



# Memorandum

**Office of the Principal and Vice-Chancellor**  
James Administration Building, Room 506  
Montreal, Quebec H3A 0G4  
Tel: 514-398-4180 | Fax: 514-398-4768

**TO:** Senate

**FROM:** Professors Bruce Lennox and Nandini Ramanujam, Co-Chairs of the Task Force on Respect and Inclusion in Campus Life

**SUBJECT:** Progress Report from the Principal’s Task Force on Respect and Inclusion in Campus Life

**DATE:** February 21, 2018

**DOCUMENT #:** D17-47

**ACTION REQUIRED:**  INFORMATION     APPROVAL/DECISION

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<b>ISSUE</b>	A progress/activity report on the work of the Task Force on Respect and Inclusion in Campus Life is presented to Senate for information.
<b>BACKGROUND &amp; RATIONALE</b>	Included in the mandate of the Task Force was the requirement of a progress report on activities to be presented at the February 2018 Senate meeting.
<b>PRIOR CONSULTATION</b>	None
<b>SUSTAINABILITY CONSIDERATIONS</b>	The Task Force has a a sustainable framework in place to fulfill its mandate.
<b>IMPACT OF DECISION AND NEXT STEPS</b>	A final report will be presented at the May 16, 2018 Senate meeting.
<b>MOTION OR RESOLUTION FOR APPROVAL</b>	This item is presented for information.
<b>APPENDICES</b>	Appendix A: Progress/Activity Report - Principal’s Task Force on Respect and Inclusion in Campus Life - Report to University Senate

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**Principal's Task Force on Respect and Inclusion in Campus Life  
Report to University Senate On Progress to Date  
21 February 2018**

The Principal's Task Force on Respect and Inclusion in Campus Life was established in mid-November 2017, with the following terms of reference:

*"The [Mission of McGill University](#) is the advancement of learning and the creation and dissemination of knowledge, by offering the best possible education, by carrying out research and scholarly activities judged to be excellent by the highest international standards, and by providing service to society.*

*In fulfilling its mission, McGill University embraces the principles of academic freedom, integrity, responsibility, equity and inclusiveness."*

*["The University values the variety of opinions and experiences of members of the McGill community and encourages the open and respectful expression of that diversity."](#)*

It is imperative that we uphold these tenets upon which the McGill University community is built. The Principal's Task Force on Respect and Inclusion in Campus Life is mandated to recommend a set of concrete measures by which the University may ensure the full and effective operationalization of its core principles across all University activities but with particular consideration paid to student life at McGill.

The Task Force membership is

- R. Bruce Lennox, Dean, Faculty of Science, Co-chair
- Nandini Ramanujam, Executive Director, Centre for Human Rights and Legal Pluralism, Co-chair
- Suzanne Morton, Professor, Dept. of History and Classical Studies, Faculty of Arts
- David Theodore, Professor, School of Architecture, Faculty of Engineering
- Anne-Marie Huynh, Director, Campaign Planning, University Advancement
- John Poliquin, Staffing Manager, Human Resources
- Fatima Anjum (undergraduate student, downtown campus)
- Azad Kalemkarian (undergraduate student, Macdonald campus)
- Chris Stephens (graduate student)

Student representatives applied and were selected according to criteria set out on the website (Appendix A), and were appointed in early December.

In addition to the members, the following staff supports the work of the Task Force:

- Rafael Frota, Administrative Coordinator
- Sarah Berger Richardson, Research & Policy Analysis
- Marika Giles Samson, Research & Policy Analysis
- Hanna Haile, Research & Policy Analysis

## **Survey**

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In accordance with the Task Force's terms of reference, within the first two weeks of operation, a university-wide survey (Appendix B) was designed and disseminated across campus to students, staff, and faculty on Monday 4 December, with a deadline of Thursday 7 December. A link to the survey was sent to all students, staff, and faculty via an All Note (MRO).<sup>\*</sup> In addition, the survey was announced in both the student and staff versions of "What's New", and a final reminder was sent before the survey ended.

The overall response rate was 4.5 percent. The lowest response rate was from students: only 1,202 of a total 39,261 students replied (3.1%), while 496 of the 5,772 members of academic staff responded (8.6%). The highest response rate came from the 499 members of the 3,638 non-academic staff, a rate of 13.7%. The survey consisted of both directed choice and open-ended questions, and Task Force members and staff have reviewed over 3,000 written answers, which included specific concerns and proposals.

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## Focus Groups

In January, five (5) student-centered, closed-door focus groups were organized and held both at the Macdonald and downtown campuses (Appendix C). These were held on different times on different days to try to accommodate a variety of schedules, and four of the focus groups emphasized specific themes: Teaching and Learning, Social Spaces, Graduate Student Life, and Residence Life. Each of the five groups had space for 20 participants, and the sign-up system set aside 15 spaces to students. Although the groups on Teaching and Learning, Social Spaces, and Graduate Life were all oversubscribed with substantial waitlists, actual attendance was disappointing, particularly among students. Bad weather may have played a factor on several dates (an ice storm, for example, occurred on the same day as the focus group on Social Spaces).

