



Memorandum

Office of the Provost & VP(Academic)
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TO: Senate

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

SUBJECT: Annual Report of the Joint Board Senate Committee on Equity (2018-19)

DATE: September 18, 2019

DOCUMENT #: D19-07

ACTION REQUIRED: INFORMATION APPROVAL/DECISION

ISSUE	The 2018-19 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.” It includes six subcommittees, whose annual reports are appended to the main report.
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 2018-19

**MCGILL UNIVERSITY
JOINT BOARD SENATE COMMITTEE ON EQUITY
ANNUAL REPORT 2018-19**

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 –T. Flanagan
- Chair, Subcommittee on Family Care – A. Moores/J. Butterworth
- Chair, Subcommittee on First Peoples – C. Burns
- Chair, Subcommittee on Racialized and Ethnic Persons – A. Piggott
- Chair, Subcommittee on Queer People –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: A. Asibey
- PGSS Equity Commissioner: H. Sekhon
- MCSS Equity Commissioner: J. Corriveau
- MACES Representative – Continuing Studies: J. Kelly

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 four times in 2018-2019: October 11th 2018, December 12th 2018, February 12, 2019, and April 10th 2019.

ACTIVITIES

2018-2019 saw continued work in fulfilment of McGill's commitment to equity and diversity, notably as articulated in [McGill's Strategic Academic Plan](#). Accordingly, the JBSCE was active in advising on and facilitating a range of initiatives that reach across the McGill campuses, with a view to boosting equity and inclusion.

As a whole, the JBSCE also advised and supported the individual subcommittees. The Office of the Provost provided each Subcommittee with a budget of \$1000 (previously Committees had no budget).

Key activities and accomplishments of the JBSCE this year included the following:

- Oversight of the seventh 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. Over 100 members of the University community took part in the ceremony recognizing nominees and recipients held on 1 May 2019.

Recipients of this year's award were:

- Andreann Asibey and Christelle Tessono (student category)
 - Community Health and Social Medicine (CHASM) Incubator and Patrick Hansen/Opera McGill (team category)
 - Juanita Marchand Knight (administrative and support staff category)
 - Prof. Janine Metallic (faculty category)
- Meeting and consultation on revisions to the *Policy against Sexual Violence*.
 - Meeting and consultation with the Special Investigator (Sexual Violence).
 - Meeting and consultation with the Senior Equity & Inclusion Advisor and Equity Education Advisors (regarding prevention and response to harassment and discrimination prohibited by law).
 - Meeting and consultation with [Our Shared Spaces](#) team (previously “Res Life”)
 - Examination of resources and policies in support of pregnant students working in labs or other sites that may require leave or accommodation during pregnancy.
 - Support for efforts to promote awareness of and response to McGill's employment equity procedures and obligations (see [Biennial Report to Senate on Employment Equity \(May 2019\)](#)).
 - Advising and consultation with Bicentennial Director on embedding equity within Bicentennial initiatives and events.
 - Consultation on McGill's [Equity, Diversity & Inclusion Action Plan for the Canada Research Chairs Program](#).
 - 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 attack at the *Centre culturel islamique* in Quebec City.

Activities and Goals 2018-2019:

- The focus of this academic year will be on the development of a Strategic Equity, Diversity & Inclusion (EDI) Plan for McGill University, to be presented to Senate and the Board for endorsement in spring 2020.

- Support for McGill efforts to meet the requirements of our institution's Equity, Diversity & Inclusion Action Plan in relation to CRCs.
- 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 harassment and discrimination.

SUBCOMMITTEES

All JBSCE sub-committees were active during the year. Annual reports are attached with the exception of the Subcommittee on Family Care, which did not file a report.

APPENDICES

Appendix 1: Report of the Subcommittee on First Peoples

Appendix 2: Report of the Subcommittee on Persons with Disabilities

Appendix 3: Report of the Subcommittee on Queer People

Appendix 4: Report of the Subcommittee on Racialized and Ethnic Persons

Appendix 5: Report of the Subcommittee on Women

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Report 2018-2019 Subcommittee on Equity for First Peoples

Key Activities

- Worked on strategies to increase awareness and support for changing the Redmen name
- Participated in consultations with Principal Suzanne Fortier regarding the Redmen name

Membership:

Jessica Barudin (co-chair)

Charlotte Burns (liaison co-chair)

Kakwiranoron Cook

Elizabeth Hillier

Jim Howden

Janelle Kasperski

Bradley Por

Allan Vicaire

Sameer Zuberi

Meetings:

- The SCEFP held 4 meetings during the 2018-2019 academic year

Goals for upcoming academic year:

- Investigate access to space for ceremonial purposes
- Consult with HR on policy and resources for hiring Indigenous staff, especially with regards to positions that require knowledge of Indigenous peoples and culture

