

PACBIC

The President's Advisory Committee
on Building an Inclusive Community

**welcomes diversity and
opposes hatred and bigotry.**

pacbic.mcmaster.ca



President's Advisory Committee
on Building an Inclusive Community



ANNUAL REPORT TO THE MCMASTER COMMUNITY
2017



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

PRESIDENT'S ADVISORY COMMITTEE ON BUILDING AN INCLUSIVE COMMUNITY (PACBIC)

ANNUAL REPORT TO THE MCMASTER COMMUNITY 2017

PACBIC was established in 2002 in response to the third goal of McMaster's strategic plan, *Refining Directions*: 'to build an inclusive community with a shared purpose'¹. The University's commitment to inclusion was amplified in the principles set out by President Patrick Deane in 2011 in *Forward with Integrity: A Letter to the McMaster Community*², and most recently reiterated in the emphasis on 'building an inclusive community, promoting equity and fairness, and celebrating our rich diversity' in *Forward with Integrity: The Next Phase* (2015)³.

PACBIC contributes to these institutional objectives in its advisory capacity. It acts as a hub open to all of the University's constituent groups for exchange, discussion and the generation of ideas for redressing within McMaster's orbit the systemic barriers that characterize our wider society. PACBIC provides advice to the President and directs its questions and recommendations to relevant offices, groups and individuals on campus who have the authority and resources to implement change, adjust practices and advise on the processes involved.

By documenting its ongoing work in this Report (which spans October 2016 – December 2017), PACBIC hopes to engage everyone in the campus community in working toward the inclusive and just institutional practices to which the University aspires.

PACBIC'S MANDATE & ORGANIZATION

Mandate

The key elements of PACBIC's mandate read as follows:

- *Identify and anticipate issues affecting equity-seeking communities (including but not limited to First Nations, Métis and Inuit peoples, members of racialized communities, newcomers and refugees, members of diverse faith communities, persons with disabilities, LGBTQ+-identified individuals, and women) both within the University and relevant to those seeking access to the University, and advise the President on such issues.*
- *Provide a forum for discussion, reflection and learning on issues of inclusion, equity and community-building and, in keeping with the spirit of the University, create spaces for respectful debate on important social issues.*

¹ http://www.mcmaster.ca/opr/html/opr/reports_documents/main/reports_documents/refining_directions.html

² <http://dailynews.mcmaster.ca/images/forwardwithintegrity.pdf>

³ http://www.mcmaster.ca/presidentsoffice/documents/FWI_The_Next_Phase_15Oct2015.pdf

- *Provide reports and make recommendations for action to the President, the University Planning Committee (UPC) and other relevant University bodies in order to channel advice through the University structure and thus sustain a University culture that advances equity and inclusion.*⁴

Enhancing inclusion of First Nations, Métis and Inuit (FNMI) peoples on campus continues to be a particular focus for PACBIC, mirroring the University's priority⁵ to address the under-representation of FNMI peoples and to foster the integration of Indigenous perspectives into the University's academic activities.

A Catalyst for Systemic and Structural Change

Over the last few years, PACBIC work has resulted in substantial institutional, systemic, and structural changes at McMaster, including but not limited to: contributions to the Policy on Discrimination and Harassment: Prevention & Response; the recommendation for the creation of an Employment Equity Specialist position within Human Resources Services; the recommendation for the Sexual Violence Response Coordinator; the proposal for a senior administrative position, now titled Associate Vice President, Equity and Inclusion; development of the Sexual Violence Policy; development of the Policy on Academic Accommodation for Religious, Indigenous and Spiritual Observances; the current work on the new Accessibility Policy, as well as service on a number of hiring committees. This is very important work – work that must be supported, resourced, and allied with to enable PACBIC to effectively continue our work to build an inclusive community here at McMaster.

Membership

PACBIC is chaired by a faculty member who is supported by student and staff vice chairs, currently: Dr. Ameil Joseph (School of Social Work), Lilian Obeng (MSU Diversity Services) and Dr. Grace Pollock (Faculty of Humanities).

PACBIC's membership includes students, staff and faculty – a mix of both individual members and representatives of organizations and groups key to its mandate. Membership is organized through a nomination process and members are appointed by the President. The formal membership is constituted to secure diverse representation from across campus and is the Committee's base (see Appendix A for the 2016-2017 Membership List). However, all members of the McMaster community are welcome to participate, and meetings are open.

Working Groups

PACBIC's activities are organized through working groups that take up particular issues or facets of inclusion and include both members of PACBIC and individuals with relevant experience and responsibilities on campus. Each group is supported by the expertise of a staff member from the Equity and Inclusion Office. The Provost's Office provides an annual budget of \$25,000 to support working groups'

initiatives and PACBIC-related events (listed in Appendix B). Currently active working groups include:

