

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
2018



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

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 then 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. In 2018, McMaster's inaugural Associate Vice-President, Equity and Inclusion engaged the campus community in a process to develop an institution-wide equity, diversity, and inclusion strategy, to transform the University's commitments into action.

PACBIC contributes to these institutional objectives through its advisory capacity. It acts as a forum for all members of the University's constituent groups to discuss and generate ideas for diversifying the campus community, redressing institutional inequities, which correspond to systemic barriers in our wider society, and fostering a culture of inclusiveness. 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 December 1, 2017 to December 31, 2018), PACBIC hopes to engage everyone in the campus community in working toward the inclusive and just institutional practices to which the University aspires. This year, McMaster University was recognized for the first time as one of Canada's Best Diversity Employers (2019)⁴ as well as ranking #1 in Canada and #2 in the world for national and global impact⁵. PACBIC's ongoing work to address issues of equity, diversity and inclusion has been, is, and will increasingly be, integral to such recognition of and reputation for excellence.

PACBIC WORK IN PROGRESS

ADVANCING INCLUSION ACROSS THE UNIVERSITY AND INTO THE FUTURE

This past year, PACBIC continued to support dozens of projects, events and initiatives to build an inclusive community (Appendix A). As is the case in past years, PACBIC members also served on policy and hiring committees, as well as consulted, organized and provided workshops and service supports in response to incidents of hate affecting the McMaster community, on campus and off campus. PACBIC has been specifically devoted to ensuring that our advocacy and transformative community building maintained an inclusive focus, while we transitioned into a new organizational structure with the addition of the new

¹ <https://www.mcmaster.ca/policy/General/HR/Statement-Inclusivity.pdf>

² <https://president.mcmaster.ca/wp-content/uploads/2016/10/forwardwithintegrity.pdf>

³ https://president.mcmaster.ca/wp-content/uploads/2016/05/FWI_The_Next_Phase_15Oct2015-1.pdf

⁴ <https://content.eluta.ca/top-employer-mcmaster>

⁵ <https://dailynews.mcmaster.ca/articles/mcmaster-places-second-in-world-for-impact/>

(PACBIC recommended) Associate Vice-President, Equity and Inclusion, Dr. Arig al Shaibah. PACBIC spent time thinking through and consulting on a broad, University-level strategy for equity, diversity and inclusion (EDI), revising the PACBIC Terms of Reference (Appendix B) to consider our roles, agency, mandate and structure in ways that embody, convey and communicate our commitment to social justice and EDI at McMaster.

PACBIC reinforced, among our members, workings group conveners, and leaders, that our most transformational work takes place at the nexus of community-based and institutional spaces and relationships (Figure 1), and that our organizing and operating structure reflect a commitment to responsiveness and accountability to the McMaster community (Figure 2).

