



# Memorandum

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**TO:** Senate

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

**SUBJECT:** Annual Report of the Joint Board Senate Committee on Equity (2019-20)

**DATE:** September 22, 2020

**DOCUMENT #:** D20-05

**ACTION REQUIRED:**  INFORMATION     APPROVAL/DECISION

<b>ISSUE</b>	The 2019-20 Annual Report of the Joint Board Senate Committee on Equity is presented to Senate for information.
<b>BACKGROUND &amp; RATIONALE</b>	The Joint Board Senate Committee on Equity (JBSCE) is a standing committee whose mandate is 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.” It includes 6 subcommittees, 4 of which have submitted annual reports that are appended to the main report.
<b>PRIOR CONSULTATION</b>	N/A
<b>SUSTAINABILITY CONSIDERATIONS</b>	N/A
<b>IMPACT OF DECISION AND NEXT STEPS</b>	Presentation to the Board of Governors
<b>MOTION OR RESOLUTION FOR APPROVAL</b>	N/A
<b>APPENDICES</b>	Appendix A: JBSCE Annual Report 2019-20



**MCGILL UNIVERSITY  
JOINT BOARD SENATE COMMITTEE ON EQUITY  
ANNUAL REPORT 2019-20**

**MEMBERSHIP**

- Provost or delegate, Chair: A. Campbell
- Associate Vice-Principal (Human Resources), or a delegate: A.-M. Bruneau
- Director, Office for Students with Disabilities: T. Philips
- Director, First People's House: A. Vicaire
- 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 – A. Piggott
- Chair, Subcommittee on Queer People –M. Benslimane, M. D. Miller
- One representative of the academic community appointed by Senate: J. Ruglis
- One representative of the non-academic community appointed by Senate: C. Grignon
- One representative of the Board of Governors: C. Price
- SSMU Equity Commissioner: Z. Suleiman
- PGSS Equity Commissioner: vacant
- MCSS Equity Commissioner: M. Kassa
- MACES Representative – Continuing Studies: C. Diggiss

Resource Person: T. Jarrett (Senior Employment Equity Advisor)

Secretary: J. Degans/Y. Jouhari

**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 (JBSCE) met three times in 2019-2020: October 21<sup>st</sup> 2019, December 17<sup>th</sup> 2019, and April 27<sup>th</sup> 2020. A fourth meeting (originally scheduled for February 2020) was substituted with individual JBSCE Subcommittees' meetings to review and provide feedback and guidance on the draft Strategic EDI Plan for McGill University, which was ultimately endorsed by McGill's Senate and Board of Governors in Spring 2020.

**ACTIVITIES**

JBSCE activities in 2019-2020 focused on the creation, development, review and implementation of a [Strategic Equity, Diversity and Inclusion \(EDI\) Plan, 2020-2025](#). An initial draft Plan developed in summer 2019 was redrafted and revised drawing on insights shared by members of the McGill community over the 2019-20 academic year. The JBSCE played a critical role in reviewing all elements

of the Plan to further its reflection of the needs and goals of equity-seeking groups within the McGill community. Individual subcommittees reviewed the Plan over the year and contributed to the framing of aspirations, metrics and measures of accountability set out therein.

The Strategic EDI Plan sets out objectives for the University over the next 5 years along the following five axes:

- Student Experience
- Research and Knowledge
- Outreach
- Workforce
- Physical Space

These axes map onto the Principal's five priority areas for McGill University. They will also inform the architecture of [McGill's Plan to Address Anti-Black Racism](#) (forthcoming September 2020), that the Principal has mandated the Provost to develop.

In addition to concentrated efforts in relation to McGill's Strategic EDI Plan, key activities and accomplishments of the JBSCE this year included the following:

- Oversight of the eighth 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, this year's 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 Celebration, Black Graduation Celebration, 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 2019-2020:

- Oversight of implementation of the University's Strategic EDI Plan.
- Support for McGill efforts to meet the requirements of our institution's Equity, Diversity & Inclusion Action Plan in relation to Canada Research Chairs.
- Support and advising to further the University's response to the 52 Calls to Action set out in the [Report of the Provost's Task Force on Indigenous Studies and Indigenous Education](#).
- Consultation and advice on review of the *Policy on Harassment & Discrimination Prohibited by Law*.

- Support for efforts to promote awareness of the *Policy on Harassment & Discrimination Prohibited by Law*, and for strategies to prevent and respond to incidents of harassment and discrimination, both direct and systemic.
- Oversight of efforts to pursue the actions set out in the forthcoming Plan to Address Anti-Black Racism.

