



SLC EDI and Belonging Task force Meeting Agenda

Monday, December 14th, 2020

Membership:

1. Raven Bedford (Student, Kingston)
2. Terry McGinn (Staff/SA, Kingston)
3. Richard Webster (Staff, Kingston)
4. Christina Chrysler (Faculty, Brockville)
5. Newton Duarte (International student, Kingston)
6. Sara Craig (Faculty/union, Brockville)
7. Jessica Jeong (Faculty, Kingston)
8. Krista Videchak (Staff, Kingston)
9. Ining Chao (Admin, Kingston)
10. Shanika Turner (Staff, Kingston)
11. Shirley Chaisson (Staff, Cornwall)
12. Allison Taylor (Faculty, Cornwall)
13. Muhammad Owais Aziz (Faculty, Cornwall)
14. Robert Rittwage (Faculty, Kingston)
15. Emrys De Souza (Student, Kingston)
16. Wendy Whitehead (Faculty, Kingston)
17. Alejandra Perez (Staff, Kingston)
18. Joel Wilkinson (Staff, Kingston)
19. Executive Sponsor: Christopher Garnett
20. Communications Representative: Julie Einarson

Land Acknowledgement

1. Check In – 2:00 p.m. – 2:15 p.m.
 - Check to see how everyone is doing
 - Ekta shared a video from Western U on “What I wish my professors knew about me”
 - Richard thought it was powerful and a great tool
 - Shanika thought it was a good learning experience and lots of take-aways
 - Owais thought the video connects us all
 - Sara is wondering why some students didn’t share with their professors and how we can break those barriers.
 - Wendy thought it was good to get to know about them on an individual level
 - Ekta wants us to think about what our role is as a taskforce member and how we can create a culture where everyone feels comfortable sharing various aspects of themselves

2. Approval of Minutes from Nov. 30th, 2020 – Approved

3. Update from Equity Census working group 2:15 p.m. – 3:15 p.m.

a. Breakout session discussion

- Ekta broke the taskforce into subgroups to provide feedback on the first draft of the equity Census. Each group provided feedback.

- Ining, Chris, Wendy – privacy (anonymous), new intake students, who will the survey include, goal and goal setting, confidential, Q7 – not about citizenship, repeat Q8 in the FAQ, glossary of terms.

- Joel, Jessica, Shirley – removing the word Aboriginal, translation of other languages, not the whole survey but sections, Q20 + Q21 – representing how they feel represented and how they see themselves.

- Alejandra, Robert, Owais – Q11 – chronic health condition, working with Caryn Langstaff to ensure we have the correct info, want to share any discrimination, are you a caregiver or a family support role, have another option with a textbook for each question, Q11 – using the word experience, rather than conditions, Q12 – Social economic question.

- Sara, Julie, Shanika – have the purpose in the first paragraph, making sure this survey is anonymous or confidential, shorter version in an email and the longer section on the census survey, clear definition beside the question to explain the terms (Q8), breaking down each status of employees and students, add a question about identify 1,2,3,4, language that they speak, add a questions about asking where they were born and how long they have been in Canada, mix up the format of the answers.

- Richard, Raven, Krista – the preamble – add a statement about regardless of their background, so they feel like they are adding value to this survey, Q11 – add these to the answers - mood disorders, anxiety disorders, adding resources at the end of the survey, short the language at the start, updates about the taskforce.

- Robert wants to know how we can make this real for someone. How can we connect with staff and students and create a powerful vision for our messaging.

- Julie suggested adding quotes, videos, communication from students and staff and Glenn asking for help. Having taskforce members talk about this vision less than 30 seconds.

- Chris wants to ensure that this survey is open longer to ensure that everyone has an opportunity to fill it out.

4. Update from NSERC Grant working group

Ekta, Jessica, Richard, and Shirley have been working collaboratively on the EDI capacity building grant and it is due on Jan. 11th. Three areas of focus include: EDI policy review, EDI training program, and professional mentoring groups (ERG's) for designated equity groups.

5. EDI Research Assistant position

Ekta will be hiring 1-2 research assistant positions to help with the data gathering of the Equity Census and courageous conversation listening tours

6. EDI website -

Ekta shared that EDI website is up and running and encouraged TF members to take a look.



7. Courageous Conversations Listening Tours update – 3:15 p.m. – 3:30 p.m.

- Ekta clarified the purpose of both the Census and CC listening tours. We aim to avoid duplication of information in the tours and the survey
- Richard and Wendy think that it would be a good idea to have the information provided in both communications.
- Create a website opportunity for SLC members to share their thoughts (using FORMS) if they cannot attend the listening tours. Host on website.
- Wendy wants to ensure that the information is anonymous, so that the staff and students answer the questions honestly.

8. Regrets

- Terry McGinn
- Christina Chrysler
- Newton Duarte
- Allison Taylor
- Emrys De Souza

9. Meeting Ended – 3:30 p.m.

- Ekta will push the topics not spoken about today to the meeting on January 11, 2021.

Happy Holidays!