EDUCATIONAL CONTENT AND CONTEXT
   - Teaching
   - Learning
   - Research

3. INTERACTIONAL CAPABILITIES, CULTURE AND CLIMATE
   - Attitudes
   - Knowledge
   - Skills

4. COMPOSITIONAL DIVERSITY AND COMMUNITY ENGAGEMENT
   - Equity
   - Access
   - Success

- Finalize Faculty Appointments/Search Committee Policy, companion Process Guidelines, training, resources and tools
- Launch Employment Equity Facilitator program in Faculties
- Expand Student Census questionnaire
- Launch Employee Applicant self-ID survey linked to MOSAIC
Thank You!

Arig al Shaibah, Ph.D.
Associate Vice-President, Equity and Inclusion
University Hall, Room 104

• Submit additional thoughts on handouts (if you so choose)
• Contact equity@mcmaster.ca if you have any further questions
• Consultations with faculty, students and staff through fall term
• Draft Strategy/Action Plan tentatively scheduled for April 2019
• Ongoing campus communication and progress reporting