	Students	Staff	Total
Open – Macdonald Campus	3	4	7
Teaching and Learning	6	5	11
Social Spaces	9	4	13
Graduate Student Life	10	5	15
Residence Life	<u>7</u>	<u>2</u>	<u>9</u>
	35	20	55

Overall, while we had space for 100 people in focus groups, only 55 members of the McGill community participated. Nonetheless, conversations during these focus groups were candid and constructive, and several participants have continued to engage with the work of the Task Force.

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## Open Forum

The Open Forum on Campus Culture was held on the afternoon of Wednesday 24 January. It was advertised across the university, both electronically through email and *What's New* and with a hundred printed posters displayed prominently on both campuses (Appendix C and D). Around 50 people attended (including Task Force members and staff, and some members of the administration there solely to observe); 38 people picked up numbers in

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\* It has come to our attention that some (possibly many) course lecturers and instructors may have been inadvertently omitted from the invitation list, particularly those not active during the F2017 term.

order to speak. At its peak, there were 25 people live-streaming the Forum (Appendix E) and as of the end of 12 February, 155 people had watched it online, either live or subsequently. Several people who attended this Open Forum were recognized by members of the Task Force from prior attendance at a focus group session. The subject-matter of the Open Forum was left as open as possible to facilitate the open expression of community concerns, and three different Task Force members moderated the discussion. Each moderator presented a topic for discussion (respect and inclusion; concerns and ideas; how to move forward), although participants were free to raise other points as well.

### **Ongoing Consultation & Research Activities**

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Through January and February, the Task Force is accepting writing submissions (Appendix F) from on-campus groups (unions, student associations, clubs, media organizations) and interviewing key resource people. As of 12 February, the Task Force had received 11 group submissions. The members of the Task Force are actively reaching out to key groups to encourage submissions. Individual submissions are also being welcomed through to the end of March.

Throughout February, the Task Force is meeting with key university resource people (Appendix G) on issues of respect and inclusion, including faculty members Catherine Lu and Pearl Eliadis, Dean of Students Chris Buddle, and Veronica Amberg (SEDE), Tanja Beck (OSD), and Marisa Albanese (Student Housing). Additional resources continue to be identified and approached for input, and where it would be useful, the Task Force will follow up with groups that have made submissions.

The research staff is currently focused on policy research and analysis, both with respect to the interaction of existing (and evolving) McGill policies, and through an environmental scan of the approaches of other universities and comparable institutions, and the relevant reports by other organizations and leading theorists. We well appreciate that McGill is not the only institution going through a process of reflection on issues of respect and inclusion. The Task Force intends to be well informed as to where our work, and our recommendations, will fit into the broader landscape.

## **Appendices**

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- A. Invitation to students to apply for Task Force membership, and selection criteria
- B. Survey text
- C. Invitation to winter consultations
- D. Open Forum poster
- E. Link to Open Forum livestream capture
- F. Invitation for group submissions (direct outreach)
- G. Invitation example (non-nominative) to resource people

## A. Invitation to students for membership (and criteria)

**From:** MRO McGill Staff <[mcgillstaff.mro@mcgill.ca](mailto:mcgillstaff.mro@mcgill.ca)>

**Date:** Monday, November 13, 2017 at 11:04

**To:** 000-All McGill Students <[x-000-AllMcGillStudents@campus.mcgill.ca](mailto:x-000-AllMcGillStudents@campus.mcgill.ca)>

**Subject:** Principal's Task Force on Respect and Inclusion in Campus Life / Groupe de travail de la principale sur le respect et l'inclusion dans la vie de campus

Dear Students,

Following Principal Fortier's message of October 31<sup>st</sup>, wherein she committed to a thorough review of campus culture, we have agreed to co-chair the **Principal's Task Force on Respect and Inclusion in Campus Life**. The Task Force is mandated to recommend a set of concrete measures by which the University may ensure the full and effective operationalization of its core principles across all University activities, but with particular consideration paid to student life at McGill. The full terms of reference for the Task Force are available [here](#). The work of the Task Force will be an important part of an ongoing process of reflection on our community's engagement with the University's core principles.

The Task Force will be comprised of four faculty members (including the co-chairs), two staff members, one undergraduate student from the downtown campus, one undergraduate student from the Macdonald Campus, and one graduate student.

Students interested in serving on the Task Force are invited to propose in 300 words or less two to three concrete ways to foster a respectful and enabling environment at McGill for the University community to engage with its mission and shape the institution to respond effectively to new and future challenges. Please refer to the mission statement [here](#). The statements should be sent to the following e-mail [principals.taskforce@mcgill.ca](mailto:principals.taskforce@mcgill.ca) by no later than Friday, November 17 at 9 a.m.

While three students will be appointed to serve formally on the Task Force, please be assured that the Task Force will be consulting widely with students across both our campuses to ensure that we hear from as many students as possible.

