

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

Monday April 23, 2012

10:00 a.m. - 11:50 a.m.

Gzowski College, Room 345

Minutes

Present: Cath D’Amico (Acting Chair), Mike Allcott (by phone), Lon Knox, Eunice Lund Lucas, Matt McGill, Robyne Shedden, Tessa Nasca (TCSA), Adam Hopkins (for Emerence Baker), Karen Derian, Julie Smith, Nadine Changfoot, and Paul McCann (by phone).

Regrets: Dana Capell, Tara Harrington, Kristi Kerford and Braden Freer (Secretary).

## Open Session

### Chair’s Remarks

Cath chaired, welcoming committee members and introducing Tessa representing the TCSA. Mike noted that Richard Morgan from Advancement would be attending to speak later in the agenda about the discussion happening around criteria for university sponsorships (recent discussion had included Kristi Kerford and Brea Hutchinson).

### Minutes

The minutes of the March 26, 2012 meeting were approved.

### Discrimination & Harassment – Policy & Procedures

Julie provided a brief update. It was hoped that the drafts (circulated to PACHREA in March) would go to April Senate however the outstanding notice issue hadn’t been resolved so there was agreement to wait until the May meeting to allow more time for discussion (with possible use of a mediator). Julie had met with OPSEU joint committee and would be meeting the next day with CUPE. Still tentatively working towards final approval by the Board of Governors in Fall 2012.

### Subcommittee Updates:

#### Accessibility Subcommittee

Eunice reported that a subsection of the Accessibility Subcommittee had met in April to discuss the Accessibility Audit RFP. The call ends May 15, 2012 and a mandatory site visit was scheduled for the following day. Funding for the Audit has been approved in the 2012-13 operating budget.

Accommodation Policy for students is now with Nona Robinson, the new AVP Student Affairs. It was expected to go to Faculty Board in the Fall.

#### Employment Equity Subcommittee

Lon reported that the subcommittee had met on April 16. After considerable discussion, the subcommittee decided that the collection of applicant self-identification data should be discontinued with a watching brief on what was happening at other universities and the decision to be revisited in one year. Applicants were largely choosing not to self-identify and we weren’t doing any analysis of the results.

The subcommittee had considered the possibility of having an Employment Equity representative sit on hiring committees and determined that this was not a feasible model for Trent; resources better directed toward training initiatives.

Lon referenced the Dean’s Manual on Employment Equity hiring commenting that it was a great resource and that further work would be done to incorporate human rights hiring practices. Lon noted that the subcommittee had preliminary discussion about possibly inviting external community members to serve on the subcommittee as consultants.

Discussion: Inviting community members was a good idea - possibilities would be New Canadians Centre, PARN, Peterborough Partnership Council on Immigrant Integration, Peterborough Race Relations Committee, etc. Julie noted we can see if other universities do this. Cath noted that connections had been made with the partnership council in Oshawa which does a lot of diversity training. Karen noted that the cultural awareness piece at Trent needed to be strengthened. Nadine noted the importance of being transparent and clear with our hiring practices to be sure it is understood by community members who might not be familiar with academic hiring.

Paul noted process that worked well at Uof T: Dean’s representative on hiring committee from outside the department plus diversity briefing at outset of process. Mike’s experience (U.S. universities) that universities who hire first are most successful in securing top candidates from designated groups. Mike noted that he had had discussions with Student Affairs about the idea of a round table education meeting with community partners. Deans could be invited. To be considered in OHREA planning process.

#### Follow-up on Job Fair / Savage Arms issue

(Guest: Richard Morgan Julie briefly recapped the committee’s discussions about Savage Arms. Richard spoke to the notion of truth versus perception (e.g. Savage is a surname, logo was gifted) and that the reputation of the University is affected by perception. Who is Trent willing to accept a gift from? Local versus multi-national? How does Academic Freedom play in? He noted that Trent exists due to corporate citizenship (General Electric and Quaker Oats). We are all a part of the global economy and no entity is “pure.” Also, ethics change over time.

Richard spoke to the work being done by the Advancement Committee on a Sponsorship Policy. The committee is considering parameters to protect and honour Trent’s identity with our sponsorship practices. Other universities policies were been reviewed and a roundtable consultation session had take place, facilitated by Dr. Kate Norlock, Drain Chair in Ethics. We do not have practices in place for consultation specifically around contentious issues but draft policy being developed. It would not include a list of acceptable / unacceptable donors – instead a process to ensure proper consultation.

Tessa noted the TCSA’s interest in this issue: particularly that the policy has adequate standards and is transparent. She noted that Monsanto had provided funding to the university which was not published publicly. (That was a research matter, not sponsorship.) Transparency does allow individuals to exercise choice. Philanthropic right to donate anonymously noted. Any additional comments / feedback to Richard.

### OHREA Updates:

#### Multi Faith Room

Feedback received that space had been well-used. OHREA completed an audit of the spiritual texts in the room, only a few have gone missing. Space / décor is in good condition. Additional prayer rugs had been purchased. OHREA’s board room had been utilized as an alternative space.

#### Oshawa

Julie travelled to Oshawa and met with Paul McCann (Student Affairs) and Brendan Hickie (Acting Associate Dean and Principal) about OHREA’s work and services for Oshawa. Also met Tina Murray (DSO) who was facilitating prayer space as requested. TOSA representatives were not available. Julie noted that she had followed up with the faculty member who organized Oshawa’s very successful Black History Month events.

#### Poster

Oshawa campus had been postered with OHREA promotional posters featuring wording from the Academic Plan. Posters printed for Peterborough campus as well.

#### Graffiti in the Environment Science Building Male Washroom

Julie noted that the graffiti could be regarded as a hate crime; considering filing police report even if only for statistical purposes. Members agreed that incident should be reported. PRD addressed it immediately following initial miscommunication. Julie will follow-up with Risk Management and PRD to discuss how such situations are handled in future.

### Other Business

Julie advised that she would be attending the Canadian Association for the Prevention of Discrimination and Harassment in Higher Education (CAPDHHE) conference in Toronto May 1 – 4.

The draft annual report for OHREA would be circulating to the committee at the May meeting before submission to the Board of Governors.

The TCSA expected to hear shortly about the Violence against Women / Gender-based Violence proposal which was supported by PACHREA.

Mike noted that it was the 30th anniversary of the coming into effect of Canada’s *Charter of Rights and Freedoms.*

### Adjournment

The meeting was adjourned at 11:50 a.m.

### Next Meeting Date

Monday May 28, 2012