

Memorandum

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TO: Senate

FROM: Angela Campbell, Associate Provost (Policies, Procedures and Equity)

SUBJECT: Annual Report of the Joint Board-Senate Committee on Equity (2014-2015)

DATE: September 24, 2015

DOCUMENT #: D15-04

ACTION REQUIRED: ☒ INFORMATION ☐ APPROVAL/DECISION

ISSUE: The 2014-2015 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 “to recommend University policy regarding under-represented groups, including women, visible minorities, Aboriginal peoples, persons with disabilities and persons of minority sexual orientation or minority gender identity”. It includes six subcommittees, whose annual reports are appended to the main report.

MOTION OR RESOLUTION FOR APPROVAL: N/A

PRIOR CONSULTATION: N/A

NEXT STEPS: N/A

APPENDICES: Appendix A: JBSCE annual report 2014-2015

**MCGILL UNIVERSITY
JOINT BOARD SENATE COMMITTEE ON EQUITY
ANNUAL REPORT 2014-15**

MEMBERSHIP

Chair: Prof. Lydia White, Associate Provost (Policies, Procedures & Equity)
 Coordinator of the First Peoples House: Ms. Paige Isaac
 Director of the Office for Students with Disabilities: Mr. Frédéric Fovet/Ms. Tanja Beck
 Human Resources: Ms. Alison Verkade
 Social Equity and Diversity Education Office: Ms. Veronica Amberg

Chairs of Subcommittees:

Subcommittee on Women: Prof. Sarah Turner & Prof. Sue Gaskin (Co-chairs)
 Subcommittee on Persons with Disabilities: Prof. Tara Flanagan
 Subcommittee on First Peoples: Mr. Kakwiranó:ron Cook
 Subcommittee on Queer Persons: Prof. Lynn Kozak
 Subcommittee on Race and Ethnic Relations: Ms. Adrienne Piggott
 Subcommittee on Family Care: Prof. Audrey Moores

Representatives appointed by Senate and Board:

Representative of the academic community appointed by Senate: Prof. Vrinda Narain
 Representative of the non-academic community appointed by Senate: Ms. Cindy Mancuso
 Representative of the Board of Governors: Ms. Ann Vroom

Student Representatives:

SSMU Equity Commissioner: Ms. Sula Sidnell
 PGSS Equity Commissioner: Mr. Michael Krause
 Macdonald Campus Students Society (MCSS): Mr. S. Somasundaram
 Continuing Studies Students (MACES): Mr. Amine Arezki

Secretary:

Ms. Lilian Iacobo, Office of the Associate Provosts

MANDATE

The Joint Committee on Equity shall recommend University policy regarding under-represented groups, including women, visible minorities, Aboriginal peoples, persons with disabilities and persons of minority sexual orientation or gender identity. To this end it shall review the recruitment and status of the under-represented groups at the University and recommend ameliorations to Senate and the Board of Governors.

MEETINGS

The Joint Board Senate Committee on Equity (JBSCE) met four times: October 2nd 2014, November 26th 2014, February 25th 2015, April 29th 2015.

ACTIVITIES

- i. The third competition for the Award for Equity and Community Building took place in the Winter term of 2015, adjudicated by a sub-committee of the JBSCE. There were an impressive number of high quality nominations this year. Details of the award and this year's winners can be found here: <http://www.mcgill.ca/equity-community-award/>.
- ii. The JBSCE approved the membership of the new Subcommittee on Family Care which started its work this year.
- iii. In the winter term of 2015, Senate and the Board of Governors approved changes to McGill's Mission Statement, such that it includes the following statement: *In fulfilling its mission, McGill University embraces the principles and values of academic freedom, integrity, responsibility, equity, and inclusiveness*. This is, in part, in response to concerns originally raised by the JBSCE in 2013-14.
- iv. Discussion of the issue of some kind of Acknowledgement of Traditional Territory (originally proposed by the Subcommittee on First Peoples) continued during the year. The wording for this item remains under discussion between various groups in the University.
- v. The Working Group on Systemic Discrimination, established by JBSCE at the end of 2013-14, started its work by preparing a survey on the experiences and perspectives of tenure track and tenured faculty at McGill. The survey was launched in May 2015 and responses are currently being analysed.
- vi. Tynan Jarrett from the SEDE office made a presentation to the JBSCE on employment equity at McGill, including a snapshot of data from March 2014. It was agreed that this kind of presentation could usefully be presented to other groups in the University.
- vii. JBSCE began discussion of the issue of preferred names and honorifics for staff (parallel to the preferred name policy already available for students) and referred the matter to HR for further consideration.