- **Accessibility, Disability & Ableism (ADA) + Madness/Distress, Eugenics, Discrimination & Saneism (MEDS)**
Co-Conveners: Alise deBie & Anne Pottier, Associate University Librarian, Library Services/Facilities and Chair, McMaster Accessibility Council
Resource Person: Kate Brown, Accessibility Project Co-ordinator, Equity and Inclusion Office (EIO)
- **First Nations, Métis and Inuit Priorities**
Convener: Dr. Vanessa Watts, Academic Director, Indigenous Studies Program
Resource Person: N/A
- **Inter-Faith Issues**
Convener: Andrew (Andy) Crowell, Ecumenical Chaplain
Resource Person: Vilma Rossi, Senior Program Manager, EIO
- **Priorities & Planning**
Convener: Dr. Ameil Joseph, Faculty member, School of Social Work
Resource Person: Vilma Rossi, Senior Program Manager, EIO
- **Race, Racialization & Racism**
Co-Conveners: Jordan Lentinello, Student, Dr. Juliet Daniel, Faculty member, Department of Biology, and Dr. Daniel Coleman, Faculty member, Department of English and Cultural Studies
Resource Person: Khadijeh Rakie, Equity and Inclusion Educator EIO
- **Violence Against Women/ Gender-Based Violence**
Co-Conveners: Dr. Amber Dean, Faculty member, English & Cultural Studies & Lainey Stirling, & Padmaja Sreeram (May 2017) Coordinator, MSU Women and Gender Equity Network (WGEN)
Resource Persons: Meaghan Ross, Sexual Violence Response Coordinator/Vilma Rossi, Senior Program Manager, EIO
- **LGBTQ+**
Convener: Dr. Suzanne Mills, Faculty member, Labour Studies, School of Geography & Earth Sciences
Resource Person: Meaghan Ross, Sexual Violence Response Coordinator, EIO

Enhancing equity and inclusion on these various dimensions of experience on campus requires change in university policies, practices and conversations – endeavors that typically involve the work of the many offices, groups and individuals with whom PACBIC collaborates and consults and vice versa. Highlighted below are some of the areas in which PACBIC and its many partners have worked over the past year.

⁴ <http://pacbic.mcmaster.ca/documents/>

⁵ <http://www.tcu.gov.on.ca/pepg/publications/vision/McMasterAgreement>

WORK IN PROGRESS

VALUING THE VOICES OF RESISTANCE, DISRUPTING BIGOTRY AND HATRED AND SUPPORTING THOSE AFFECTED

This year, PACBIC supported a record number of projects, events and initiatives to build an inclusive community.¹ PACBIC members also served on policy committees, hiring committees, workshops, as well as consulted, organized and provided service supports in response to incidents of hate affecting the McMaster community, on campus and off campus. This level of engagement was vital over the last, very difficult year. This past year, we witnessed PACBIC members take courageous stances and offer more service to the McMaster community by working diligently to facilitate discussions and provide support to those targeted in these times of overt violent and pugnacious advancements of xenophobia, white nationalism, anti-Semitism, misogyny, the dehumanization of people living with disabilities, racism, Islamophobia, violence against women and members of the LGBTQ+ communities. This work has been arduous *and* valuable.

We have also witnessed and experienced the effects of systematic, targeted public identification and denigration of those who have and continue to speak out against transphobia, racism, gender-based violence, and colonization. Many scholars, staff, and students doing this work (and often belonging to equity-seeking groups) have received hateful messages on social media, emails and threats for speaking out against discrimination, marginalization, exploitation, and dehumanization. As we move forward to build an inclusive community, it has become clear that additional support, validation, respect and attention to safety is required for those who engage in this difficult yet important work. Thank you to all who have supported these efforts, explicitly or behind the scenes.

MOVING FORWARD THROUGH A COLLABORATIVE FOCUS ON ACCESSIBILITY AND DISABILITY INCLUSION

Accessibility work on campus has made a number of noteworthy achievements over the past year, including the launch of the Accessibility Hub website, the creation of FlexForward - an instructional guide on Accessible Education, the founding of an Employees with Disabilities Network for staff and faculty with disabilities, and the hiring of several student/scholars through the MacPherson Institute to work on related accessibility projects. Recent efforts have been dedicated to designing a communication strategy in order to disseminate information on all of the accessibility-related resources, developments and changes on campus.

This year, the Accessibility, Disability & Ableism (ADA) (formerly known as the Accessibility and Accommodation Working Group) and the Madness/Distress, Eugenics, Discrimination & Sanism (MEDS) working groups merged to collaborate on common issues.

¹ See Appendix A

- Efforts have continued towards increasing critical disability studies course offerings at McMaster. The working group has also started to develop an awards program for recognizing accessibility initiatives on campus.
- The group raised concerns about the defunding of graduate mental health services (for the 2016-2017 school year), and has also been providing feedback as McMaster's Accessibility Policy undergoes revision/updating.
- The working group budget was used to rework McMaster's mandatory *Accessibility for Ontarians with Disabilities Act (AODA)* and Human Rights training for all employees and students on campus, which is now available on the McMaster Accessibility Hub: <https://accessibility.mcmaster.ca/>
- PACBIC and the Accessibility Working Group supported the MOMENTUM: Disability Justice unConference and Celebration of the International Day of People with Disabilities held in downtown Hamilton on December 1, 2017.

Recommendations:

- University support for the work this PACBIC working group is doing to recognize and encourage accessibility initiatives through awards (and other incentives), and enhance access to critical disability studies course offerings.
- Designated budget for accessibility-related awareness events/trainings/resources, curriculum redesign, and other initiatives to recognize disability history and create a culture of accessibility at McMaster (e.g. annual celebrations of the International Day of People with Disabilities, disability pride events). This budget should be separate from funds designated for architectural enhancements and accommodation processes.

