

Aba welcomed UCARE members and community guests to the meeting. She then spoke about the upcoming event hosted by the HREO and WE-CAN (Women Entrepreneurs Can). Members can join the WE-CAN community of women entrepreneurs to celebrate and support businesses run by women with disabilities in the Kingston region on Wednesday, starting at 10:00am.

Aba welcomed Corinna Fitzgerald, Assistant Dean Student Life and Learning to speak to the Campus Climate Survey Project.

Corinna provide a short background on the scope of the project. She stated that the project aligns with one of the commitments in the Principal's Declaration. It is supported by the Declaration Implementation Group and complements the recommendations from PICRDI. She provided the following updates:

- The project team has submitted the GREB application and is working with the Office of Institutional Research and Planning (OIRP) on customizing the survey.

- The survey will provide baseline metrics and measure EDI across campus.

- The survey will include questions about food insecurity and sexual violence.

- The survey will ask about attitudes and inclusion and exclusion in the classroom and when accessing services.

- The sexual violence questions will be similar to the questions that were asked on the provincial survey so that comparisons can be made.

- The information collected can be used to cross-pollinate data with existing surveys.

- The survey will be administered every two years.

- On the recommendation of the students, the survey will be referred to as a "student experience survey" not a climate survey.

- The survey will be launched in late March/early April to all undergraduate and graduate students.

- A final report should be released at the end of June.

She also mentioned that there are discussions happening to develop a similar survey for Staff and Faculty.

Aba asked about the effectiveness of launching the survey now. Stephanie replied that this is a pilot and that given the current climate for students it was important not to delay. It was time to establishing some benchmarks. This iteration is general, using Education Advisory Board's (EAB) template with slight modifications. It will not provide specific program evaluation but we hope it will give us a sense of how current programs and processes are affecting climate on campus. This survey is meant to get a broad sense of the climate. One of the recommendations moving forward could be to focus on a specific area.

Laeque asked who would be reporting on the results. Corinna answered that OIRP would be collecting and analyzing the data and providing the report. Ann added that the Principal has endorsed this project and it is seen as university project, hence the partnership with OIRP.

Fifi stated that the communication needs to emphasize that this survey will not just provide another report. It is difficult for students to re-live experiences and speak to traumatic events in these surveys, there needs to be something tangible coming out of it.

Corinna agreed and said this message was very consistent

Mona asked if there were more details on a survey for faculty and staff. Stephanie replied that Human Resources

Jan then spoke briefly to the current priorities:

1. OII Strategic Plan
2. Advancement Case for Support for Indigenous Initiatives
3. Establishment of an Indigenous Research Centre – Research overall – Ethics; Training for Researchers; etc.
4. Stabilizing Indigenous Languages Symposium 2021
5. Indigenous Studies Curriculum Audit/Tagging
6. Indigenous Studies BAH – Major and Medial
7. Indigenous Trainings
8. Lighting the Fire Report

Aba asked about the timeframe on the curriculum audit and if it would be shared. Jan stated that she expects it will be shared, as all reports by the OII are public. She said she didn't have a specific date for completion but hoped to have it done by the end of this academic year.

Aba asked if the intent was to ask people to revise their curriculum. Jan replied that the intent is to find where we can encourage faculty to look at decolonization. One issue may be that people broadly are not aware of the measurement process or which/how courses can include appropriate content.

Jan mentioned that the Lighting the Fire report on the experiences of Indigenous faculty is available through the COU: <https://ontariosuniversities.ca/reports/experiences-of-indigenous-faculty>

Aba invited Ann Tierney to provide an update on the UAR EDII Task Force. Ann noted that Chris Coupland and Angela Sahi have been key members of taskforce and would also speak to the work of the taskforce. Ann talked first about the existing programs and commitments such as the Indigenous Admission pathway, the first generation admission pathway and the Promise Scholarship. She then talked about the broad context and considerations that guided the taskforce.

Chris informed the Council of the UAR EDII taskforce mandate which was to:

- Review all aspects of the Queen's direct-entry undergraduate recruitment and admission process;
- Propose changes needed to successfully increase access and the diversity of students recruited and admitted; and
- Develop a framework for Undergraduate Admission and Recruitment to work collaboratively with Faculties and Schools to implement changes or initiatives.

He then talked about the Postal Code Project. Due to the intersection of this project with the Task Force mandate, the project was integrated into the work of the Task Force. The postal code project started in the Spring of 2020. It was aimed to assess the financial distribution in the estimated family income of Ontario-based applicants (including offers, acceptances, and declines) to Queen's undergraduate programs. It evaluates the estimated family income of those who are offered, and accept or decline, financial aid (need and merit-based) over the past five years.

Angela spoke to the outcomes from the taskforce which were:

Create an Equity Admission Self-Identification Form
Establish Undergraduate Admission diversity targets by faculty/school
Implement a revised written application in Fall 2020 for applicants to select programs that support the university's values of equity, diversity, inclusivity, and Indigenization
Develop and implement additional merit and need-based awards for underrepresented students, and conduct a review of institution-wide undergraduate financial aid
Develop an Admission Values statement that references the spirit, values, and intentions of the Queen's Declaration of Commitment to Address Systemic Racism
Launch a paid Equity Ambassador Program coordinated within Undergraduate Admission and Recruitment that provides peer support to applicants from equity-

Laeque and Yolande commented that while the draft looks good the policy is very legalistic. Good, consistent communications will be needed to make the policy accessible and easy to understand.

Alana encouraged members to submit any additional feedback to the Secretariat prior to Jan 29th, 2021.

asked any of the community members if they have any questions for the Council. There were no questions from the community. Aba asked for any other comments.

Mona mentioned that the fourth anniversary of the Quebec City Mosque shooting is coming up on January 29. The National Council of Canadian Muslims, the Centre Culturel Islamique de Quebec and Islamic Relief Canada are joining together once again for the Green Square Campaign in commemoration of this anniversary. This year they are raising funds for the CCIQ to do renovations on the mosque. The Muslim community is asking everyone to wear a green square from January 25-29 to remember those who were killed in that tragedy, as well as show support for the 6 widows, 17 children left without a father, and those injured such as Ayman Derbali who was left paralyzed after being shot 7 times when trying to tackle the perpetrator. There will be an online vigil held by CCIQ on that day as well.

Aba informed the Council of the next meeting on April 12, 2021 and adjourned the meeting.