Figure 1

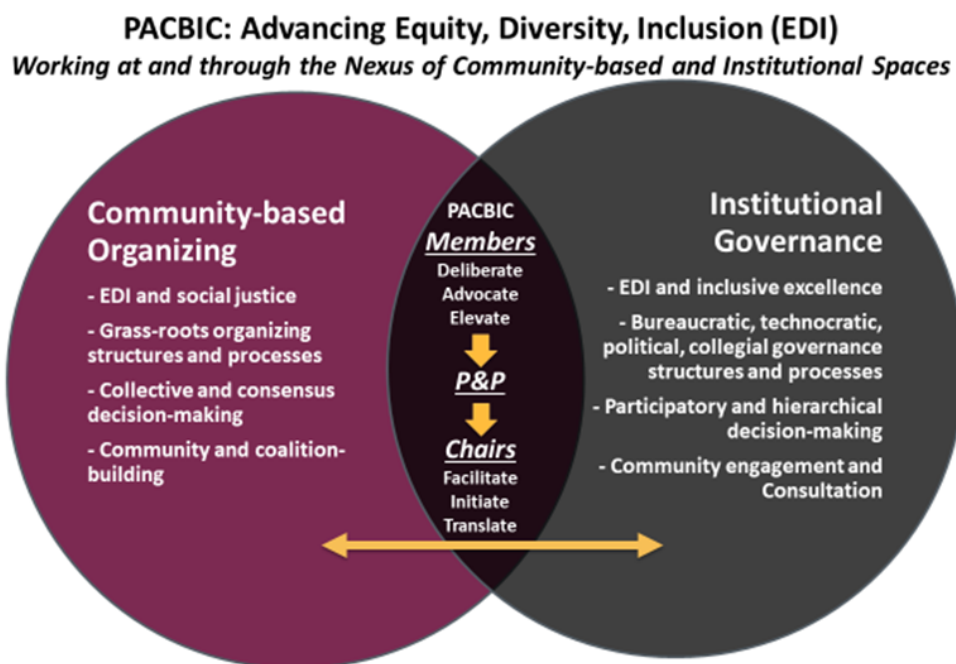
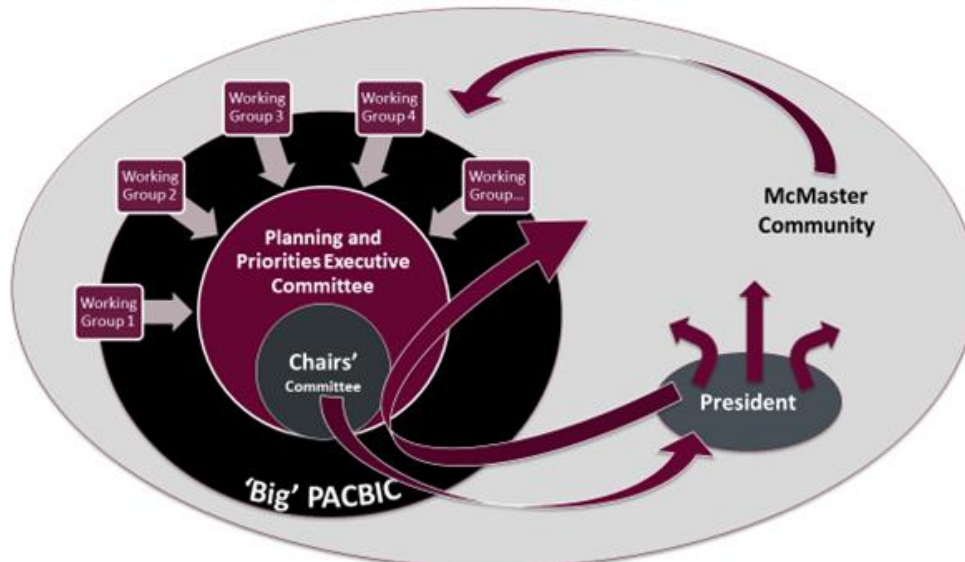


Figure 2

PACBIC Organizing and Operating Structure *Members and Working Groups*



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.

PACBIC WORKING GROUP REFLECTIONS AND RECOMMENDATIONS

ADA/MEDS: A COLLABORATIVE FOCUS ON ACCESSIBILITY AND DISABILITY INCLUSION

Reflections on the Year:

Accessibility work on campus has made a number of noteworthy achievements over the past year. Perhaps most significantly, the format and purpose of the PACBIC Annual Report was adopted and modified to produce the first annual [Accessibility and Disability Inclusion Update](#) as part of our official accessibility communications plan, in partnership with the Equity and Inclusion Office. This update included over 40 submissions from across campus.

The ADA/MEDS budget from 2018 was used to support the completion of several partially-funded student partnership projects, including: [The OPEN ACCESSibility illustrated story of disability advocacy @ McMaster](#), and the User Testing for Web Accessibility project and report.

ADA/MEDS also directly partnered with a Student Scholar through the MacPherson Institute to further refine our Accessibility Award and Disability Studies curriculum. These will become part of a campus-wide

accessibility plan that is under development. The working group will regroup in 2019 to consider how to position the ADA/MEDS mandate in relation to EDI advancements on campus.

Recommendations Moving Forward:

The ADA/MEDS Working Group looks forward to seeing the following initiatives assumed under the banner of and resourced through the Accessibility Strategy, advanced by the McMaster Accessibility Council, and which will be a companion document to the new institutional EDI Strategy and Action Plan, drafted by the Associate Vice-President, Equity and Inclusion:

- Enhanced accessibility awareness-raising events (annual celebrations of International Day of Persons with Disabilities, Disability Pride events);
- New awards program to encourage and recognize leadership on accessibility initiatives;
- Improved accessibility training programs and support for curriculum re-design; and,
- Greater access to and availability of critical disability studies course offerings.

R3: RACE, RACISM AND RACIALIZATION

Reflections on the Year:

The Race, Racism and Racialization Working Group (R3) is currently comprised of faculty, staff, students and community members who are committed to working on various projects and issues regarding race, racism and racialization within the McMaster community and abroad. Thanks to the ongoing efforts of past R3 members and community advocates, this year saw the launch of Hamilton's Anti-Racism Resource Centre (HARRC).