TALKING ABOUT RACISM AND RESEARCHING THE McMASTER EXPERIENCE

The Race, Racism and Racialization (R3) working group's main project this year has been to conduct a climate assessment about race on campus through an undergraduate research study. The research question is: "In 1965, the Canadian sociologist, John Porter, interrupted Canadians' claim that our society consists of a multicultural mosaic by suggesting that ours is a 'vertical mosaic,' meaning that things like ethnicity and race determine people's status in our social and institutional hierarchies. Over fifty years later, what type of MOSAIC do you think that we have at McMaster? What stories would you tell to describe it?"

R3 and the Equity and Inclusion Office, with financial support from the President and Vice-Chancellor's Fund, have organized a series of drop-in sessions entitled, *Let's Talk About Race*. The sessions take place on the last Wednesday of every month and offer a place for people who have experienced racism to find opportunities for sharing, connection, support and engagement. These have been well attended and will continue in the upcoming year.

R3 also followed through on last year's recommendation to propose a sustainable Black History Month planning infrastructure. The proposal has been approved and beginning in 2018, through support from the President and Vice Chancellor's Fund and the Equity and Inclusion Office, Black History Month will have a base source of sustainable funding for planning events at McMaster.

Recommendations:

Acknowledging with great gratitude the contributions already made by PACBIC and the President's Office, R3 seeks:

1. Continued funding and support for existing race-focused groups and projects across campus (guaranteed annual funding for Black History Month, *Let's Talk About Race*, engagement with the 4th year honours thesis and other campus projects) with the intent to amplify racialized voices.
 - a. Resources dedicated to hiring coordinators for major events (e.g. Black History Month, *Let's Talk About Race*)

**In this regard, the President's Office dedicated one-time funding that was allocated towards 2017-2018 events such as Let's Talk About Race (LTAR) and Black History Month (BHM), Our request seeks dedicated funding towards LTAR and BHM as there is currently no committed year-to-year funding.*

**In regards to hiring coordinators, currently the tasks of logistical and administrative organization rests with the Equity and Inclusion Office (with one-time funding coming from the President's Office) and the Black History Month coordinator wages are from the one-time funding of the Black History Month budget. This recommendation seeks to find designated yearly funding as both projects move forward.*

2. Permanent McMaster website highlighting and listing news, courses, etc. related to race, racism, racialization.

**In this regard, the intent would be to centralize all the related information, as currently multiple networks share race-related content to their respective networks but may struggle to reach beyond those audiences. Community members otherwise not connected to these networks would not be exposed to the work or be aware of the many initiatives that are underway.*

3. Revival of the Interdisciplinary African and African Diaspora Studies minor. Creation of Latin America and Hispanic Studies minor.
 - a. Hiring a Program Coordinator and instructor(s) to develop and teach courses related to such interdisciplinary diaspora studies.
 - b. Renaming the interdisciplinary minor in *Muslim* studies to focus on Islamic studies rather than advance the idea that one can "study" Muslims.

**Currently an interdisciplinary minor exists for both the African and African Diaspora studies minor. There is a need to have staff hired to create formal infrastructures for each field of study as there is no current coordinator for any of these programs.*

**In addition, there is a desire to create the Latin America and Hispanic studies minor. There are currently enough courses in the calendar to create the minor, but the Registrar does not formally recognize them as an official minor.*

TRANSFORMING HOW WE APPROACH INTER-FAITH ISSUES ON CAMPUS

The Inter-Faith Issues working group has been working over the last year to re-envision the current chaplaincy structure to provide a transparent and visible attention to multiple faith/spiritual communities. Recognizing and developing a way for multiple groups to be included in the chaplaincy processes will require attention to a mandate of inclusivity and the provision of spiritual care that is non-judgmental and holistic in its considerations. The working group, with the Office of Student Affairs, has helped to develop an ad hoc Steering Committee for Multi-Faith/Spiritual Care. This Committee will be working to establish a protocol that is representative of diverse religious/spiritual backgrounds on campus and honours the values of inclusivity that the University aspires to uphold. Specific attention has also been focused on the development of a multi-cultural, multi-faith prayer/meditation space on campus and continuing conversations around the availability and accessibility of kosher and halal foods.

Recommendations:

That the University support the establishment of a proposed Spiritual and Religious Care Centre that, in addition to the existing Christian Chaplaincy, will encompass a spiritual/religious care model for multiple faith/spiritual-based communities, thereby recognizing the diverse nature of McMaster's student body. It is recommended that the University offer sufficient resources to allow for the implementation of the recommendations set forth by the Protocol Steering Committee which have been made in consultation with the Office of Student Affairs and diverse religious and spiritual advisors belonging to the campus and Hamilton communities.

FIRST NATIONS, MÉTIS AND INUIT PRIORITIES

Over the last year, PACBIC supported several important events with respect to First Nations, Métis and Inuit priorities². One of the major projects was a March 23, 2017 panel discussion developed in collaboration with McMaster University's Indigenous Studies Program, Gender Studies and Feminist Research Program and Indigenous Student Services, and PACBIC's LGBTQ+ working group. Entitled, *Indigenous Sexualities: Traditionalism, Sex and Stories*, the panel featured: Nawalka Geeshy Meegwun (Longfeather), Lyndon George, Kettle and Stony Point First Nation, Lacey Hill, Six Nations of the Grand River, Cody Lookinghorse, Six Nations of the Grand River and Kensi McNaughton, Six Nations of the Grand River.

