

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

Monday November 28, 2011

10:00 am – 11:45 am

Gzowski College, Room 345

## Minutes

Present: Adam Guzkowski (Chair), Joeann Argue, Willow Burns, Dana Capell, Nadine Changfoot, Cath D’Amico, Karen Derian, Tara Harrington, Kristi Kerford, Eunice Lund-Lucas,
Robyne Shedden, Julie Smith, Lon Knox and Braden Freer.

Regrets: Matt McGill, Paul McCann, Suha Jarrar and Stephen Horner

## Open Session

### Chairs Remarks

The Chair welcomed members and initiated a round of introductions. He informed members that there was still a faculty seat vacancy. Brief discussion around filling the faculty seats centrally going forward. Julie to contact the Dean’s Office. The Chair noted that Mike Allcott, who will take over as chair in January, would be attending the next meeting.

### Minutes

The minutes of the October 17, 2011 meeting were approved.

### Committee Terms of Reference

The committee was informed that in the previous year, the committee worked under proposed Terms of Reference that were not formally adopted. Revisions have been made further to discussion at the last meeting and additional changes had been proposed following the Employment Equity Subcommittee meeting (mainly respecting membership). It was proposed that the President be made a non-voting member (the President does not generally attend meetings so negative effect on quorum; also, the Committee is advisory to the President). Discussion followed around whether wording should be added to the EE Subcommittee to explain the reference to representation from the designated groups. The idea of confidentially canvassing members was raised. The committee decided not to add additional wording but staff asked to note issue for purposes of corporate memory.

The Accessibility Subcommittee would be meeting later in the week and no substantive changes to their terms were anticipated. Any changes required could be made by amendment.

The committee voted to adopt the Terms of Reference as circulated.

### Updates from OHREA

#### Website

The new accessible website (comprising more than 85 pages) has been live for approximately a week, and Robyne requests that members of the Committee visit the website and communicate back to her any changes, comments, and suggestions. Committee members were asked to double check their contact information. There is a live News and Events page, should any member have any information or event they wish to have posted.

#### Positive Space Campaign

The next Positive Space Campaign training will be taking place Friday afternoon, and has been co-sponsored by CUPE 2. Graduate students could count this training towards their T.A. certification. Committee members undertook to circulate notice of the training.

#### Posters posted to OHREA’s bulletin boards

The posters circulated had been posted to the OHREA bulletin boards and at least OC College. It was not known if the posters were posted by members of the Trent community or the organization advertised. Each college determines what posters go up or are taken down; there is no central authority on poster policy. The sense was that very little was removed. Discussion at a PACHR meeting in April 2008 was referenced. It was noted that not all space that could be postered is college space. It was also noted that inappropriate postering could be subject to a complaint under the Student Charter. A policy with a narrow scope of what would be taken down (reactively; no central approval mechanism) could be desirable. This might be limited to illegal posters (e.g. those advocating hate) as an “inappropriate” standard was difficult to articulate. Information (including Brock’s policy which was wide in scope) had been forwarded to the Policy Manager for further consideration.

#### Misc

Excerpts from the recently-released Academic Plan were circulated. An inclusivity statement had been included following a meeting with OHREA staff and the Provost. It was clarified that there was a reference to marketing because Trent used to be a leader in taking action to recruit students with disabilities which had not happened in recent years. Brief discussion about adding Marketing and Communications or Human Resources to the Executor list; decided not necessary. The focus was on the classroom, not Trent as a workplace. **Carry Forward:** Next meeting look at recommendation(s) in context of full Academic Plan – aim to make more defined, with specific actions.

### Permanent Subcommittee Updates:

#### Accessibility Subcommittee

The first (informal) meeting of the year was focused on reviewing the draft policy on accommodation for students with disabilities which paralleled the draft document for staff and was being considered by the university’s Policy Committee. The Accessibility Subcommittee has recommended that an external accessibility audit be conducted [see AOB below]. The last audit took place in the early 1990s. Emergency procedures were being reviewed for compliance with AODA requirements effective January 1, 2012. A panel of students with disabilities had been called together to consult for the new Integrated Web Presence (IWP) portal project.

#### Employment Equity Subcommittee

The Employment Equity Subcommittee had met November 21. Karen Derian had presented an overview of the EE process at Trent and where the university currently stands. She reported that the university was in good shape re: completed employee surveys and that she would be following up to close gaps. The need for a mechanism for staff to update status (i.e. if disability is acquired) was identified. The subcommittee talked about data collection from prospective employees which could provide important information but risked possible human rights complaints and was not recommended by the government.

Through discussion the subcommittee identified that internal job postings should be shared externally as sometimes hiring ends up being external. The subcommittee discussed that non-compliance with the federal program would result in withholding a certificate number that was necessary for approximately $1M in funding every couple of years plus federal capital funding initiatives (Tri-council funding not at risk). The subcommittee discussed the exit survey that had been developed and ways that the process could dovetail into the general human resources process. The possibility of better linkages with human resources and the Deans’ office was noted. Finally, the subcommittee reviewed its terms of reference.

### Discrimination & Harassment – Draft Policy & Procedures

The circulated draft reflects the most recent proposed changes which have been submitted to TUFA; there will likely be further edits to come. The policy forms an appendix to the TUFA collective agreement. The new policy will replace the 1995 policy currently in effect. The history of the policy renewal process was briefly reviewed and dates back to 2005. Further discussion with TUFA was anticipated in December. Updates and future drafts would come forward to the committee over the next months. The anticipated timeline was to have the policy considered by Senate and approved by the Board of Governors in February / March 2012.

### Ad Hoc Subcommittes

Discussion continued from the last meeting. Subcommittees would need to be spearheaded by committee members but could include non-PACHREA members including students. Based on experience last year, Dana suggested that should a movie/speaker series be attempted, potential speakers/professors should be approached and asked if they have a movie/discussion they would like to do and then organize the event in that way instead of selecting a film at the start. After further discussion, members felt that organizing/sponsoring one event per term would be realistic, perhaps as “Education Events Subcommittee.” Dana and Willow indicated willingness to assist with Robyne providing room booking, etc. support.

**Carry Forward**: Next meeting further discussion about event for next term.

### AOB:

* Inquiry re: status of *Customer Service Policy* – nothing further since VP Student Services left Trent. Julie to follow-up with Eunice.
* Further to the reference above, the accessibility audit is being proposed for Spring 2012 and Robyne is in the process of drafting the RFP. Robyne met with AVP-PRD and the plan is to integrate the findings of the audit report into the university’s building maintenance and deferred maintenance plans.
* A door has been retro-fitted to include an automatic door opener in Blackburn Hall as a collaborative effort by three departments: PRD, Risk Management and DSO.

### Adjournment

The meeting was adjourned at 11:45 a.m.