SUBCOMMITTEES

All JBSCE sub-committees were active during the year. Their annual reports are attached.

APPENDICES

Appendix 1: Report of the Subcommittee on Women

Appendix 2: Report of the Subcommittee on First Peoples

Appendix 3: Report of the Subcommittee on Family Care

Appendix 4: Report of the Subcommittee on Persons with Disabilities

Appendix 5: Report of the Subcommittee on Queer People

Appendix 6: Report of the Subcommittee on Race and Ethnic Relations

Subcommittee on Women
Annual Report to the Joint Board-Senate Committee on Equity

1 June 2014 – 31 May 2015
(submitted by Professor Sarah Turner, Co-Chair)

Membership 2014-2015

Susan Gaskin, Co-Chair	Civil Engineering and Applied Mechanics
Sarah Turner, Co-Chair	Geography
Amberg, Veronica	SEDE
Amsel, Rhonda	Psychology
Baum, Shari	School of Communication Sciences and Disorders
Bede, Jacqueline	MacDonald Campus
Benedetti, Andrea	Medicine
Braitstein, Lara	Religious Studies
Butler-Kisber, Lynn	Education
Czarnocki, Susan	Libraries/Alumnae
Davis, Linda	School of Social Work
Hnatchuk, Darlene	Director, Career Planning Service
Hyde, Sandra	Anthropology
Jones, Julie	Library (Social Science)
Kok, Roe-Min	Music
Koop, Dora	Management
Lee, Diana H.	McGill Women's Network
Lippman, Abby	Epidemiology, Biostatistics, Occupational Health
Luker, Jana	Executive Director, Student Services
Lungu, Brighita	PGSS
MacDonald, Mary Ellen	Dentistry
Narain, Vrinda	Law
Strong-Wilson, Teresa	Education
Talreja, Ayesha & Katerina Jabbour	SSMU reps
Tannenbaum, Gloria	Pediatrics
Tetrault, Bianca	Harm Reduction Officer
Tozer, Angela	History
Van Lierop, Dea	Urban Planning (Graduate student)
Zorychta, Edith	Pathology/MAUT

Our Mandate

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

1) Advocacy of Women's Rights and Promotion of Women

- Providing positive action regarding the employment and promotion of women at McGill University
- Promoting equity for women in salary and pension issues
- Monitoring representation of women on University committees and in administrative positions
- Monitoring policy and practices affecting women
- Providing advocacy for the problems of obtaining research funding - Supporting research and teaching on women

2) Initiation and Consolidation of Women's Activities

Will collaborate with the Institute for Gender, Sexuality, and Feminist Studies (IGSF) when there are issues of mutual interest. As well, SSCOW will continue to offer its own advice about and support to the activities of women students and all staff.

3) Liaison and Networking for Women

- Assisting in the sponsorship of conferences on issues pertinent to women in academic and workplace contexts
- Facilitating contact with other women's groups at the University as well as regional and national organizations

It should be noted that we have no budget.

Activities during the year:

SSCOW continues to be active on a broad number of issues. It has been observed that most direct discrimination against women has now been removed at McGill; however, indirect discrimination or under-valuation of women's achievements remains. The issues covered this year are summarized below.