² See Appendix B

Recommendations:

1. Indigenous-focused Education at McMaster:

RECONCIL 1A03: *Reconciling What? Indigenous Relations in Canada* will be launched in Winter 2019. This presents an opportunity for the wider McMaster community to engage with academic programming of national importance. There has been a commitment from the University to promote this course widely to new and current students. There has also been growing interest from faculty and staff about this course. We recommend that supports and resources be considered for faculty and staff to take this course as a part of their professional development.

2. Indigenous students in the classroom

Indigenous students can encounter a wide range of issues while at a postsecondary institution. They may be called upon by their instructors or peers to provide an Indigenous perspective in the classroom, they may wish to maintain ceremonial obligations that are not recognized as mainstream religious practices or holidays, there may be deaths within their communities that require them to be home. We recommend that the University work with Indigenous student groups to identify concerns most pressing to them, and potential pathways towards supports and/or accommodations.

MAKING SPACE FOR DIFFICULT CONVERSATION ON VIOLENCE AGAINST WOMEN AND GENDER-BASED VIOLENCE

The VAW/GBV working group collaborated with other working groups to support internal conversations and community dialogues related to various forms of gender-based violence. The working groups helped organize and provide funding support for an event entitled *Decolonize and Deconstruct: Imagining New Approaches to Sexuality and Consent Education*. The event was held at Brock University and offered a well-attended panel discussion to create intersectional and inclusive strategies for consent education. The panel was co-sponsored by PACBIC's Violence Against Women/Gender-Based Violence working group, Women and Gender Studies (Brock University), Human Rights and Equity Services (Brock University), the Student Justice Centre and the Social Justice Research Institute at Brock University with funding from the Women's Campus Safety Fund, Brock University.

Last year, PACBIC recommended that funds be committed towards the National Day of Remembrance and Action on Violence Against Women commemorated annually on December 6th. The Anti-Violence Network,

FNMI Working Group and the Indigenous Studies Program work diligently every year to raise funds from various units across campus towards this important event. While fundraising amongst varied units helps to facilitate promotion, caring, and commitment to this campus-wide event, it also places strain on the planning group to raise enough funds. A proposal was generated to fulfil this need and has been approved. Through support from the President and Vice Chancellor's Fund and the Equity and Inclusion Office, the December 6th Commemorative Event will have a sustainable base funding source. For the Academic year of 2017/2018, this working group has prioritized collaboration with other PACBIC working groups and wider campus groups dedicated to dismantling violence against women and gender based violence.

LGBTQ+ JUSTICE, DIFFICULT WORK AND THE NEED FOR AMPLIFICATION

The LGBTQ+ working group engaged in a number of partnered projects and initiatives including co-sponsoring the Indigenous Sexualities panel in March and supporting the advocacy, planning and dialogue around the 50 new all-genders washrooms made available on campus in September³. Difficult issues pertaining to anti-queer and anti-trans ideas, policies, laws, dehumanization and hatred have highlighted the increasing need to identify and offer clear and prompt responses to discriminatory incidents. The LGBTQ+ working group aims to continue these efforts while supporting and amplifying the broader work and advocacy for LGBTQ+ inclusion, rights and justice work across campus.

Recommendations:

1. Understanding that LGBTQ2+ students face greater mental health challenges than non-LGBTQ2+ students, due to experiences of anti-LGBTQ2+ violence and discrimination; improving mental health supports on campus would greatly benefit LGBTQ2+ students at McMaster. As such, the LGBTQ+ working group recommends:
 - a. Enhancing the efforts of the Student Wellness Centre and those of the Organizational Development Department within Human Resources Services, in their recruitment of Student Wellness Centre Counsellors who are LGBTQ2+ identified, with the goal that at least one quarter of the Counsellors at the Student Wellness Centre are members of the LGBTQ2+ community.*

*The Organizational Development Department has informed us that six new Counselors were hired last fall (2017) with a focus on diversity, following a recruitment process that included an embedded diversity link in each posting, equity training for hiring managers and the inclusion of the Employment Equity Specialist (Human Resources Services) on the selection committee. We think this is important work and provide the above recommendations as a way to augment these efforts.

2. It is also recommended that campus- wide efforts be enhanced to provide consistent training on LGBTQ2+ issues be included in all training provided for current and incoming staff on campus.

³ https://equity.mcmaster.ca/documents/copy_of_WashroomsBrochure172.pdf

- a. Specifically, this training should be provided for (but not limited to): all upper administration, Human Resources Services staff, Residence Life staff, all Student Wellness Centre staff, as well as all Teaching Assistants and Faculty (including all contract Faculty).**

**We are aware that there are many efforts underway to provide equity based training to employees on campus. For example: Student Wellness Centre staff have undertaken LGBTQ+/Trans training, Unconscious Bias training and Selection Committee training for hiring managers. Diversity, Equity and Inclusion training and Indigenous Cultural Competency training has been provided to Residence Life staff and Human Resources Services staff. And additional training will be available to upper administration, staff, Faculty and Teaching Assistants via the new Diversity, Equity and Inclusion training and Awareness Program unfolds in the Spring of 2018. We are pleased to see such training take shape on campus, and will continue to advocate for the inclusion of LGBTQ2+ issues focussed training as a central component of any forthcoming educational initiatives for employees.

