

## MINUTES AND ACTION ITEMS - ENABLE YORK

<b>Meeting Date:</b>	Wednesday, March 20, 2019, 10:00 AM to 12:00 PM, Room 901 - Kaneff Tower
<b>Meeting Attendees:</b>	<ul style="list-style-type: none"> <li>▪ Allison Bishop</li> <li>▪ Mira Dineen</li> <li>▪ Rana Nasrazadani</li> <li>▪ Roxanne Mykitiuk</li> <li>▪ Ruth Bramham</li> <li>▪ Deane Taylor</li> <li>▪ Ketziah Rhule</li> <li>▪ Marc Wilchesky</li> <li>▪ Maggie Quirt</li> <li>▪ Megan Davies</li> <li>▪ Alicia Campney</li> </ul>
<b>Apologies from:</b>	<ul style="list-style-type: none"> <li>▪ Kat Kahnert-Wolchak</li> <li>▪ Yasir Hameed</li> <li>▪ Dragan Spasojevic</li> <li>▪ Maureen Armstrong</li> <li>▪ Roxana Jahani Aval</li> <li>▪ Yvonne Simpson</li> <li>▪ Sheila Wilmot</li> </ul>
<b>Minutes by:</b>	Allison Bishop (Education and Communications Advisor, Centre for Human Rights, Equity and Inclusion)
<b>Next Meeting Date:</b>	Wednesday, March 20, 2019, 10:00 AM to 12:00 PM, Room 901 - Kaneff Tower

### Agenda:

1. Approval of the Minutes of the Meeting of February 13, 2019
2. Business Arising from the Minutes
3. Approval of the November 2017 Roundtable Recap document with modification
4. Update: Accessibility Mapping Exercise Working Group
5. Update: Meeting with members of the York Mental Health Steering Committee
6. Update: President's Advisory Committee on Human Rights (PACHR)
7. Other Business

**Items Discussed:****1. Welcome**

- The Co-Chairs opened the committee meeting with roundtable introductions by present members.

**2. Approval of the Minutes of Meeting of February 13, 2019**

- Meeting minutes from the February 13, 2019 committee meeting were approved without changes.

**3. Approval of the November 2017 Roundtable Recap Document**

- The November 2017 Roundtable Recap document, inclusive of modifications requested at the February 13, 2019 Enable York Committee meeting, was approved without further changes.
- The document will be added to the Enable York Committee website by REI.

**4. Update from the Accessibility Mapping Exercise Working Group**

- Roxanne Mykitiuk, Enable York Co-Chair, has hired a Research Assistant (Veromi Arsiradam) to assist with the Accessibility Mapping Exercise.
  - Veromi has created and disseminated the survey which will be used to collecting data for the Accessibility Mapping Exercise project. Veromi may also have time to assist with creating a method to organize the data received through the survey.
- Veromi sent the survey to Enable York Committee members on March 4, 2019, requesting the surveys be completed by March 23, 2019. As of March 20th, nine committee members had completed the survey.
- During the meeting, committee members shared their experience completing the survey and provided feedback to improve user experience. Feedback included:
  - The survey was difficult to complete in its current format, as participants were required to jump around from question to question in order to refer back to previous responses.
  - The questions were too long and complex, and should be broken up to make it easier for participants to respond.
  - The scope of the survey was too broad, and participants should be asked to speak to their own work and responsibilities, and refer to other key informants.
  - Ensure the language used in the survey is plain for enhanced accessibility.
  - Because the survey is a data collection instrument rather than a tool for comparative analysis, the committee felt the questions could be modified after the initial distribution.
  - Some committee members did not receive the survey from Veromi. Members were asked to check their “Junk mail” folders in their email, and Veromi would check to ensure she had the correct email addresses for all members.

- It was decided that Veromi would modify the survey based on committee feedback and share for review and discussion at the April 3, 2019 Enable York Committee meeting.
- The Working Group is seeking to hire a student to continue working on the mapping exercise throughout the summer months, using the \$1500.00 provided by REI.
  - Roxanne Mykitiuk, Enable York Co-Chair, has received feedback on a draft job description from working group members that will be used to recruit for this position.
  - The committee discussed whether hiring an undergraduate or graduate student would be appropriate based on requirements related to pay, hours, and the skills required for the project.
  - Committee members recommended reaching out to Academic Relations and Leanne DePhillips to ensure the committee is recruiting from the appropriate talent pool and is respecting the collective agreements.
  - Roxanne Mykitiuk committed to connecting with the working group to identify committee members that can support the interview process.