R3, with support from the Office of the President, was able to continue the *Let's Talk About Race* series, which was launched the year before. These discussion groups typically take place during the last Wednesday or Thursday of the month whereby a facilitator(s) is invited to discuss a topic related to race, racism and racialization and the talks are geared towards BIPOC (Black, Indigenous and People of Colour). The 2018-2019 facilitators have been: Dr. Malinda Smith (February 2019), Dr. Faiza Hirji (January 2019), Dr. Ameil J. Joseph (November 2018), Rodrigo Narro Perez and Khadijeh Rakie (October 2018), Rodrigo Narro Perez (September 2018), Jordan Lentinello (April 2018), Dr. Daniel Coleman (March 2018), Rowa Mohamed (February 2018). These talks are both well-attended and very well-received.

R3 was pleased to learn that the Equity and Inclusion Office, with support from the President's Office, will be augmenting the budget for Black History Month to sustain robust programming year over year. This year's Black History Month (BHM) Coordinator, Jordan Lentinello, centred the theme for the month on community building and celebration of Black excellence. Various social media channels were used to communicate with the community about all the events being hosted at McMaster, as well as events in the Hamilton community. Over two dozen events were included in the Black History at McMaster calendar.

R3 acknowledges work has been undertaken to promote diverse membership on all search committees, including representation from a critical mass of individuals across the four designated equity groups (Indigenous/First Nations, Métis and Inuit persons, members of racialized communities, persons with disabilities and women). However, many community members continue to report that EDI principles and best practices regarding diverse representation on committees are not being consistently applied. Furthermore, community members commented on the dearth of Indigenous and racialized identities among new faculty, staff and administrative hires in the last year.

The R3 Working Group has heard feedback from many campus community members that campus events (i.e., talks, forums, guest speakers) frequently do not feature a breadth of racially and ethnically diverse presenters among their invited guests, even when the topic of discussion is related to marginalized communities of colour. Consequently, one of R3's projects during 2018 was the creation of a document *"How to Make Events Inclusive"*. This guiding document is meant to be used by students, staff and faculty who organize events on campus – it will be finalized in the Winter of 2019, for distribution soon thereafter. Over fifteen R3 members provided feedback in the creation of the document.

R3 also sponsored a fourth-year thesis project, to investigate experiences of race relations at McMaster. The results of this research indicated two major results: the first, that racialized individuals continue to experience racism and discrimination on campus; and second, that there is a need to further research this topic on campus.

R3 was also informed that a graduate student was hired to work on the creation of an undergraduate course that will be the foundation of the Africa and African Diaspora Studies (AADS) minor, however, we remain concerned for the viability of the minor given the lack of financial support and an advisor to coordinate course offerings and student registration for the minor.

The R3 has noted that recent studies^{6,7} and articles⁸ cite the lack of Canadian race data and research on racialization and racism as barriers to enhancing inclusive excellence in academia, as well as efficacy of the

⁶ <https://uofaawa.wordpress.com/awa-diversity-gap-campaign/the-diversity-gap-at-canadian-universities-in-2018/>

⁷ <https://uofaawa.wordpress.com/awa-diversity-gap-campaign/the-diversity-gap-in-university-leadership-2018/>

⁸ <https://www.theglobeandmail.com/canada/article-how-canadas-racial-data-gaps-can-be-hazardous-to-your-health-and/>

judicial and the healthcare systems. Given McMaster's disciplinary and interdisciplinary strengths, its ownership of the archives of Caribbean-Canadians Miss Lou and Austin Clark, and Hamilton's location in Canada from a geographic, political and historical perspective, the R3 proposes that the University has an opportunity to be a thought leader to influence transformational sectoral and social change, in the context of race, racialization, and racism scholarship. In addition to the need to strengthen the AADS, to support this vision, the R3 discussed the opportunity to also explore a Latin American and Hispanic Studies minor, as there are currently enough courses throughout all faculties to support such a minor, and there appears to be interest at the institutional level to engage Latin American and Hispanic scholars and scholarship. All of these efforts, if leveraged properly, could attract exceptional global scholars and students interested in pursuing research in this niche, and at the same time could bolster McMaster's internationalization goals.

