



Memorandum

Office of the Provost and Vice-Principal (Academic)
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TO: Senate

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

SUBJECT: Appointment of Assessors under the *Policy on Harassment, Sexual Harassment and Discrimination Prohibited by Law*

DATE: May 15, 2017

DOCUMENT #: D16-64

ACTION REQUIRED: INFORMATION APPROVAL/DECISION

ISSUE Senate approval of assessors as required by *the Policy on Harassment, Sexual Harassment and Discrimination Prohibited by Law* (“the Policy”).

BACKGROUND & RATIONALE

The Policy states that:

5.1.1 The Provost shall consult with the university-level student associations, staff associations and unions on the appointment of at least eight (8) Assessors from the University community. The appointment of the Assessors shall be approved by Senate. The Assessors shall report directly to the Provost.

5.1.2 The Assessors shall be employees or appointees of the University. Half shall be chosen from the members of academic staff and half from the members of administrative and support staff (excluding staff in academic administrative appointments). At least one of the Assessors shall be from Macdonald Campus.

5.1.2.1 The Provost shall endeavour to have a diverse group of Assessors reflective of the diversity of the University Community.

Current harassment assessors appointed under the Policy are:

Academic Staff

- Professor Luis Agellon (Agricultural and Environmental Sciences) (2016-2019)
- Mr. Eamon Duffy (Libraries) (2016-2018)
- Me Ali Martin-Mayer (Law) (2016-2019)
- Professor Ronald Gehr (Engineering) (2014-2017)

Non-Academic Staff

- Ms. Anne-Marie Durocher (Research and Innovation) (2016-2019)
- Mr. John Poliquin (Human Resources) (2016-2019)
- Mr. Romesh Vadivel (Enrollment Services) (2016-2018)

The present resolution proposes the term of three new assessors to begin on 1 July 2017:

Anne-Marie Huynh, the Director of Campaign Planning and project manager of the planned 200th anniversary campaign. She has served in various roles at the University, most recently as Senior Advisor, Strategic Planning and Development (International), playing a key role in the development of McGill's international strategy. She also has served since 2015 on the McGill Subcommittee for Racialized and Ethnic Persons of the Joint Board-Senate Committee on Equity (JBSCE).

Adrienne Piggott, an experienced Assessor who has served in this role since 2014. This proposal is to renew Ms. Piggott for a second term as an Assessor. Ms. Piggott is a Manager with Procurement Services. She is the current Coordinating Assessor under the Policy, Chair of the JBSCE Subcommittee for Racialized and Ethnic Persons, and a recipient of this year's McGill Award for Equity & Community Building.

Brian Rubineau, who is a faculty member in the Desautels Faculty of Management. Professor Rubineau's scholarship examines the impact of social dynamics on inequalities in occupations, labour markets and health and social service delivery. He has expertise in the areas of systemic bias and adverse effect discrimination. Professor Rubineau has supported initiatives within the Office of the Provost and Vice-Principal (Academic) to deliver equity training to academic search and senior leadership advisory committees.

PRIOR CONSULTATION	As required by section 5.1.1 of the Policy the following groups were consulted prior to bringing these names to Senate to approval: AGSEM, AMURE, AMUSE, MAUT, MUNASA, MUNACA, MACES, MCLIU, MCSS, PGSS, SACOMSS, SEDE, SSMU and the five trades and services unions.
SUSTAINABILITY CONSIDERATIONS	From a social sustainability perspective, the appointment and training as harassment assessors of community members sensitive to equity and diversity considerations will ensure the effective application of the Policy.
IMPACT OF DECISION AND NEXT STEPS	Training for new and current members to ensue.
MOTION OR RESOLUTION FOR APPROVAL	<i>Be it resolved that Senate approve the appointment of Anne-Marie Huynh, Adrienne Piggott and Brian Rubineau for a three-year term beginning 1 July 2017 and ending 30 June 2020, as assessors under the Policy on Harassment, Sexual Harassment and Discrimination Prohibited by Law.</i>
APPENDICES	N/A
