



Memorandum

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TO: Senate

FROM: Professor Angela Campbell (Associate Provost, Equity & Academic Policies)

SUBJECT: Annual Report of the Joint Board Senate Committee on Equity (2020-21)

DATE: September 22, 2021

DOCUMENT #: D21-02

ACTION REQUIRED: INFORMATION APPROVAL/DECISION

ISSUE	The 2020-21 Annual Report of the Joint Board Senate Committee on Equity is presented for information.
BACKGROUND & RATIONALE	The Joint Board Senate Committee on Equity (JBSCE) is a standing committee whose mandate is “promote fair access to academic and employment opportunities, and full participation in the McGill community, for all individuals, particularly for those from social groups that have historically encountered or continue to face systemic barriers. Such groups include, but are not restricted to: women, racialized and ethnic persons, Indigenous peoples, persons with disabilities, persons of diverse sexual orientations or gender identities, and/or persons with significant care responsibilities.”
PRIOR CONSULTATION	n/a
SUSTAINABILITY CONSIDERATIONS	n/a
IMPACT OF DECISION AND NEXT STEPS	Presentation to the Board of Governors
MOTION OR RESOLUTION FOR APPROVAL	n/a
APPENDICES	Appendix A: JBSCE Annual Report 2020-21

**MCGILL UNIVERSITY
JOINT BOARD SENATE COMMITTEE ON EQUITY
ANNUAL REPORT 2020-21**

MEMBERSHIP

- Provost or delegate, Chair: A. Campbell
- Associate Vice-Principal (Human Resources), or a delegate: D. Dutton
- Director, Office for Students with Disabilities: Te. Philips
- Director, First People's House: Th. Phillips
- Chair, Subcommittee on Women – A. Gonsalves
- Chair, Subcommittee on Persons with Disabilities –R. Desjourdy, S. Jodoin
- Chair, Subcommittee on Family Care – J. Butterworth
- Chair, Subcommittee on First Peoples – vacant
- Chair, Subcommittee on Racialized and Ethnic Persons – P. Caidor, A. Piggott
- Chair, Subcommittee on Queer People –H. Zafran
- One representative of the academic community appointed by Senate: C. Lu
- One representative of the non-academic community appointed by Senate: S. Lapommeray
- One representative of the Board of Governors: C. Price
- SSMU Equity Commissioner: Z. Suleiman
- PGSS Equity Commissioner: M. Fan
- MCSS Equity Commissioner: P. Sung
- MACES Representative – Continuing Studies: C. Diggiss

Resource Person: T. Jarrett (Director, EDI)

Secretary: L. Zhou

TERMS OF REFERENCE

McGill's Joint Board-Senate Committee on Equity shall recommend University policy that strives to promote fair access to academic and employment opportunities, and full participation in the McGill community, for all individuals, particularly for those from social groups that have historically encountered or continue to face systemic barriers. Such groups include, but are not restricted to: women, racialized and ethnic persons, Indigenous peoples, persons with disabilities, persons of diverse sexual orientations or gender identities and/or persons with significant care responsibilities. To this end, it shall assess the recruitment and support of such groups at the University and recommend ameliorations, including through developments to regulations and policies, to Senate and the Board of Governors.

MEETINGS

The Joint Board Senate Committee on Equity (JBSCCE) met three times in 2020-2021: October 14th 2020, December 8th 2020, and February 16th 2021. A fourth meeting (originally scheduled for April 2021) was canceled after it was decided by Senate and the Board to convene a Working Group to review the JBSCCE's Terms of Reference (Report submitted to Secretariat on 30 June 2021). The activities of the JBSCCE will resume once its new Terms of Reference and reconstituted membership are approved.

ACTIVITIES

JBSCCE activities in 2020-2021 focused on the first year of the implementation of a [Strategic Equity, Diversity and Inclusion \(EDI\) Plan, 2020-2025](#) and the [Action Plan to Address Anti-Black Racism \(ABR Action Plan\)](#). Topics addressed also related to issues and challenges that the University community navigated in 2020-2021.