APPENDIX 2

Joint Board Senate Subcommittee on Equity, Subcommittee on Persons with Disabilities – Annual Report 2018-2019

Key activities

None

Membership

Tara Flanagan (Chair – resigned February 2019)

Rachel Desjourdy (Chair – appointed March 2019)

Teri Phillips, Director of the Office for Students with Disabilities

Justin Joven, student representative (SSMU)

Jack Rudski, student

Meetings of 2018-2019 academic year

None

Goals for upcoming academic year

Restart the committee with full membership

Hold 4 meetings during the 2019-2020 school year

Michael David MILLER, Assistant Librarian
Co-Chair, JBSCE Subcommittee on Queer People
Liaison Librarian for French Literature, Economics & LGBTQ+ Studies

2018-2019 Annual Report

Joint Board Senate Committee on Equity

Subcommittee for Queer People

Subcommittee Activities

- Meryem Benslimane elected Co-Chair of the Subcommittee in September 2018 meeting.
- Subcommittee members helped in the planning of McGill's first-ever Queer History Month led by Co-Chair, Meryem Benslimane.
- **12 October 2018:** 18th annual "Return to the Rainbow" Homecoming event attended by over 50 people organized by Christopher Dietzel and Meryem Benslimane.
- **5 June 2019:** 2nd annual "Launch of the Rainbow", a graduation ceremony for graduating LGBTQ+ students. Over 50 attendees and 19 graduating students were recognized.

Subcommittee Membership

- Michael David MILLER, Co-Chair, Assistant Librarian & Liaison Librarian, McGill Library
- Meryem Benslimane, Co-Chair, Equity Education Advisor
- Steph A. Pang, Resident Physician, Faculty of Medicine
- Christopher Dietzel, PhD Candidate, Faculty of Education
- Jessica Wurster, Family Care Coordinator
- Eve Finley, Equity Facilitator
- Joseph Vincelli, EHS Operations Manager
- Tynan Jarrett, Senior Employment Equity Advisor
- Juanita Marchand,
- Dakota Rogers, PGSS
- Bei Evely, Queer McGill
- Jim Mejino, Union for Gender Empowerment

Meetings

- **Fall 2018:** 12 September, 10 October, 21 November, and 20 December
- **Winter 2019:** 16 January, 15 February, 20 March, and 23 April

Upcoming Priorities

- 2019 Return of the Rainbow Homecoming Celebration
- 2019 Queer History Month
- 2020 Launch of the Rainbow: McGill University's Lavender Celebration
- 2019-2020 revival of the Queer Journal Club
- 2019-2020: collaboration with Student Wellness Hub to improve health services for LGBTQ+ students

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Annual Report

Senate Sub-committee on Racialized and Ethnic Persons (REP), 2018-2019

Chair: Adrienne Piggott

Issues discussed

A variety of issues were discussed over the past academic year. These included (but are not limited to)

- University response to Bill 21 (now Law 21)
- Begun building submission package for Alan Emtage's nomination for an honorary doctorate (have been in regular communication with Mr. Emtage)
- Ongoing communication with Prof. Morton regarding a project to create documented archive of the contributions of racialized McGillians.
- Developing a platform to collect the lived experiences of students experiencing discrimination on campus and within the wider community.

Chair, Adrienne Piggott, is featured in the Black Community Resource Centre's Living History project.

Completed projects

Given the limited budget allocation for the 2017-2018 fiscal year, projects completed included:

- Film screening: "La charte des distractions" with panel discussion
- Black History Month events
- Support for first McGill Black Graduates celebration, including securing space on the McGill crowdfunding platform Seeds of Change
- Citizenship ceremony on campus

It must be noted that REP members are volunteers of their time, and some have provided significant financial support on a personal basis as well. While this is appreciated, it is not a sustainable situation, and more funding should be provided to support activities that support the McGill community, such as is done for other groups like Management Forum.

The recent budget increase is greatly appreciated. Indeed, going from no budget to \$1000 allows us to support more initiatives. However, our limited budget also makes it difficult for us to do many of the things that our community is requesting, such as:

- Inviting guest speakers to present best practice methods and strategies for addressing systemic bias;
- Supporting the research initiative to document and make available the contributions of racialized McGillians;
- Holding regular community gatherings to allow racialized faculty, staff and students to meet and share experiences, as well as support each other;
- Provide support to racialized students in crisis;
- Develop a program for new racialized student support.

Unfortunately, McGill is still a few paces behind other comparable Canadian and US schools. While we do have offices that offer undifferentiated support and broad education, we do not have any group specifically dedicated to supporting the needs of McGill's racialized community. Consequently, many people rely on the REP subcommittee to fill the role that is taken on by offices at other institutions. For

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reference, see the [Anti-Racism and Cultural Diversity Office of the University of Toronto](#), [the Equity & Inclusion Office at UBC](#), [Ryerson University](#), [Cornell University](#).

