



# Kick-off meeting for Nipissing EDEA review

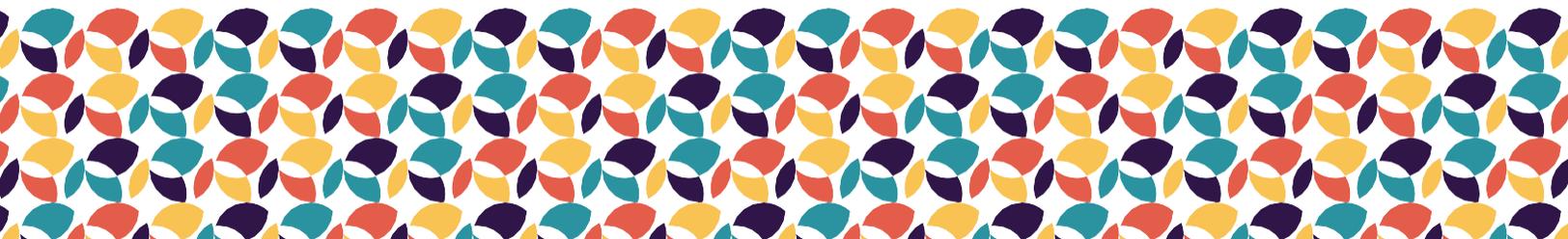
Jan 30, 10:30am

## Meeting Minutes

Nipissing Attendees	ParriagGroup
<ul style="list-style-type: none"> <li>• Traci Malkowski, HR &amp; Equity Advisor (HR)</li> <li>• Kevin Wamsley, Co-Chair (non-voting)</li> <li>• Lynds Sullivan – AVP of students</li> <li>• Talena Jackson – Administrative Group Rep</li> <li>• Chris Greco – Co-Chair (non-voting)</li> <li>• Kyle Anderson – Support Staff Representative</li> <li>• Veronica Afonso – Student Support, Caucus of Racialized People</li> <li>• Natalya Brown – NUFA rep</li> <li>• Gail Driedger – OPSEU rep</li> <li>• Charles Anyinam – Faculty rep</li> <li>• Tyandra Miller – NUSU Rep</li> <li>• Emily Couchie – University group</li> <li>• Sal Renshaw – Faculty group</li> <li>• Ann-Barbara Graff - PVPA</li> </ul>	<ul style="list-style-type: none"> <li>• Amanda Parriag – Project Lead</li> <li>• Arlene Laliberté – Indigenous Engagement &amp; Research Lead</li> <li>• Ren McFadyen – 2SLGBTQI+, Accessibility and Indigenous Engagement</li> <li>• Susan Underhill – Research &amp; Analysis</li> </ul>
Regrets	
<ul style="list-style-type: none"> <li>• Jenny Mackie – Senior Administration (non-Voting)</li> <li>• Morningstar Christianson – Student Rep</li> <li>• Javayah Pettigrew-Hope – Student Rep</li> </ul>	<ul style="list-style-type: none"> <li>• Erin Bull, Project Manager</li> </ul>

### 1. Welcome and introductions

- All members introduced themselves



## 2. Review scope & key deliverables

- Discussion on when to share findings with community. Focus was on ensuring community is introduced to ParriagGroup and understand the process. Sharing the findings should wait until the full picture (e.g., all the data is collected and analysed) is understood.
  - **ACTION:** Traci to connect ParriagGroup to communications team to coordinate communications activities. Possible video introduction.
  - **ACTION:** Traci to identify potential meetings to introduce ParriagGroup (e.g., Feb 19<sup>th</sup> meeting with faculty & staff; Feb 7 & 21<sup>st</sup> meetings with students)

## 3. Initial document & data review

- Discussion around documenting potential gaps in terms of data.
- Student survey going out next week and Belonging Campaign also launching. May be opportunities to combine activities with audit activities.
  - **ACTION:** Members to send data, reports to Traci that would be relevant for review
  - **ACTION:** Lynn & ParriagGroup to connect on including questions in upcoming student survey
  - **ACTION:** Traci to coordinate meeting between ParriagGroup and Institutional Data and Planning Office

## 4. Engagement

- Discussion around language distinguishing between faculty and staff – language needs to be inclusive
- Also, need to be cautious about using colonial language (e.g., “stakeholders”)
- Engagement needs to be both representative and allow opportunities to amplify voices of equity-deserving groups
- Important to understand history of issues at Nipissing
- Engagement needs to align to school calendar
  - **ACTION:** Traci to coordinate meeting with ParriagGroup and decision-makers at Nipissing
  - **ACTION:** ParriagGroup to send engagement planning template for EAPT to complete and consider representation and amplifying voices

## 5. Review timeline

- Stage 1 – Feb to Mar; Stage 2 – Mar to May (may begin survey in Feb); Stage 3 – May to Jul
- Project completion end of July

## 6. Next steps

- Finalize workplan
- Schedule project check-ins
- Collect data and documentation
- Schedule leadership session
- Meet with comms team