Specific topics that the JBSCE considered in the reference year included:

- Oversight of new resources – including human resources – tied to the EDI Strategic Plan and the ABR Action Plan, with a view to their effectiveness and accountability, and to ensure that members of the University community are aware of these resources.
- Measures to maintain equitable outcomes for academic staff considering the impact of COVID-19 on working conditions. JBSCE Subcommittee Chairs provided helpful feedback on the [Report of the Micro Taskforce to Address COVID-19's Impact on Assessment of Academic Performance](#).
- Governance issues, notably in the context of the process to review the Terms of Reference for the JBSCE.
- Steps to avoid adverse equity outcomes resultant from the implementation of McGill's new human resources system, Workday.
- Creation of a new online learning module for the McGill community on systemic racism, modeled on *It Takes All of Us*, which is the University's online education program on sexual violence and consent.
- Oversight of the ninth competition for the [Award for Equity and Community Building](#), featuring nominees from across our campuses in the categories of students, staff, faculty, and teams. All nominees were commended for their work, which contributes to furthering equity, diversity, and inclusion at McGill. Awards were adjudicated by an *ad hoc* subcommittee of the JBSCE. Unfortunately, for a second consecutive year, the 2021 in-person ceremony celebrating awardees and nominees could not take place on account of COVID-19.
- Support (including resources) for various community-building and community-engagement activities, such as the Lavender Graduation, Black Graduation, commemoration honouring the victims of the 29 January 2017 shootings at the *Centre culturel islamique* in Quebec City and at *École Polytechnique* on 6 December 1989.
- Support for membership drives for individual Subcommittees and exploration of opportunities for Subcommittees to join efforts for collaborative events and initiatives.

Activities and Goals 2021-2022:

- Reconstitution of the JBSCE in line with revised Terms of Reference; training and onboarding of new and returning members.
- Continued oversight of implementation of the University's EDI goals as articulated through varied plans and commitments.

APPENDICES

Appendix 1: Report of the Subcommittee on Queer People

Appendix 2: Report of the Subcommittee on Women

Appendix 3: Report of the Subcommittee on Family Care

Appendix 4: Report of the Subcommittee on Persons with Disabilities

APPENDIX 1

**Joint Board Senate Committee on Equity
Subcommittee on Queer People
2020-2021 Annual Report****Principal Activities**

SQP community building and outreach: In addition to maintaining 8 meetings per academic year, this year we invested in intentionally connecting with allies and others involved in 2SLGBTQIA+ work across campus with the aim of expanding our active membership base and success of projects.

Gender Affirmative care in the Wellness Hub: The Wellness Hub established a core team of members to work with the SQP on gender affirmative care. We meet regularly every 2 months with a focus on the voices of trans and nonbinary student reps and their concerns.

- Four meetings since Jan 2021
- Finalization of documents and websites for gender affirmative language
- Identification of problems with anonymous reporting procedures and establishment of third party feedback mechanisms with student reps
- Identification of primary discriminations and biases within mental and sexual health care
- Problem solving and supporting the Hub's initiatives towards inclusion

Preferred First Name dossier: Communication and consultation support to the Equity Team and IT for harm reduction as systems get updated.

Co-creation of McGill Queer Alumni Association: Collaboration with University Advancement, McGill Alumni Association. A group of intentionally intersectional community members met 5 times to establish a vision and ToR. Launch planned for Homecoming 2021.

Institutionalization of QHM: With the support of the Associate Provost (Equity and Academic Policies) a motion was successfully approved at Senate April 2021.