Projects in progress

The following projects are pending:

- Consultation with other Subcommittee chairs on
 - Community service policy
 - Request for permanent equity representation on Advisory Committees for senior level hires (ex. Renewal of Provost's appointment)
 - Toponymy
 - Representation on McGill Bicentennial Committee (ongoing)
 - Offering adapted solutions for conflict resolution

Projects on hold

The following projects have been proposed, but no significant action has yet taken place. These include (but are not limited to):

- REP presence at orientation
- Employee engagement survey: deep dive for diversity and equity issues
- Rooney Rule (ensuring that at least one member of an equity group is included on shortlist by hiring committees)
- Staff mentoring for racialized students and staff
- Policy for equity and diversity training
- Ombudsperson for staff
- Educational guideline/educational project to guide communications folks and campus journalists to use the appropriate language and tone when content is about issues on Indigeneity and other equity-related matters
- Black History Month Flash Cards
- Forum on systemic discrimination

REP Governance

A few housekeeping issues this year:

- Membership: lack of time was a significant constraint to participation by a few members this year, due to competing academic or professional priorities.
- Still receiving regular requests to join the subcommittee on a monthly basis.

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Appendix

Meeting dates

1.5 hour meetings took place on the first Friday of every month from September 2018 through May 2019.

Members 2017-2018

Monica	Batac	School of Social Work
Emil	Briones	PGSS
Régine	Debrosse	Emerita
Robyn	Lee	SSMU
Charlene	Lewis-Sutherland	Residences
Safyer	McKenzie-Sampson	Emerita
Fatou	Ndiaye	BSN
Kathleen	Ng	MOOS
Helen	Ogundeji	SSMU
Adrienne	Piggott	Chair, Procurement Services
Jessica	Ruglis	Faculty of Education
Haidee	Smith-Lefebvre	First Peoples
Kharoll-Ann	Souffrant	Social Work
Christelle	Tessono	SSMU
Malek	Yalaoui	Student Services
Shanice	Yarde	SEDE
Emily	Yee Clare	Emerita
Angela	Yu	Emerita
Sameer	Zuberi	Faculty of Medicine



Sub-committee on Women
Annual Report to the Joint Senate-Board Committee on Equity
1 June 2018 – 31 May 2019



(Submitted by Profs Allison Gonsalves and Sarah Turner, co-chairs. August 2019)

Membership 2018-2019 Co-Chairs: Profs Allison Gonsalves (Education) and Sarah Turner (Geography)

Membership:

- | | |
|--|--|
| Rhonda Amsel (Psychology) | Dora Koop (Managing Director MCCHE) |
| Jacqueline Bede (Plant Science) | Deana Lee (MUNACA) |
| Andrea Benedetti (Epidemiology) | Eva Maciasz (University Advancement) |
| Meryem Benslimane (Equity Education Advisor) | Cindy Mancuso (Career Planning Service) |
| Roberta Bidochka (Pharmacology) | Lisa Munter (Pharmacology) |
| Susan Gaskin (Engineering); | Vrinda Narain (Law) |
| Darlene Hnatchuck (Career Planning Service) | Brigitte Pientka (Computer Science) |
| Sandra Hyde (Anthropology) | Debra Titone (Psychology) |
| Katia Innes (SSMU); | Jessica Wurster (SEDE and Family Care Program) |
| Roe-min Kok (Music) | Edith Zorychta (Pharmacology) |

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 2018-2019 year:

The Sub-committee on Women continues to be active on a broad number of issues. The Subcommittee on Women met in person 3 times (attendance 5-10) 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:

Sexual Violence Policy. The Sub-Committee on Women continues to monitor this and is providing feedback on the ‘Faculty Toolkit on Sexual Violence Awareness and Prevention for Teaching Staff’.

Policy on Harassment, Sexual Harassment and Discrimination prohibited by law. The committee recommended that faculty/student sexual relationships not be allowed in situations of conflict of interest due to the power imbalance between the individuals involved, which may influence the initiation of the relationship and be used to influence subsequent actions.

Maternity leave funding for graduate students and post-docs. There is no clear understanding at the moment as to what happens to pregnant students with regards to how they cope in general with university pressures, deadlines and accommodations. Nor are there details as to the numbers of students in this situation (undergrads or grads). This is something the committee continues to look into.

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

Film “Ouvrir la Voix/ Speak Up”. This film was presented in the winter, supported by SSCOW and Sub-Committee on Racialized and Ethnic Persons.

Redman name. A letter of protest was submitted from SSCOW regarding the use of this name, and SSCOW was very pleased to learn that the name will be replaced.

SSCOW Website and Facebook site. Our website continues to be updated and our Facebook page is fairly active with 1-2 posts each month during teaching term. <https://www.mcgill.ca/senate-subcommittee-women/senate>