Lastly, R3 members have been reflecting that work on race, racialization and racism in the academy has not benefited from institutional, governmental or sector structures or policies constructed to mobilize and account for progress in this area. New EDI imperatives at McMaster and across tri-agencies (federal research funding agencies, SSHRC, NSERC, CIHR) will be helpful, as will be the National Strategy on Anti-Racism – we are hopeful these will not remain symbolic gestures.

Recommendations Moving Forward:

The R3 is keen to explore and support ways to ensure that race, racism and racialization issues are adequately addressed and integrated more formally at McMaster.

The R3 Working Group recommends:

1. Aligned with McMaster's EDI and Internationalization strategies: further support for the existing Africa and African Diaspora Studies (AADS) minor, specifically through the hiring of faculty in this area; exploration of the creation of a Latin American and Hispanic Studies minor; consideration of hiring both faculty experts in these area studies, as well as faculty with intersecting research interests and strengths to support these areas studies from an interdisciplinary perspective.
2. Continued work to ensure that search committees apply an EDI lens to all aspects of the hiring process, with attention to the composition of the committee, training the committee, and ensuring a broadly diverse applicant pool.
3. Continued work to undertake new or ongoing longitudinal research projects to further the study of race, racialization and racism, in ways that not only advance breadth of scholarship in the field, but also in ways to advance the institution's articulated EDI goals and priorities.

INTER-FAITH ISSUES WORKING GROUP

Reflections on the Year:

The Inter-Faith Issues Working group (IFWG) has continued to work to re-envision University Chaplaincy to include, and provide transparent attention to, multiple faith/spiritual and Indigenous communities. Chaplaincy is not limited to Christian or religious groups. Recognizing and developing a way for multiple groups to be included in Chaplaincy accreditation, as well as for establishing a Religious, Indigenous, Spiritual Care (RISC) team, will require attention to a protocol of inclusivity, and the provision of spiritual care that is non-judgmental and holistic in its considerations. The IFWG, with the Student Affairs Office, has helped to develop three ad hoc committees - Administrative, Steering and Advisory committees, working in conjunction with one another - for Religious, Indigenous, Spiritual Care (RISC). The Committees aim to establish a protocol that is representative of diverse religious/spiritual and Indigenous backgrounds on campus and that honours the values of inclusivity that the University aspires to uphold. Specific attention also has been focused on the development of a multi-cultural/multi-faith/spiritual/prayer/meditation space and continuing conversations around the availability and accessibility of kosher and halal foods on campus.

Recommendations Moving Forward:

The Inter-Faith Working Group:

- Will continue to explore the feasibility of a proposed Religious, Indigenous, Spiritual Care (RISC) Centre that, in addition to the existing Christian Chaplaincy, may encompass a spiritual/religious care model for multiple faith/spiritual-based communities, thereby recognizing the diverse nature of McMaster's student body.
- Requests additional resources be allocated from the PACBIC budget to allow for the implementation of initiatives identified through the RISC Protocol Committees.

FIRST NATIONS, MÉTIS AND INUIT WORKING GROUP

Reflections on the Year:

The FNMI Working Group supported several important events with respect to First Nations, Métis and Inuit priorities at McMaster. The working group supported the McMaster Indigenous Health Conference, an entirely student-led conference in its third year of hosting. This conference has gained an impressive following in recent time at McMaster and within local Indigenous communities, featuring Indigenous health scholars and community-based traditional health practitioners. FNMI also provided input into McMaster's Smudging Protocol, which was supported by the Equity and Inclusion Office. Finally, FNMI provided consultation and support to the Anti-Violence Network's annual National Day of Remembrance and Action on Violence Against Women held on December 6th, 2018.

Recommendations Moving Forward:

In 2014, the FNMI Working Group recommended the following:

"In the year ahead, PACBIC and the FNMI Working Group will contribute to the development of a campus-wide approach to verification of ancestry – the second objective emerging from the President's meeting in March. Developing a single, central process of verifying FNMI students' ancestry will ensure that all McMaster programs operate (when determining eligibility for, for example, scholarships and admission to programs with designated spaces for indigenous learners) with criteria that are the same and that derive from definitions of indigeneity that recognize their complexity and respect their meanings among FNMI communities."

Since this time, the Indigenous Students Health Sciences Office has developed the *Facilitated Indigenous Admissions Program (FIAP)* for the Faculty of Health Sciences. Given the increase in Indigenous-focused scholarships and existing Indigenous student academic pathways at McMaster and other Canadian universities, the FNMI Working Group will work with and in community to explore how verification of ancestry processes are undertaken at other universities using FIAP as a guide.

