

**Subcommittee on Persons with Disabilities
Annual Report to the Joint Senate-Board Committee on Equity
2007-08**

(Submitted by Professor Erika Gisel, Chair)

Membership

Erika Gisel, School of Physical & Occupational Therapy, Chair
Joan Wolforth, Director of Office for Students with Disabilities
Kevin MacSween, Campus Recreation, Athletics
Jo-Ann Sciampacone, Parking Coordinator, Parking Services
Linda Jacobs Starkey, Associate Dean of Students
James MacDougall, Department of Psychology
Véronique Bélanger, Assistant Dean, Student Affairs, Faculty of Law
Philippe Archambault, School of Physical and Occupational Therapy
Radu Juster, University Planning and Institutional Analysis
Aline Fontaine, Fire Prevention Office
Joseph Hafner, Associate Director Collection Services, Libraries
Kathleen Tobin, Human Resources
Pierre Barbarie, Security Services
Lauren McGruthers, SSMU
David Obert, undergraduate student
James Newman, undergraduate student
Kathleen Aikens, PGSS
Paige MacDougall, graduate student
Carolina Pineda, graduate student

Mandate

Recommend University policy regarding persons with disabilities and to review the recruitment and status of persons with disabilities at the University and to recommend ameliorations to Senate and the Board of Governors.

Meetings

The Subcommittee met four times in 2007-2008, namely, on October 12, 2007 and January 23, March 5, and April 16, 2008.

Activities, Achievements, and Challenges

During the 2007-2008 year the Subcommittee addressed five main issues:

- 1) Review of subcommittee mandate: as part of the general review of Senate committee terms of reference and mandates, a review was undertaken of the subcommittee's mandate and membership which will be submitted to the Joint-Senate Board Committee on Equity for consideration.
- 2) Recognition of excellence in teaching and mentoring of students with disabilities: a working group was struck to explore the establishment of an award (possibly to be conferred at a Convocation) to recognize a staff member who has been

- exemplary in enabling the participation of students with disabilities. Following extensive discussions there was agreement, that other avenues of recognition may be more meaningful than an “award” and may be more effective at drawing attention to and sensitizing the University community about the needs of students with disabilities.
- 3) Assessing whether the needs of staff, academic and other, with disabilities are met in an appropriate manner: A preliminary issue which must first be addressed is obtaining data on the number of staff known to have disabilities. Human Resources data suggest that known numbers are small. A survey of staff known to be persons with disabilities will be undertaken in the coming year to determine whether their needs are being met satisfactorily.
 - 4) Reviewed issues of safety and security for persons with disabilities: The challenges of ensuring the safety and security of staff and students with disabilities in case of an emergency are a subject of ongoing discussion with various offices of the University. The representative of the Fire Prevention Office will provide the subcommittee with updates as plans develop.
 - 5) Collaboration with Social Equity and Diversity Education Office and Office for Students with Disabilities: The subcommittee continues to support the work of both the Social Equity and Diversity Education Office and the Office for Students with Disabilities. To this end the chair participated in the review of a video sensitizing the University community on the diversity of its population, and has worked with the Office for Students with Disabilities in establishing a priority list for accessibility projects at the University.