

colleges in the summer of 2020 and by partner institutions at the October 2020

, to move from rhetoric to meaningful concrete action to address anti-Black racism and to promote Black inclusion. The Human Rights and Equity Office in collaboration with the h will lead this initiative. HREO is in the process of doing an inventory against the objectives set out in the Charter. The next step will be establishing working groups around the themes Governance, Research, Teaching, Learning & Student Success and Community Engagement

Mona spoke about the

New Peer Equity Ambassadors

EDII embedded in all levels of strategic planning across the university

Significant changes across campus over the last five years – enhancing academic programs, investments, recruitment, mandatory training, policies, new staff and senior leadership positions.

Changing campus culture requires sustained dedication and resources

Teri asked if anyone had any questions. Sarah Bunting asked about release time for those employees that are involved in Employee Resources Groups (ERG). Sarah stressed the importance of managers recognizing the workload associated with participating in ERGs.

Teri recognized the importance of ERGs and mentioned that this item is an action on the [Employment Equity Plan 2021/2022](#). Teri stated that this work should not be an additional burden to staff and this request should be addressed by the end of this academic term.

7. [TRC Report](#)

Stephanie asked Jan Hill to speak to the 2020 TRC Report. Jan provided an overview of the progress made over the 2020-21 year, in continuing to implement education based TRCTF recommendations. Each of the recommendations continues to be fulfilled, with Indigenous research and community partnership being a key focus this year. She then provided a ?e7 12 Tf1 0 0 1 103.82 488.47 d1nBa46seip

Stephanie reminded members that the next meeting of UCARE will be March 21 2022 and adjourned the meeting.

9. Other Business

Next Public Meeting: March 21, 2022

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