Professor R. Bruce Lennox  
Dean  
Faculty of Science

Professor Nandini Ramanujam  
Executive Director  
Centre for Human Rights and Legal Pluralism,  
Faculty of Law

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Chers étudiants,

À la suite du message qui vous a été transmis le 31 octobre par la principale Fortier, dans lequel elle s'engageait à procéder à un examen approfondi de la culture de notre campus,

nous avons accepté d'assurer la coprésidence du **Groupe de travail de la principale sur le respect et l'inclusion dans la vie de campus**. Le Groupe de travail a pour mandat de recommander des mesures concrètes grâce auxquelles l'Université pourra déployer la mise en œuvre intégrale et efficace de ses valeurs fondamentales, et ce, dans l'ensemble de ses activités, en mettant l'accent tout particulièrement sur la vie étudiante. Le mandat précis du Groupe de travail se trouve [ici](#). L'apport du Groupe de travail est un aspect important de la réflexion continue sur le respect, au sein de notre communauté, des valeurs fondamentales de notre institution.

Le Groupe de travail sera formé de quatre membres du corps professoral (dont les coprésidents), de deux membres du personnel, d'un étudiant au premier cycle du campus du centre-ville, d'un étudiant au premier cycle du campus Macdonald et d'un étudiant aux cycles supérieurs.

Les étudiants désireux de prendre part au Groupe de travail sont invités à soumettre un texte de 300 mots ou moins dans lequel ils proposent deux ou trois mesures concrètes dont l'adoption favorisera la préservation d'un environnement respectueux et propice à l'épanouissement personnel. Les initiatives suggérées doivent également inciter la communauté mcgilloise à soutenir l'Université dans l'accomplissement de sa mission et à façonner cette dernière afin qu'elle soit outillée pour relever avec brio les défis qui l'attendent. Nous vous invitons à consulter [l'énoncé de mission](#). Les propositions doivent être transmises par courriel à [principals.taskforce@mcgill.ca](mailto:principals.taskforce@mcgill.ca) d'ici le vendredi 17 novembre, à 9 h.

Outre les trois étudiants qui feront officiellement partie du Groupe de travail, les étudiants de nos deux campus seront régulièrement invités à exprimer leurs opinions dans le cadre d'une vaste consultation afin que la voix du plus grand nombre d'entre eux soit entendue.

Professeur R. Bruce Lennox  
Doyen  
Faculté des sciences

Professeure Nandini Ramanujam  
Directrice générale  
Centre sur les droits de la personne et le pluralisme  
juridique  
Faculté de droit

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### **Criteria**

In assessing the applications, the Co-Chairs will consider whether and to what extent the candidate's concrete proposals to foster a respectful and enabling environment meet the following criteria:

1. demonstrate an understanding of McGill's mission and governance structure, as well as its responsibilities to different stakeholders within the university community;
2. demonstrate an appreciation of the diverse perspectives about the role played by a world-class university in advancing learning and producing knowledge;
3. demonstrate insight into existing and emerging challenges that fall within the scope of the Task Force's mandate.

## B. Survey text

### INTRODUCTION

Thank you for agreeing to participate in this short and anonymous survey on Respect and Inclusion in Campus Life. As a reminder, this survey is voluntary; you may leave it at any time by clicking on 'Exit and clear survey' in the top right hand corner of the page. You may also choose not to answer any question (other than the first one).

### SURVEY QUESTIONS

1. (a) **[MANDATORY]** Please indicate your **main** activity at McGill.

	Student
	Academic Staff
	Non-Academic Staff

- (b) Overall, how many years have you attended / been employed at McGill?

*[Choices ranged from "Less than 1 year" to 50]*

2. Please indicate to what extent you agree or disagree with the following statements.

*[6 choices for each, ranging from Strongly disagree to Strongly agree, plus "Not applicable"]*

a.	The McGill community welcomes open and respectful expressions of a range of opinions and experiences.
b.	There is value in listening to and understanding views and opinions that are different from my own or with which I disagree.
c.	McGill should be doing more to promote policies that favour the diversity of opinions and ideas on campus.
d.	At McGill, <b>course instructors</b> welcome a diversity of opinions and ideas in the classroom.
e.	At McGill, <b>students</b> welcome a diversity of opinions and ideas in the classroom.
f.	At McGill, <b>students</b> welcome a diversity of opinions on campus.

3. (a) In your experience, which aspects of McGill campus life **facilitate free expression**, and in which aspects have you encountered **barriers to free expression**? *If applicable, you may select both 'facilitate free expression' and 'barrier to free expression' for a given aspect.*

*[For each of the following, the respondent could choose "Facilitate free expression", "Barrier to free expression" and/or "Not applicable"]*

	Interactions in the classroom
	Involvement in student government or clubs

	Social interactions in on-campus settings (such as cafés, athletic facilities, gathering spaces)
	Living in residence
	Interactions with university or departmental staff
	Interactions with faculty in a research setting (including research supervision)
	Interactions with course instructors (in-class or otherwise)
	University media/communications
	Student media
	Campus events such as public lectures and debates
	Online interactions (i.e., social media)

- (b) Are there any other aspects of McGill campus life that, in your experience, either facilitate or act as a barrier to free expression?