#### **5. Update: Meeting with members of the York Mental Health Steering Committee**

- Roxanne Mykitiuk met with the Chairs of the Mental Health Steering Committee to learn about opportunities to enhance coordination with Enable York.
- Marc Wilchesky, who is also a member of the Mental Health Steering Committee (MHSC), explained that the (MHSC) was established in 2016 with a three-year mandate.
- Since the creation of MHSC, a steering committee on wellbeing has also been created at the request of Lucy Fromowitz, Vice-President Students. This committee is chaired by Jen Myers, Executive Director of Athletics and Recreation.
- The Wellbeing Steering Committee has created a tentative plan, which was developed based on broad community consultations in 2017 and 2018. The plan includes several pillars, including a pillar on mental health.
- It is expected that as the current mandate of the MHSC is wrapping up, it will transition to become a committee supporting the mental health pillar under the Wellbeing Steering Committee.
- The Wellbeing Steering Committee is currently engaged in targeted focus group consultations with key groups at York to assist with developing its strategy.
  - Enable York Committee members expressed interest in participating in a focus group, potentially at the April 3, 2019 committee meeting. Participating in the consultations would help ensure disability and accessibility are considered in the development of the Wellbeing Strategy.
  - Roxanne Mykitiuk, Enable York Co-Chair, committed to reaching out to Helen Lee, who is organizing the consultations, to make arrangements.

## 6. Update: President's Advisory Committee on Human Rights

- The President's Advisory Committee on Human Rights (PACHR) convened for its annual meeting on March 19, 2019.
- Rana Nasrazadani, Enable York Co-Chair, attended the meeting on behalf of the committee. She provided an update on committee activities undertaken during the 2018-2019 academic year, including the Accessibility Mapping Exercise, Enable York membership drive, and consultation on the guidelines to accompany the Policy on Academic Accommodations for Students with Disabilities.
- The President provided an update regarding the recruitment process of the position of Vice President Equity, People & Culture (VP, EP&C), which will report directly to the President and Vice-Chancellor.
  - The VP, EP&C, will lead a team including the AVP of Labour Relations and the AVP of Human Resources. Searches for these two positions are also currently underway. The President is hoping the VP, EP&C will be identified by the end of April, 2019.
  - Enable York committee members discussed the uniqueness of this portfolio; York University will be the first in Canada to combine Labour Relations, Human Resources, and Equity portfolios.

## 7. Other Business

- Committee members acknowledged the incident that took place on March 18, 2019, in Vari Hall when an individual wearing a Make America Great Again (MAGA) hat attended a vigil for victims of the New Zealand Mosque shooting on March 15, 2019.
  - Committee members discussed the impact this incident may have on the York community, with particular emphasis on mental health and the need for student supports.
- Committee members also acknowledged the tragic death of a student by suicide at the University of Toronto in March, 2019. Members discussed the complexities and challenges related to universities providing mental health services to community members, especially for those in crisis.
  - There was discussion of how post-secondary institutions are uniquely positioned as a place where large numbers of young people congregate. Some mental illnesses are more likely to emerge during this life-stage, and the stress of the post-secondary experience can exacerbate and feed into certain mental illnesses.
  - Some committee members spoke of the need to establish stronger and more effective referrals processes with the broader community-based mental health system to help address service gaps experienced by some students.

## 8. Next Meeting: April 3, 2019

### ACTION ITEMS:

Activity	Person(s) Responsible
Upload November 2017 Roundtable Recap Document to Enable York Committee	Allison Bishop

website	
Modify the Accessibility Mapping Exercise Survey and distribute for discussion at April 3, 2019 committee meeting	Allison Bishop/Roxanne Mykitiuk/Veromi Arsiradam
Hire student to assist with Accessibility Mapping Exercise throughout summer months	Roxanne Mykitiuk/ Mapping Exercise Working Group
Invite Karen Drysdal-Chung to participate in Enable York meetings to bring staff accessibility perspective.	Roxanne Mykitiuk
Work with Wellbeing Steering Committee to organize consultations with Enable York Committee regarding Wellbeing Strategy.	Roxanne Mykitiuk