The Subcommittee on Women (SSCOW) met in person 4 times during the teaching year with other work carried out by e-mail between these gatherings. Agendas for each meeting were pre-circulated, and minutes of each meeting were recorded. Between 4 and 10 members attended the meetings and all decisions were made by consensus. Other members were consulted by email on substantive issue to gain broader representation.

Completion and success of SSCOW's 2013-2014 focus - gaining SPF funds for a Family Resources Co-ordinator.

The 2013-14 goal of SSCOW had been to gain funding for a Family Resources Co-ordinator from the McGill Sustainability Projects Fund. The work on securing funds for this project continued into Fall 2014. The proposal was successful in October 2014, and the newly appointed Family Resources Co-ordinator, Ms Tanya Lalonde, is now employed and located at the Social Equity and Diversity Education Office (SEDE). Tanya's role will include creating a central resource for the McGill community that addresses family care issues. A central goal is to assist students and staff meet their childcare needs.

Sexual assault policy

Members of the Sexual Assault Policy working group, who are attempting to create a specific policy on this topic at McGill, met with SSCOW members in April 2015 and SSCOW is endorsing their policy proposal.

SSCOW Website updates and communications

- Our website continues to be updated with relevant material and upcoming meetings or seminars of interest. <https://www.mcgill.ca/senate-subcommittee-women/senate>
- Media releases were sent for March 8, International Women's Day.
- We wrote to Deputy Provost Dyens regarding concerns that negotiations over Women Only Gym hours had broken down. We did not receive a response.
- Other documents of interest or concern were circulated among members, discussed and acted upon as relevant.

Women in Academic Leadership

Research continued regarding what resources and workshops are available across North America for women academics to progress and gain support in academic leadership roles (these resources are now

listed and updated on SSCOW website). A 'brown bag lunch' discussion series for tenured women academics will start in Fall 2015, with the first lunch for women in the Faculties of Science and Engineering.

SSCOW members on JBSCE working group on systemic bias

The Joint Board Senate Committee on Equity established a working group to investigate whether or not systemic bias affects different groups of tenure track academic staff at McGill University (in reappointment, promotion and tenure, work environment). SSCOW member Vrinda Narain chairs the working group, and SSCOW co-chair Sarah Turner is a member. Although the core focus of the working group is racial bias, the survey also look at gender, sexuality and dis/ability. Working Group outputs will be of direct use to SSCOW.

Sarah Turner
17 August 2015



**Sub-Committee on First Peoples
Annual Report to the Joint Board-Senate Committee on Equity**

September 2014 – May 2015
(submitted by Mr. Kakwiranó:ron Cook, Chair)

Membership 2014-2015

Faculty:

David Rothwell, Associate Professor, School of Social Work
Carl Ernst, Assistant Professor, Department of Psychiatry, Faculty of Medicine
Jim Howden, Director, First Nations & Inuit Education Program, Faculty of Education

Administration & Offices:

Kakwiranó:ron Cook, Aboriginal Outreach Administrator, Office of the Dean of Students, Chair
Sacha Young, Ethics Review Administrator, Institutional Review Board, Faculty of Medicine
Paige Isaac, Coordinator, First Peoples' House
Trudy Blumstein, Advisor, School of Social Work and Indigenous Access McGill
Charlotte Burns, Records Administrator & Trainer, Enrolment Services
Allan Vicaire, Indigenous Education Advisor

Students:

Haidee Lefebvre, PhD student, Department of Integrated Studies in Education
Alain Bartleman, LLB
Claire Stewart-Kannigan, BA student

Mandate of the Sub-Committee

The Sub-Committee on Equity for First Peoples shall advise on the development of – or modifications to – University policy regarding Aboriginal peoples across constituencies of the University and recommend ameliorations to the JBSCE

Regularly scheduled meetings:

September 24, 2014
November 10, 2014
February 19, 2015
April 9, 2015
Various ad-hoc meetings were also held