[OPEN ANSWER]

4. (a) In your experience, which aspects of McGill campus life **facilitate inclusion and/or respect**, and in which aspects have you encountered **barriers to inclusion and/or respect**? *If applicable, you may select both 'facilitate inclusion and/or respect' and 'barrier to inclusion and/or respect' for a given aspect.*

*[For each of the following, the respondent could choose "Facilitate inclusion and/or respect", "Barrier to inclusion and/or respect" and/or "Not applicable"]*

	Interactions in the classroom
	Involvement in student government or clubs
	Social interactions in on-campus settings (such as cafés, athletic facilities, gathering spaces)
	Living in residence
	Interactions with university or departmental staff
	Interactions with faculty in a research setting (including research supervision)
	Interactions with course instructors (in-class or otherwise)
	University media/communications
	Student media
	Campus events such as public lectures and debates
	Online interactions (i.e., social media)

- (b) Are there any other aspects of McGill campus life that, in your experience, either facilitate or act as a barrier to inclusion and/or respect?

[OPEN ANSWER]

5. (a) If you wish, please provide an example of how **an interaction** made you perceive McGill as facilitating or limiting inclusion.

[OPEN ANSWER]

- (b) If you wish, please provide an example of how **a physical environment /other space** made you perceive McGill as facilitating or limiting inclusion.

[OPEN ANSWER]

6. (a) **To you**, how important is the **issue of respect and inclusion on campus?**

	Not at all important
	Slightly important
	Somewhat important
	Very important
	Extremely important
	Not sure / No opinion

- (b) **To you**, how important is the **issue of free expression** on campus?

	Not at all important
	Slightly important
	Somewhat important
	Very important
	Extremely important
	Not sure / No opinion

- (c) In your opinion, what is the relationship between respect and inclusion, and free expression?

	Mutually reinforcing
	Complementary
	Difficult to reconcile
	Fundamentally at odds
	Not sure / No opinion

7. At McGill, how confident are you in being able to express your views on issues that may be perceived by others as controversial?

	Not at all confident
	Somewhat confident
	Moderately confident
	Very confident
	Not sure / no opinion

8. (a) At McGill, if you were to express your views on issues perceived by others to be controversial, how concerned would you be that the following might occur?

*[6 choices for each, ranging from “Not at all concerned” to “Extremely concerned”, plus “Not applicable”]*

	(For classroom settings only) The course instructor would dismiss or disrespect my views.
	Other students / colleagues would denounce me or deny my right to express my views.
	An inaccurate account of my views would be posted on social media or another online platform.
	An official complaint would be filed against me by another member of the McGill community.

- (b) Is there anything else you would be concerned might occur?

[OPEN ANSWER]

9. (a) What existing practices at McGill do you believe contribute to the enhancement of **respect and inclusion** in campus life?

[OPEN ANSWER]

- (b) What should McGill do better or differently to enhance **respect and inclusion** in campus life?

[OPEN ANSWER]

10. (a) What existing practices at McGill do you believe contribute to the enhancement of **free expression and respectful debate** in campus life?

[OPEN ANSWER]

- (b) What should McGill do better or differently to enhance **free expression and respectful debate** in campus life?

[OPEN ANSWER]

## END PAGE

Thank you for participating. We value your feedback and welcome further feedback throughout the process. Please send any additional comments you may have to [principals.taskforce@mcgill.ca](mailto:principals.taskforce@mcgill.ca).

A reminder that if you would like to seek support following experiences of exclusion or discrimination on our campuses, you may call our dedicated support line from Monday to Friday, 9 a.m. to 5 p.m. at 514-398-6199. This line is intended to facilitate connecting students and other members of our community with the resources appropriate to their concerns or needs.

In addition, a list of campus support resources can be found [here](#).

For more information about the Task Force on Respect and Inclusion in Campus life, please visit our [website](#).

## C. Invitation to winter consultations

what'snew

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# what'snewstudents@mcgill

News you can use about what's happening around the University / January 7, 2018



### **Task Force focus groups**

This winter, the [Principal's Task Force on Respect and Inclusion in Campus Life](#) invites you to participate in consultations about the way we interact with one another at McGill. Your insights will help us understand how existing structures, practices or policies help or hinder free expression, respect, and inclusion on our campuses, and what steps McGill should take to make improvements. The Task Force will host five focus group consultations in accessible locations at the downtown and Macdonald campuses later this month. You may sign up for one of these focus groups, on a first-come, first-served basis, [through this link](#). Registration will be open on **Friday, January 12, 2018, at 9 a.m.** More information will be sent by mid-week.

### **Dean's Corner**



#### **A New Year**

Welcome back and Happy New Year! I hope everyone had a good break, and you are excited for the new year. January doesn't have the same "back to school" feeling as September, but it still does represent a fresh start. January is a busy month, and there is always lots happening here at McGill. For example, I would like to draw your attention to the [Principal's Task Force on Respect and Inclusion on Campus](#) – it's an important initiative that will facilitate a positive campus climate. I also welcome your feedback at [deanofstudents@mcgill.ca](mailto:deanofstudents@mcgill.ca) and input on anything that concerns you as a student here at McGill, and if you want to stop by in person, we have walk-in hours, listed on our [website](#). Stay well!

