



# Memorandum

**Office of the Provost**

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**TO:** Senate  
**FROM:** Lydia White, Associate Provost (Policies, Procedures and Equity)  
**SUBJECT:** Annual Report of the Joint Board-Senate Committee on Equity (2013-2014)  
**DATE:** September 17, 2014  
**DOCUMENT #:** D14-05

**ACTION REQUIRED:**  INFORMATION  APPROVAL/DECISION

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**ISSUE:** The Annual Report of the Joint Board Senate Committee on Equity (2013-2014) is presented to Senate for information.

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**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 five Subcommittees, whose annual reports are appended to the main report.

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**MOTION OR RESOLUTION FOR APPROVAL:** N/A

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**PRIOR CONSULTATION:** N/A

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**NEXT STEPS:** Presentation to the Executive Committee of the Board of Governors.

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**APPENDICES:** Appendix A: Annual Report of the Joint Board-Senate Committee on Equity (2013-2014)

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**MCGILL UNIVERSITY  
JOINT BOARD SENATE COMMITTEE ON EQUITY  
ANNUAL REPORT 2013-14**

**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  
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 (on sabbatical)  
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

**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: Mr. Justin Koh  
PGSS Equity Commissioner: Ms. Murielle Akpa  
Macdonald Campus Students Society (MCSS): Mr. Cameron Butler  
Continuing Studies Students (MACES): Ms. Rhunah Soriano

**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: September 25<sup>th</sup> 2013, November 27<sup>th</sup> 2013, February 26<sup>th</sup> 2014, April 16<sup>th</sup> 2014.

## ACTIVITIES

- i. The second competition for the Award for Equity and Community Building took place in the Winter term of 2014, adjudicated by a sub-committee of the JBSCE. Details of the award and this year's winners can be found here: <http://www.mcgill.ca/equity-community-award/>.
- ii. The PGSS Family Care Caucus presented a proposal for the creation of a new Subcommittee of the Joint Board Senate Committee on Equity, devoted to issues relating to family care. They pointed out the need for university-wide policies and support in this area. It was agreed to submit a recommendation from JBSCE to Senate and the Board of Governors for the establishment of a Subcommittee on Family Care. Senate approved the proposal at its December 2013 meeting and the Board of Governors approved it in January 2014. Membership of the new Subcommittee is currently being determined; it is expected to start its work in the 2014-15 academic year.
- iii. JBSCE discussed the fact that there is no centrally available commitment to diversity and equity and agreed to recommend that a statement along the lines of the following be included in McGill's mission statement: *McGill embraces the values of inclusion and respects cultural and individual diversities*. It is our understanding that the Mission Statement is currently being worked on and that it will include such a commitment.
- iv. JBSCE considered a proposal from the Subcommittee on First Peoples for a policy on Acknowledgement of the Traditional Territory. The purpose would be to acknowledge traditional territory at major events at McGill. Reaction was generally favourable. Due to certain concerns raised over the current wording, discussion on this issue is ongoing.
- v. Following concerns raised by certain faculty members, the JBSCE decided to establish a small ad hoc working group to consider the question of whether there is (unconscious) systemic bias affecting tenure stream academic staff at McGill, potentially creating barriers to reappointment, tenure and promotion of persons belonging to designated groups, particularly visible minorities. Membership of this working group is being finalized; it will start its work in the 2014-15 academic year.

## SUBCOMMITTEES

All JBSCE sub-committees were active during the year. Their annual reports are attached. Terms of the Chairs of three subcommittees were renewed as follows: Prof. Tara Flanagan, Subcommittee on Persons with Disabilities (2014-15); Mr. [Kakwiranó:ron Cook](#), Subcommittee on First Peoples (2014-17); Ms. Adrienne Piggott, Subcommittee on Race & Ethnic Relations (2014-17).