Activities:

-Traditional Territory Acknowledgement Statement: Much of this year's activities were focused on this initiative. A proposal on Acknowledging the Traditional Territory was created by the Subcommittee and submitted at the end of 2013-2014 to the JBSCE who agreed to support it in principal. The JBSCE chair recommended examining the wording in 2014-2015 with McGill legal counsel for potential legal implications prior to taking the initiative to Senate. Early in 2014-2015, the Subcommittee was informed



that the wording was not going to be acceptable as proposed. Thus consultations continued and revisions were made to find acceptable wording for all McGill stakeholders on the draft. Ultimately a small working group was struck (Vicaire, Stewart-Kannigan, Lefebvre) who took multiple ad-hoc meetings to sustain movement on this and a revised draft emerged which the Subcommittee as a whole found acceptable for re-submission. Additionally the Subcommittee was able to obtain two legal memos from Montreal-based law firms specializing in Aboriginal law in support of the proposed revision. This and the revised draft were presented to the chair of the JBSCE who in turn provided it to McGill legal counsel. A meeting in April was arranged with Line Thibault, General Counsel for McGill legal services, where the Subcommittee heard her concerns that the wording was still not ready. Further attempts were made to find the right language in time to present at Senate's last meeting of 2014-2015. However, by the end of the year not all McGill community stakeholders including members of the Subcommittee were satisfied with any of the presented drafts so this project will continue in 2015-2016.

-The Sub-Committee nominated three extremely accomplished Indigenous individuals for Honorary Degrees to be awarded at spring 2015 convocations. However, none were ultimately selected by the Honorary Degree Selection Committee.

-On-going discussions took place concerning the name "Redmen" and further consultations are indicated in the coming years.

Objectives in 2014-2015 include:

- creating a co-chair position
- recruiting membership
- raising profile of Sub-committee online
- continue to monitor and support increasing Indigenous physical visibility across campus
- continue to monitor and support the launch of the Indigenous Studies Program
- continuing to monitor and support McGill University Human Resources in recruitment of Aboriginal people
- continue to raise the profile of Aboriginal people across the University

**Subcommittee on Family Care
Annual Report to the Joint Board-Senate Committee on Equity**

1 Jan 2015 – 31 Aug 2015
(submitted by Professor Audrey Moores, Chair)

Preamble

On the recommendation of the JBSCE in 2013-2104, Senate and the Board of Governors approved the establishment of a new JBSCE Subcommittee on Family Care. The subcommittee was formed in the Fall of 2014 and started its work early in 2015.

Membership

Audrey Moores (MAUT, chair)
Laura Risk and Lerona Lewis (PGSS)
Joan Butterworth (Student services)
Cecilia MacArthur (SSMU)
Carolyn Samuel (Faculty of Education)
Michelle Cubano-Guzman (APO)
Tanya Lalonde (SEDE)

Mandate

To advise on policies, guidelines and projects relating to care of dependents.

Meetings

Meetings were held on Feb 4 2015 and June 9 2015

Activities

- Definition and adoption of terms of reference of the Subcommittee.
- Proposal for the modification of the JBSCE terms of reference to allow the integration of the Family Care Subcommittee.
- Work initiated towards gathering information on all family care initiatives at McGill.
- Work started towards gaining insight into the number of student/staff/faculty who are parents at McGill.
- Request to secure a website address for family care; work started towards building this website.

Activities for the 2015-16 year:

- Bring terms of reference to the JBSCE for approval.
- Build the architecture for the website and implement it.
- Continue evaluation of family care needs.
- Initiate work towards actively increasing child care resources for the McGill community.

Report of the Joint Board-Senate Committee on Equity Subcommittee on Persons with Disabilities 2014

Tara Flanagan, Chair

1) Membership

We have a dynamic group of people who are invested in promoting an inclusive environment at McGill University.

