



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

**Friday, December 16th, 2016, 9:30 a.m. – 11:30 a.m.
Gilmour Hall, Room 111 (Council Chambers)**

Meeting Minutes

Present: Carolyn Brendon, Jordan Carrier, Andrea Cole (Staff, Vice-Chair), Kayonne Christy, Andy Crowell, Kojo Dampthey, Juliet Daniel, Amber Dean, Alise deBie, Ryan Deshpande (Student, Vice-Chair), Sarah Dickson, Allison Drew-Hassling, Katherine Eaton, Raihanna Hirji-Khalfan, Ameil Joseph (Chair), Tara La Rose, Pilar Michaud, Suzanne Mills, Colette Nyirakamana, Lilian Obeng, Andrew Pettit, Michelle Poirier, Khadijeh Rakie (minutes), Stacey Ritz, Meaghan Ross, Vilma Rossi, Padmaja Sreeram, Lynn Stewart, Albina Veltman, Nicole Virgin, Vanessa Watts

Regrets: Nancy B. Bouchier, Judith Dworkin, Rosanne Kent, Wanda McKenna, Stash Nastos, Grace Pollock, Anne Pottier, Lainey Sterling, Karen Sutton

1) Welcome and Introductions. Ameil welcomed everyone to the meeting with a land acknowledgement and invited participants into an introductory round.

2) Approval of Minutes, November 12th, 2016

- The November 12th, 2016 minutes were approved as previously circulated.

3) PACBIC Chair/Vice Chairs Meeting with President and Provost: Update.

Ameil, Andrea and Ryan met on December 12, 2016 with Drs. Patrick Deane (President) and David Wilkinson (Provost) and Ms. Esme Davies (Senior Advisor to the President).

Ameil stated that 6 agenda items were covered:

1. Graduate Students and Mental Health
 - The coverage of graduate students' mental health resources was discussed.
 - The discussion focused on monetary concerns and how these services are funded.

- There are government regulations that prevent the University from imposing costs on students without their agreement. Changes to auxiliary fees have to follow an established protocol; in this case via a student referendum which is administered by the Graduate Students Association (GSA)
 - Conclusion: Discussion is ongoing. No definitive conclusion was reached.
2. Communication
- The University's response to the Alt-Right posters on McMaster's Campus was discussed along with the Daily News coverage of the KKK meeting room booking at the library.
 - The immediate attention from the media and varying responses from the university was problematized.
 - Can PACBIC provide messaging and guidance that acknowledges the impact these incidents have on individuals on campus?
 - The Office of Public Relations (OPR) must have autonomy with regard to how they operate and respond.
 - Conclusion: OPR will connect with the President on a regular basis and the President will connect with Ameil to discuss matters pertaining to equity on campus and in the community.
3. Winter Celebrations
- The Winter Celebrations Tip Sheet was brought to the meeting and discussed.
 - There was acknowledgement that there is a need for PACBIC to 'push' for changes that the administration may be unable to promote.
 - Conclusion: The suggestions to how and which celebrations the University engages in and with will be used as a conversation piece; there was a commitment from the President and Provost that they would be supportive and respond appropriately should their be backlash to the suggestions made in the 'tip sheet'.
4. Budget
- PACBIC has added two additional working groups; an LGBTQ+ Working Group and the Race, Racism and Racialization (R3) Working Group; however, the PACBIC budget has remained the same.
 - PACBIC requested the annual budget be increased from \$25,000 to \$30,000.
 - Conclusion: While there was no clear decision made at the meeting, the response was positive and it is anticipated that the PACBIC budget will most likely increase to \$30,000 annually.
 - The December 6th Commemoration of Missing and Murdered Indigenous Women and the "Montreal Massacre" and Black History Month Events were discussed with regard to lack of institutional annualized funding. It was acknowledged that these events are institutionally important and dedicated resources should be put towards them.
 - Conclusion: The President's Office will look into available money and loop back to PACBIC.
5. Sexual Assault Policy