**Subject:** Our Task Force focus groups/Séances de discussion du Groupe de travail de la principale sur le respect et l'inclusion dans la vie de campus  
**Date:** Wednesday, January 10, 2018 at 14:46:44 GMT-05:00  
**From:** MRO McGill Staff <mcgillstaff.mro@mcgill.ca>  
**To:** x-All McGill Staff <x-AllMcGillStaff@campus.mcgill.ca>, 000-All McGill Students <x-000-AllMcGillStudents@campus.mcgill.ca>

La version française suit

This message is sent on behalf of the co-chairs of the Principal's Task Force on Respect and Inclusion in Campus Life, Bruce Lennox and Nandini Ramanujam

The [Principal's Task Force on Respect and Inclusion in Campus Life](#) invites you to participate in consultations in the coming weeks about the way we interact with one another at McGill. Your insights will help us understand how existing structures, practices or policies help or hinder free expression, respect, and inclusion on our campuses, and what steps McGill should take to make improvement(s).

There are several ways to contribute to the discussion:

**1. Open Forum (Wednesday, January 24, from 14h30-16h30 in Leacock 232)**

All members of the McGill community are invited to attend the Open Forum to discuss how best to encourage the open and respectful expression of the variety of opinions and experiences on our campuses. We hope the Open Forum will attract participation from a cross-section of the University community to capture a broad range of points of view. The session will be [livestreamed here](#).

**2. Focus Group Consultations**

To create an opportunity for frank and meaningful conversation, we will also host five focus group consultations in accessible locations at the downtown and Macdonald campuses (see schedule [on our website](#)). These will be small, closed-door meetings, with questions proposed by the Task Force to guide the discussions. Each session will last about 90 minutes, and will include 20 participants. Fifteen spaces in each group will be reserved for students; the remainder will be allocated to faculty and staff. We welcome discussion in both English and French, and we hope these sessions will attract a broad cross-section of the University community. These small group meetings may be particularly appealing to people who may not be comfortable speaking in larger public gatherings.

We invite individuals from across the McGill community to sign up for one of these focus groups on a first-come, first-served basis, [through this link](#). Registration will be open on Friday, January 12, 2018, at 9 a.m. In order to involve as many people as possible, potential participants will be able to sign up for one focus group only.

**3. Group Submissions**

The Task Force also welcomes brief written submissions from on-campus groups (e.g., unions, student associations, clubs, media organizations), in which collective concerns and experiences can be shared, and recommendations can be proposed.

Submissions, which should not exceed two pages, should be a Word or PDF attachment to an email sent to [principals.taskforce@mcgill.ca](mailto:principals.taskforce@mcgill.ca) by January 31, 2018. Please indicate clearly the constituency on behalf of which the submission is being made.

At any time, any individual may send us comments or suggestions by email to [principals.taskforce@mcgill.ca](mailto:principals.taskforce@mcgill.ca).

For more information on the Principal's Task Force on Respect and Inclusion in Campus Life, including the Task Force's Terms of Reference, please refer to our [website](#).

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Ce message est envoyé de la part de Bruce Lennox et Nandini Ramanujam, les coprésidents du Groupe de travail de la principale sur le respect et l'inclusion dans la vie de campus.

Le [Groupe de travail de la principale sur le respect et l'inclusion dans la vie de campus](#) vous invite à participer à des consultations sur les échanges à l'Université McGill au cours des prochaines semaines. Vos observations nous aideront à déterminer si les structures, les façons de faire et les politiques actuelles favorisent ou entravent la liberté d'expression, le respect et l'inclusion au sein de nos campus, puis à décider des mesures à prendre pour améliorer les choses.

Vous pouvez faire entendre votre voix de plusieurs manières.

**1. Tribune libre : le mercredi 24 janvier, de 14 h 30 à 16 h 30, à la salle 232 du Pavillon Leacock**

Tous les membres de la communauté mcgilloise sont invités à participer à cet événement pour discuter des meilleures façons d'ouvrir nos campus à un large éventail d'opinions et d'expériences, exprimées et vécues dans le respect. Nous espérons que des membres de tous les horizons de la communauté mcgilloise prendront part à la tribune libre et que nous pourrions ainsi recueillir un large éventail de points de vue. La tribune libre sera diffusée [en direct ici](#).

**2. Séances de discussion**

Dans le but d'offrir un cadre propice à des échanges francs et pertinents sur des questions de fond, nous organiserons cinq séances de discussion qui se tiendront à des endroits facilement accessibles du campus du centre-ville et du campus Macdonald (voir l'horaire [sur notre site Web](#)). Réunis à huis clos, ces petits groupes discuteront de questions que lui soumettra le Groupe de travail. Les séances dureront environ 90 minutes chacune, et chaque groupe comptera 20 personnes, à savoir 15 étudiants et 5 professeurs ou employés. Les participants pourront s'exprimer en anglais ou en français. Nous espérons que des membres de tous les horizons de la communauté mcgilloise prendront part à ces séances, qui devraient plaire tout particulièrement aux personnes mal à l'aise lorsqu'elles doivent s'exprimer devant un large auditoire.