- a) Administration & Offices: Frederic Fovet (Director of OSD), Linda Jacobs Starkey (Associate Dean of Students), Kevin MacSween (Campus Recreation, Athletics), Patrick Fiorelli (security systems), Jessica Lange (library), Jo Ann Sciampacone (manager of parking services), Andrea Miller-Nesbitt (library), Maya Kucij (head of Education library), Kathleen Tobin (Human Resources), Emily Kasuto (library, MacDonald campus), Lorraine Mercier (Director, Design Services; Facilities Operations & Development) Biagio D'Onofrio (Project Manager, Facilities Operations & Development).
- b) Faculty members: Philippe Archambault (School of Physical & Occupational Therapy), Lucyna M. Lach (School of Social Work), Rob Whitley (Psychiatry), Luc Trudeau (medicine), Ingrid Sladeczek (Educational and Counselling Psychology), Aparna Nadig (School of Communication Disorders), Diane Lowden (Clinical Nurse Specialist).
- c) Student members: Jordan Dutton, Nicholas Jeffers, Kimberly Conway, Natalie Martiniello, Catherine Loiselle, Sydney Hopkins, Keeley White, Joseph Mwaura Kimani, Taylor Steele, Dave D'Oyen, Devyn Perryman, Rachel Desjourdy, Mark Titleman, Lisa Nelson, Jessica Holmes, Kareem Ibrahim, Caryne Torkia, Madeline Lusk, Margaret Morgan-Adlam, Alice Walker, Derek Zeisman, Daniella Goldberg, Paige Macdougall.

2) Mandate of the committee

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

3) Meetings

The entire subcommittee met one time: November 21st, 2014 but the *Universal access capital projects committee* met numerous times over the year.

4) Accomplishments

Numerous projects are underway that are aimed at raising awareness about disability issues and promoting inclusion.

- a) Single person, gender-neutral washrooms: We are working with the SEDE office and other groups on campus to discuss the accessibility of campus washrooms. We have met as a group and architecture students have done an assessment of the single stall washrooms on campus to provide a baseline and to flag the washrooms that are the most appropriate for updates. Ideally, we would like to see more gender-neutral and accessible washrooms on campus as well as have some format to disseminate this information to the McGill community.
- b) Future awareness activities: With the overwhelming success of the *Regarding Disability: A Film festival* that we put on in the spring of 2013, the November meeting focused on an extensive discussion about awareness activities for the future. Ideas included applying for sustainability funds to conduct research in classrooms using UDL approaches and collaborative research projects. We also discussed the possibility of testing out an accessibility app on campus as a scavenger hunt as a way of brining the issue forward in an interactive fashion.
- c) Securing new Chair: Tara Flanagan will be on sabbatical leave from September 1st, 2015-2016 and as such was looking for a person to replace her in this position. Andrea Miller-Nesbitt, a very active member of the subcommittee, was approached to take over. Her CV was sent to the Associate Provost and large committee for approval.



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Lynn Kozak
Assistant Professor
Department of History and Classical Studies

15 September 2015

2012-3 Report, McGill Joint Board Senate Committee Sub-Committee for Queer People
prepared by Prof. Lynn Kozak, Chair

Meetings: The sub-committee met 10th September, 8th October, 11th November, 3rd December, 23rd February, 16th March, 23rd April, 25th June

Events: Annual Return to the Rainbow Homecoming event, in co-sponsorship with SEDE and Queer McGill, attended by around 50; End of Fall Term social with PG work group from Queer McGill; members marched in Pride parade with the 'Friends of the Library McGill team, led by sub-committee member Michael David Miller, August 2015

Proposals: To the JBSCE, we proposed once again in Fall 2014 (following up on a Fall 2013 proposal) that McGill implement its own Employment Equity policy. So we proposed immediate changes to equity practices regarding LGBTIQ employees, namely: an immediate change to the current Equity Employment Survey to include sexual orientation and gender identity minorities, accompanied by a broad educational campaign for current employees about this change; and an immediate change in the Diversity and Equity Survey Form for applicants that emends "Data from the survey will be depersonalized and will only be used in aggregate form for statistical purposes" to "Data will be kept confidential and will be used only in accordance with our Employment Equity Policy". Further changes were also proposed that would provide easier access and education on equity to all hiring committees (through a short instructional video or the like), with the hope that eventually a full-time Equity officer would be hired in Human Resources.

