



President's Action Committee on Anti-Racism (PACAR)

October 13, 2021, at 4:00 – 5:30 pm

Teams

NOTES

Attendees: G. Gallimore, T. Hynes, E. Mulvihill, O. Nzindukiyimana, L.A. Osei, S. Price, S. Skinner, R. Upshaw (Co-Chair), E. Yeo (Co-Chair), L. Delorey; (Recording secretary)

Regrets: K. Hanscomb, C. Morales, K. Prosper, A. Sylliboy

Invited guests: Megan Fogarty, Tara Reddick

1. The Co-Chairs called the meeting to order and welcomed everyone.
2. The agenda was approved, Approved by: T. Hynes, Seconder: O. Nzindukiyimana
3. The minutes from meeting on September 22, 2021, were approved with minor edits.
Moved: L.A. Osei, Seconder: E. Mulvihill
4. No Business Arising from minutes.
 - Sabrina brought forth an incident that happened and asked for direction on how to help student involved. Tara and Megan will discuss offline with Sabrina and make assessment.
5. CO-chairs Update
 - Elizabeth noted additions made to the interim report, and that the Report has been submitted to the President for his review prior to release
 - Discussion of alternate meeting times revealed that the current meeting time is optimal for the majority of committee members.
 - Elizabeth gave an update on the Senate's approval on the Anti-Racism module for first-year students as mandatory.
 - Friday, Oct 15th, Dr. Lorna Williams, Professor of Indigenous Education, of University of Victoria, will be hosting an on-line workshop, Building Solidarity & Alliances, Indigenizing Academia
 - Tara shared a milestone on the Counseling services (culturally relevant). An official email went out to all staff / students to advise of counselling services. As



a result, there has been sign-ups to book appointments with JJ Wilson. Andrea Currie is available in KIKNU every Wednesday to support Indigenous students

- Megan gave an update on the Racially Responsive Leadership Summit; 'Building racial justice in higher education', on Oct 22 and 25, a keynote, with breakout groups.

Megan shared the link: <https://www.centennialcollege.ca/centres-institutes/centre-for-global-citizenship-education-and-inclusion/racially-responsive-leadership-summit/>

- Elizabeth noted that StFX is now signatory to the Scarborough Charter (document/framework) that explores anti-racism.
- Robert updated on the sessions he has been hosting, Anti-Black, Racism. Also, Terena hosting Anti-Indigenous Racism sessions. Tara had her first Anti-Black racism presentation with Nursing students. Very good feedback and attendance is good
- Tara advised of work being done by Kerri Arthurs through the VP Students Student Experience and Opportunity Plan to host community consultation/conversations for equity deserving student/faculty/staff.
- Robert reviewed the committee process thus far and focused on the Working Group deliverables leading to the Community Consultation session booked for January 15th, 2022. We have three meetings to focus and construct the draft recommendations and priorities template, to be presented for input at the January 15 session. The draft Agenda for January 15th was discussed.

6. Update on Harassment and Discrimination policy

- Megan discussed the updates to the H&D policy implementation. There will be a companion to the policy, a series of videos; to talk through the steps. The goal is for the reader to use the video to walk through the policy document. Aiming for October end to release.

Action: Megan will send the draft to the committee for suggestions and input.

- Megan is also in process of rewriting the Human Rights and Equity website to address recommendations of the subcommittee with a particular emphasis on prominence/simplicity of presenting the reporting process.

7. Working Group Committees Update

- Robert reviewed the steps to be taken by the working group in bringing forth recommendations.



- The working groups will meet during our next 2 regular meetings to put together their recommendations and if additional time is required, each group will meet on their own.
- A draft of the recommendations will be due in December 2021, with a meeting in early January to discuss what will be presented on January 15th
- Meetings of each group is important to gather the outcomes, even if they are overlapping group to group

ACTION: Lynne to send out Robert's slide presentation to PACAR group

8. Communication Sub-committee update

- Ornella, Chair of the Communications committee, gave an update on the launch of the PACAR website
 - i. Montage image to be uploaded upon approval
 - ii. Resources organized under new headings for easier access
 - iii. No further/additional communication via social media will be designed through PACAR, existing university social media will be used to support communications, energy will be spent working on the action plan.
 - iv. The update will be sent via email this week
- Shelley voiced her appreciation on the President's approval remarks to Senate regarding his support on the modules.

9. Tara advised the co-Chairs the Black Society meeting has been postponed due to mid-term time pressures being experienced by student members and will advise the Co-Chairs when re-booked. (Co-Chairs to present the report and gather feedback from students)

10. Next meeting November 3, 2021, via Teams

11. Meeting adjourned 5:50PM.



Members 2020-2021:

- Robert Upshaw, Co-Chair
- Elizabeth Yeo, VP Students Co-Chair
- Kerry Prosper, Indigenous Elder
- Dr. Tim Hynes, Faculty
- Ornella Nzindukiyimana, Faculty
- Shelley Price, Faculty
- Krista Hanscomb, Staff
- Lee Anna Osei, Staff
- Ann Sylliboy, Community
- Sabrina Skinner, Community
- Ella Mulvihill, Student
- Che Morales, Student
- Gord Gallimore, Student
- Lynne Delorey, Recording Admin