- Discussion focused on how the initial work on the Sexual Violence Policy was conducted by a core group of feminist women with subject matter expertise. The draft policy then went through a series of consultations and re-drafting processes which resulted in the core group playing a lesser role in subsequent changes.
 - A conversation took place with regard to the development of processes for policy development that are more attentive to expert knowledge and the acknowledgement of experts, advocates/activists and those with lived experience.
 - The policy was approved on Dec.15.2016.
 - Conclusion: The President and Provost expressed confidence in the consultation process and that they are satisfied with the results.
- 6. Overt racism and responses on campus
 - The Daily News response to the Alt-Right posters found at McMaster was discussed and assessed. Public statements are critical because silence makes us complicit in the racism.
 - Any response ought to acknowledge the violence inherent in the posters and the fear that is generated as a result. Acknowledgement of the injury caused to the campus community and the sense of inclusion and welcome should be integral in any University response.
 - A cross working group that could facilitate workshops and create tool kits for faculty and TAs for use after these incidents take place could become possibilities should PACBIC be resourced in a manner that would enable it to engage the University community in a different way
 - Conclusion: A working group will be put together that the President's Office will resource.
- In concluding the update, Ameil noted that PACBIC has become a committee that both advises and that takes action. PACBIC will continue to engage in action strategies and interventions as an additional tool to advising the President and Provost on matters relating to equity and inclusions.

4) Budget Update

- It is anticipated that PACBIC and the Working Groups will make use of their funding allocations and, consequently, the PACBIC budget of \$25,000 for 2016 will be depleted.
- A more comprehensive budget update will be provided in January 2017.

5) Winter Celebrations Discussion and Planning

- Michelle Poirier from the Equity and Inclusion Office presented on the "Sinterklaas" Dutch Christmas
 - "Sinterklaas" and many of the activities are rooted in colonial racism including the practice of "Black face" and Sinterklaas's Black "slaves" known as "Zwarte Piet" (Black Piet).

- Social movements have arisen to protest the racist practices inherent to Sinterklaas parades and celebrations.

6) Working Group Updates & Reports:

1. Accessibility & Accommodation (A&A)
 - The working group has changed its name to: Accessibility, Disability & Ableism (ADA).
 - Discussion related to accommodation was removed since this working group does not work on issues related to the duty to accommodate.
 - One of the goals of the group is to unpack what ableism looks like on campus.
2. Race, Racism and Racialization (R3)
 - R3's main project this year is 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?"*
3. Employment Equity (EE)
 - There is a high level human resources committee that has been struck to review employment equity at McMaster.
 - The PACBIC Employment Equity Working Group is discussing whether there is a need for both committees to exist.
 - There are 5 PACBIC members who are also members of the human resources, EE committee.
4. First Nations, Métis and Inuit Priorities (FNMI)
 - The FNMI Working Group contributed to and sponsored the December 6th Commemorative Event.
 - Next term, FNMI is planning to have an event on Indigenous LGBTQ+ and Two-Spirit individuals. The event will also focus on coming out on reservation.
 - Anyone interested in this event should contact Vanessa Watts.
5. Inter-Faith Issues (IFIWG).
 - Vilma Rossi, Andy Crowell and Sean Van Koughnet met to discuss issues of interest to the IFI WG; specifically.
 - i. Winter Celebrations.
 - ii. Policy on Academic Accommodation of Religious, Indigenous and Spiritual Observances.
 - iii. Availability of Halal and Kosher food on campus.
 - iv. Expanding the Chaplaincy (physically and digitally).

v. Prayer Space.

6. Violence Against Women/ Gender-based Violence (VAW/GBV)
 - Much of the work of the committee last year surrounded the creation of the Sexual Violence Policy.
 - This year the working group will focus on a collaborative event with FNMI and R3.
7. Lesbian, Gay, Bisexual, Trans, Queer + (LGBTQ+) – no update provided
8. Madness/Distress, Eugenics, Discrimination & Saneism (MEDS)
 - The next meeting will take place on Tuesday, Jan. 2^{4th}, 2017. New members are welcome.
 - MEDS is focused on a new project; i.e., how to move forward the establishment of Disability Studies on campus.

7) **Announcements**

- The Equity and Inclusion Office Presents the Human Rights, Equity, Accessibility and Respect Toolkit (H.E.A.R.T.) Week Workshop Series in January 2017.
- Please see equity.mcmaster.ca for full details and schedule.

8) **Adjournment and Next Meeting: The meeting was adjourned and the next meeting is scheduled for Tuesday, January 24, 2017 from 9:30am – 11:30am in the Council Chambers.**