Nous invitons tous les membres de la communauté mcgilloise à s'inscrire à l'une de ces séances de discussion [en cliquant ici](#). Les inscriptions se font selon l'ordre d'arrivée et débuteront le vendredi 12 janvier 2018, à 9 h. Afin d'accueillir le plus de participants possible, nous prions les membres de ne s'inscrire qu'à une seule séance de discussion.

**3. Présentations de groupe**

Le Groupe de travail accueille également les présentations écrites de divers groupes sur le campus (p. ex., syndicats, associations étudiantes, clubs, médias) qui peuvent partager des préoccupations et des expériences communes et émettre des recommandations.

Les présentations, qui ne doivent pas compter plus de deux pages, doivent être envoyées par courriel, sous forme de document Word ou PDF en pièce jointe, à l'adresse [principals.taskforce@mcgill.ca](mailto:principals.taskforce@mcgill.ca) au plus tard le 31 janvier 2018. Prière d'indiquer clairement le groupe au nom duquel la présentation est acheminée.

Vous pouvez également faire parvenir vos observations ou suggestions personnelles en tout temps à l'adresse [principals.taskforce@mcgill.ca](mailto:principals.taskforce@mcgill.ca).

Pour en savoir davantage sur le Groupe de travail de la principale sur le respect et l'inclusion dans la vie de campus, notamment sur son mandat, veuillez consulter notre [site Web](#).

**Subject:** Registration for Focus Groups/ Inscription aux séances de discussion

**Date:** Friday, January 12, 2018 at 09:42:17 GMT-05:00

**From:** MRO McGill Staff <mcgillstaff.mro@mcgill.ca>

**To:** x-All McGill Staff <x-AllMcGillStaff@campus.mcgill.ca>, 000-All McGill Students <x-000-AllMcGillStudents@campus.mcgill.ca>

La version française suit

From the Principal's Task Force on Respect and Inclusion in Campus Life:

This is a reminder that registration opened at 9 a.m. today for the five focus group meetings we've organized to help you connect with the Principal's Task Force on Respect and Inclusion in Campus Life. Spaces, available on a first-come, first-served basis, are limited to 20 per group (with 15 spaces reserved in each for students) to ensure the groups can engage in frank, meaningful communication behind closed doors. Sessions have different themes and you can register for one only. To view the details and register for a session or have your name added to a session waitlist, [please visit this website for the registration form](#). We welcome discussion in both English and French. We hope these sessions will attract a broad cross-section of the University community. For more information about the Task Force, [please visit our website](#).

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De la part du Groupe de travail de la principale sur le respect et l'inclusion dans la vie de campus :

Nous tenons à vous rappeler que, depuis 9 h ce matin, il est possible de s'inscrire aux cinq séances de discussion que nous avons organisées pour vous mettre en contact avec le Groupe de travail de la principale sur le respect et l'inclusion dans la vie de campus. Les inscriptions se font selon l'ordre d'arrivée, et chaque groupe, réuni à huis clos, comptera tout au plus 20 personnes, dont 15 étudiants, afin d'offrir un cadre propice à des échanges francs et pertinents. Vous ne pouvez vous inscrire qu'à une seule séance, selon le thème de votre choix. Pour en savoir davantage sur les séances de discussion, vous y inscrire ou ajouter votre nom à la liste d'attente, [veuillez consulter le site Web contenant le formulaire d'inscription](#). Les participants pourront s'exprimer en anglais ou en français. Nous espérons que des membres de tous les horizons de la communauté mcgilloise prendront part à ces séances. Pour en savoir davantage sur le Groupe de travail, [veuillez consulter son site Web](#).

**Subject:** Our Task Force Open Forum/Tribune libre du Groupe de travail de la principale sur le respect et l'inclusion dans la vie de campus  
**Date:** Wednesday, January 17, 2018 at 09:32:46 GMT-05:00  
**From:** MRO McGill Staff <mcgillstaff.mro@mcgill.ca>  
**To:** x-All McGill Staff <x-AllMcGillStaff@campus.mcgill.ca>, 000-All McGill Students <x-000-AllMcGillStudents@campus.mcgill.ca>

La version française suit.

This message is sent on behalf of the co-chairs of the Principal's Task Force on Respect and Inclusion in Campus Life, Bruce Lennox and Nandini Ramanujam

The [Principal's Task Force on Respect and Inclusion in Campus Life](#) reminds you that our Open Forum will be held **Wednesday, January 24, from 14h30-16h30 in Leacock 232.**

All members of the McGill community are invited to attend the Open Forum to discuss how best to encourage the open and respectful expression of the variety of opinions and experiences on our campuses. We hope the Open Forum will attract participation from a cross-section of the University community to capture a broad range of points of view. The session will be [livestreamed here](#).

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Ce message vous est envoyé par Bruce Lennox et Nandini Ramanujam, coprésidents du Groupe de travail de la principale sur le respect et l'inclusion dans la vie de campus.

Le [Groupe de travail de la principale sur le respect et l'inclusion dans la vie de campus](#) vous rappelle qu'elle tiendra une tribune libre **le mercredi 24 janvier, de 14 h 30 à 16 h 30, à la salle 232 du Pavillon Leacock**. Tous les membres de notre communauté y sont conviés pour discuter de moyens à mettre en œuvre en vue de favoriser l'expression, dans le respect, des diverses opinions et expériences vécues sur nos campus. Nous espérons que des membres de tous les horizons de la communauté mcgilloise prendront part à la tribune libre et que nous pourrions ainsi recueillir un large éventail de points de vue. La tribune libre sera diffusée [en direct ici](#).