GENDER AND SEXUALITY

Reflections on the Year:

In the Fall of 2018, PACBIC's Violence Against Women/Gender Based Violence Working Groups and the LGBTQ+ Working Groups merged for continued collaboration. This newly-formed Working Group will discuss and address issues of relevance to equity-seeking groups working for greater justice related to gender and sexuality, including women and LGBTQ2SI+ community members.

The Gender and Sexuality Working Group has noted the need for more timely communications to the McMaster community following campus incidents of vandalism and/or postering that negatively impact marginalized communities.

Recommendations Moving Forward:

The Gender and Sexual Working Group recommends:

- Continued engagement of the AVP, Equity and Inclusion and the Chairs Committee of the PACBIC, by the McMaster University's Communications and Public Affairs (CAPA) Office, to develop statements following bias incidents which are impactful on marginalized campus communities, as well as appropriate follow-up communication on progress of investigations into reported incidents.

ACKNOWLEDGMENTS

To the entire PACBIC membership, and 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 PACBIC members who take on Working Group Convener and Executive/Chair roles, we are very thankful to your leadership.

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.

To past members who have moved on to other roles and activities, including: Lillian Obeng, Suzanne Mills, Jordan Lentinello, Padmaja Sreeram and Daniel Coleman. We cannot thank them enough for their contributions and support.

APPENDIX A

PACBIC SPONSORED AND/OR SUPPORTED EVENTS

'THE COLOUR OF MEDICINE', BLACK ASPIRING PHYSICIANS OF MCMASTER (BAP-MAC) CONFERENCE, OCT. 29, 2018.

McMaster University, Health Sciences Centre (HSC) Room 1A4

Their goal as an organization is to build Black health leaders by empowering and connecting Black youth to opportunities designed to cultivate the skills and competencies needed to thrive as physicians. They run an annual mentorship program, host events which encourage reflection and foresight, and collaborate with members of the community to create opportunities for Black youth in pursuit of medicine and allied health professions. Over the last year, they shared their vision with the Ontario Trillium Foundation and successfully secured a grant under the Youth Opportunities Fund. At 'The Colour of Medicine' Conference they hope to share their plans with members of the McMaster and Hamilton community. The Conference is also a networking opportunity for students, physicians and community organizations.

MOC WALK- COOPERATIVE OF INDIGENOUS STUDENTS & ALUMNI (C.I.S.S.A.) & HAMILTON NATICE WOMEN'S CENTRE, OCTOBER 21, 2018.

The Moc Walk is a collaboration between C.I.S.S.A. and the Hamilton Native Women's Centre. Spurred by the closure of a key transitional housing centre for Indigenous women in Hamilton, the Moc Walk was created to develop financial and community supports for Indigenous women completing their secondary and post-secondary studies.

MOMENTUM: DISABILITY JUSTICE (UN)CONFERENCE, CO-SPONSORED AND SUPPORTED BY the HAMILTON CENTRE FOR CIVIC INCLUSION LAIDLAW FOUNDATION, AND the EQUITY AND INCLUSION OFFICE, MCMASTER UNIVERSITY, DEC. 1 2017.

This Disability Justice “unconference” honoured the International Day of People with Disabilities by providing space for activists, community members, academics, and service providers from across the province to gather for discussion.

Hosted by disability activists living, learning, working, and playing in Hamilton: Sarah Jama, Shanthiya Baheerathan, Kate Brown, Eminent Tefera, Alise DeBie.

MCMASTER INDIGENOUS HEALTH CONFERENCE, DAVID BRALEY HEALTH SCIENCES CENTRE, JAN. 13, 2018.

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 provides 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.

GLOBAL CITIZENSHIP COLLECTIVE'S ISLAMOPHOBIA EVENT CO-SPONSORED BY OPIRG MCMASTER, MCMASTER MUSLIMS FOR PEACE AND JUSTICE, AND THE MUSLIM STUDENT ASSOCIATION, MCMASTER UNIVERSITY STUDENT CENTRE, JAN. 18 2018.

The Global Citizenship Collective's core belief is to make contributions towards both the local and global community. Historically, the Collective has had conferences around a diverse set of issues including Refugee Rights, Indigenous Health, and Fringe Activism.

Global Citizenship Collective, McMaster Muslims for Peace and Justice and Muslim Student Association presented "Tackling Islamophobia today" to talk about different resources and opportunities to get involved on campus.

