



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

**Friday, October 21<sup>st</sup>, 2016, 9:30 a.m. – 11:30 a.m.  
Gilmour Hall, Room 111 (Council Chambers)**

### **Meeting Minutes**

**Present:** Andrea Cole (Staff Vice-Chair), Anas Alwan, Ahmed Amir, Erin Aspenlieder, Meha Bhatt, Carolyn Brendon, Joanne Buckley, Jordan Carrier, Kayonne Christy, Sandra Colavecchia, Holly Corbett, Andy Crowell, Clark Cyprik, Amber Dean, Ryan Deshpande (Student Vice-Chair), Judith Dworkin, Shylo Elmayan, Craig Foye, Amy Gullage, Raihana Hirji-Khalfan, Christine Jackiw, Ameil Joseph (Chair), Roseanne Kent, Jim McAndrew, Pilar Michaud, Suzanne Mills, Justin Monaco-Barnes, Natacha Ngo, Colette Nyirakamana, Rachèle Marshall, Grace Pollock, Michelle Poirier, Anne Pottier, Khadijeh Rakie (minutes), Stacey Ritz, Chris Roberts, Meaghan Ross, Vilma Rossi, Jeremy Sandor, Lynne Serviss, Lynn Stewart, Padmaja Sreeram, Lainey Stirling, Elliot Storm, Karen Sutton, Thaun Tieu, Nicole Virgin, Vanessa Watts, Alex Wilson, Alice Zou

**Regrets:** Nancy Bouchier, Stash Nastos, Tim Nolan, Wanda McKenna, Shelley Porteous

#### **1) Welcome and Introductions**

Ameil Joseph, Committee Chair, welcomed attendees and invited a round of introductions. The Staff Vice Chair, Andrea Cole, and Student Vice Chair, Ryan Deshpande, were also introduced.

#### **2) Approval of Minutes, May 24<sup>th</sup>, 2016**

Amendment to May 24<sup>th</sup>, 2016 Minutes:

- On page 1 of the minutes under Item 2, remove the word “speculative” from the sentence *Add clarification to statement: “80% employee absences due to employee mental health issues”*. This statement is based on experience, not a formal study.
- May 24<sup>th</sup>, 2016 minutes approved with the above amendment.

### 3) **Terms of Reference (ToR): Discussion and Approval**

- PACBIC previously had a 40 member limit to its membership, however, working group conveners, chairs and vice chairs have been added to this base number of 40 members.
- It was suggested that it be noted in the ToR that PACBIC general meetings are open to non-members.
- PACBIC membership and its purpose were discussed. The main purpose of PACBIC membership is for voting on a certain decision - which has not happened to date.
- Ameil noted that a point will be added to the PACBIC ToR stating that PACBIC meetings are open to all interested participants - members and non-members.
  - With this amendment the PACBIC ToR were approved.

### 4) **Working Group Budgets**

PACBIC receives \$25,000 annually from the Office of the Provost. Over the years, this amount has not increased although there have been changes to membership and the number of working groups that have formed. The funding formula for working groups is described in the Conveners' Orientation Package.

Small Group Discussion: Currently, each working group is given \$2,000 a year to use in their respective groups. How can working groups use their allotments to work together to challenge systemic issues within the university?

#### Group 1

- PACBIC should look into addressing issues related to:
- Poverty
- Sustainability and green initiatives, food composting and food waste
- Space and how certain groups get access to space
- Scholarships and awards and how they are distributed equitably
- PACBIC should having training specific for all participants

#### Group 2

- \$2,000 divided into various events throughout the year doesn't add up to much in the end. It is important to look into budget allocation and funding increases
- People should be compensated fairly for the work they do, particularly in regards to multi-year projects
- Potentially look at rewarding instructors delivering content that is inclusive

#### Group 3

- More education to larger PACBIC during meetings. The first 15 minutes at each meeting can be used to inform the group of various issues relating to working groups and their expertise
- There should be an expectation that each of the working groups have a collaborative aspect to their events and initiatives

- Efforts should be put towards resources and implementation of employment equity so that McMaster employee reflect the diversity of its students
- Global issues taking place need to be addressed by PACBIC
- An increased effort for more cross-collaboration across working groups

#### Group 4

- Is there an opportunity to have a larger pot of money that people apply to PACBIC for?
- What are the largest shared benefits between working groups?
- Need for resourcing of environmental scans of staff, students and faculty in order to advance inclusion
- Raise the capacity of PACBIC to talk about opportunities

#### Group 5

- Accessibility at the university: the campus is not physically accessible. An invitation should be made to Facility Services to be present at PACBIC. Tim Horton's and COMPASS have been renovated and there is some thought that these changes have made the MUSC main floor even more inaccessible
- Mental health on campus – graduate students were asking for more accountability from the university. CUPE raised a lot of awareness and is re-opening the conversation
- President Patrick Deane's branding initiative: there is concern with this initiative being outsourced to an advertising agency. This will be the face of the McMaster community to the outside and PACBIC should have a seat at this table

#### Group 6

- There needs to be increased representation of Indigenous faculty members across programs
- Once information is received back from the employment equity survey, PACBIC should look into what needs to be done next
- Poverty at McMaster: What are the stats? Do we know what poverty at the University looks like?
- The December 6 Commemorative event of the Montreal Massacre and the Missing and Murdered Indigenous Women is currently an un-funded event. It takes place because of donations but it should be an annual event funded by McMaster

#### Group 7

- Additional funding should be made available for which working groups may apply in addition to their standard budget
- Research: ideas that PACBIC puts forward with research as the basis have more traction. The report that the Employment Equity Working Group put forward resulted into the hiring of an Employee Equity Specialist
- The University should have a response to the Truth and Reconciliation Report

- Networking with other universities that have groups like PACBIC to see their best practices

Ameil encouraged working groups to think of initiatives without being limited to the current budget reality.

## 5) **LGBT+ Working Group and Report on All Gender Washrooms**

The Coordinator, Queer Students Community Centre (QSCC) reported on a recent survey. The QSCC is an MSU service that offers support to LGBTQ+ students. There has been a greater push for advocacy and particularly for the needs of trans students who experience many barriers on campus. The QSCC has been working with the MSU on their sexual and gender identity policy acknowledging that the institution on campus was created for normative genders. A survey has been circulated to assess Queer students' experiences on campus including in Athletics & Recreation, Student Wellness Centre and the general campus environment.

They stated that the survey and data collection is complete and that the data analysis is almost complete. Recommendations will be given to the issues reported, a policy will be written and then presented to the Student Representative Assembly (SRA) for approval. The findings will be presented to the SRA on November 14 2016; following that, PACBIC will have access to it.

Michelle Poirier presented on the all-gender washrooms campaign:

- Goal of the committee is to have at least 1 all gender washroom in each building on campus by September, 2017.
- First phase is consultation with trans-identified and gender non-conforming students, staff and faculty and members from disability/ability communities.
- Second phase is education and public outreach. This includes a trial washroom conversion in MUSC Atrium.
- Third phase is conversion of washroom signage over the summer, 2017.
- Final phase includes more education, outreach and promotion from September 2017 to January 2018.

## 6) **Other Business**

- Announcement: Hamilton Arts and Letters, The Good Mind Exhibition and Reception in honour of Cees & Annerie van Gemerden, 3pm on October 21.2016 at The Central Library.
- Group Photo: There will be a group photo taken at the next PACBIC meeting.

## 7. **Adjournment and Next Meeting: The meeting was adjourned and the next meeting is scheduled for Wednesday, November 23<sup>rd</sup>, 2016 from 1:30pm – 3:30pm in the Council Chambers.**