



President's Action Committee on Anti-Racism (PACAR)
October 19, 2022, 4 – 6 PM

Minutes

Attendees: A. Cockshutt, M. Fogerty, G. Galimore, C. Morales, O. Nzindukiyimana S. Price
A. Sylliboy, S. Skinner, R. Upshaw (Co-Chair), E. Yeo (Co-Chair),
L. Delorey (Recording secretary)

Regrets: K. Hanscomb, E. Mulvihill, K. Prosper

1. The co-chairs called the meeting to order and welcomed everyone.
2. The agenda was approved as circulated. Moved: A. Cockshutt, Seconded. R. Upshaw
3. The Minutes from October 5, 2022 were approved. Moved: S.Price
Seconded, S. Skinner
4. No Business arising from the Minutes.
5. Presentation from Rainbow Diversity Institute (RDI)
 - Megan Fogerty introduced Melissa from RDI. StFX received a stipend from Canada Research Chair program to hire RDI to progress with equity work on campus.
 - Several action items in the PACAR report recommended priority be given to policy and actions to advance systemic change in support of employment equity by creating effective recruitment and retention policy and practice in support of faculty and staff.
 - Melissa gave a presentation on the ongoing work and discussion; input and discussion was shared with the PACAR members.
 - **Action: M. Fogerty will ask RDI to send out the slides to the members of PACAR who were not present today for review.**
 - **Action: Megan will circulate information for those who would be interested to serve on a working group to advise on the recommendations and priorities for action presented by the RDI group.**



6. Co-chairs Update

- The co-chairs work has been focused primarily on working with Kerri Arthurs to finalize the Action Plan, develop the accountability framework and align the work with the Student Experience and Opportunity Plan and the University Strategic Plan. Otherwise, much work recently has been focused on campus culture and providing a safe Homecoming experience for all students and supporting students post hurricane.
- Megan reminded everyone of the employee census being launched on Monday, November 7, 2022. The census is an action item identified by PACAR that is being advanced this year.

7. Review Accountability Framework

- K. Arthurs will finalize the Accountability Framework and finalize the draft Action Plan for committee review prior to sharing the Report with President Hakin.

8. Next meeting, November 9, 2022

9. Meeting adjourned 5:00PM.

Members 2020-2021-2022

- Amanda Cockshutt, Faculty
- Megan Fogerty, Staff
- Gord Gallimore, Student
- Krista Hanscomb, Staff
- Che Morales, Student
- Ella Mulvihill, Student
- Ornella Nzindukiyimana, Faculty
- Shelley Price, Faculty
- Kerry Prosper, Indigenous Elder
- Sabrina Skinner, Community
- Ann Sylliboy, Community
- Robert Upshaw, Co-Chair
- Elizabeth Yeo, VP Students Co-Chair
- Lynne Delorey, Recording Admin