

UNIVERSITY COUNCIL ON ANTI-RACISM AND EQUITY (UCARE) ANNUAL REPORT

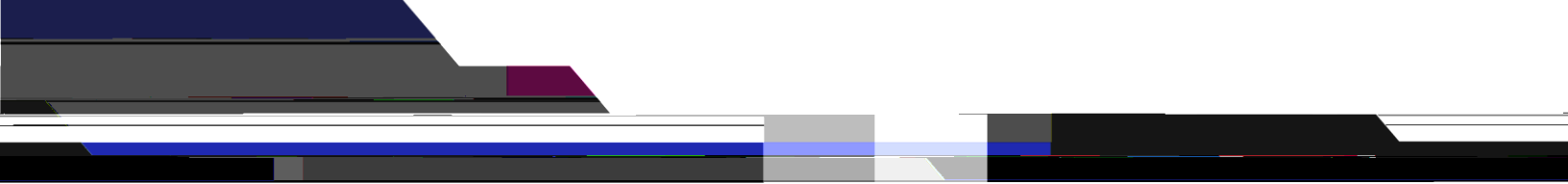
JULY 1, 2020 TO JUNE 30, 2021

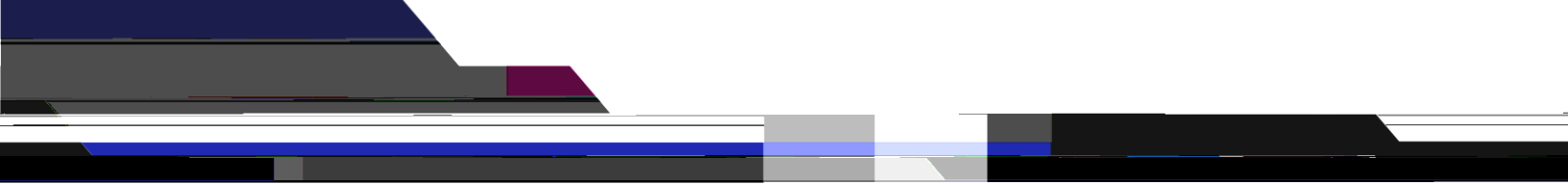
MANDATE:

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. The UCARE will help shape the vision and strategy of the university.

UCARE will:

1. Promote and support efforts of the university and support efforts of the university.





EDII work/vision within the Faculty of Health Sciences.

Guest speakers for Islamic History Month. Mona Rahman and Chaplain Ryan Carter from CFB Borden spoke to the Council regarding Islamic History Month and more specifically Black Muslim experiences and contributions.

[The Human Rights and Equity Office Annual Report](#). AVP Simpson summarized the 2019 HREO Annual report highlighting a few key initiatives. The Black Faculty and Staff Caucus. Professor Kristin Moriah spoke to the Council regarding the launch of the Queen's Black and Faculty Staff website found here: <https://www.queensu.ca/qbfsc/>

Update from Aboriginal Council. AVP (Indigenous Initiatives and Reconciliation), Kanonhsyonne Janice Hill, provided an update on the work of the Aboriginal Council. AVP Hill also provided a history of the Aboriginal Council.

Updates from the University Admission and Recruitment (UAR) EDII Task Force. Vice Provost and Dean of Student Affairs, Ann Tierney, provided an update on the UAR EDII Task Force.

The [Harassment and Discrimination Policy](#). Lon Knox, University Secretary and Corporate Counsel, provided an update on the review of the Harassment and Discrimination Policy.

The Global Engagement Strategic Plan. Sandra Den Otter, Vice Provost (International), provided a brief overview of the Global Engagement Strategy. The Report to Senate on Undergraduate Orientation 2020. Kayla Melbourne provided an updated on the Undergraduate Orientation report.

For additional information on the presentations and reports provided to UCARE please visit the UCARE website: [UCARE Website](#)

FUTURE ACTIONS

In the coming year, UCARE will focus attention on several action items including:

Continued monitoring of the implementation of the *PICRDI Report* recommendations through the UCARE sub-councils.

Continue to hold the university accountable in addressing system institutional racism.

Supporting the annual activities of the student clubs housed in the Yellow House. Seeking opportunities to provide input on projects that advance the culture of anti-racism, equity, inclusion, and human rights on campus.