[View online version](#)

# what's new@mcgill

News you can use about what's happening around the University / January 11, 2018



## McGill researchers contribute to 3 of 10 'discoveries of year'

Québec Science magazine has selected its 10 Discoveries of the Year for 2017, including three involving McGill researchers. The annual list has highlighted top scientific research from across Quebec for the past 25 years, and McGill has been cited more than any other institution during that quarter-century. Find out [which discoveries made this year's list](#).



## Call for nominations for member-at-large positions on the Board of Governors



## A repeating fast radio burst from an extreme environment

New detections of radio waves from a repeating fast radio burst have revealed an astonishingly potent magnetic field in the source's environment, indicating that it is situated near a massive black hole or within a nebula of unprecedented power.

[Get the whole story.](#)



## Task Force focus groups

This winter, the Principal's Task Force on Respect and Inclusion in Campus Life invites you to participate in consultations about the way we interact with one another at McGill. Your insights will help us understand how existing structures, practices or policies help or hinder free expression, respect, and inclusion on our campuses, and what steps McGill should take to make improvements. The Task Force will host five focus group consultations in accessible locations at the downtown and Macdonald campuses later this month. You may sign up for one of these focus groups, on a first-come, first-served basis, [through this link](#). Registration will be open on **Friday, Jan. 12, at 9 a.m.** [Get more information.](#)

## D. Open Forum poster



The Principal's Task Force on Respect and Inclusion in Campus Life  
is holding an

*Le Groupe de travail de la principale sur le respect et l'inclusion dans la  
vie de campus vous convie à une*

**OPEN FORUM**  
on Campus Culture

**TRIBUNE LIBRE**  
sur la culture au sein de nos  
campus

**Wednesday, January 24, 2018**  
2:30 to 4:30 / Leacock 232  
Open to all: please come and join the conversation!

Le mercredi 24 janvier 2018  
De 14 h 30 à 16 h 30 – Salle 232 du Pavillon Leacock  
La tribune est ouverte à tous : soyez-y et faites entendre votre voix!

 **McGill** Inquiries: [principals.taskforce@mcgill.ca](mailto:principals.taskforce@mcgill.ca)  
Renseignements : [principals.taskforce@mcgill.ca](mailto:principals.taskforce@mcgill.ca)

## E. Link to Open Forum livestream capture

<https://www.youtube.com/watch?v=MqgE-uE6aqq&feature=youtu.be>



The image shows a YouTube player interface. At the top left is the YouTube logo with a 'CA' superscript. To its right is a search bar with the word 'Search' and a magnifying glass icon. Below this is a video player. The video frame shows a graphic with a diverse crowd of stylized people. In the center of the crowd is a white rectangular box containing the text: 'OPEN FORUM on Campus Culture' in red, followed by 'TRIBUNE LIBRE sur la culture au sein de nos campus' in red. Below the video frame is a playback control bar with a play button, a progress bar showing '0:00 / 1:55:46', and icons for closed captions, settings, and full screen. Below the video player, the video title 'Open Forum on Campus Culture' is displayed, followed by 'Unlisted' and '155 views'. To the right of the views are icons for likes (2), dislikes (0), and a share button labeled 'SHARE'. Below the video player, the channel name 'McGill University' is shown with a verified checkmark, a red maple leaf logo, and the text 'Streamed live on Jan 24, 2018'. To the right of the channel name is a red 'SUBSCRIBE 11K' button. Below the channel information, there are two lines of text: 'Participating via livestream? Vous participez par diffusion direct?' and 'Please send us your comments! Veuillez nous envoyer vos commentaires!'.

Open Forum on Campus Culture  
Unlisted  
155 views

2 0 SHARE

McGill University  
Streamed live on Jan 24, 2018

SUBSCRIBE 11K

Participating via livestream? Vous participez par diffusion direct?  
Please send us your comments! Veuillez nous envoyer vos commentaires!

## **F. Invitation for group submissions (direct outreach follow-up)**

Hello,

On behalf of the Principal's Task Force on Respect and Inclusion in Campus Life, I am writing to let you know that we are extending our deadline for on-campus groups to send written submissions to the Task Force. The new deadline is Friday, February 16, 2018.

The Task Force wants to hear from as many voices as possible in order to fulfill its mandate. We would welcome a submission from (name of association being contacted). We would also appreciate your assistance communicating this call for submissions within your network. We hope to receive a broad range of written submissions from on-campus groups reflecting a diversity of concerns and experiences.

Attached is call for submissions in English and French that can be circulated. Below is also a plain text version of the call.

If you would like to know more about the work of the Task Force, we would be happy to speak to you. Please let us know when and how best to reach you.