#### **APPENDICES**

Appendix 1: Report of the Subcommittee on Persons with Disabilities

Appendix 2: Report of the Subcommittee on Queer People

Appendix 3: Report of the Subcommittee on Family Care

Appendix 4: Report of the Subcommittee on Women

# Joint Board Senate Committee on Equity, Subcommittee on Persons with Disabilities – Annual Report 2019-2020

The Joint Board Senate Committee on Equity, Subcommittee on Persons with Disabilities is pleased to present its annual report. In the 2019-20 academic year, our work has been largely dedicated to re-energizing the work of the subcommittee, recruiting new members from across the university, reaching out to the leadership of other subcommittees, and establishing a direction for future activities. We were really pleased with the uptick in interest in participating on the subcommittee, and hope to continue to recruit more membership in the coming year – particularly with a focus on representation from the student community, and tenure-track faculty.

The COVID-19 pandemic interrupted the work of the subcommittee, however, as persons with disabilities do, we have adapted and adopted new ways of working together – including new technologies and virtual environments. We continue to be attentive to the university’s directives regarding COVID-19, and in the past months have advocated for greater representation from the disability community on the university’s remote instruction taskforce. As the pandemic progresses, the needs of the disabled McGill community will continue to inform our work. We will also seek to ensure that the new practices and capabilities that have been developed in response to the pandemic, such as remote participation, electronic readings, and lecture recordings, can be maintained to enhance disability inclusion at McGill in the future.

Amongst the conversations that we have been having this year, we have identified the need to address the internalized ableism that exists at McGill. Amongst most of the population, disability is not seen as a component of one’s identity, but rather as a personal medical condition that is stigmatizing. This year, we had partnered with Thrive, a student-led group for those with chronic illnesses, on a short-film, and had to postpone the launch due to the pandemic. We are looking forward to rescheduling a screening for the McGill community in the 2020-21 academic year. More broadly, we hope to spark conversations around anti-ableism education and disability pride in the coming academic year through engagement with the disability community and its allies at McGill.

Please accept this report as a brief accounting of our activities, membership and goals.

## Membership

### Chair

- Rachel Desjourdy (Co-Chair)
- Sebastien Jodoin (Co-chair, acting since February 2020, appointed May 2020)

### Faculty

- Martin Chandler (Faculty representative)
- Andrea Miller-Nesbitt (Faculty representative - on leave as of July 2020)
- Elizabeth Patitsas (Faculty representative – appointed May 2020)

### Staff

- Teri Phillips, Director of the Office for Students with Disabilities
- Maxime Gagnon, (resigned April 2020)

- Genevieve Leroux, Senior Disability Management Advisor

## Students

- Justin Joven, student representative (SSMU)
- Jack Rudski, student representative

## Associate Members

- Jonas Sebastien Beaudry
- Sloan Chu
- Andrew Curtis
- Sharon Webb
- Shari Brotman
- Adrienne Pigott
- Chris Liang
- Jenn Riley
- Miranda Hickman
- Rine Vieth
- Shane Sweet
- Yolanda Munoz
- Jonathan Sterne
- Sara Pierre

## Meetings of 2019-2020 academic year

1. September 17<sup>th</sup> 2020
2. October 30<sup>th</sup> 2019
3. February 5<sup>th</sup> 2020
4. March 26<sup>th</sup> 2020 (virtual)
5. May 14<sup>th</sup> 2020 (virtual)

## Goals for upcoming academic year (2020-21)

1. Promote the application of Universal Design for Learning in undergraduate education at McGill by establishing an ad hoc committee for its adoption amongst teaching staff.
2. Create opportunities for community-building for faculty, staff, and students with disabilities by:
  - a. Organizing information/discussion sessions for **faculty and staff** on thriving with disabilities at McGill
  - b. Organizing an informal get-together for **faculty and staff** with disabilities per semester
  - c. Organizing an informal get-together for undergraduate and graduate **students** with disabilities at McGill
3. Review the mandate and membership of the Joint Board-Senate Committee on Equity, Subcommittee on Persons with Disabilities by establishing an ad hoc working group to suggest modifications to the terms of reference, specifically looking to boost the representation of persons with disabilities on the subcommittee, and ensuring an equitable composition of disabled representatives.
4. Develop and publish a website for the JBSCE Persons with Disabilities



### **2019-2020 Annual Report**

#### **Joint Board Senate Committee on Equity**

#### **Subcommittee on Queer People**

#### **Subcommittee Activities**

The 2019-2020 Subcommittee was co-chaired by **Meryem Benslimane** and **Michael David Miller** and held eight meetings, four in Fall 2019 and four in Winter 2020 :

- **Fall 2019 Meetings** : 23 September, 8 October, 13 November, and 13 December
- **Winter 2020 Meetings** : 20 January, 19 February, 20 March, and 27 April

The Subcommittee participated in the planning of **McGill University's 2nd Annual Queer History Month**. Meryem Benslimane led the planning of the 2019 Queer History Month and also led the Subcommittee's contribution to the campus-wide month of activities and conferences. As part of the 2019 Subcommittee contribution, the Subcommittee paired its annual homecoming event, **The Return of the Rainbow**, with the **Opening Ceremony of Queer History Month on Friday 27 September 2020**. This combined event was attended by over 100 students, faculty, staff and alumni.

