

# Presidential Advisory Committee on Human Rights, Equity & Accessibility (PACHREA)

Monday October 17, 2011

10:00 am – 11:05 am

Gzowski College, Room 345

## Minutes

Present were: Adam Gukowski, Dana Capell, Karen Derian, Tara Harrington , Joeann Argue,
Julie Smith, Suha Jarrah, Matt McGill, Willow Burns, Robyne Shedden, Cath D’Amico and Braden Freer (Committee Assistant).

Regrets: Kristi Kerford, Nadine Changfoot, Eunice Lund-Lucas, Stephen Horner and Lon Knox.

## Open Session

### Chairs Remarks

The Chair welcomed members and initiated a round of introductions. The Chair informed members that the meeting would be, for the most part, focused on sharing information and setting up for the rest of the year.

### Minutes

The minutes from the March 2011 meeting were approved.

### Committee Membership & Terms of Reference

The terms of reference had been drafted the previous year and the committee had been operating under them but had not officially approved them. In terms of membership, committee seats had been filled for the year except for one faculty vacancy. It was noted that the Oshawa representative will only be able to attend via telephone conference. The committee discussed changes to the Terms of Reference regarding the number of meetings per year, ex-officio members, and quorum. An updated document would be circulated for approval at the next meeting.

### Updates from OHREA

The committee was advised that the office is still in a phase of transition due to staffing changes (after a lengthy vacancy in the Director position) and the offices of Human Rights, Equity and Accessibility being amalgamated last Fall.

A demonstration was given of the new OHREA website by Robyne, describing what makes the website accessible as well as the process by which the current incarnation came to be after the combining of the three separate websites.

The committee was given an update on the Positive Space Campaign by Robyne. Seven percent of the Trent population had participated in training last year. Another session was planned for November.

A Multi-Faith Room was launched in September. Trent was one of the last, if not the last, universities in Canada to have a multi-faith space. The room in LEC is not ideal, and probably not a permanent location, but is a first step.

The current Policy on Discrimination and Harassment has been in place since 1995, with a long history of trying to modernize the document. A second consultation period took place in February 2010. It is anticipated that PACHREA will play an important role in the next months in consulting on new draft policy and procedures.

### Permanent Subcommittee Updates:

#### Accessibility Subcommittee

Staff action plan circulated for the AODA Customer Service Standard. Recent work had been done with placing signage at all service points letting people know that accessible formats for Trent-generated written information can be made available. As well, a contractor customer service training module had just been developed. The next standards of the AODA (“Integrated Standards”) would be coming into effect starting in January 2012.

#### Employment Equity Subcommittee

The committee was created out of the recommendations from the university’s 2008 audit under the Federal Government’s Contractor’s Program. The draft employment equity plan had been circulated and would be further considered by the subcommittee.

### Ad Hoc Subcommittes

Last year’s subcommittees were briefly reviewed. None of last year’s chairs were presently on the committee. Members were asked to consider what subcommittees they might be interested in activating this year.

### Meeting Schedule

The committee decided that Monday mornings are a good time for the meetings (preferably not a pay-week Monday if avoidable).

### AOB

Members were invited to send any articles for discussion or agenda items to Julie or Adam.

### Adjournment

The Committee meeting was adjourned at 11:30 a.m.