

President's Action Committee on Anti-Racism (PACAR)
Religious Inclusion Working Group Minutes
Dec 1st from 9-10AM.

In attendance: I. Ahmed, J. Levin, N. Mohamed, S. Parks, C. Tohidian, J. Sylvester, D. Trembinski, E. Yeo

1. Elizabeth welcomed committee members to the first meeting of the formally constituted committee and thanked them for applying to contribute to this important work. Committee members introduced themselves.

2. Elizabeth provided context and background to the formation of this group and its affiliation with PACAR. The group reviewed Roles and Responsibilities of working group members, attendance, participation, and contributions.

3. The Terms of Reference were discussed. Suggestions to finalize the TORS included:

- Include in the scope that this work is also for those who identify with no religious tradition.
- Should also extend beyond a focus on student life and culture of teaching to policies that touch on staff and faculty in the context of employment policies/practices that can be more inclusive.
- Add a definition of what is included in religion that recognizes the connection between religion and culture.

4. Some of the committee seats require filling:

- Priority for a member of the alumni to join. Action Elizabeth will reach out to see if some of the community reps on PACAR would be interested to serve. ALL – consider alumni who could be approached.

5. Discussion ensued over an allegation where disrespect was shown against a religious tradition.

Action: Elizabeth to look into the allegation.

6. Next Steps

- Agenda planning for this year.
 - Inclusive Communication Calendar for religious events (attachment circulated)
 - Accommodating students during religious holidays (attachment circulated)
 - Recommendations concerning formal term dates that would be more inclusive.
 - Inclusive Ceremonies
 - Finding ways to model and promote a campus culture that is inclusive to all religions (and no religion). How do we model and normalize diversity as a pathway away from violence and toxicity. Where members of the community know about and accept many religious and cultural traditions.

7. Adjournment