In Spring of 2020, the Subcommittee had to be agile and adapt to the **Global COVID-19 Pandemic**. The **3rd Annual Launch of the Rainbow** in-person event was cancelled and transformed into a virtual lavender graduation ceremony for our graduating 2SLGBTQIA+ students. The **Virtual Launch of the Rainbow** took place on **20 May 2020**, was attended by over 20 people and six students were celebrated for completing their studies.

Respecting a 2019-2020 goal, the Subcommittee met and worked with the **Student Wellness Hub** to revise and provide feedback on the language used at the Student Wellness Hub. The Subcommittee revised the language of the hub's website, intakes forms and other communication media. The Subcommittee also established a connection with McGill IT and began a collaboration on assuring students have their **Preferred First Name** in their IT instances.

#### **New Chair of the JBSCE Subcommittee on Queer People**

At the April 2020 Subcommittee meeting, **Hiba Zafran**, Assistant Professor [Teaching] in the School of Physical and Occupational Therapy, was elected its 2020-2021 Chair. The Subcommittee on Queer people thanks the work of its outgoing Co-Chairs, **Meryem Benslimane** and **Michael David Miller** for their years of service to Queer equity at McGill.

#### **Upcoming Priorities**

Implement either live or virtually:

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

Collaborations for priority projects:

- Support Wellness Hub in the ongoing development of queer affirmative website, documents and processes
- Engagement with IT to ensure accessible and effective implementation of Preferred First Name in allowed McGill platforms and documents
- Relationship-building with enrolment/outreach services to facilitate queer affirmative initiatives and documents for incoming students

Identify and support queer student groups and McGill queer community shared concerns for 2020-2021, with possible/identified priorities on aims related to anti-Black racism (intersectionality) and pandemic related foci.

*Prepared on 11 August 2020 by:*

**Michael David MILLER**, Outgoing Co-Chair and Associate Librarian  
**Meryem Benslimane**, Outgoing Co-Chair and Equity Education Advisor  
**Hiba Zafran**, Incoming Chair and Assistant Professor [Teaching]  
JBSCE Subcommittee on Queer People

## **JBSCE Subcommittee on Queer People Membership, 2019-2020**

### **Chairs**

**Michael David Miller**, Outgoing Co-Chair, Associate Librarian & Liaison Librarian, McGill Library

**Meryem Benslimane**, Outgoing Co-Chair, Equity Education Advisor, Office of the Provost

**Hiba Zafran**, member & Incoming Chair, Assistant Professor [Teaching], Faculty of Medicine

### **Ex-officio members**

**Jim Mejino**, Union for Gender Empowerment rep

**Guillaume Coutu**, Outgoing Queer McGill admin

**Zeke Bertrand**, Queer McGill admin

**VC Renaud**, Incoming Queer McGill admin

**Madeline Shred**, Queer Grad Club

**Mehmet Inceer**, Co-president Queer Grad Club

**Alexander Swierkot**, Co-president Queer Grad Club

### **Community members**

**Miranda Hickman**, Associate Professor and Acting Director, IGSF

**Steph A. Pang**, Resident Physician, Faculty of Medicine

**Christopher Dietzel**, PhD Candidate, Faculty of Education

**Jessica Wurster**, Family Care Coordinator, Wellness Hub

**Adrienne Tessier**, Law Senator, Faculty of Law

**Juanita Marchand**, ACTOR Project Coordinator/Research Assistant, Schulich School of Music

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

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

*Prepared on 11 August 2020 by:*

**Michael David MILLER**, Outgoing Co-Chair and Associate Librarian  
**Meryem Benslimane**, Outgoing Co-Chair and Equity Education Advisor  
**Hiba Zafran**, Incoming Chair and Assistant Professor [Teaching]  
JBSCE Subcommittee on Queer People