THE HONOURABLE LINCOLN ALEXANDER DAY CELEBRATION - THE LINCOLN ALEXANDER CENTRE, JAN.21, 2018.

The community was invited to the Lincoln Alexander Centre in January to celebrate the Honourable Lincoln Alexander Day. A showcase of memorabilia was coordinated as was a musical tribute, poetry reading, greetings and speeches from city officials and the screening of A Linc In Time. The event was presented by Caribbean Tales International Film Festival in collaboration with the Lincoln Alexander Centre, Louise Noel-Ambrose of EvenToBe, granddaughter Erika Alexander and community organizations and agencies.

BLACK HISTORY MONTH, FEBRUARY 2018 (9 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, and more.

INTERFAITH SHABBAT DINNER, CELEBRATION HALL, MCMASTER UNIVERSITY, FEB. 2, 2018.

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.

JACKSON RISING: THE STRUGGLE FOR ECONOMIC DEMOCRACY AND BLACK SELF-DETERMINATION IN JACKSON, MISSISSIPPI, HOSTED BY OPIRG MCMASTER, UNIVERSITY HEALTH SCIENCES CENTRE, ROOM 1A6, 7PM, MAR. 1, 2018.

Co-Sponsored by OPIRG McMaster, President's Advisory Committee on Building an Inclusive Community, CUPE 3906, and the Institute on Globalization and the Human Condition, Jackson Rising is a chronicle of one of the most dynamic experiments in radical social transformation in the United States. Jackson Rising documents the history of this movement, it's ongoing organizing and institution building, and its political implications for social movements throughout the United States, the global South, and the world. Dr. Ajamu Nangwaya, lecturer of Rastafari and Cultural Studies at the University of the West Indies and co-editor with Kali Akuno of the book "Jackson Rising" was joined by local Hamilton activists, Kojo Damptey and Sahra Soudi. This discussion inspired dialogue in a safe space on solidarity, community organizing, and social movements.

PANGAEA SHOWCASE 2018, PANGAEA MCMASTER, MCMASTER INNOVATION PARK, MAR. 11, 2018.

Pangaea is McMaster University's largest annual multicultural showcase, attracting over 600 students, staff and community partners each year. It is a one-day event that celebrates the cultural diversity of McMaster University and promotes harmony and unity within the Hamilton communities. Over 20 McMaster student groups participate each year and showcase their ethnicity through food, displays, and performances. Visitors can experience different cultures by visiting the pavilions and enjoying the musical or dramatic performances that clubs have prepared. The goal is to celebrate and bring awareness to cultural diversity in the McMaster and Hamilton communities.

JUSTICE FOR SOLI, 11:30-2:30 IN LRW 1055, MAR. 28, 2018.

On December 15th, 2016 Soleiman Faqiri was killed in prison. Soleiman was suffering from Schizophrenia, something that was raised with the staff at the Central East Correctional Facility. During an altercation involving 20-30 guards, Soleiman had his hands and feet tied together as over 50 blows were dealt to him. Soleiman died as a result of this blatant and unjustified use of force by the guards. Yusuf, brother of Soleiman, joined members of McMaster University as the family continues to seek answers, justice, and accountability for those responsible in Soleiman's death.

LET'S TALK ABOUT RACE BEGINNING SEPTEMBER 2018, MUSC 225, CONTINUING ON TO THE LAST WEDNESDAY OF EACH 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.

SOUP AND SELAH, EVERY WEDNESDAY, CHAPLAINCY CENTRE, MCMASTER UNIVERSITY.

All were welcome to join in MUSC Room 206/207 every Wednesday at 12:30 p.m. for some nutritious soup and a chance to 'pause' and relax in the middle of another busy week. The soup each week is made from scratch and is Vegan, Gluten-free and delicious! Each week we invite a student to provide our 'selah' (thought for the day that is shared) at the beginning of each Soup and Selah.

5TH ANNUAL MCMASTER HEALTH ADVOCACY SYMPOSIUM, DAVID BRALEY HEALTH SCIENCES CENTRE, SEPT. 22, 2018.

This student-led, day-long event brings together current and future interdisciplinary experts to stimulate dialogue about health advocacy in a unique and inspiring environment. Topics explored included leadership, advocacy and activism around poverty, the health of Indigenous peoples, housing and homelessness, health policy, prison health, disability or chronic illness, global mental health, and refugee health.