Creation of SQP Student Project Awards: Funding allocated for queer affirmative student-led project(s)

JBSCE Subcommittees: Relationship building and identification of shared projects and concerns to ensure intersectional perspectives. The chairs met 5 times and collectively consulted with the JBSCE on:

- C19 Merit and Promotions guidelines
- Employment equity data collection and structural concerns
- Restructuring of the JBSCE and ToR

Implementation of annual community events:

- 2019 Return of the Rainbow Homecoming Celebration, October- 19th edition
- 2020 Queer History Month, October - 3rd edition. Collaboration with SACE, FoMHS for trans health event
- 2021 Launch of the Rainbow: McGill University's 4th Lavender Celebration
- Social and outreach events - Tea for T

JBSCE Subcommittee on Queer People Membership, 2020-2021**Chair**

Hiba Zafran, Chair, Assistant Professor [Teaching], Faculty of Medicine and Health Sciences (FoHMS)

Ex-officio members

Abeer Almahdi, SSMU Equity Commissioner

Meryem Benslimane, Equity Education Advisor, Office of the Provost

Grey Cooper, Gender and Sexuality Commissioner, SSMU

Mo Rajji Courtney, Union for Gender Empowerment

Mike Fan, PGSS Equity & Diversity Commissioner

Brooklyn Frizzle, VP (University Affairs), SSMU

Mary Miederma, Director of the Graduate Engineering Equity Council (GEEC)

VC Renaud, Queer McGill

Madeline Shred, Queer Grad Club

Christine Wang, PGSS Equity Committee Disabilities Sub-Committee Rep

Active Community members

Sarah Hollyer Carney, Researcher (Preferred Name use and Advocacy), SSMU

Christopher Dietzel, PhD Candidate, Faculty of Education

Max Garcia, student member, Faculty of Arts equity committee

Marie-Lyne Grenier, Faculty, School of Physical & Occupational Therapy, FoMHS

Tynan Jarrett, Senior Employment Equity Advisor

Lynn Kozak, Director Classics, Faculty of Arts

Juanita Marchand, Research Assistant, Schulich School of Music

Michael David Miller, Associate Librarian & Liaison Librarian, McGill Library

Christiane Moya, PhD student, FoMHS

Steph A. Pang, Resident Physician, FoMHS

Adrienne Piggott, Chair, REP Subcommittee

Saleem Razack, Social Accountability and Community Engagement, FoMHS

Laurence Roy, Associate Professor, FoMHS

Jann Tamaro, PhD Candidate

Adrienne Tessier, Law Senator, Faculty of Law

Shona Watt, Sustainability Officer, Office of Sustainability



Sub-committee on Women
Annual Report to the Joint Senate-Board Committee on Equity
1 June 2020 – 31 May 2021



(Submitted by Profs Allison Gonsalves and Sarah Turner, co-chairs. September 2021)

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Megan.bradley@mcgill.ca (Political Science)	

Our Mandate The Subcommittee on Women makes recommendations to the Joint Senate Board Committee on Equity (JSBCE) on the following topics:

- 1) Advocacy of Women’s Rights and Promotion of Women
- 2) Initiation and Consolidation of Women’s Activities
- 3) Liaison and Networking for Women

Activities of Sub-committee on Women during the 2020-2021 year:

The Sub-committee on Women continues to be active on a broad number of issues. Although most direct/overt discrimination against women has now been removed at McGill, indirect discrimination or under-valuation of women’s achievements remains, particularly in units with lower percentages of women faculty. The Subcommittee on Women met in three times virtually during the teaching year. Members were also consulted by email on substantive issues to gain broader representation on issues raised in meetings or that came to the attention of the co-chairs between meetings. Agendas and minutes were recorded. The following topics were addressed amongst others:

Assessment of Performance (COVID-19 Considerations) – SSCOW engaged in lengthy discussions and consultations with representatives from MAUT (including incoming president Renee Sieber) to formulate a position on this issue and to communicate our concerns to the special micro-task force on equitable assessment of academic staff. These concerns were brought to the JSBCE and to a special meeting with the micro task-force.

Covid-19 Concerns generally: Consultation with PGSS and SSMU students re: equity concerns in light of online learning and care-giving.

