

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

Monday December 12, 2011

10:05 am – 11:45 am

Gzowski College, Room 345

## Minutes

Present: Adam Guzkowski (Chair), Dana Capell, Nadine Changfoot, Tara Harrington,   
Johanna Hart, Paul McCann, Matt McGill, Julie Smith, Mike Allcott and Braden Freer (Secretary).

Regrets: Joeann Argue, Willow Burns, Karen Derian, Eunice Lund-Lucas, Robyne Shedden, Lon Knox, Cath D’Amico, Stephen Horner and Suha Jarrar

## Open Session

### Chair’s Remarks

The Chair welcomed Johanna Hart, representing Kristi Kerford, and Mike Allcott, incoming Chair.

### Minutes

The minutes of the November 28, 2011 meeting were approved.

### Committee Terms of Reference

The Accessibility Subcommittee met December 1 and discussed the inconsistency in membership provisions between their predecessor committee composition and the draft developed for PACHREA last year. Proposed membership as circulated, addition of administrators noted as well as students with disabilities as consultants. Additional changes to terms of reference proposed for consistency in describing committee members. PACHREA voted to approve the proposed changes.

### Committee Membership

The ToR stipulate that PACHREA appoints and approves chairs and members of the subcommittees. PACHREA voted to approve same (with vacancies to be filled). It was noted that the website would be updated re: committee membership and a portal notice posted re: vacancies.

### Updates from OHREA:

#### Discrimination & Harassment – Policy & Procedures

The most recent drafts were still with TUFA. Extensive proposed changes had been made in the last round of discussions. A lot of focus has shifted to the newly-released draft Academic Plan. It was noted that if the documents do not go to the Board of Governors by March the new round of TUFA bargaining may further delay the policy renewal process.

#### Positive Space Campaign

The training session on December 2, facilitated by Adam Guzkowski, went very well, with 37 in attendance. An additional session was planned for the winter term.

#### Violence against Women – Federal Call for Proposals

There had been a Federal Government announcement on November 29 calling for proposals under a program Engaging Young People to Prevent Violence against Women on Post-Secondary Campuses. Student Associations and Women’s Centres eligible to apply, universities not eligible. $200,000 per project max, deadline end of January. Offices of Risk Management, Student Affairs and OHREA in contact with student leaders to support development of proposal. TCSA and Centre for Gender & Social Justice developing proposal for METRAC training program: idea of several cohorts of students receiving training leading to comprehensive awareness campaign and campus study. Aim to train 120 students over two years. Comments by committee members: engage TOSA re: Oshawa participation, important for PACHREA to review if endorsement sought (invite proponents to attend next meeting), request funds liberally so as not to run short of funds with unforeseen expenses.

### Permanent Subcommittee Updates:

#### Accessibility Subcommittee

The subcommittee met December 1 and reviewed the draft Accommodation Policy for students (which went to the University Policy Committee December 6 and will return to that committee for further consideration). The majority of the meeting was spent discussing the plan for compliance with the Emergency Procedures provisions of the AODA Integrated Standard in effect January 2012. A small working group had been formed to work on compliance; the subcommittee would be updated before the December break. On December 5 the IWP student panel (students with a range of disabilities) met to consult on accessibility issues with the new portal. IT took feedback from the students and was considering possible modifications to make the portal more accessible.

#### Employment Equity Committee

Meets December 19, 2011 [Secretary’s note – December 19 meeting cancelled.]

### Draft Academic Plan

Further to discussion at the last meeting where the committee decided it wanted to talk further about Recommendation 6 in the context of the full draft plan, with the aim of making it more defined with specific actions:

The committee discussed the recommendation / draft plan at length. Members expressed the following points:

* + - the nature of the wording pertains to marketing and assumes that the current environment at Trent is inclusive;
    - the educational environment cannot really be separated from Trent as a workplace;
    - other universities are developing structures and investing in building a substantive culture of inclusivity, not just the marketing of an image;
    - the committee needs to make a strong statement that investment is needed (this will cost money);
    - there should be acknowledgement that we have a culture of inclusivity and that we would like to continue to develop it - we should express the goal of going beyond legislative compliance (and remove references to legislation);
    - Trent must ensure that it can deliver on its promises or risk losing students – we cannot market to diverse applicants just because we want their tuition; must have a culture that affirms that everyone’s pedagogical experience improves in a diverse environment;
    - TIP should be an executor of recommendation 6 (also, Marketing & Communications);
    - Trent has had a positive effect on diversity in the Peterborough community;
    - Oshawa is well positioned to grow diversity and a culture of inclusivity;
    - The current draft wording does not connect intention with action and is too general;
    - There is little diversity in some academic departments – students see diversity as external to them; there is an issue with superficial diversity at Trent;
    - There should be recommendations to assist student support services in supporting diversity and coordinating with other services;

The committee concluded that it wanted to add specific actions under the recommendation (e.g. to make curricular commitments for inclusivity). It was important to submit feedback to the Academic Planning Committee before the December break so a working group (Nadine, Mike & Julie) struck to modify draft proposed wording for recommendation 6 and circulate to the committee ASAP.

### Ad Hoc Subcommittes

* 1. “Education*al* Events Sub-committee:

Kristi sent out email to student representatives and approximately fifteen students replied. The intent of the subcommittee would be to develop one event next term. PACHREA voted to approve Dana as Chair of the subcommittee. The subcommittee will brainstorm ideas and report back at the January meeting. Possible ideas discussed. Noted that colleges have mandate to do programming and have allocated funds.

### AOB

* Noted there had not been much university activity around December 6 – National Day of Remembrance and Action on Violence Against Women. Important dates like this could be profiled on OHREA’s website and the committee could work on having dates communicated regularly (e.g. 4-6 times / year).
* No follow up to the posters discussed at the last meeting.
* The committee thanked Adam for his work chairing the committee for the Fall term.

### Adjournment

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