

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

Monday May 28, 2012

10:00 a.m. - 11:55 a.m.

Gzowski College, Room 345

Minutes

Present: Mike Allcott (Chair), President Steven Franklin (for remarks), Dana Capell, Nadine Changfoot,
Cath D’Amico, Karen Derian, Tara Harrington, Eunice Lund-Lucas, Paul McCann (by telephone), Matt McGill, Robyne Shedden, Julie Smith and Braden Freer (Secretary).

Regrets: Emerance Baker, Willow Burns, Stephen Horner, Nona Robinson, Tessa Nasca and Lon Knox.

## Open Session

### Chair’s Remarks

The Chair welcomed everyone and initiated the meeting. He expressed sincere thanks to members of the committee and OHREA staff for their work this year. A special thank-you to Dana for her work with the Educational Events Subcommittee. As well, Mike recognized that this would be Eunice’s last PACHREA meeting and he acknowledged her many contributions to Trent. In closing, he acknowledged the ambitious and important work ahead for the committee in fulfilling the mandate of Recommendation 6 of the Academic Plan.

### Remarks from President Franklin

The President and Vice-Chancellor thanked committee members for their hard work during the year and commented that Trent is providing leadership in issues of Human Rights, Equity and Accessibility. He noted the staff turnover in the office in recent years and commended Lon Knox’s leadership in transforming and reorganizing the office. The President spoke briefly to the Annual Report under discussion at the meeting, noting some highlights, and confirming that it would be closely considered by members of the Board of Governors. He spoke to the Board’s initiative in recently passing a Diversity Policy. He commented on the nature of the committee as a Presidential Advisory committee which allowed a direct communication line to his office when needed.

Brief discussion followed during which possible options for engaging Senior Administration in equity issues were explored. Possibilities included retreats (Board Planning Retreat, VP Planning Retreat), PVP, Board Orientation and Board Meeting Pre-Sessions. The President indicated that with the passage of the Academic Plan the coming year would be an optimal time to engage faculty, administration and Board members. Further discussion followed about engagement with student groups and a possible new surcharge for international students.

### Minutes and Arising

The minutes of the April 23, 2012 meeting were approved. OHREA had filed a police report about the hateful graffiti discussed at the last meeting.

### Updates

#### Discrimination & Harassment – Policy & Procedures

Julie advised that the drafts had been circulated to Faculty Board for the May 11 meeting and Julie had attended Senate to present on May 15. Some feedback had been received following which research had been conducted and communicated. A written update had been prepared for OPSEU and CUPE. It was hoped the policy/procedure might be dealt with early in TUFA bargaining to maintain momentum.

#### Accessibility Audit

Robyne advised that nine proposals had been submitted in the competitive bidding process for the built environment Accessibility Audit. The ad hoc working group would be reviewing the proposals and meeting in mid-June to select the successful proposal. It was expected that the Audit would take place over the summer. The report would be integrated into the university’s deferred maintenance plan and departments will be given lists of areas of interest local to them should they be in a position to allocate unspent budget funds to address accessibility issues.

#### IT Strategic Plan Submission

Robyne advised that OHREA had prepared a submission for IT’s planning process. The submission highlighted the upcoming requirements of the AODA with respect to web accessibility and included a list of the top ten issues to be addressed.

#### COU AODA Working Group

Robyne had met again with AODA colleagues from other universities. The working group had been informed that the COU would be creating a repository for resources but would not be developing training for the training component of the Integrated Standard as it had for the Customer Service Standard. Some institutions had asserted that they would like to be leaders in developing training.

Robyne noted that a student with legal blindness would be processing in the upcoming convocation for Oshawa. His degree and program were being formatted in Braille.

#### CAPDHHE Conference

Julie advised that she had attended the annual conference for the Canadian Association for the Prevention of Discrimination and Harassment in Higher Education (CAPDHHE) in Toronto in early May. It had been a good opportunity to meet colleagues and Julie noted that larger universities with more robust Human Rights offices were grappling with similar issues as Trent’s office was. The topic of the conference pre-session was assessing the costs of conflict / workplace fairness. There had also been an Employment Equity panel discussion, and the Chief Commissioner of the Ontario Human Rights Commission had spoken to the Commission’s new policy on competing human rights interests. Discussion followed about costs of conflict and workplace fairness.

#### OHREA Unit Planning Process

The committee was reminded that OHREA planned to undertake a unit planning process for the new amalgamated office over the summer with the intent of bringing a draft to PACHREA in the early Fall.

#### OHREA Draft Annual Report

Julie briefly reviewed the document which had been pre-circulated for review. The report was the first for the amalgamated office (including Equity and Accessibility). No report had been prepared in 2011-12. Reviewing the statistical analysis in the report, members discussed the reduced number of human rights issues brought to the office. That could be due to the less prominent profile of the office and/or recent training initiatives. Julie informed the committee that the document would be going to the Board of Governors in late June.

Motion: That PACHREA accept and affirm the report going forward to the Board of Governors. Carried.

### PACHREA Membership 2012-13

Members of the committee were thanked for their active participation throughout the year and encouraged to continue their roles with the committee given the value of continuity. Julie confirmed that faculty members had been named to PACHREA through the Nominating Committee of Faculty Board committee assignment process. Mike confirmed that he had been reappointed among the college heads to Chair.

### Other Business.

The committee discussed having the Interfaith Calendar on OHREA’s website linked to the main calendar page to promote awareness by the wider community and specifically for syllabus planning.

Motion: That PACHREA recommend that a link to the Interfaith calendar be put on the main calendar page. Carried. Staff to follow-up with Communications.

### Adjournment

The meeting was adjourned at 11:55 a.m.

### Next Meeting

September 2012.