

To: Roseann O'Reilly Runte, President and Vice-Chancellor, Carleton University

From: Senator Landon Pearson, Chair of the Commission on Inter-Cultural, Inter-Religious and Inter-Racial Relations on Campus

Date: November 13, 2013

## **INTRODUCTION**

In June 2010, the President and Vice-Chancellor of Carleton University announced the creation of a Commission on Inter-Cultural, Inter-Religious and Inter-Racial Relations on Campus with the mandate to “*contribute to a better context for dialogue and understanding on the Carleton campus and in the surrounding community*”. The Hon. Landon Pearson O.C. chaired the Commission from the fall of 2010 to the spring of 2012. The report of the Commission was released in the fall of 2012.

The purpose of this report is to provide a summary of the progress achieved in the implementation of the Commission’s recommendations after one year.

## **RECOMMENDATIONS**

The recommendations made by the Commission recognized that diversity and inclusion are essential to institutional and academic excellence. They were intended to build upon Carleton University’s strong history of valuing and promoting diversity and inclusion and to further enhance the quality of the educational experience.

The Commission organized its recommendations into two broad areas: Academic and Organizational. Within the Academic area, recommendations pertained to Academic Freedom and Academic Responsibility as well as Academic Course Content and Instruction. Within the Organizational area, recommendations presented pertained to Policies and Processes; Knowledge and Skills Development; and Support Services. Additional recommendations were made concerning next steps.

A list of the recommendations and actions taken to date is documented in the balance of this report. One of the recommendations was to file this status report.

## **ACADEMIC**

### **Academic Freedom and Academic Responsibility**

Recommendation: The Senior Administration should develop and publicize a new, clear mechanism for students who wish to raise concerns about academic responsibility and ethics.

***Action Taken: The Academic Research Committee has revised the policy on academic misconduct, which now includes policy and procedures for dealing with allegations of academic misconduct in teaching. The policy can be found at <http://www6.carleton.ca/secretariat/ccms/wp-content/ccms-files/Academic-Misconduct-Policy.pdf>***

Recommendation: Information contained in Article 15.2 of the CUASA collective agreement regarding the rights and responsibilities of faculty employees in their role as teachers should be widely disseminated to students and faculty, such as in course outlines, the Student Affairs website and other pertinent information vehicles for students.

***Action Taken: Distribution of Article 15.2 of the CUASA Collective Agreement: No action has been taken on this as it would be confusing for students to read this out of context, and also many courses are taught by Contract Instructors who do not have these clauses in their Collective Agreement. The entire Collective Agreement is available at: <http://carleton.ca/hr/wp-content/uploads/CUASA-2012-2014.pdf> and it is shared with new faculty at their orientation.***

## **Academic Course Content and Instruction**

Recommendation: A first-year introductory course in Aboriginal Studies should be offered. In addition, consideration should be given to developing a core course in every department that addresses Aboriginal issues within each discipline.

***Action Taken: An introductory course in Aboriginal Studies already exists (INDG 1000 [1.0 credit] Introduction to Indigenous Studies) and is offered through the School of Canadian Studies.***

Recommendation: A degree in Indigenous Studies should be explored. This would benefit all students.

***Action Taken: Carleton is exploring this possibility and is weighing interest, demand and cost. The possibility of a partnership with Algonquin College is being considered.***

Recommendation: More content focused on Aboriginal issues and Aboriginal knowledge should be included in academic programs.

***Action Taken: Including more content and courses on Aboriginal issues and knowledge is part of the Coordinated Aboriginal Strategy passed by Senate. A new stream in the MA in Public Policy and Administration is being explored in Indigenous Governance and Leadership, thanks to a grant provided by MTCU.***

Recommendation: A strategy to increase the number of Aboriginal instructors at Carleton should be developed and implemented.

***Action Taken: Increasing the number of Aboriginal instructors is a goal and we have already added one new Aboriginal faculty member in FASS, and others will be hired into the new MAPPA stream in Indigenous Governance should this program be implemented.***

## **ORGANIZATIONAL**

### **Policies and Processes**

Recommendation: Consult with students to continue to improve communication of university policies, complaints processes, support services and resources available on campus. Engage student governments; advertise the different CUSA clubs and societies and create and maintain awareness campaigns.

***Action Taken: Student Affairs and other university departments are continually working with CUSA in an effort to improve student awareness of resources on campus. In particular, the university has taken specific measures in the past year to ensure CUSA is providing an improved service through its Foot Patrol Centre. As well, efforts carried out by the Office of the Associate-Vice President for Students and Enrolment in the area of mental health awareness have resulted in increased awareness of university health services, reduced stigma on campus, and has encouraged CUSA to establish its own Wellness Centre.***

Recommendation: Conduct periodic reviews to ensure that the policies and procedures for booking and the provision of campus space, including recreational space, are broadly communicated, equitable and reinforce both the university's academic mission statement and the goal of social inclusion.

***Action Taken: The University has worked closely with CUSA and other student groups to construct the student space booking process for classrooms and in the Unicentre Galleria. This process is working more efficiently and effectively for all parties. Additionally, Info Carleton has expanded the number of bookable positions in the Galleria making the space more accessible to student groups.***

### **Knowledge and Skills Development**

Recommendation: Mandatory cultural competency training should be developed and delivered to new faculty, teaching assistants, staff and student leaders, including Fall Orientation facilitators. This training will provide the skills required to promote an inclusive environment, by facilitating communication and understanding among increasingly diverse Carleton community members.

