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JULY 1, 2023 TO JUNE 30, 2024

MANDATE:

Reporting to the Principal, the University Council on Anti-Racism and Equity (UCARE) was established in 2023. UCARE is a standing committee of the University Council on Anti-Racism and Equity (UCARE) was established in 2023. UCARE is responsible for coordinating, reviewing, and reporting on the progress of sustained university-wide initiatives to address racism, diversity, and inclusion (PICRDI). UCARE is responsible for coordinating, reviewing, and reporting on the progress of sustained university-wide initiatives to address racism, diversity, and inclusion (PICRDI). UCARE is responsible for coordinating, reviewing, and reporting on the progress of sustained university-wide initiatives to address racism, diversity, and inclusion (PICRDI). UCARE is responsible for coordinating, reviewing, and reporting on the progress of sustained university-wide initiatives to address racism, diversity, and inclusion (PICRDI).

UCARE will:

1. Promote and support efforts of the university that foster a diverse, inclusive campus community.
2. Monitor the implementation of the PICRDI Final Report.
3. Monitor progress of anti-racism and equity initiatives.
- 4.



ACTIVITIES

From July 2023 to June 2024, UCARE held three public meetings. Over this period, UCARE discussed and advised on the following items:

RESPONSES TO RACISM SERVICES ON CAMPUS

Ann Tierney, Vice-Provost and Dean of Student Affairs,

ANTI-

meaningful strength of correlation.

intersectional lens.

Results show that students in equity deserving groups report significantly more challenging experiences with campus culture and connectiveness.

Equity deserving groups, especially those with intersectional identities, are more likely to experience food insecurity than the overall student population.

Students experiencing housing insecurity increased from 2021

The full report and additional data are available on the DSA website here: [Shift Survey Report](#)

Taryn McKenna, Student Inclusion and Engagement Coordinator, spoke to the Commitment and Action section of the Report and discussed the following:

The importance of creating student facing initiatives, for conversation and human connection

Decisions regarding the Shift Project come from student advisory groups

The initiatives are data informed to allow for a better understanding of issues students are facing

Taryn spoke to a number of ongoing initiatives on campus such as: the [Sunday supper series](#), student voices week, social media campaigns, [the Shift Podcast](#), Doors Open and the Allyship & Belonging student calendar.

The results of the survey showed that students were not always aware of events on campus. Students expressed a need for a centralized location for equity-related events and initiatives on campus. The Allyship and Belonging student calendar can be found here: [Allyship & Belonging Calendar](#)


[Student Voices Week](#) is a week in March dedicated to engaging in conversations about equity at campus-wide focused work being done by students across campus.

UCARE SUB-COUNCIL LEADS REPORTS

The Faculty, Staff, Recruitment, Retention and Support (FSRRS) Sub-Council met four times, in October, December, February and April. The primary focus of the Sub-Council is to implement the Employment Equity Plan. The Sub-Council is made up of employees from HR, VPCEI, HREO, Provost, QUFA and OII and members provide updates on the action items on the [Employment Equity Plan](#). The following items from the Plan are complete:

Items #1 - k recommendations from the Internal Audit review of the Staff Hiring Process.

Item #4 Update the Employment Equity Policy and Procedure to align with related



scholarships

One thematic area that is important to continue the conversation is the visibility for and support for research. There are a number of recommendations in this area that should be explored.

The Council and guests also suggested the following areas of focus:

Accessibility Services

Postsecondary Education Standards trying to be proactive. We have created a new Senior Accessibility Advisory Group (SAAG) to provide oversight and leadership. This Group is led by the Vice-Principal (Culture, Equity and Inclusion as well as the Dean of the Faculty of Education.

The Bi-° # k) j
compliant report stating website compliance.

Sexual Violence Prevention and Response

Client Intake there have been 87 cases since September 2023.

It Takes all of US working with first year students and staff required to complete the training.

SVPR were involved in Consent Week.

SVPRS Task Force.

SV Policy and the Policy on Sexual Misconduct and Sexual Violence revisions over the past few months. The new policy came into effect January 2024.

Lavonne provided an update on the Employment Equity Forum on May 6, 2024. The keynote speaker will be Dr. Adelle Blackett, author of the recently released report, [A Transformative Framework to Achieve and Sustain Employment Equity Report of the Employment Equity Act Review Task Force](#). Dr. Blackett will also speak to the Scarborough Charter. In addition, at the Forum, the HREO will award the Human Rights Initiative Award to Hospitality Services for their

The idea is to have a SC strategy in place for the University after the consultations are completed.

Kate asked how the consultations have gone? -Lavonne said the first two consultations went very well. Most participants really appreciate the opportunity to be heard.

Kate then asked how participants are being invited? Lavonne stated that Tianna

black faculty and staff caucus on outreach. Tianna has also been working closely with the Yellow House. Kate asked if there was advertising through AMS and SGPS Lavonne was not 100% but students from those leadership groups did participate. Lavonne will ask Tianna to reach out to Kate.

The 2024 Inter-Institutional Forum of the Scarborough Charter is this May 2024.

FUTURE ACTIONS

In the coming year, UCARE will focus attention on several action items including:

- Ø Continuing to hold the university accountable in addressing institutional racism.
- Ø Supporting the annual activities of the student clubs housed in the Yellow House.
- Ø Seeking opportunities to provide input on projects that advance the culture of anti-racism, equity, inclusion, and human rights on campus.
- Ø Review the UCARE Terms of Reference.