2018 ANNUAL CULTURAL GATHERING, MISCA, JHE & BSB FIELD, MCMASTER UNIVERSITY, SEPT. 27, 2018

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, PACBIC and OPIRG McMaster.

2018 CIARS DECOLONIZING CONFERENCE, THE CENTRE FOR INTEGRATIVE ANTI-RACISM STUDIES, THE ONTARIO INSTITUTE FOR STUDIES IN EDUCATION, THE UNIVERSITY OF TORONTO, NOV. 8-10, 2018.

The 2018 CIARS Decolonizing Conference is a 3-day affair. On each day there were keynotes and featured plenary sessions as well as presentations, panels, workshops, and exhibits based on conference submissions. PACBIC sponsored a MISCA member to attend and participate in the 2018 conference with the purpose of supporting event planning on decolonization at McMaster.

REFLECTIONS ON SOCIAL CHANGE: ADVOCACY, ACTIVISM AND AGENCY, 2PM, CHAMBERS (GILMOUR HALL 111), MCMASTER UNIVERSITY, NOV. 9, 2018,

The event included an honest and engaging conversation about advancing equity-focused and anti-racist organizational change work. Dr. Arig al Shaibah, McMaster's new Associate Vice President, Equity and Inclusion, facilitated a dialogue with the Honourable Wanda Thomas Bernard, Senator, about how she came to her worldview about social change, her approach to change-making advocacy and activism, her perspective on personal agency, and what it takes to sustain hope remain renewed and nourished in the face of resistance and backlash in these times.

DECEMBER 6, 2018 NATIONAL DAY OF REMEMBRANCE AND ACTION ON VIOLENCE AGAINST WOMEN: MISSING AND MURDERED INDIGENOUS WOMEN, DEC. 6, 2018.

On December 6th all were invited to the commemoration of the National Day of Remembrance and Action on Violence Against Women: Missing and Murdered Indigenous Women hosted by the Anti-Violence Network, PACBIC and the Indigenous Studies Program in collaboration with the Women + Gender Equity Network (WGEN).

APPENDIX B

PACBIC TERMS OF REFERENCE

Mandate

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

- Identify issues of equity, diversity and inclusion (EDI) affecting equity-seeking communities (including but not limited to First Nations, Métis and Inuit peoples, members of racialized communities/communities of colour, newcomers and refugees, members of diverse faith communities, persons with disabilities, gender-diverse and sexually marginalized communities, and women), and discuss, develop and advance strategies to remove barriers to and enhance EDI;
- Communicate plans and priorities through annual reports to the University community;
- Submit annual 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 continue to build a University culture that advances EDI;
- Review and provide feedback to the President on institutional progress involving the planning, development, implementation and evaluation of University strategies, policies and programs to support the advancement of EDI priorities and goals;
- Organize and support forums for discussion, reflection and learning on issues of inclusion, equity and community-building in a manner that is in keeping with and empowered by institutional values and commitments to creating spaces for respectful and responsible dialogue and debate.

Organization

Chairs Committee

PACBIC is co-chaired by the Associate Vice-President, Equity and Inclusion, as an ex-officio voting member, and a faculty member. The co-chairs work in collaboration with a vice-chair (staff) and vice-chair (student). These four comprise a Chairs committee.

Education, Outreach and Support Staff of the Equity and Inclusion Office

Equity and Inclusion Office (EIO) staff members are assigned to provide expertise as well as programming and administrative support to each Working Group. EIO staff are non-voting members of PACBIC designated by the AVP, Equity and Inclusion.

Priorities & Planning Executive Committee

A Priorities & Planning (P&P) executive committee of PACBIC will include: the co-chairs, the vice chairs, and working group convenors. EIO staff assigned to Working Groups attend meetings of the P&P as resource persons.

Criteria for Membership

Members will have a demonstrated commitment to EDI and understanding of barriers faced by members of equity-seeking groups, preferably through direct lived, professional or academic experience in these areas. Such commitment and experience may be in areas such as labour and employment matters, educational equity, inclusive pedagogy, emancipatory approaches to research and knowledge building, social justice and human rights advocacy and activism, or previous experience working on related University committees.

Working Groups

Working Groups are convened to focus on particular themes or issues that will vary over time. Each Working Group has a convener or co-conveners selected by the co-chairs and vice-chairs, in consultation with the Working Groups and outgoing convenors, as applicable.