École Polytechnique statement revised and updated for December 6 in Reporter. Commemoration attended by Allison Gonsalves on behalf of SSCOW. Commemorative speech given by Allison Gonsalves.

SSCOW Website and Facebook site. Our website continues to be updated and our Facebook page is active. <https://www.mcgill.ca/senate-subcommittee-women/senate>

JBSCE Subcommittees: Relationship building and establishment of shared responses to equity concerns. Chairs met 5 times to discuss the following:

- Concerns re: merit and promotions in light of COVID-19
- Employment equity data collection/reporting
- Restructuring of JBSCE Terms of Reference

Joint Board Senate Committee on Equity Subcommittee on Family Care 2020-2021 Annual Report

Principal Activities

Family Care community building and outreach: In addition to maintaining four meetings per academic year, this year we invested in recruiting more members to join our sub-committee, added additional platforms (a Yammer channel for McGill Parents was created) with the aim of expanding our active membership base, raising the Family Care profile and success of projects.

Website maintenance, review and expansion: The subcommittee continued updating the family care website as a key resource on family care for the community. In May 2021 we recruited a Social Work student to help us over the summer months adding a number of features (including a feedback/questions form) and researching additional elements.

Pandemic support: One member of our committee in her role as the HR Wellness Advisor created a Yammer group for McGill parents as well as a resource file with supports for parents. Additionally, a six part program with Dr. Tina Montreuil on how to approach parenting during Covid was offered to the McGill community.

Family-related issues support: This year was especially challenging for all those who were caregivers and we recognized and appreciated the efforts that the University offered and put into place. Our committee support projects including:

- a daycare initiative to create more daycare spaces on campus,
- recognizing the need for expertise and ideally a dedicated HR person to handle complex questions for staff and faculty going on or returning from parental leaves,
- GPS student caregivers needing help to locate resources and support,
- supports for student, staff and faculty caregivers who are taking care of relatives connecting different populations.

JBSCE Subcommittees: Relationship building and identification of shared projects and concerns to ensure intersectional perspectives. The chairs met 5 times and collectively consulted with the JBSCE on:

- C19 Merit and Promotions guidelines
- Employment equity data collection and structural concerns
- Restructuring of the JBSCE and ToR

Implementation of annual community events:

- Family Day in Canada, February 15, 2021: we hosted a day of virtual activities for the McGill community.
- International Day of Families, May 15, 2021: created and distributed a listing of events and resources to the McGill community.

Subcommittee Membership

- Joan Butterworth, Student Services, Chair
- Michelle Cubano-Guzman, Faculty Relocation Advisor
- Sara Charbonneau, Health and Well Being Advisor, HR
- Dakota Rogers, PGSS representative
- Dora Xiong, PGSS representative
- Maheen Akter, SSMU representative
- Kai Page, SSMU representative
- Emily Shallhorn, Director, Student Wellness Hub
- Kathleen Bathman, Director, Student Wellness Hub
- Devon Simpson, Local Wellness Advisor, Student Wellness Hub
- Lisa Munter, Dept of Pharmacology and Therapeutics (on sabbatical in 2020/21)
- Emily Love, Manager, International Student Services
- Jessica Giles, Access Service Advisor, Office for Students with Disabilities
- Matt Cork, Senior Web Development Analyst, IT
- Heidi Chung, Graduate Student Coordinator, GPS

Ex-officio members

- Shari Brotman, School of Social Work
- Tynan Jarrett, Senior Employment Equity Advisor (not able to continue in 2019/20)
- Saba Aslani, PGSS representative
- Billy Kawasaki, SSMU representative
- Shari Brotman, School of Social Work
- Jean-Francois Gelinas, Postdoctoral representative
- Julia Volpe, SSMU representative
- Happiness Anekwe, Social Work intern
- Jessica Wurster, Family Resources Coordinator, Vice Chair (on leave in 2020)

Meetings

- **Fall 2020:** October 1 and December 9, 2020; February 25 and April 27, 2021.
- **Winter 2021:** February 25 and April 27, 2021

