Mandate:

Reporting to the Principal, the University Council on Anti-Racism and Equity (UCARE) was established in 2017 in response to a recommendation of the Principal's Implementation Committee on Racism, Diversity and Inclusion (PICRDI). UCARE is responsible for coordinating, reviewing, and reporting on the progress of sustained university-wide initiatives to address racism and to promote diversity and inclusion at Queen's.[1] The UCARE will help shape the vision and strategy of the university.

UCARE will:

1. Promote and support efforts of the university that foster a diverse, inclusive campus community.
2. Monitor the implementation of the PICRDI Final Report.
3. Monitor progress of anti-racism and equity initiatives.
4. Identify and make recommendations regarding persistent obstacles to progress on diversity and inclusion, including those related to resources, organizational structures, policies, protocols and processes faced by racialized students, staff and faculty. This will include, but not be limited to, factors associated with attraction and retention of racialized students, staff and faculty.
5. Coordinate and facilitate synergies amongst complementary initiatives within the university, and identify opportunities for collaboration external to the university.
6. Establish sub-councils as may be determined appropriate by UCARE.
7. Coordinate ongoing communication with the wider Queen's Community.
8. Prepare an annual report of its activities, to be submitted for information to the Senate, the Board of Trustees and to the wider Queen's Community.

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[1] Principal's Implementation Committee on Racism, Diversity, and Inclusion, Final Report, April 10, 2017, p. A-34

Membership

The January 2018 to August 2019 UCARE membership included:

Affiliation	Name	Term
Principal's Delegate	Teri Shearer	Ex Officio
Provost & VP (Academic) Delegate	Yolande Chan	Ex Officio
Associate Vice-Principal (Human Rights, Equity & Inclusion)	Stephanie Simpson	Ex Officio
Vice-Provost & Dean (Student Affairs)	Ann Tierney	Ex Officio
Chair, Senate Educational Equity	Michael Blennerhassett	Ex Officio until Aug 31, 2018
Chair, Senate Educational Equity	Petra Fachinger	Ex Officio beginning Mar 1, 2019
AMS Social Affairs Commissioner	Ramna Safeer	Ex Officio until April 30, 2018
AMS Social Affairs Commissioner	Myriam-Morenike Djossou	Ex Officio – May 1, 2018 – April 30, 2019
SGPS Equity & Diversity Commissioner	Rosie Petrides	Ex Officio until April 30, 2018

SGPS Equity & Diversity
Commissioner

Affiliation	Name	Term
AMS/SGPS Student		

7. Communications

The ability of the administration to effectively communicate with students was discussed at

11. Division of Student Affairs EDI Initiatives

At the October 15, 2018 meeting, Ann Tierney (Vice-

new more comprehensive student survey in conjunction with the Human Rights Office and the Senate Educational Equity Committee (SEEC). Queen's ultimate goal is to make Orientation week welcoming and accessible to all incoming students.

Future Actions

UCARE's future work will focus on:

- ¾ Continued monitoring of the implementation of the *PICRDI Report* recommendations
- ¾ Finalizing UCARE's Vision, Mission and Priorities
- ¾ Establishing formal Sub-Councils that have approved terms of reference and membership
- ¾ Monitoring the annual activities of the student clubs occupying the racialized student space (Yellow House)
- ¾ Improving communications with the wider Queen's communities, with a focus on students
- ¾ Seeking opportunities to provide input on projects that advance the culture of human rights, equity and inclusion on campus