3. Additionally, given that LGBTQ2+ parents are more likely to adopt children than heterosexual couples, we recommend a review of Parental and Pregnancy Leave Benefits provided by McMaster for employees in order that Parental Leave top-ups are brought up to the equivalent levels of those provided to birth parents.***

***For context, here is some information on the Pregnancy and Parental Leave Entitlements for employees:

Individuals who are pregnant are entitled to both Pregnancy Leave and Parental Leave, and the respective SUB plans. Individuals who are not pregnant are not entitled to Pregnancy Leave but are entitled to Parental Leave. The Ministry of Labour's eligibility and entitlements for both leaves are available here: <https://www.ontario.ca/document/your-guide-employment-standards-act-0/pregnancy-and-parental-leave#section-2>

Parental Leave SUB is available to anyone who takes a parental leave in accordance with the ESA: under the ESA, a "parent" is defined as including: a birth parent; an adoptive parent (whether or not the adoption has been legally finalized); or a person who is in a relationship of some permanence with a parent of the child and who plans on treating the child as their own. Pregnancy Leave SUB is available to an individual who takes a pregnancy leave in accordance with the ESA.

The issue arising for us is that, should there be an employee who was giving birth to a child, they would be eligible for a top up of 30 weeks (approximately 7.5 months) because they are eligible for both the Parental and Pregnancy Leaves, and the respective SUB plans. However, if an employee was adopting a child, they would only be eligible for the Parental Leave and associated SUB - a top up of 19 weeks (approximately 4.5 months).

Although it is true that provincial legislation also has differential coverage for Pregnancy and Parental Leaves, the ratio of the difference is not the same as the difference in top-up at McMaster: Birth parents can take 17 weeks Pregnancy Leave plus 61 weeks Parental Leave for a total of 78 weeks. Whereas, adoptive parents can take 63 weeks Adoption Leave. The ratio is 1.23 in the Ontario coverage versus 1.57 at McMaster. We are recommending that review of Pregnancy and Parental Leaves, and their respective SUBs be completed with the goal of reducing this ratio in order to make it more equitable for adoptive parents.

ACKNOWLEDGMENTS

- We are so very thankful to those who have contributed to PACBIC on the Priorities and Planning Working Group, as conveners and supports and to the PACBIC executive specifically. To Nancy Bouchier, Andrew

Pettit, Ryan Deshpande, Michelle Poirier, Rhonda Moore, and Andrea Cole - we cannot thank you enough for your contributions and support.

- To the many individuals and offices that contributed to PACBIC's work in the past year, we are deeply appreciative for your commitment and support.
- To the staff of the Equity and Inclusion Office, thank you for the expertise that is offered to the working groups, and the administrative resources and institutional knowledge with which you support PACBIC's activities.

APPENDIX A

LIST OF PACBIC MEMBERS, 2017-2018

Executive Members	Position
Ameil Joseph	Chair
Lilian Obeng	Vice-Chair (Students)
Grace Pollock	Vice-Chair (Staff)
Daniel Coleman	RRR Convener
Andy Crowell (Chaplaincy Centre)	I Convener
Juliet Daniel (African Caribbean Faculty Association of McMaster)	RRR Convener
Alise de Bie (Hamilton Mad Students Collective)	MEDS Convener
Aditya Harchand (Coordinator, MSU Queer Students Community Centre)	LGBTQ+ Convener
Jordan Lentinello	RRR Convener
Suzanne Mills	LGBTQ+ Convener
Anne Pottier (McMaster Accessibility Council)	ADA Convener
Vanessa Watts (Indigenous Studies Program)	FNMI Convener

Organizational Members	Contact
Aboriginal Students Health Sciences	Danielle Soucy/Jordan Carrier
Athletics & Recreation	Glen Grunwald
Canadian Union of Public Employees	Sarah Wahab/Joel Guillemette
Employment Equity (Human Resources Services)	May-Marie Duwai-Sowa
Human Resources Services	Wanda McKenna
MSU Maccess	Lauren McClinton
McMaster Graduate Students Association	Robert Alexander Ballagh (Alex)
McMaster Hillel	Judith Dworkin
MacPherson Institute for Leadership, Innovation and Excellence in Teaching	Greg van Gastel
McMaster Muslim Students Association	Mahmood Haddara
McMaster Students Union	Chukky Ibe
McMaster Students Union Diversity Services	Alexii Hernandez
McMaster University Academic Librarians' Association	Lynne Serviss
McMaster University Faculty Association	Kim Jones
Ontario Public Interest Research Group	Shelley Porteous
Student Accessibility Services	Tim Nolan
Student Wellness Centre	Rosanne Kent
UNIFOR 5555	Jim McAndrew