Upcoming Priorities

- Creating an MS Teams site open for all parents and guardians within the McGill community
- Adding additional resources to the Family Care website
- Continuing to offer annual events and/or resources celebrating family-related dates
- Adding several communications with family-related resources/events/etc for the McGill community over the 2021/22 academic year.
- 2021: expand membership of sub-committee via other channels.
- 2021: encourage Family Care position in Wellness Hub to consider applying for a Social Work internship position to support this role.
- 2021: hold Family Care Orientation and other student Family Care events.
- 2021: continue to work with other sub-committees, MyHealthy Workplace and Student Wellness Hub in finding ways to find ways to improve services related to family care that lead to providing more accessibility, inclusivity and community building.

Appendix 4

Joint Board Senate Committee on Equity, Subcommittee on Persons with Disabilities – Annual Report for 2020-2021

The Joint Board Senate Committee on Equity, Subcommittee on Persons with Disabilities is pleased to present its annual report. In the 2020-2021 academic year, our work was dedicated to creating our website, develop and adopting revised terms of reference, and seeking to promote disability inclusion in teaching, learning, research, and governance at McGill. A key highlight of the past year was the organization of an event to welcome new faculty members with disabilities to McGill and provide them with information on disability policies at the university. Another key activity has been to support the creation of a community of practice dedicated to inclusive teaching and learning in the Faculty of Law and service on a working group to rethink the role and nature of course evaluations at McGill. Although one of our co-chairs left the university in June 2021 to pursue other opportunities, we were pleased to welcome a new Accessibility Advisor to the McGill community over the summer.

Members of our subcommittee have had mixed perspectives on the return to in-person activities during the fall 2021 semester. For some, remote work/learning created or exacerbated many barriers, and on the flip side, others enjoyed a barrier-free or barrier-reduced work/learning environment in the past year. Regardless of how they fared in the context of remote work, our members have expressed significant concerns about McGill's return to campus, including the relative laxity of the measures adopted to ensure the safety of the campus environment and the lack of flexibility in the way in which requests for accommodation have been handled for employees whose partners may have disabilities that place them at risk in the context of the pandemic. We nonetheless hope to work with members of the McGill community to identify, retain, and build on practices that reduced barriers for members of the disability community during the covid-19 pandemic.

Membership for 2020-2021

Chair

- Rachel Desjourdy (co-chair, resigned in May 2021)
- Sébastien Jodoin (co-chair)

Academic

- Martin Chandler (Faculty representative)
- Elizabeth Patitsas (Faculty representative)

Staff

- Teri Phillips, Director of the Office for Students with Disabilities
- Genevieve Leroux, Senior Disability Management Advisor

Students

- SSMU Representative: Jonah Fried
- PGSS Representative: Paul Yejong Yoo and Christine Wang
- Self-Elected: Jack Rudski

Associate Membership for 2020-2021

Students:

- Sloan Chu
- Rine Vieth

Staff:

- Andrew Curtis
- Sharon Webb
- Adrienne Piggott
- Sara Pierre

Academic:

- Jonas-Sebastien Beaudry – Law
- Shane Sweet – Education/Kinesiology
- Miranda Hickman – English
- Shari Brotman – Social Work
- Yolanda Munoz – Institute for Gender, Sexuality and Women's Studies
- Jonathan Sterne – Communication Studies
- Gracen Brilmyer – Information Studies

Meetings of the 2020-2021 academic year

1. October 5th, 2021
2. November 9th, 2021
3. January 18th, 2021
4. February 22nd, 2021
5. April 12th, 2021

Goals for upcoming academic year (2021-22)

1. Publish the website for the JBSCE Persons with Disabilities.
2. Catalyze a dialogue to identify, retain, and build on practices that reduced barriers for members of the disability community during the covid-19 pandemic.
3. Promote the application of universal design for learning in undergraduate education at McGill through dialogue and collaboration with the OSD, TLS, and the equity team in the Provost's Office.