Trent University

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

Thursday April 9, 2015

10:00 a.m. – 11:30 a.m.

Seasoned Spoon Café

## Minutes

Present:

Committee Members: Michael Allcott (Chair), Nona Robinson, Christy Carlson, Lindy Garneau, Alaine Spiwak, Barry Townshend, Beth Popham, Michele McIntosh, Noranne Flower, Carley Brook, Hilary Stafford, Danielle Hoogkamer, Bill Gibson, Loretta Durst, Justin Fisher, Nona Robinson, Janet Miron, Stephen Horner, Jocelyn Williams, Kate Norlock

Staff: Cath D’Amico, Andrea Walsh, Andy Cragg

Regrets: Adam Hopkins, Sylvie Berard, Leo Groarke, Christine Freeman-Roth, Kate Dougherty, Ashley Neale, Marilyn Burns

## Open Session

### Approval of Agenda

Moved by Nona Robinson. Carried

### Minutes from Previous Meeting

Moved by Barry Townshend. Carried.

### Update on PACHREA Terms of Reference

Consultation took place with President Groarke and he suggested some changes to the Terms of Reference for PACHREA that had been approved at the October 2014 meeting. Mike Allcott reported that President Groarke felt that allowing for an open call for membership may not necessarily lead to increased diversity of committee, but may be equally likely to create a situation where a particular group can dominate committee and push for their agenda. President Groarke suggested that the appointment process should be maintained as the sole means of membership to PACHREA. Membership to one or more of the PACHREA sub-committees is not limited by the appointment process. President Groarke also indicated, as reported by Mike Allcott, that language in the TORs should make it clear that PACHREA is an advisory council with no governance or policy-making role. However, PACHREA can have input on drafting policy through working within the existing governance framework. Finally, it was noted that with the Trent Part Time Students Association joining the TCSA in August 2015, the TCSA would likely appoint a representative for part-time students.

Justin Fisher moved to accept the TORs as presented. Carried.

### Update on CHREA Staffing

Cath D’Amico is currently Acting Director of the Centre for Human Rights, Equity and Accessibility (CHREA) until the end of January 2016. Cath will be managing operations of the office. Julie Smith is currently Acting Human Rights Advisor, managing and responding to human rights complaints that come into the office; she will hold this position until at least the end of September 2015. Andy Cragg (Special Projects Coordinator) and Andrea Walsh (Institutional Accessibility Advisor) will have a 2-month lay-off period during the summer months. CHREA has hired to TWSP students for summer employment.

### Reports from Sub-committees:

#### Accessibility

The work of the Accessibility Sub-Committee this past academic year focused largely on the built environment both in terms of addressing implementation of the accessibility requirements indicated in the 2012 Accessibility Audit of physical space and also planning ahead for the requirements which come into effect January 1, 2016 as part of the Design of Physical Spaces Standard section of the AODA. Additional accessibility highlights include receipt of a Federal Government Enabling Accessibility Fund (EAF) Grant for $36,000 to address need for accessible workstations in libraries on both campuses and accessible doors in Oshawa. Also discussed was the transfer of the MV-1 Accessibility vehicle from CHREA to the Print Shop/Mail Room. Discussion occurred around ensuring that accessibility remained a priority in operations of the MV-1. Cath D’Amico indicated that she was in the process of drafting a Memorandum of Understanding on this issue. There was also discussion on the need to have a plan for when the MV-1 is no longer in good working order and needs to be replaced.

#### Equity

The committee completed the planning for the Equity and Diversity Survey. The goal was to launch the Equity Survey in February 2015; however this launch was delayed by the decision to seek approval from the Research Ethics Board (REB). Among other changes, the Research Ethics Committee required change of name of project from Census to Survey in order to highlight the voluntary nature of the project. Approval from the REB has now been obtained and the new goal is to launch the survey in fall of 2015. The President’s Office has committed funding to hiring an assistant for analyzing the data produced by the survey.

#### Gender Inclusion

PACHREA received an update on the gender inclusive washroom signage. Some initial signs were place during fall 2014 and winter 2015. Signage is to continue to be installed on single stall washroom around campus. It was also reported that there had been an initial meeting between representatives from the Gender Inclusion Subcommittee and the Registrar to discuss the name change policy. There was some discussion of the need to create a working group to address the name change issue. A key to this working group was consider to be having a representative from Information Technology. Justin Fisher also reported that in terms of the education component of the subcommittee, there had been 6 Positive Space workshops conducted this academic year including two in Oshawa. These were conducted by CHREA student employee Daniel Shaw. There was discussion about whether there was enough uptake of this training among student leaders, staff and faculty. There was general agreement that increased numbers at training would be ideal. It was reported that the Positive Space Training is now part of the Student Support Certificate and it was expected that this would increase the number of staff who complete the training. There was discussion about whether to make this training mandatory for all employees and the mechanism that would allow this to occur. It was generally felt by committee members that PACHREA could advise on making training mandatory although there are issues with successfully tracking training. Other avenues for training include approaching the Centre for Teaching and Learning and increasing CHREA’s capacity to conduct training.

### Proposal for new ad-hoc subcommittee on Breastfeeding

Michele McIntosh spoke to the human rights requirement to allow breastfeeding in workplaces. Michele report that she received a Ministry of Health grant to study the impact of this issue with the population of post-secondary students. Michelle sought approval for creation of a subcommittee to carry out a range of activities related to breastfeeding at Trent including development of a policy, strengthening of community advertising, mobilize community support for these initiatives and host a breastfeeding conference at Trent. Potential partners/committee participants include SAS, Indigenous Studies, Health and Safety and Oshawa Campus.

Stephen Horner moved to create a new breastfeeding subcommittee.

Mike Allcott made an amendment to the motion which stated that Michele McIntosh would chair committee and build it inclusively based on recommendations of PACHREA.

Motion Carried.

### Affirmation of PACHREA Membership and Solicitation of Members for 2015-16

Beth Popham and Jocelyn Williams indicated that they will not be available to be involved with PACHREA and its subcommittees in 2015-16 academic year. Mike Allcott encouraged others to be in contact with CHREA regarding interest and availability for the upcoming year.

### Nomination of Executive Committee members

Barry Townshend had previously expressed interest in chairing the PACHREA Executive Committee.

Nona Robinson moved to nominate Barry as Chair. Motion carried with one abstention.

No other members present at the time expressed interest in being part of the executive committee. Mike Allcott encouraged those who may be interested to contact Cath D’Amico or Barry Townshend.

### Presentation by Prof. Momin Rahman

Professor Rahman was unable to attend meeting as planned. In his absence, the committee discussed his report on inclusion and diversity on campus. The committee endorsed the report with the following comments. Report is a good starting point for discussion of inclusion and diversity. Discussion occurred on the gap between Trent’s general self-perception of being quite inclusive and the reality of what is happening on campuses. PACHREA to make the suggestion to Professor Rahman that there be increased recognition of some of the initiatives occurring on campus and perhaps to include some content on First Nation/Indigenous experiences. Question by committee was what are the evaluative criteria for success around inclusion.

Jocelyn Williams moved that PACHREA endorse the report by Momin Rahman. Carried with one abstention.

### Other Business:

No other business was discussed

### Adjournment.

Meeting was adjourned at 11:20a.m. “Trans Stories” event followed meeting. Presenter: Karleen Pendleton- Jimenez.