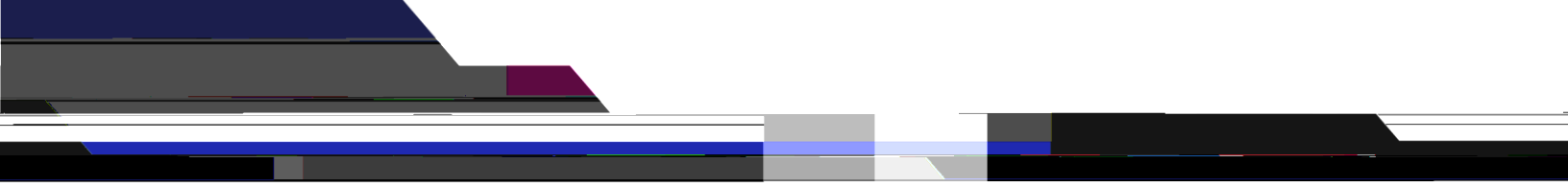



The July 2022 to June 2023 UCARE membership included:

h )	Teri Shearer	Ex Officio
Provost & VP (Academic) Delegate	Nick Mosey	Ex Officio
AVP (Human Rights, Equity & Inclusion)	Stephanie Simpson	Ex Officio
AVP (Indigenous Initiatives)	Janice Hill	Ex Officio
Vice-Provost & Dean (Student Affairs)	Ann Tierney	Ex Officio
Chair, Senate Educational Equity	Jana Raver	Ex Officio
University Ombudsperson	Lavonne Hood	Ex Officio
SGPS Equity & Diversity Commissioner	Jane Mao	April 30, 2023
Alumni/Community	Safiah Chowdhury	Aug 31, 2025





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Stephanie Simpson provided an update on the Faculty and Staff Recruitment, Retention and Support (FSRRS) UCARE Sub-Council and the Inclusive Community UCARE Sub-Council:

The FSRRS Sub-# [redacted] y [redacted] [redacted] Plan,  
and it is posted here: [Employment Equity Plan](#)

An update from the Director of Yellow House Centre for Equity and Inclusion on current activities, programming and resources that is available to QTBIPOC students, not only within their centre, but through various other collaborations and resources across campus.

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U k y# k- j y U @ Network (QUMIN). QUMIN is a diverse group of Muslim faculty and staff, inclusive of Teaching Assistants and Student employees, working to establish a network of fellow community members who feel inspired by, or a sense of belonging to the faith of Islam. First and foremost, it is a safe space for those who identify as Muslim on campus to support one another through building and strengthening of connections within the community. QUMIN has had two meetings so far and their first in-person social was in September. They will be meeting the third Friday of every month. The network will be discussing the possibility of becoming an Employee Resource Group (ERG).

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Supriya Venigalla provided

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Supriya emphasized the following success factors: funding, ability of instructor, dedicated HR support, union support, project management support and regular consistent space.

The next cohort will begin at the end of January and will be expanding into cleaners in Residences. Supriya is also working with the current successful participants on developing a newcomer Employee Resource Group (ERG). Once a participant graduates from the Program, they can join the ERG.

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Sandra den Otter, Vice-Provost (Global Engagement), provided an update on the Global Engagement Strategic Plan. Sandra provided a brief history of the Plan. She mentioned that they have already met with many groups across campus and will be soliciting feedback from the j Semester.

Sandra then talked about the Principles for Global engagement, highlighting the following: inclusive excellence, global impact, I-EDIAA, sustainability and stewardship, mutually beneficial partnerships, collaboration, and inter-disciplinarily.

Sandra then talked about the following six objectives:

1. - j create a better city, region and world.
2. Cultivate critical and innovative thinkers equipped and committed to creating a more inclusive and sustainable university.
3. Create and mobilize knowledge and research.
4. Develop a campus environment that is inclusive of international students, faculty, and staff.
5. Enhance the university wide collaboration on a capacity for global engagement