Individual Members	Membership Type
Joanne Buckley	Staff
Eulene Victoria Bomberly	Student
Bernice Downey	Faculty
Arlene Fajutrao Dosen	Staff
Amna Farooqi	Student
Julia Getchell	Student
Kalyna Horocholyn	Student
Brad Keslick	Student
Jennifer Long	Faculty
Rachèle Marshall	Staff
Merima Menzildzic	Student
Rodrigo Narro Perez	Student
Chris Roberts	Staff
Jordana Satok	Student
Karen Sutton	Staff
Thuan (Paul) Tieu	Student
Nicole Virgin	Staff
Albina Veltman	Faculty
Alex Wilson	Student
Non-Voting Members	Contact
Equity and Inclusion Office	Vilma Rossi
Ombuds Office	Carolyn Brendon

LIST OF PACBIC MEMBERS, 2016-2017

Executive Members	Position
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Ameil Joseph	Chair
Ryan Deshpande	Vice-Chair (Student)
Andrea Cole	Vice-Chair (Staff)
Juliet Daniel (African Caribbean Faculty Association of McMaster)	R3 Co-Convener
Andy Crowell (Chaplaincy Centre)	IFI Convener
Vanessa Watts (Indigenous Studies Program)	FNMI Convener
Lainey Stirling (Women & Gender Equity Network)	VAW/GBV Co-Convener
Amber Dean	VAW/GBV Co-Convener
Daniel Coleman	R3 Co-Convener
Kayonne Christy	R3 Co-Convener
Rhonda Moore	AA Convener
Suzanne Mills	EE Convener
TBC	MEDS Convener
Organizational Members	Contact
Aboriginal Students Health Sciences, FHS	Danielle Soucy/Jordan Carrier
Athletics & Recreation	Andrew Pettit
Canadian Union of Public Employees 3906	Sarah Wahab
Employment Equity (Human Resources Services)	Shylo Elmayan
Hamilton Mad Students Collective	Alise de Bie
Human Resources Services	Wanda McKenna
MSU Maccess	Alex Wilson
McMaster Accessibility Council	Anne Pottier
McMaster Graduate Students Association	Colette Nyirakamana
McMaster Hillel	Judith Dworkin
McMaster Indigenous Student Community Alliance (MISCA)	Esmonde Jamieson-Eckel
MacPherson Institute for Leadership, Innovation and Excellence in Teaching	Erin Aspenlieder
McMaster Muslim Students Association	Sawsan El Darrat
McMaster Students Union	Justin Monaco-Barnes
McMaster Students Union Diversity Services	Lilian Obeng
McMaster University Academic Librarians' Association	Lynne Serviss
McMaster University Faculty Association	Nancy Bouchier
Ontario Public Interest Research Group	Shelley Porteous
Queer Students Community Centre	Aly Khalifa
Student Accessibility Services	Tim Nolan
Student Wellness Centre	Roseanne Kent

UNIFOR 5555	Jim McAndrew
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Individual Members	Membership Type
Albina Veltman	Faculty
Chris Roberts	Staff
Christine Jackiw	Staff
Clark Cipryk	Staff
Eulene Victoria Bomberly	Student
Grace Pollock	Staff
Joanne Buckley	Staff
Karen Sutton	Staff
Lynn Stewart	Staff
Meha Bhatt	Student
Merima Menzildzic	Student
Natacha Ngo	Student
Nicole Virgin	Staff
Padmaja Sreeram	Student
Rachèle Marshall	Staff
Sandra Colavecchia	Faculty
Sarah Dickson	Faculty
Sarah Jama	Student
Stash Nastos	Staff
Thaun Tieu	Student
Non-Voting Members	Contact
Equity and Inclusion Office	Vilma Rossi
Ombuds Office	Carolyn Brendon

APPENDIX B

PACBIC SPONSORED AND/OR SUPPORTED EVENTS

THIRD ANNUAL SIX NATIONS PRIDE, VETERANS' PARK, SIX NATIONS, AUGUST 12, 2017

In recent years, many Two Spirit, LGBTQI+ people have been finding resiliency and community together in their own ways. Six Nations Pride is one way that community members are able to come together to include the greater community in healing and unity.

ASK AND ANSWER WITH VIVEK SHRAYA AND CHASE JOYNT, SEPTEMBER 13TH, 2017, GREAT HALL, UNIVERSITY CLUB, MCMASTER UNIVERSITY

This was an important Welcome Event for LGBTTTTIQQ communities and allies. "Ask and Answer" featured award-winning multidisciplinary artists Chase Joynt and Vivek Shraya. Alongside presentations of music and moving-image, the artists critically investigate intersections of gender, race and transition through their work, and bring often private conversation and exchange into the broader public realm.

OPIRG: MAKING CONNECTIONS WEEK, September 26th- 30th, 2017

PACBIC participated in the sponsorship of OPIRG McMaster's Annual Social Justice & Environment Week.

LET'S TALK ABOUT RACE BEGINNING SEPTEMBER 27TH, 2017, MUSC 225, CONTINUING ON TO THE LAST WEDNESDAY OF THE MONTH

Racialized students, staff and faculty are invited to drop in to talk about racism and discrimination and to share resources and ideas. Co-sponsored with the Equity and Inclusion Office, PACBIC's Race, Racism and Racialization (R3) working group provided leadership. The event was made possible with financial support from the President and Vice-Chancellor's Fund.

2017 CULTURAL GATHERING, SEPTEMBER 28TH, 2017, JHE & BSB FIELD, MCMASTER UNIVERSITY

A celebration of Indigenous culture including a Pow Wow, Inuit and Métis performers, traditional food tasting, silent auctions and Indigenous vendors. Hosted by the McMaster Indigenous Student Community Alliance, with sponsorship from MSU Diversity Services, McMaster University's Indigenous Studies Program and OPIRG McMaster.