## APPENDICES

Appendix 1: Report of the Subcommittee on Women

Appendix 2: Report of the Subcommittee on Persons with Disabilities

Appendix 3: Report of the Subcommittee on First Peoples

Appendix 4: Report of the Subcommittee on Queer People

Appendix 5: Report of the Subcommittee on Race and Ethnic Relations

**Joint Board Senate Committee on Equity  
Subcommittee on Women  
Annual Report**

**1 June 2013 – 31 May 2014**

(submitted by Professor Sarah Turner, Co-Chair)

**Membership 2013-2014**

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
Lord, Francis	Law (Graduate student)
Luker, Jana	Executive Director, Student Services
MacDonald, Mary Ellen	Dentistry
Narain, Vrinda	Law
Strong-Wilson, Teresa	Education
Stewart-Kanigan, Claire	SSMU rep
Tannenbaum, Gloria	Pediatrics
Tozer, Angela	History
Van Lierop, Dea	Urban Planning (Graduate student)
Yu-Yun (Mercedes) Shiue	PGSS
Yuen, Tracey	PGSS
Zorychta, Edith	Pathology/MAUT

**Our Mandate**

The Senate Subcommittee on Women (SSCOW) 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**

- 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**

- Collaboration with the Institute for Gender, Sexuality, and Feminist Studies (IGSF) when there are issues of mutual interest.
- Offering 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 was active on a broad number of issues this year. It has been observed that most direct discrimination of women has now been removed at McGill, however indirect discrimination or undervaluation of women's achievements remains. The issues covered this year are summarized below.

The Subcommittee on Women (SSCOW) met in person three times during the teaching year with significant amounts of 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.

### **Focus for the year - Day care facilities for McGill faculty, staff and students.**

We initially decided to focus on one core project for the year, namely to improve access to daycare for faculty, staff and students at McGill. SSCOW members gathered a range of literature and data on day care both at McGill and across Canada. It generally points to the sorry state McGill is in regards to the institutional support for access to daycare, with a waitlist of over 700 children for McGill daycare facilities. We invited guest speakers from the PGSS Family Care Caucus to come and talk to us about their work to advocate on behalf of graduate students needing to find daycare facilities. From this research and meetings we wrote a proposal to gain funds from the McGill Sustainability Fund for a 2 year position (in the first instance) of a 'Family Resources Co-ordinator'. This person would be based at SEDE and would have the mandate to:

- seek out fundraising for daycare on campus (e.g. alumni, Board of Governors, agitate re Royal Vic.)
- liaise with different day cares in Montreal and try to build good relations to get spots for McGill-linked children
- provide information and guidance for McGill folks with children [hopefully extending in future to those with elder care and sick relative concerns too]
- undertake research on best practice from other universities and institutions.

Letters of support were gained from:

- SEDE office (Veronica Amberg)
- Associate Provost, Policies, Procedures and Equity (Lydia White)
- Dean of Graduate Studies (Martin Kreisworth)
- Deputy Provost (Student Life and Learning) (Ollivier Dyens)
- Executive Director, Services for Students (Jana Luker)
- Students Society of McGill University (SSMU)
- Post-Graduate Students' Society (PGSS)
- McGill Assoc. of University Teachers (MAUT)
- McGill University Non-Academic Staff Association (MUNASA)

While the rather time-consuming proposal itself was unsuccessful at McGill Sustainability Fund (due to a lack of funding from other sources), it appears that our activities and discussions have gone some way to convince the University to create a one day a week position in the Academic Personnel Office (APO) to help support faculty to find daycare and with other family related needs. This position will start in Fall 2014. SSCOW will decide in early Fall 2014 whether to reapply to SPF for a revised position, given that there is still no centralised support for staff and students to find suitable daycare.

### **Class timetabling policy change**

New regulations were implemented regarding timetabling of classes in Fall 2013. These raised considerable concerns with regards to a lack of flexibility around childcare and other care needs (e.g. elderly parents) of faculty. There was protest and discussion from many sectors of the University and SSCOW added our voice regarding our concerns. Sarah Turner spoke at a MAUT Council meeting in Nov, where Deputy Provost Dyens, Kathleen Massey (Registrar) and Anne Walsh (Assoc. Registrar) were present; as well as having constructive meetings with these individuals privately. A revised, more family-friendly policy was adopted later in the semester, based on this wide ranging feedback.

### **Nomination for honorary awards**

SSCOW submitted a nomination but our proposal was unsuccessful (we received no feedback as to why).

