



**President's Action Committee on Anti-Racism (PACAR)
Religious Inclusion Working Group
Minutes
Tuesday, November 18, 2025
1:00-2:00 pm
Teams**

Attendees

Jamie Levin, Donna Trembinski, and Elizabeth Yeo (Chair),

Regrets

Islam Ahmed, Abby Hopkins, Sara Parks, Caspian Tohidian, and Moran Wortman

E. Yeo provided an update on holiday planning and the University's approach to fostering an inclusive environment for campus celebrations. Celebration lights and sign for Morrison are being costed. Flags representing the various observances recognized throughout December and the New Year will be provided. Each flag or pennant will represent a distinct celebration, reinforcing the institution's commitment to ensuring that all members of the campus community feel included and acknowledged. Additionally, a holiday tree lighting event will take place on Sunday, December 7 at 6:00 p.m. in Xavier Alumni Gardens. Hot chocolate and festive holiday treats will be provided both as a study break during exam week and as part of the celebration of the many occasions being observed by students throughout the month of December.

The University's Religious Accommodation Policy draft of the policy, as prepared by this group, has received provisional approval pending a small number of revisions. Once these revisions have been finalized and incorporated, the document will be submitted to the Senate for review and next steps.

An external consultant will be engaged to lead a confidential consultation process, including facilitated focus group interviews and the collection of written submissions. The purpose of the independent and confidential consultation process is to gather feedback on the Draft Religious Inclusion Action Plan to ensure that diverse perspectives—including Catholic, ecumenical, interfaith, and non-religious—are meaningfully heard and reflected prior to finalization and institutional endorsement of the plan. The consultation plan will be finalized by the end of 2025, with consultations and interviews conducted in January 2026. An interim summary of key themes and findings will be completed by the end of January 2026, followed by a final confidential report with findings, options, and recommendations by late January or early February 2026.

The meeting was adjourned at 2:00 pm