A GATHERING FOR BUILDING COMMUNITY AND OPPOSING BIGOTRY AND HATRED: SEPTEMBER 28, 2017, CIBC HALL, MCMASTER UNIVERSITY

With growing concern, as an act of resistance but also as an act of respect and solidarity, PACBIC held a gathering to respond to, connect, react, process and organize around the troubling numbers and degree of incidents related to white supremacy on or close to campus in September. To name a few, there was a Reddit post that notified people of a room booking at Mills Library of a known white supremacist group (that tries to avoid this affiliation by calling themselves "Western Chauvinists" etc.). There was also a University-wide email recruiting members and fundraisers to an international white supremacist organization, and posters found at King and Sterling Streets recruiting students from campus to "speak up" with a Nazi organization.

NAVIGATING THE RISKS OF SPEAKING OUT AGAINST WHITE SUPREMACY, OCTOBER 13, 2017

The conversation with Johnny Eric Williams, Professor of Sociology, Trinity College, Hartford, Connecticut was co-hosted with the Department of Sociology and the Department of Political Science at McMaster University.

RISING IN THE #FALL: BLACK WOMEN'S ACTIVISM AND THE QUESTION FOR A DECOLONIZED UNIVERSITY. OCTOBER 18, 2017

This public lecture featured guest speaker, Zethu Matebani, University of Cape Town and was hosted by the Department of English and Cultural Studies and the Graduate Program in Gender Studies and Feminist Research.

VIGIL AND RALLY IN SOLIDARITY WITH STANDING ROCK, NOVEMBER 30, 2017, MCMASTER UNIVERSITY

Chief Arvol Looking Horse and Dr. Dawn Martin-Hill spoke to the community on occurrences, information, and struggles at the North Dakota Pipeline protests at Standing Rock.

ANTI-RACISM ACTION INITIATIVE, NOVEMBER 25, 2017

The Anti-Racism Action Initiative is a grassroots-led dialogue meant to tackle the various intersections of race and community issues. The event was hosted by the McMaster Womanists in collaboration with: McMaster Indigenous Students Community Alliance (MISCA), Solidarity for Palestinian Human Rights (SPHR), McMaster Muslims for Peace and Justice (MMPJ), the President's Advisory Committee on Building an Inclusive Community (PACBIC), New Generation Youth Centre (NGen), and the office of Hamilton City Councillor, Matthew Green. The event, meant as a response to the Anti-Racism Directorate's community consultations, addressed the shortcomings and criticisms of the September 26 consultation. An astounding 250 people met at the Central Hamilton Public Library to participate in focus group discussions about issues such as anti-Indigenous racism, gentrification, and hate crimes. This also amplified the voices of youth and community members by allowing them to use their lived experiences to draft strategies for the change they would like to see in the community

NATIONAL DAY OF REMEMBRANCE AND ACTION ON VIOLENCE AGAINST WOMEN/MISSING AND MURDERED INDIGENOUS WOMEN, DECEMBER 6, 2017, COMMUNITY ROOM, WILSON HALL, MCMASTER UNIVERSITY

The Anti-Violence Network and Indigenous Studies Program hosted a commemoration in remembrance of the 14 women murdered on December 6th, 1989 in the attack that has become known as the "Montreal Massacre". The event also remembered the 5 women from the McMaster community who have been murdered and brought particular attention to the 1,200 or more Indigenous women who have been murdered or remain unaccounted for, including those who are the loved ones of students, staff and faculty at McMaster University. The event featured an intersection of speakers who are taking action in their own unique ways to stop sexist, racist and colonial violence against women.

CHALLENGING ISLAMOPHOBIA ON CAMPUS INITIATIVE REPORT, JANUARY, 2017

PACBIC facilitated a presentation of the final report of the Challenging Islamophobia on Campus Initiative, and provided an opportunity for questions and discussion. It also supported the production and dissemination of the final report.

THE EFFECTS OF COLONIZATION, JANUARY 9, 2017, MUSC ATRIUM, MCMASTER UNIVERSITY

The gathering featured speakers on topics such as: the government's responsibility to follow through with the Truth and Reconciliation Commission (TRC) (Matthew Green), youth suicide (Cody Looking Horse), historical trauma (Roxanne Miller), land claims and treaties (Phil Monture), addictions and mental health (Renee Thomas-Hill), government control and First Nations elected councils (Carolyn King), sharing of experiences supporting Standing Rock (Don McLean), and a film viewing of "I stand: The Guardians of the Water". The event was hosted by the McMaster Indigenous Student Community Alliance, with sponsorship from MSU Diversity Services, McMaster University's Indigenous Studies Program and OPIRG McMaster.

MCMASTER INDIGENOUS HEALTH CONFERENCE, JANUARY 28, 2017, DAVID BRALEY HEALTH SCIENCES CENTRE

The main objective of the event was to engage in discourse on topics such as Indigenous health and to promote change towards people who have been marginalized and exploited. This year's topic was on Indigenous women and their struggles; in particular, the event is a necessary outlet that allows people to break their silence and to highlight overshadowed topics. The conference advocates for systemic change by empowering Indigenous individuals to create change within their communities with a focus on health.