### **Sexual harassment posters and flyers**

Given on-going concerns regarding sexual harassment, a poster was designed with information detailing the Downtown and MacDonald campus support/resources available regarding harassment, rape or sexual assault. Two hundred laminated colour posters have been distributed around the campuses. Another 200 coloured flyers were distributed at the University's Forum on 'Consent', in February 2014. We also lobbied to have an email go to all students and staff on this matter from the Dean of Students, but to our knowledge this was never done (despite repeated requests).

### **SSCOW Website revamp and communications**

- Our website has been extensively revamped, moved over to the central McGill web system, and updated with relevant material and upcoming meetings or seminars of interest. <https://www.mcgill.ca/senate-subcommittee-women/senate>
- We designed two informal logos for our new site.
- Media releases were sent for March 8, International Women's Day.
- We provided RA support for the student parents website to be updated: <https://www.mcgill.ca/students/studentparents/>

### **Women in Academic Leadership**

Research was undertaken as to 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 on SSCOW website). Discussions have been initiated with Associate Provost, Policies, Procedures and Equity (Lydia White) and Associate Provost Budget & Resources (Ghyslaine McClure) with regards to a possible seminar/workshop series for tenured women academics.

Sarah Turner  
22 August 2014





**Joint Board Senate Committee on Equity  
Subcommittee on Persons with Disabilities  
Annual Report 2013-2014**

(Submitted by Prof. Tara Flanagan, Chair)

**Members:**

**Chair:** Tara Flanagan

**Administration & Offices:**

Frederic Fovet, Director of OSD  
Kevin MacSween, Campus Recreation, Athletics  
Patrick Fiorelli, Security  
Jessica Lange, Library  
Jo Ann Sciampacone, Manager of Parking Services  
Andrea Miller-Nesbitt, Library  
Maya Kucij, Education Library  
Kathleen Tobin, Human Resources  
Emily Kasuto, Library (MacDonald campus)

**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 Sciences and Disorders  
Diane Lowden, Clinical Nurse Specialist

**Student Members:**

Melanie Benard  
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  
Ifeyinwa Mbakogu, PGSS rep  
Caryne Torkia  
Madeline Lusk  
Margaret Morgan-Adlam  
Alice Walker

## **Activities and Achievements:**

1. Plans for continuation of *Regarding Disability: A Film Festival* (the 2<sup>nd</sup>): One of the subcommittee's major activities in 2012-2013 was to coordinate a disability film festival that took place from March 21<sup>st</sup> to 28<sup>th</sup> in 2013. Our aim was to raise awareness about disability in the community, to promote a positive perspective on disability, and to forge new connections between McGill and community partners around this issue. To this end, we partnered with CRISPESH (Research Centre for the Academic and Professional Inclusion of Students with Disabilities of Cégep du Vieux Montréal and Dawson College). The festival was the first of its kind in Montreal and was a huge success; over the course of one week, we welcomed approximately 1000 people from different Montreal communities (people with a variety of disabilities, McGill faculty and students, and general community members). Please see visit the festival site for more information: <https://sites.google.com/site/unregardsurlehandicap/home-english> for the festival documents and information about the media coverage that was generated by the event. The week of films and festivities included a gala opening, films, lectures, round-table discussions, and performances by artists with disabilities. The accessibility of each event was carefully planned and was clearly indicated on all festival materials. The opening gala and final film *See What I am Saying* were held at McGill and were very well attended. We were pleased with the positive impact of the festival and would like to continue with this venture. This year, we met as a subcommittee in September and October of 2013 to plan the next installment of the festival for 2015-2016. We are committed to continue to show films that promote a positive view of disability by highlighting the strengths and contributions of people with disabilities.
2. Accessible single person and gender-neutral washrooms: We are working with the Social Equity and Diversity Education (SEDE) office and other groups on campus to increase the accessibility of campus washrooms. We have met as a group numerous times over 2013 and hired a small group of architecture students to do an assessment of all of the single stall washrooms on campus. The assessment was complete in the summer of 2013 and we worked over Fall 2013 and Winter 2014 to create a proposal for work to be done on numerous bathrooms across campus to increase physical accessibility and to create gender-neutral spaces. Our report was presented to the Universal Access Capital Projects Working Group in the spring of 2014 and the University is moving forward on renovating the washrooms across McGill.
3. Universal Access Capital Projects Working Group: We consulted with this relatively new committee that is comprised of representatives from administrative units, faculty, staff, and students. The mandate of the committee is to discuss accessibility issues across campus, to evaluate access proposals, to prioritize projects, and to allocate budgets for work aimed at improving physical accessibility across both campuses. We have met as a group to discuss the access priorities across campus.



