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

Thursday, October 4th, 2018, 9:30 a.m. – 11:30 a.m.

Gilmour Hall, Room 111 (Council Chambers)

AGENDA

1) Welcome and Introductions

2) Adoption of May Minutes (Circulated)

3) Introduction to and Overview of PACBIC

4) Terms of Reference (ToR) Update

5) Recognize, Report, Reject, Remove – Poster

6) PACBIC Members & Working Groups – Discussion

7) Announcements

8) Adjournment
Meeting Minutes

Members Present: Ameil Joseph (Chair), Grace Pollock (Vice-Chair, Staff), Mijia Murong (Vice-Chair, Student) Andy Crowell, Alise de Bie, Miranda Clayton, Rodrigo Narro Perez, May-Marie Duwai-Sowa, Wanda McKenna, Catherine Booker, Judith Dworkin, Ikram Farah, Lynne Serviss, Tina Fetner, Shelley Porteous, Amber Dean, Jim McAndrew Chris Roberts

Member Regrets: Arig al Shaibah, Juliet Daniel, Anne Pottier, Vanessa Watts, Bernice Downey, Karen Arnott

Community Members Present: Tanya Rumble, Sarah Cairns, Sashaina Singh, John Williams, Dawn Unwin, Carrie McMullin, Carolyn Brendon, Andrea Cole, Kojo Damptey, Farzana Begum

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

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 as individual or organizational members.

2) Adoption of the Minutes
The Minutes of May 31st, 2018 were approved as previously circulated.

3) Overview of PACBIC
Ameil provided a brief overview of the current structure of PACBIC, discussing the member selection process, the forming of working groups, the role of the AVP, Equity and Inclusion, Dr. Arig al Shaibah, and the Equity and Inclusion Office staff as resource people for PACBIC. Additionally, Ameil highlighted some of PACBIC's achievements including engagement with various policies across campus such as the:
  - Review of the Accessibility Policy,
  - Discrimination and Harassment: Prevention and Response Policy,
• Policy on Academic Accommodation for Religious, Indigenous and Spiritual Observances (RISO); and,
• Sexual Violence Policy

4) Terms of Reference (ToR) Update
The Terms of Reference are being revised by Planning and Priorities to include: the role of the Associate Vice-President, Equity and Inclusion; and clarification of the mandate and the roles and responsibilities of the working group convenors. A draft ToR will be shared with PACBIC to review and discuss. It was noted that there may be some shifts in the number and type of working groups. One change that has been finalized is to merge the Violence Against Women/Gender-Based Violence Working Group and the LGBTQ+ Working Group into the Gender and Sexuality Working Group.

5) Recognize, Report, Reject, Remove – Poster
The Equity and Inclusion Office has created a four-step guide to recognize, report, reject and remove hate graffiti & symbols on campus. Posters can be picked up at the Equity and Inclusion Office in University Hall, Room 104. This announcement led to conversations about:

- The impact of the paint spill on the Rainbow and Transgender Flags at the corner of Sterling and Forsyth Streets on members of the LGBTQ+ communities; specifically, students felt fearful enough to stay off campus days following the incident. An investigation is still underway to determine whether the spill was deliberate or accidental; nonetheless, there was a hurtful impact on community members. It was acknowledged that there is still room to improve communications between the University, relevant offices and impacted members of the campus and broader Hamilton communities when issues of violence occur.

- The provincial mandate for Ontario Colleges and Universities to develop and implement Freedom of Speech Policies by January 1st, 2019. PACBIC members discussed potentially forming an ad hoc working group to discuss and recommend ways to support equity-seeking groups, offices and departments from being targeted by several controversial groups organizing on campus. Grace noted that this was one of the goals of the Digital Toolkit Project which is still in progress. It was also noted that the MSU has recently ratified a student club that is a subsidiary of a USA-based group. This group actively monitors professors who they identify as promulgating left-wing ideas – which frequently targets instructors in the Faculties of Humanities and Social Sciences. Discussion took place regarding how to counter the chill experienced by professors/instructors whose curricula focus on equity-seeking groups; e.g., Gender & Feminist Research, critical race and/or queer studies programs, etc.
6) Working Group Updates and Reports – Updates Deferred/Awaiting ToR
   - Planning and Priorities Working Group (P&P)
   - Accessibility, Disability and Ableism/Madness, Eugenics, Discrimination, and Sanism Working Group (ADA/MEDS)
   - First Nations, Métis and Inuit Priorities (FNMI)
   - Gender and Sexuality Working Group
   - Inter-Faith Issues
   - Race, Racism and Racialization Working Group (R3)

7) Announcements
   - Yavilah McCoy, CEO of Dimensions Educational Consulting, will be facilitating three workshops on Challenging Anti-Semitism and Engaging in Allyship on October 18th, 2018 from 9:30 am – 7:00 pm. This event is hosted by McMaster Hillel and the Equity and Inclusion Office and sponsored by the President’s Advisory Committee on Building an Inclusive Community with financial support from McMaster University’s President and Vice Chancellor’s Fund.
     1. Hidden Impact: Understanding Anti-Semitism on Campus | 9:00 am – 11:30 am
     2. Allyship While Jewish: Lunch & Conversation | 12:15 pm – 2:15 pm
     3. Meaningful Allyship in the Face of Anti-Semitism: Engaging in Respectful Discourse in the Current Global Context | 5:30 pm – 7:00 pm
   - MSU Pride Community Centre is hosting MAC Pride Week from October 29th to November 2nd, 2018. For list of events Please visit – [MAC Pride Week 2018 - Past/Present/Future](#)
   - Tarana Burke, the founder of the #MeToo Movement, is in Hamilton on Tuesday, October 30th, 2018 from 7:00 pm – 9:00 pm at Mohawk College, Fennell Campus McIntyre Performing Arts Centre (135 Fennell Ave. W. Hamilton ON L9C 0E5). This event is hosted by McMaster University, Mohawk College and SACHA (Sexual Assault Centre, Hamilton & Area).
   - Race. Racism and Racialization Working Group (R3) is hosting a Let’s Talk About Race discussion on Culture is Not a Costume, Wednesday, October 31st, 2018 at L.R. Wilson Hall (Room 2001) 11:30 AM – 1:30 PM. This session is open to all racialized students, staff and faculty members.

8) Adjournment and Next Meeting:
   - The meeting was adjourned at 11:40 a.m. The next meeting is scheduled for November 8th, 2018 at 9:30 a.m. in Gilmour Hall Room 111 (Council Chambers)