

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

Monday, February 27, 2012

10:00 a.m. - 12:00 p.m.

Gzowski College, Room 345

## Minutes

Present: Mike Allcott (Chair), Dana Capell, Nadine Changfoot, Karen Derian, Danielle Devries (for Kristi Kerford), Tara Harrington, Lon Knox, Eunice Lund-Lucas, Paul McCann (by telephone), Matt McGill, Julie Smith and Sheldon Willteron

Regrets: Emerance Baker, Willow Burns, Cath D’Amico, Stephen Horner, Robyne Shedden and Braden Freer (Secretary)

## Open Session

### Chair’s Remarks

The Chair welcomed Sheldon and Danielle and noted that Emerance Baker had joined the committee as the FPHL representative.

### Minutes

The minutes of the January 23, 2012 meeting were approved.

### Academic Plan – Report-back

Further to the update provided to the committee by email on January 26, 2012, and the circulated material, the Chair confirmed that only a few of the proposed changes had been incorporated into the document which had since been approved by Senate and would be going forward to the Board of Governors in March. The message had been received that “tolerating” diversity was not enough. The executor of recommendation 6 had been changed to “Office of Human Rights, Equity & Accessibility.” Julie noted that the efforts that had gone into the draft submissions would not be lost as they would be incorporated into OHREA’s strategic planning process.

### Update on Discrimination & Harassment – Policy & Procedures

Julie advised that work on four issues identified by TUFA had continued as expected over email, with the main focus on the mandatory notice issue. A conference call was scheduled for later in the week. TUFA had yet to provide details of concerns with the Academic Freedom provisions. The Chair noted the recent dialogue around Academic Freedom prompted by the recent statement released by the AUCC. Following consultation with TUFA, further consultation would take place with OPSEU and CUPE. Expected that updated drafts would be circulated to PACHREA for the March meeting. Spring approval by the Board of Governors was unlikely at this point given need for TUFA ratification which would probably occur early in the Fall depending on how the bargaining process unfolds.

### Subcommittee Updates:

#### Accessibility Subcommittee

The subcommittee met on February 14. Staff vacancy filled by Angie Best from the Instructional Development Centre.

**Accessible Customer Service Policy** *–* Required by AODA Customer Service Standard. Trent has had draft policy approved in principle since 2010; final approval process not completed. Policy subject matter: assistive devices, service disruption notices, service animals, support persons. Subcommittee considered and provided feedback on updated draft. Now with University Policy Committee process. Hope to finalize ASAP given that it is an outstanding compliance issue.

**Accommodation Policy for Students** – Still with University Policy Committee. TUFA feedback has been received and is being considered.

**Accessibility Audit** – Subcommittee discussed project’s scope and need to undertake more fulsome audit by architect. Last such audit at Trent happened more than 20 years ago and led to several projects making the campus more accessible. Contingent on funding, estimated cost $40-50K (40 buildings, one million square feet). OHREA will submit budget proposal and may also seek year-end appropriation. Results to be incorporated into deferred maintenance plan and idea to have ready-projects to respond to calls for grant proposals. Will be required in any event for Built Environment Standard (yet to be proclaimed). Subcommittee passed a motion to approve and support proposal going forward, with draft proposal to be considered at next meeting. PACHREA voted to unanimously adopt a motion of support for the project within the current budget cycle. Confirmed that the audit would include Oshawa. The Chair noted recent discussion among College Cabinet leaders about a student who used a wheelchair who left the university due to our campus’s inaccessibility. Confirmed that exit information not currently collected by the Registrar’s Office but possible opportunity to collect information about barriers in general causing departures.

The Subcommittee also heard about recent discussion at Faculty Board about intellectual property concerns with the recording of lectures. The issue had been referred to the Intellectual Property Committee chaired by the University Librarian. PACHREA had brief discussion about the issue. Finally, the Subcommittee was advised of OHREA’s plan for a second communication wave regarding Customer Service training.

Julie advised PACHREA about the opportunity for OHREA to manage the “Enhanced Mentoring Grant,” a $75K annual grant, secured and administered by Eunice Lund-Lucas for the past eight years. The grant funded the university’s Learning Innovation Grants as well as Panopto webcasting. More information to follow in future meetings.

#### Employment Equity Subcommittee

Meeting set over to March 19, 2012. Julie noted the work being done by Robyne and Karen on a Chair’s Hiring Manual. It included a best practices interview template.

