

Stephanie reminded the Council of a few important dates in January: January 15th is Martin Luther King Jr. day, January 27th is International Holocaust Remembrance Day, January 29th is the National Day of Remembrance and Action Against Islamophobia. Stephanie then asked Council members and guests to add any upcoming events in chat.

4. Anti-Hate Advisory Group (QUAHAG)

Stephanie informed the Council of the new anti-hate advisory group that will be formed out the Office of the VPCEI. The impetus for the formation of this group came in the Fall after the brutal attack on a gender studies class at the University of Waterloo in the Summer.

This Group is meant to provide guidance to the University Administration on effective approaches to hate prevention and response, in consultation with communities targeted by hate.

The Group will be informed by literature/research, legal parameters and policies and practices on campus.

The Group will be made up of university staff, students and faculty, university service providers and senior leaders, and representation from the City of Kingston. The Group will strive to reflect the diversity of the university community, with particular attention to groups statistically most targeted by hate activity including ethnoracial, religious and 2SLGBTQI+ communities.

The first meeting of the Group will be in 2 weeks. There have been several meetings of university partners to respond to hate incidents on campus. Those meetings will continue and the issues will be brought to the larger QUAHAG group.

Jermaine Marshall added the [Racism, Oppression & Resistance Timeline](#) in the chat.

Yasmine Djerbal asked about campus violence. Will you include questions of cyberviolence, harassment and other forms of violence? Stephanie replied yes, however it will be determinant on hate as defined by our policies.

Cyberviolence in relation to hate/harassment can get murky when we are talking about _____ and _____
This will be one of the

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

Kandice reminded the Council that the full report and additional data is available on the DSA website here: [Shift Survey Report](#)

Kandice invited Taryn to speak to the Commitment and Action section of the Report. Taryn 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

Every initiative comes back to what did the survey tell

Taryn then proceed to speak 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

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 - Revise the j Equity Appointments Process application to align with recommendations from the Internal Audit review of the Staff Hiring Process.

Item #4 Update the Employment Equity Policy and Procedure to align with related university employment equity practices.

Item #12 Review the Employee Resource Group website and conduct a needs assessment.

Item #20 Develop an online Employment equity module for the faculty hiring process.

The next FSSRS Sub-Council meeting is in February.

Lavonne then proceeded to provide an update on the Inclusive Community Sub-Council. The Sub-council has had one meeting in November. This Sub-Council is made up of members from the Ombuds, SGPS, AMS, HR, QUIP and QUIC. There is also a Dean representative as well as a community member and an employee from Student Awards. The first meeting was an opportunity to brainstorm some objectives for the year. The following were suggestions from the Sub-Council:

employee resource group

resource guide for racialized staff and faculty members