***Action Taken:*** *The delivery of cultural proficiency training and education is within the mandate of Equity Services. A strategy has been developed, and endorsed by the Equity Policy Committee, by which Equity Services will collaborate with the Educational Development Centre (EDC) for training of faculty, contract instructors and teaching assistants; with the Office of Quality Initiatives for training of professional staff; and with the International Student Services Office (ISSO) for the training of students. The training will not be mandatory but will be strongly promoted.*

Recommendation: Options of incorporating the training into existing courses and programs should be explored.

***Action Taken:*** *The strategy endorsed by the Equity Policy Committee mentioned above includes a long term goal of incorporating cultural proficiency skills into all training in leadership, communication, conflict and mediation, service excellence, pedagogy and EDC learning communities.*

Recommendation: This training should be extended to all first-year students.

***Action Taken:*** *This will be further considered within the strategy endorsed by the Equity Policy Committee mentioned above.*

## **Support Services**

Recommendation: The University should consider the creation of an Interfaith Council with representatives who can address the spiritual needs of faculty, staff and students, regardless of their religious affiliation.

***Action Taken:*** *A President's Diversity Advisory Committee has been formed to provide advice to the President regarding interfaith understanding and respect as well as multifaith cooperation on campus. Members of this committee offer advice on resources available in their communities, on encouraging dialogue, ensuring inclusivity and sharing thoughtful reflection among members of the campus community.*

Recommendation: The University should investigate the establishment of a policy that fosters and maintains mutual respect, focusing on student activities in the atrium.

***Action Taken:*** *No steps have been taken regarding this recommendation.*

Recommendation: Aboriginal counseling services should be available on campus.

***Action Taken:*** *An Aboriginal counsellor has joined the Health and Counselling Services team and is available to students one day each week.*

Recommendation: A Jewish Issues committee should be established with the purpose of addressing the ongoing concerns of Jewish members of the Carleton community. The committee should be established by Equity Services, should include student leaders, faculty and staff members and community representation, and should provide a venue for conversation, problem-solving and education. Issues such as meeting space for Jewish students could be addressed.

***Action Taken: A Jewish Issues Committee has been established with representation from student groups, staff, faculty and community. The Committee's mandate is to identify and address concerns related to Carleton University's Jewish community within the context of the needs of the larger University community.***

Recommendation: The University should ensure that important departmental meetings are not scheduled on days when there are religious obligations which may require employees to refrain from work.

***Action Taken: All Vice Presidents have been asked to remind Deans, Directors and Chairs to refrain from scheduling important meetings and events on dates of religious observances. The 2013 university calendar includes dates of religious observances and the Equity Services website includes a 3 year calendar of these dates.***

Recommendation: The University should facilitate the availability of a wider range of kosher food on campus.

***Action Taken: There is now kosher food available at the Fresh Food Company (Student Residence). Students identify themselves to a Manager or Sous Chef and are provided with a meal that is sourced from a local outside supplier, Rideau Bakery. There are also kosher sandwiches available in the Food Court, Loeb and Oasis. However, because Aramark is unable to produce the food on site, the options are limited.***

## **PROCESS**

Recommendation: A response to the findings and recommendations contained in this report be communicated by the President to the Carleton community in a timely fashion.

***Action Taken: On October 10, 2012, the President communicated the findings of the report in an email to members of the Carleton University Community. The final report is posted on the Carleton University website. [http://www1.carleton.ca/about/cu/wp-content/uploads/Commission\\_InterCultural\\_Relations\\_Report\\_with\\_appendices.pdf](http://www1.carleton.ca/about/cu/wp-content/uploads/Commission_InterCultural_Relations_Report_with_appendices.pdf)***

Recommendation: Students, staff, faculty and other stakeholders should be involved in the planning, development and implementation of the recommendations. Background information

and survey results which were available to Commission members should be made available, where appropriate, to those with responsibility to implement the recommendations.

***Action Taken: Different stakeholders have been, and continue to be, involved in the implementation of these recommendations.***

Recommendation: The Commission Chair and the Secretary to the Commission review the progress achieved in the implementation of the recommendations after one year;

***Action Taken: Progress report prepared and presented to the President in October 2013.***

- A campus-wide follow-up survey of students and employees be conducted in the next 3-5 years to assess whether there have been positive improvements.

***Action Taken: This will be considered within the 3-5 year period.***

Recommendation: The following areas should be given immediate attention:

1. Aboriginal counseling services should be available on campus;
2. A Jewish Issues committee should be established with the purpose of addressing the ongoing concerns of Jewish members of the Carleton community. The committee should be established by Equity Services, should include student leaders, faculty and staff members and community representation, and should provide a venue for conversation, problem-solving and education. Issues such as meeting space for Jewish students could be addressed;
3. The university should ensure that important departmental meetings are not scheduled on days when there are religious obligations which may require employees to refrain from work.

***Action Taken: As documented earlier in this report, all of these recommendations have been fulfilled.***

## **SUMMARY**

In the twelve months since the final report of the Commission on Inter-Cultural, Inter-Religious and Inter-Racial Relations on Campus was released, the University has been diligent in its response to the recommendations. Each recommendation was assigned by the President to the appropriate senior official for consideration and implementation. Concrete action has been taken on most of the recommendations and those few remaining continue to be considered.

The new initiatives and strategies which have been developed this past year reflect a long term commitment by the University to ongoing change and improvement in the areas identified by the Commission on Inter-Cultural, Inter-Religious and Inter-Racial Relations on Campus.

In addition, the recent establishment of a Multifaith Centre by the Carleton University Student Association reflects the desire of students to promote the goals of the Commission.