**FIRST PEOPLES' HOUSE**  
LA MAISON DES PEUPLES AUTOCHTONES



**ABORIGINAL COMMUNITY OUTREACH**  
**L'UNIVERSITÉ MCGILL UNIVERSITY**  
RELATIONS AVEC LES COLLECTIVITÉS AUTOCHTONES

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

**September 2013 – May 2014**  
(submitted by Mr. Kakwiranó:ron Cook, Chair)

Membership 2013-2014

**Faculty:**

David Rothwell, Associate Professor, School of Social Work

Carl Ernst, Assistant Professor, Department of Psychiatry, Faculty of Medicine

**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

Ben Geboe, PhD

**Alumni:**

Elma Moses, PhD

Natasha Latter, B.Sc

**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:**

Oct 10, 2013

Nov 13, 2013

Jan 21, 2014

March 11, 2014

**Ad-hoc meetings held:**

Feb 18, 2014

April 1, 2014

**Activities:**

-Terms of Reference document was finalized

-Draft document on Acknowledging the Territory was created and submitted to the JBSCE who agreed to support it in principal; next step would be for the document to go through a legal review before possibly going to Senate in September 2014 (who would also likely put it through a legal review).

-The Sub-Committee has identified 5 Indigenous nominees for Honorary Degrees

-In collaboration with Enrolment Services, the Welcome Centre is willing to update tour guide script to include wording acknowledging the traditional territory, including Indigenous people and history in their speeches, and organizing extra training sessions for tour guides to learn new material

-The Sub-Committee continued to communicate with Brian Karasick (Office of Campus and Space Planning) on moving forward the Hochelaga Commemorative Monument relocation project with zero success. A sustained campaign is indicated.

-The Sub-Committee formally requested the Secretariat to raise the Hiawatha Wampum Belt flag on campus during significant days of the year such as on Aboriginal Day (annually celebrated June 21) and McGill University Pow-Wow (annually held in September); this request for 2014 was unsuccessful and further dialogue is indicated.

-The Sub-Committee unsuccessfully requested that Mohawk caterer KweKwe Gourmet remain on the list of caterers in the McGill Marketplace in order to provide Indigenous meals on campus at specific events

**Objectives in 2014-2015 include:**

-recruiting membership

-raising profile of Sub-committee online

-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



McGill Joint Board Senate Committee on Equity  
Sub-Committee on Queer People  
2013-14 Annual Report

(Submitted by Prof. Lynn Kozak, Chair)

*Membership*

Lynn Kozak (Chair)  
Liz Groeneveld  
Tynan Jarrett  
Brian Lewis  
Jana Luker  
Alexander Lynch (Mac Campus)  
Martin Morris  
Natalie Oswin  
Jacob Sagrans  
Yves Winter  
Caili Woodyard

*Meetings*

The sub-committee met September 4<sup>th</sup> 2013, October 9<sup>th</sup>, November 13<sup>th</sup>, Dec 4<sup>th</sup>, Jan 13<sup>th</sup> 2014, Feb 19<sup>th</sup> MAC Campus, April 23<sup>rd</sup>, and summer work-group meetings on Bias-related incident June 12<sup>th</sup> and June 19<sup>th</sup> 2014.

On August 26, 2013, the sub-committee ran a table at the New Faculty Orientation event at Thomson House.

*Return to the Rainbow*

On October 17, 2013, the sub-committee, along with Queer McGill and SEDE, sponsored the Return to the Rainbow event during Homecoming week, which was attended by many alumni, staff, and students.