## APPENDIX 3: Report of the Subcommittee on Family Care

### Subcommittee Activities for 2019/20 academic year

- **23 July 2019** – Caregivers Lunch and Learn – co-hosted by McGill Family Care Program and My Healthy Workplace. Students
  - **12 September 2019:** 5<sup>th</sup> Annual Family Care Orientation event was held. Attendance not available, organized by Jessica Wurster.
  - **McGill Student Parents Network FB** site maintained and promoted by Family Care Coordinator.
  - **Fall/Winter** – First Social Work internship position filled to work with the Family Care Coordinator (welcome to Happiness Anekwe).
  - **29 October 2019: Family Care Open House** - the newly revamped Family Care Program space was open to all to learn about the resources available to support students caring for children, family members or other loved ones who are balancing studies and caregiving responsibilities
  - **31 October 2019:** kid-friendly Halloween Cookie decorating with Family Care & Wellness Hub.
  - **November 2019** - [Guidelines for Accommodation of Pregnant/Breastfeeding Students in Labs](#) are added to EHS site under Research and Lab Safety:
  - **Winter 2020:** Caregiver Support Group for Students offered January to April.
  - **22 October & 21 November 2020:** How to Get Your Family's Needs Met: Self Advocacy for Caregivers workshops held organized Family Care Program and Wellness Hub.
  - **November 2019:** Second annual Family Care Gift Drive for Student Parents run by Family Care Program.
- 
- Joan Butterworth continued as Chair and Jessica Wurster continued as Vice Chair of the Subcommittee until January 2020.
  - Subcommittee members met with U of Sherbrooke to help them with their family care initiative equivalent for student parents in **June 2019**.
  - Committee member Dr. Jean-Francois Gelinis created a draft document *Guidelines for the Accommodation of Pregnant and Lactating Students in Laboratories* with input from a variety of sources including other sub-committee chairs which is used by Environment Health and Safety.
  - The subcommittee continued updating the family care website as a key resource on family care for the community.
  - The subcommittee met with *My Healthy Workplace* and will continue to explore ways to collaborate in the upcoming year.
  - Subcommittee members work on collaborative initiative to increase daycare spots at McGill and their availability.

### Subcommittee Membership

- Joan Butterworth, Student Services, Chair
- Jessica Wurster, Family Resources Coordinator, Vice Chair (on leave in 2020)
- Michelle Cubano-Guzman, Faculty Relocation Advisor
- 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
- Lisa Munter, Dept of Pharmacology and Therapeutics
- Jean-Francois Gelinis, Postdoctoral representative
- Julia Volpe, SSMU representative
- Happiness Anekwe, Social Work intern

### Meetings

- **Fall 2019:** September 26, additional meetings were planned but cancelled due to members not being available.

- **Winter 2020:** no meetings took place

### **Upcoming Priorities**

- 2020 *Guidelines for the Accommodation of Pregnant and Lactating Students in Laboratories* - assessment of effectiveness of guide and establishing a revision process.
- 2020 expand membership of sub-committee via other channels.
- 2020 Family Care Coordinator position and/or responsibilities continuing and ideally applying to have a Social Work internship position to support this role.
- 2020 Family Care Orientation and other student Family Care events.
- 2021 Launch of event to be announced.
- 2020-2021: collaboration with MyHealthy Workplace and Student Wellness Hub to improve services related to family care.

## APPENDIX 4: Report of the Subcommittee on Women



### Sub-committee on Women Annual Report to the Joint Senate-Board Committee on Equity 1 June 2019 – 31 May 2020

(Submitted by Profs Allison Gonsalves and Sarah Turner, co-chairs. August 2020)



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jill.boruff@mcgill.ca	

**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 2019-2020 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 person 3 times (attendance 6-10) during the teaching year, before Covid-19 caused the cancellation of our final meeting. 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:

**Black Lives Matter** SSCOW statement on website and circulated on Facebook, June 2020.

**Difficult student-supervisor relationships.** Guest speaker Sinéad Hunt (Senior equity and inclusion advisor, Provost Office) provided SSCOW with a number of suggestions as to ways that graduate students can be supported vis-à-vis difficult student-supervisor relationships. SSCOW made commitment to try to help make the work of the Senior Equity & Inclusion Advisor (Sinéad) more widely known amongst the graduate population. OSVRSE office will lead this.

**IGSF Graduate Option in Gender and Women's Studies** – show of support for the continuation of this program.

**Concerns raised over discrimination against women with regards to the eligibility for Dawson Chairs.** At JSBCE meeting we were told the new Equity Researcher will look into this- we do not have news regarding whether this occurred.

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

**Family Care position.** SSCOW continues to advocate for and support the Family Care position which the committee was successful in gaining the initial funding for.

**SSCOW Website and Facebook site.** Our website continues to be updated and our Facebook page is fairly active with 2-3 posts each month. <https://www.mcgill.ca/senate-subcommittee-women/senate>

**Feedback on McGill EDI Strategic Plan.** SSCOW met in person to discuss and provide detailed feedback on the strategic plan, sent to JSBCE.