With thanks,

## on behalf of the Principal's Task Force on Respect and Inclusion in Campus Life

\*\*La version française suit\*\*

### **PRINCIPAL TASK FORCE ON RESPECT AND INCLUSION IN CAMPUS LIFE \*\*EXTENDED DEADLINE FOR GROUP SUBMISSIONS\*\***

The Principal's Task Force on Respect and Inclusion in Campus Life is seeking written submissions from on-campus groups (e.g., unions, student associations, clubs, media organizations) to inform its study of how principles of academic freedom, integrity, responsibility, equity and inclusiveness are experienced on our campus.

We welcome submissions that share collective concerns and experiences, and propose recommendations.

Submissions should be sent to [principals.taskforce@mcgill.ca](mailto:principals.taskforce@mcgill.ca) by February 16, 2018. Please attach your submission (2 pages max) in Word or PDF format and indicate clearly the constituency on behalf of which the submission is being made.

For more information: <https://www.mcgill.ca/principal/initiatives/respect-and-inclusion-campus-life/task-force-respect-and-inclusion-campus-life>

**\*\*CALL FOR SUBMISSIONS: EXTENDED DEADLINE!\*\***

The **Principal's Task Force on Respect and Inclusion in Campus Life** is seeking written submissions from on-campus groups (e.g., unions, student associations, clubs, media organizations) to inform its study of how principles of academic freedom, integrity, responsibility, equity and inclusiveness are experienced on our campus.

**We welcome submissions that share collective concerns and experiences, and make recommendations.**

Submissions should be sent to [principals.taskforce@mcgill.ca](mailto:principals.taskforce@mcgill.ca) by February 16, 2018. Please attach your submission (2 pages max) in Word or PDF format and indicate clearly the constituency on behalf of which the submission is being made.

For more information: <https://www.mcgill.ca/principal/initiatives/respect-and-inclusion-campus-life/task-force-respect-and-inclusion-campus-life>



**GROUPE DE TRAVAIL DE LA PRINCIPALE SUR LE RESPECT ET L'INCLUSION DANS LA VIE DE CAMPUS**

**\*\* DATE LIMITE REPORTÉE POUR APPEL DE PRÉSENTATIONS\*\***

Le Groupe de travail de la principale sur le respect et l'inclusion dans la vie de campus relance son appel de présentations écrites de divers groupes sur le campus (syndicats, associations étudiantes, clubs, médias, etc.) pour informer ses études sur l'expérience des principes de liberté universitaire, d'intégrité, de responsabilité, d'égalité et d'ouverture sur notre campus.

Nous vous invitons de nous faire parvenir vos préoccupations et des expériences communes ainsi que de nous présenter vos recommandations.

Veillez envoyer vos présentations par courriel à [principals.taskforce@mcgill.ca](mailto:principals.taskforce@mcgill.ca), au plus tard le 16 février 2018. Prière d'attacher votre présentation (2 pages max) sous forme de document Word ou PDF en pièce jointe, et d'indiquer clairement le groupe au nom duquel la présentation est acheminée.

Pour plus d'information: <https://www.mcgill.ca/principal/initiatives/respect-and-inclusion-campus-life/task-force-respect-and-inclusion-campus-life>

**\*\*APPEL DE PRÉSENTATIONS: DATE LIMITE REPORTÉE\*\***

Le **Groupe de travail de la principale sur le respect et l'inclusion dans la vie de campus** relance son appel de présentations écrites de divers groupes sur le campus (syndicats, associations étudiantes, clubs, médias, etc.) pour informer ses études sur l'expérience des principes de liberté universitaire, d'intégrité, de responsabilité, d'égalité et d'ouverture sur notre campus.

**Nous vous invitons de nous faire parvenir vos préoccupations et expériences communes ainsi que de nous présenter vos recommandations.**

Veillez envoyer vos présentations par courriel à [principals.taskforce@mcgill.ca](mailto:principals.taskforce@mcgill.ca), au plus tard le 16 février 2018. Prière d'attacher votre présentation (2 pages max) sous forme de document Word ou PDF en pièce jointe, et d'indiquer clairement le groupe au nom duquel la présentation est acheminée.

Pour plus d'information: <https://www.mcgill.ca/principal/initiatives/respect-and-inclusion-campus-life/task-force-respect-and-inclusion-campus-life>



## G. Invitation example to resource people

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**Subject:** Meeting with the Task Force?

**Date:** Saturday, January 27, 2018 at 20:04:01 GMT-05:00

**From:** R. Bruce Lennox, Dr. <bruce.lennox@mcgill.ca>

**To:** [REDACTED]

Hi [REDACTED] - I am writing to follow up on a casual conversation you and I had in Dec. re: Task Force consultations.

Task Force will be concluding the first phase of its consultation with the community on Monday January 29 when the last of the five Focus Groups and is completed. We are beginning the second phase of our work, which involves meeting with resource people such as yourself.

The Task Force members meet every Friday from [REDACTED]

[REDACTED] Would you be available to meet with us for about 45 minutes (between 10:10 and 12 Noon) on any of the following dates: 2, 16, and 23 February? Once you confirm your availability, we will send you some general questions/ themes that we wish to explore with you.

Regards,

Bruce

R. Bruce Lennox / Dean, Faculty of Science / Tomlinson Professor of Chemistry / McGill University