*SEDE*

The sub-committee expressed its support in writing in September 2013 for the need to have a permanent position for an LGBTTTQ Equity and Diversity advisor at SEDE, and we were pleased when that position was made permanent in March of 2014. We hope that this commitment by the University will continue, and that there can be a further expansion of *SEDE* to have a permanent presence at Mac Campus in the future.

*Employment Equity*

At the November Meeting of JBSCE, we proposed immediate changes to equity practices regarding LGBTTTQ 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. As of September 8, 2014, the changes to the Employment Equity forms have not been made.

#### *Equity Award for Jacob Sagrans*

The Sub-committee felt, at the initiative of Tynan Jarrett, that we should nominate Jacob Sagrans for the McGill University Award for Equity and Community Building, and we were very pleased that he won in the Student category this past May. Jacob has been an incredibly active member of our committee and has often helped set our agenda—the award was well-deserved.

#### *Ongoing Projects*

##### *Bias-Related Incident Response Protocol Proposal*

In the summer/fall of 2012, the sub-committee, under the initiative of Jacob Sagrans, the committee’s graduate student representative, began to put together a bias-related incident response protocol to present to the JBSCE. This initiative was a response to the homophobic assault that occurred on February 2, 2012, on the Macdonald Campus. In a working group with Prof. Lynn Kozak and student Jacks Cheng, Jacob Sagrans crafted a response protocol proposal over a number of weeks, which was then presented by Sagrans and Kozak at the 21 November 2012 meeting of the JBSCE. This proposal was rejected in favour of an *ad hoc* committee which would manage incidents on a case-by-case basis. As a committee, we still feel strongly that *some* form of bias-related incident response protocol should be in place at the University, evidenced once again by the alleged sexual assault incident that took place in 2012, but came to light in fall of 2013. Working groups through the summer and meetings with the newly appointed harm reduction officer, as well as contact with the other Equity sub-committee chairs, have started in order to find a better approach/proposal for bias-related incident reporting. Through this process, the Sub-committee has also become involved, at least tangentially, in the new sexual assault policy proposal.

##### *Gender Neutral Bathrooms/ Preferred Name*

The Sub-committee has continued to work with SEDE on its ongoing projects of expanding gender-neutral bathrooms on campus and allowing students to use their preferred names. Some issues continue with honorifics, particularly for employees, which the Sub-committee will be addressing this coming Fall.

##### *Safer Spaces signage*

The Sub-committee was approached at our January meeting about the appropriation of queer safe space imagery for the “Safer Spaces” posters used in residence halls. This is an issue that we would like to re-visit in the coming year, and work together with residences to find imagery that will be queer-positive while honouring all other diversities as well.



## Joint Board Senate Committee on Equity Subcommittee on Race and Ethnic Relations

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### 2013 – 2014 Annual Report

(Submitted by Adrienne Piggott, Chair)

#### 1. Membership

Emily Yee Clare, Student  
Sarah Malik, Anti-Racism and Cultural Diversity Advisor, SEDE Office  
Ifeyinwa Mbakogu, Student, 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 Race and Ethnic Relations.
- 2.2. The Subcommittee will also foster community engagement and actively promote initiatives that demonstrate McGill's commitment to diversity in its community.
- 2.3. The Subcommittee will endeavor to research and learn from the best practices in peer institutions for 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

November 2013  
April 2014

#### 4. Activities

- 4.1. Hosting the "Charte des distractions" film screening and discussion panel
- 4.2. Maintaining Race and Ethnic Relations blog ([blogs.mcgill.ca/raceandethnicrelations](http://blogs.mcgill.ca/raceandethnicrelations)) (ongoing)
- 4.3. Represent JBSCE on the Equity Awards Selection Committee
- 4.4. Drafted new policy on Service Recognition for Administrative and Support Staff (ongoing)
- 4.5. Collaborated with community groups on initiatives affecting racial and ethnic minorities
  - 4.5.1. Black Academic Scholarship Fund
  - 4.5.2. SuperKutz Scholarship Foundation
  - 4.5.3. QBMA (Quebec Black Medical Association)

#### 5. Objectives for 2014 - 2015

- 5.1. Launch website
- 5.2. Host one activity on campus
- 5.3. Increase visibility of the racialized and ethnic minority contribution to McGill