To my knowledge, these changes have still not come through as of September 2015, though we have had consistent assurances over the years (**since 2007**) that these delays are merely based on resource allotments in IT.

We also proposed that the successful Preferred Name policy for students be extended to apply to faculty and staff, and we were assured that this was feasible, but we are hopeful that this is put into effect, and like any changes to the Employment Equity survey form, would be advertised widely to all faculty and staff as a new policy.

We were also active in the student proposal group working on the sexual assault policy proposal team, and endorsed the March 2015 draft as a sub-committee.

Ongoing Projects: We will continue to fight for the implementation of McGill's Employment Equity policy in the coming year. We remain active in the expansion of the number of gender-neutral and accessible washrooms on campus, and will continue to contribute to the development of a policy on sexual assault at McGill. This year we will be nominating someone for an honorary doctorate, and will be looking into proposing a equity and diversity curriculum requirement for undergraduates.



Joint Board of Governors and Senate Subcommittee on Race and Ethnic Relations

2014 – 2015 Annual Report

Submitted by Adrienne Piggott, Subcommittee Chair

1. Membership

SSMU Equity Commissioners
 PGSS Equity Commissioner
 Bobby Ansari, Faculty of Medicine
 Emil Briones, Faculty of Dentistry
 Anne-Marie Huynh, Planning and Institutional Analysis
 Charmaine Lyn, Faculty of Medicine
 Sarah Malik, Anti-Racism and Cultural Diversity Advisor, SEDE Office
 Margaret Morgan-Adlam, Faculty of Arts
 Kathleen Ng, Sustainability Officer, Office of Sustainability
 Malek Yalaoui, Administrative Coordinator, Faculty of Science

2. Mandate

- 2.1. The primary mandate of the Subcommittee is to make recommendations to the University on affairs relating to Racialized and Ethnic Persons.
- 2.2. The Subcommittee will also foster community engagement and actively promote initiatives that demonstrate McGill's commitment to diversity in the community.
- 2.3. The Subcommittee will endeavor to research and learn from the best practices in peer institutions from creating a climate of diversity leadership.
- 2.4. The Subcommittee will issue an annual report to the McGill community and interim reports as needed.

3. Meetings

October 2014
 November 2014
 December 2014
 February 2015
 March 2015
 April 2015
 May 2015
 June 2015

4. Activities

- 4.1. Conducted “Diversity and Recognition” workshop at Management Forum
- 4.2. Maintaining Race and Ethnic Relations blog (blogs.mcgill.ca/raceandethnicrelations) (ongoing)
- 4.3. Presented a draft of the Policy on Service Recognition for Administrative and Support Staff to the MyWorkplace committee (text to be finalized in first half of 2015-2016)
- 4.4. Working on new initiative regarding Course Evaluations and systemic bias.
- 4.5. Collaborated with community groups on initiatives affecting racialized and ethnic persons
 - 4.5.1. Black Academic Scholarship Fund
 - 4.5.2. SuperKutz Scholarship Foundation
 - 4.5.3. QBMA (Quebec Black Medical Association)
 - 4.5.4. Teesri Duniya Theatre company

5. Objectives for 2015 - 2016

- 5.1. Present policy on Service Recognition for Administrative and Support Staff at Senate for approval
- 5.2. Get approval for changes to the Course Evaluation process to reduce the effects of systemic bias
- 5.3. Host one activity on campus
- 5.4. Increase visibility of the contributions made by racialized and ethnic persons at McGill.