BLACK HISTORY MONTH, FEBRUARY 2017 (MULTIPLE EVENTS)

Black History Month featured a number of on and off campus events including the African Inventors Museum, MacExpo (an event to meet all African and African diaspora student groups on campus), speed networking with members of the African Caribbean Faculty Association at McMaster, film screening of the Ninth Floor documentary and more.

INTERFAITH SHABBAT DINNER, FEBRUARY 10, 2017, CELEBRATION HALL, MCMASTER UNIVERSITY

McMaster's Jewish community on campus hosted the Annual Interfaith Shabbat dinner sponsored by McMaster Hillel. Shabbat is a time of peace, relaxation, dialogue and discussion. Many gathered to enjoy dinner, learn about Judaism, and contribute to interfaith dialogue.

BLACK IN THE MSA-#MACMSALETSTALK PART 2: MARCH 22, 2017

This workshop tackled anti-Black racism and featured Sheikh Abdullah Hakim.

INDIGENOUS SEXUALITIES: TRADITIONALISM, SEX AND STORIES, MARCH 23, 2017, WORKERS ARTS AND HERITAGE CENTRE, HAMILTON

The panel discussion featured: NaWalka Geeshy Meegwun (Longfeather), Lyndon George, Kettle and Stony Point First Nation, Lacey Hill, Six Nations of the Grand River, Cody Lookinghorse, Six Nations of the Grand River, Kensi McNaughton, Six Nations of the Grand River. The event was hosted by McMaster University's Indigenous Studies Program, McMaster University's Gender Studies and Feminist Research Program, McMaster University's Indigenous Student Services, and McMaster University's PACBIC's LGBTQ+ working group.

THE QUEBEC MOSQUE SHOOTING AND MCMASTER: STANDING IN SOLIDARITY FOR THE QUEBEC CITY MOSQUE VICTIMS, FEBRUARY 1, 2017

The McMaster Muslim Students Association hosted an event which included Maghri prayers, speakers and a public card signing to send messages of hope, condolences, support and solidarity to the Quebec City Mosque after the tragic murders of 6 men that occurred on January 29th.

MAKING WAVES - A WEEK OF INTERSECTIONAL FEMINIST PROGRAMMING AND EVENTS with KEYNOTE SPEAKER, JAY PITTER, MARCH 10, 2017

Jay Pitter, MES is an author, placemaker and senior stakeholder/engagement professional. Throughout her career, Jay has spearheaded noteworthy projects with organizations such as the Ontario Arts Council, Toronto Community Housing, the City of Toronto, and many more. Her talk is particularly important now because of the scope and gravity of gender-based urban issues including: a 78% increase in women in the shelter population over the past few years, approximately 45% of single mothers living in poverty, 23% of women in post-secondary institutions report experiencing sexual violence, insufficient urban supports for Indigenous women, and lack of appropriate public facilities for trans women and women with physical disabilities. Her work has consistently resulted in increases to the capacity, resources and relationships required for co-creating more inclusive, safe, and vibrant cities. Jay Pitter's keynote address was hosted by the MSU Women and Gender Equity Network.

DECOLONIZE AND DECONSTRUCT: IMAGINING NEW APPROACHES TO SEXUALITY AND CONSENT EDUCATION, MARCH 30, 2017, BROCK UNIVERSITY

A panel discussion aimed to create intersectional and inclusive strategies for consent education sponsored by Women's and Gender Studies, Human Rights and Equity Services, the Student Justice Centre and the Social Justice Research Institute at Brock University. The event was made possible with support and funding from PACBIC's Violence Against Women/Gender-Based Violence working group and from the Women's Campus Safety Fund, Brock University.

MAKING BLACK HISTORY: EQUITY MYTHS IN ACADEMIA, APRIL 4, 2017

This panel explored these complexities from the forthcoming book, *The Equity Myth: Racialization and Indigeneity at Canadian Universities* by Frances Henry, Enakshi Dua, Carl E. James, Audrey Kobayashi, Peter Li, Howard Ramos, & Malinda S. Smith. The panel included Dr. Carl E. James, Professor, Department of Sociology, York University, Sam Tecle, PhD candidate in the Sociology Department, York University, and was facilitated by Dr. Ameil Joseph, School of Social Work, McMaster University. Co-hosts of the event were: African Caribbean Faculty Association at McMaster (ACFAM) and the President's Advisory Committee on Building an Inclusive Community (PACBIC).

THE PASS SYSTEM - FILM SCREENING AND PANEL DISCUSSION, APRIL 12, 2017, ART GALLERY OF HAMILTON

From the Northwest Resistance of 1885 and for over 60 years, the Canadian Government denied many Indigenous peoples of the prairies the basic freedom to leave their reserves, all the while knowing there was no basis in law for the policy. This investigative documentary features Cree, Saulteaux, Dene, Ojibwe and Blackfoot Elders and their stories of living under and resisting the system, revealing a little-known picture of life under segregation in Canada. Co-sponsors include the McMaster University's Department of History, McMaster University's Gender Studies and Feminist Research Program, McMaster University's Indigenous Studies Program, McMaster University's Department of English and Cultural Studies, the Hamilton Community Legal Clinic and others.