The Provost's Office provides an annual budget of \$25,000 to support working groups' initiatives and PACBIC-related events (listed in Appendix C). 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**
Conveners: Dr. Vanessa Watts, Academic Director, Indigenous Studies Program & Jordan Carrier,
Resource Person: N/A
- **Inter-Faith Issues**
Convener: Andrew (Andy) Crowell, Ecumenical Chaplain
Resource Person: Vilma Rossi, Senior Manager, Education, Outreach and Support Program, EIO
- **Priorities & Planning**
Convener: Dr. Ameil Joseph, Faculty member, School of Social Work
Resource Person: Vilma Rossi, Senior Manager, Education, Outreach and Support Program, EIO
- **Race, Racialization & Racism**
Co-Conveners: Rodrigo Narro Perez, Graduate Student, Dr. Juliet Daniel, Faculty member, Department of Biology
Resource Person: Khadijeh Rakie, Equity and Inclusion Educator, EIO
- **Gender and Sexuality**
Co-Conveners: Dr. Amber Dean, Faculty member, English & Cultural Studies
Resource Persons: Meaghan Ross, Sexual Violence Response Coordinator, EIO

APPENDIX C

LIST OF PACBIC MEMBERS, 2018-2019

Executive Members	Position
Arig al Shaibah	Co-Chair
Ameil Joseph	Co-Chair
Grace Pollock	Vice-Chair (Staff)
Mijia Murong (MSU Diversity Services)	Vice-Chair (Students)
Anne Pottier	ADA/MEDS Co-Convener
Alise DeBie	ADA/MEDS Co-Convener
Vanessa Watts	FNMIIP Co-Convener
Jordan Carrier	FNMIIP Co-Convener
Amber Dean	Gender and Sexuality Co-Convener
Miranda Clayton (MSU Pride Students Community Centre)	Gender and Sexuality Co-Convener
Jocelyn Heaton (MSU Women & Gender Equity Network)	Gender and Sexuality Co-Convener
Andy Crowell	IFWG Convener
Juliet Daniel/ Daniel Coleman	R3 Co-Convener/R3 Faculty Support
Rodrigo Narro Perez	R3 Co-Convener
Organizational Voting Members	Contact
Athletics & Recreation	Karen Arnott
Canadian Union of Public Employees	Sarah Wahab/Joel Guillemette
Human Resources Services - Employment Equity Specialist	May-Marie Duwai-Sowa
Human Resources Services	Wanda McKenna (AVP & Chief Human Resources Officer)
Indigenous Students Health Sciences	Danielle Soucy/Jordan Carrier/Catherine Booker
Maccess - McMaster Student Union	Hilary Zorgdrager
MacPherson Institute for Leadership, Innovation and Excellence in Teaching	Eliot Storm
McMaster Hillel	Judith Dworkin
McMaster Muslim Students Association	Ola Mubarak/Mahmood Haddara
McMaster Students Union (President)	Ikram Farah
McMaster University Academic Librarians' Association	Lynne Serviss
McMaster University Faculty Association	Tina Fetner
Office of Community Engagement	Sashaina Singh
Ontario Public Interest Research Group	Shelley Porteous
Pride Community Centre - MSU	Miranda Clayton
Student Accessibility Services	Tim Nolan
Student Wellness Centre	Rosanne Kent
UNIFOR 5555	Jim McAndrew
Women + Gender Equity Network - MSU	Jocelyn Heaton

Individual Voting Members	Membership Type
Albina Veltman	Faculty
Bernice Downey	Faculty
Arlene Fajutrao Dosen	Staff
Chika Agbassi	Staff
Chris Roberts	Staff
Joanne Buckley	Staff
John Williams	Staff
Karen Sutton	Staff
Sally Chen	Staff
Sarah Cairns	Staff
Tanya Rumble	Staff
Brad Keslick	Student
Dawn Unwin	Student
Esra Bengizi	Student
Julia Getchell	Student
Kalya Horocholyn	Student
Sujane Kandasamy	Student
Thuan (Paul) Tieu	Student
Yimeng Wang	Student
Ex-Officio Non-voting member	Contact
Ombuds Office	Carolyn Brendon
Resource People	Contact
EIO - Education, Outreach and Support Program (Staff)	Equity and Inclusion Office (EIO)

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	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
Women + Gender Equity Network	Padmaja Sreeram
Individual Members	Membership Type
Joanne Buckley	Staff
Eulene Victoria Bomberly	Student
Bernice Downey	Faculty
Arlene Fajutrao Dosen	Staff
Amna Farooqi	Student
Julia Getchell	Student
Kalya 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