#### Educational Events Subcommittee

Dana reported that the film Kinamagawin: Aboriginal Issues in the Classroomwas confirmed for March 20 with cosponsors FPHL, Champlain College and School of Education. One of the filmmakers would be attending and the Director of Equity Services at Carleton might attend as well. Dinner at the Seasoned Spoon sponsored by Champlain College. Dana noted the details of other arrangements. Members discussed venue and preferred the Bata Library Film Theatre to the Gathering Space for showcasing a film. Dana was connecting the filmmaker with the instructor for INDG 1000. Brief discussion about advertising (print-shop can design and print posters, TCSA Twitter feed / social media; university calendar of events; *Arthur* events). Thanks expressed to Dana for her hard work.

### Miscellaneous Updates

#### Name Issue – Transgender Students

The news website Xtra! Canada’s Gay & Lesbian Newshad contacted the university about whether we have a policy allowing for students, particularly trans students, to change the name that appears on university documents – e.g. ID cards, class roll calls. While there may have been some flexibility about this at some point currently the Campus Card office defers to the Registrar’s Office which requires a legal name change (as per policy in the university calendar). OHREA is working with the RO to look further at the issue starting with a survey of other institutions. We reported to *Xtra!* that we are reviewing our policies. Members expressed that Trent should be a progressive leader in this area. It was noted that trans individuals may use different names in different contexts so it was not so easy as a legal name change.

#### OHREA Budget Process

Budget packages had just been delivered and Julie spoke briefly to OHREA’s planned budget submission which would include allocations for projects as well as outreach and promotion. There was cautious optimism about an increase recognizing at the same time the current environment of fiscal restraint.

### Other Business / Open Discussion

#### Job Fair – Savage Arms

The Chair reviewed the issue and complaint. On behalf of the Career Centre, Danielle spoke to objections that students have made in past years to e.g. the Canadian Armed Forces. The Centre’s policy (circulated) made clear that it did not endorse any of the employers, the aim was to connect Trent students seeking employment with local-area employers. Trent’s policy was consistent with policies at other universities which had been recently been reviewed again. The complaint had been forwarded to the company with no reply to date. The student had been thanked for the complaint with indication that Trent would be reviewing the issue. Danielle confirmed that in the past student protest about employers (Canadian Armed Forces) had taken place without disruption.

Discussion followed including the following comments:

* The issue was not the nature of the company’s products (though some would object) but the offensive racist imagery – the logo tied to the name “Savage.”
* The TCSA struggles with similar issues re: vendors allowed on campus. It might be advisable for those responsible for bringing outside agencies to campus to discuss these issues and common exclusion criteria.
* Would the company be willing to attend future job fairs not displaying its logo?
* This was an opportunity to educate the company. It is broader than one student’s complaint.
* Dialogue with the company; explain why the logo/name is offensive and distasteful to the university community. We wouldn’t tolerate use of swastika.
* It would be easier to exclude the company if there was a legal ground for doing so (U.S. example – military recruiters refusing gay and lesbian applicants) such as a Human Rights Tribunal finding. Articulating criteria to ban short of legal grounding is a slippery slope.
* Member aware that some members of Curve Lake worked for company. Probably the company would not omit its logo from material.
* How to pick and choose? Examples of other employers who could be offensive (e.g. Avon charges fee for start-up; Student painting company practices).
* Excluding racism is a good start.
* This was a reputational issue for Trent re: what images we allow on campus (reference to prior poster issue), therefore engage External Relations & Advancement. Noted that company was university donor.
* PACHREA’s role to assist in creating culture of inclusivity.
* Criteria for who we accept donor funds from may be different than criteria applied to job fair.

### Carry-Forward

Chair to connect with Kristi Kerford, VP Julie Davis and Communications for discussion, consulting with Emerance. Sheldon to give names of students possibly interested in joining discussion. Chair to report back.

[Post-script Note: Company website history does speak to logo:

In 1919, Chief Lame Deer … approached [company founder] to purchase lever-action rifles for the Indian reservation and the two men struck a deal. The tribe would get discounted rifles and Savage would get their support and endorsement. It was at this time in the company's history, that Arthur Savage added the Indian head logo--a direct gift from the Chief--to the company name. ]

#### Sexual Identity Article

Brief discussion. Members expressed that they appreciated the article and it complemented the messaging in the Positive Space Campaign.

The circulated information items were noted.

### Adjournment

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