

# MINUTES

Provost

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|--------------------|--|---|
| Location:          | Room 202, Robert Sutherland Hall   |   |
| Co-Chairs:         | Alana Butler and Aba Mortley   |   |
| Members Attending: | <ul style="list-style-type: none"> <li>x Alana Butler (Elected – Faculty, Faculty of Education )</li> <li>x Yolande Chan (ex Officio – Provost’s Delegate)</li> <li>x Laeeque Daneshmend (Elected – Faculty, Department of Mining Engineering)</li> <li>x Yolande Davidson (Elected –Alumna and Community Member)</li> <li>x Petra Fachinger (ex Officio – Chair of SEEC)</li> <li>x Setareh Ghahari(Elected – Faculty, School of Rehabilitation Therapy)</li> <li>x Richelle Ignatius (Elected – AMS Student)</li> <li>x Adriana Lopez Villalobos (Elected – Staff, Queen’s Biological Station)</li> <li>x Aba Mortley (Elected – Alumna and Community Member)</li> </ul> | <ul style="list-style-type: none"> <li>x Osaru Omoruna (Elected – AMS Student)</li> <li>x Mona Rahman (Elected– Staff, Office of the Vice-Principal Research)</li> <li>x Bunisha Samuels (ex Officio –AMS Social Affairs Commissioner)</li> <li>x Teri Shearer (ex Officio – Principal’s Delegate)</li> <li>x Stephanie Simpson(ex Officio – Associate Vice-Principal (Human Rights, Equity and Inclusion)</li> <li>x Ann Tierney (ex Officio – Vice-Provost &amp; Dean Str f(t- W n BT 0 scn /TT0 1 Tf 11.04 -0 0</li> </ul> |

Deane stated that EDI issues are intrinsically connected to everything that needs to be accomplished at the University in order to move the institution forward. EDI issues will not be put to the side or used only for promoting public relations. One of the first steps to integrate EDI into Queen's culture is to identify the University's values and establish acceptable norms of behaviour. In order to do this, multiple voices must be empowered, be heard, be supported and be sustained. Principal Deane acknowledged that in order to earn the trust of students, staff and faculty his Administration will need to deliver on as many PICRDI recommendations as possible.

#### 4. Update from Deputy Provost (Academic Operations and Inclusion)

Teri Shearer, Deputy Provost (Academic Operations and Inclusions) was invited to provide an update on EDI initiatives. The following highlights were recorded:

- x Recent hires have resulted in an increase in the representation of equityseeking groups among our faculty, staff and students. A higher proportion of new tenure d and tenure-track faculty are women, visible minorities and indigenous people than the proportion in the overall faculty or the available workforce.
- x The hiring of women, indigen ous people and people with disabilities into staff positions has increased, and last year a higher proportion of new staff were in those groups than in the overall staff and the available workforce. A higher proportion of staff hired last year than the overall staff are visible minorities, although the proportion is still lower than in the Canadian workforce. Th e Deputy Provost highlighted the re cruitment of visible minorities to staff positions as one area where Queen's needs to improve its performance.
- x In 2018, a higher proportion of Queen's students were women, visible minorities, indigenous people and people with disabilities than the proportion of Canadians between the ages of 15 and 24 in each group.
- x Queen's University signed the City of Kingston's Workplace Inclusion Charter. By collaborating with local employers and supporting inclusion initiatives, the Charter aims to build more equitable , inclusive and prosperous workplaces.
- x The Divisi on of Student Affairs is introducing the Promise Scholars program, which is designed to reduce financial barriers and increase access to a Queen's education for five local, first- generation students. Some of the benefits of the Promise Scholars program include financial support for: tuition and fees, books and supplies, residence room and meal plan, and paid summer employment. There are plans to extend this program nationally and internationally.
- x The four student groups chosen to occupy the Yellow House have moved/partially moved in. A Director and an Administrative Coordinator will be hired in the near future. The staff will provide programing and ensure that the House is open to the whole campus community during normal business hours .



external's report was that the two office should unify into one office. In 2017-2018 this transition began and a new mission and vision was drafted. To ascertain whether this merger is successfully serving the needs of the campus, Helena Debnam, Special Advisor (Marketing and Special Projects) to the Provost and VicePrincipal (Academic), undertook an exercise of brand testing. Both focus groups and individuals were invited to comment specifically on the new arrangement and more generally on the overall culture of human rights and equity at Queen's. Preliminary findings suggest that the Human Rights and Equity Office needs to be more visible and that communication with the Queen's community needs to be improved. Before submitting the final report, Helena Debnam plans to expand her outreach and gather more information from the Queen's community. Stephanie Simpson stated that she would continue to update UCARE on this initiative and thanked all those who have participated in the exercise thus far.