

# Memorandum

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**TO:** Senate

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

**SUBJECT:** Annual Report of the Joint Board Senate Committee on Equity (2017-18)

**DATE:** September 12, 2018

**DOCUMENT #:** D18-04

**ACTION REQUIRED:** ☒ INFORMATION ☐ APPROVAL/DECISION

<b>ISSUE</b>	The 2017-18 Annual Report of the Joint Board Senate Committee on Equity is presented for information.
<b>BACKGROUND &amp; RATIONALE</b>	The Joint Board Senate Committee on Equity (JBSCE) is a standing committee whose mandate is 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.” It includes six subcommittees, whose annual reports are appended to the main report.
<b>PRIOR CONSULTATION</b>	N/A
<b>SUSTAINABILITY CONSIDERATIONS</b>	The JBSCE has a sustainable framework in place to fulfill its mandate.
<b>IMPACT OF DECISION AND NEXT STEPS</b>	Presentation to the Executive Committee of the Board of Governors on November 1, 2018.
<b>MOTION OR RESOLUTION FOR APPROVAL</b>	N/A
<b>APPENDICES</b>	Appendix A: JBSCE Annual Report 2017-18



**MCGILL UNIVERSITY  
JOINT BOARD SENATE COMMITTEE ON EQUITY  
ANNUAL REPORT 2017-18**

## **MEMBERSHIP**

- The Provost or delegate, Chair: A. Campbell
- The Associate Vice-Principal (Human Resources), or a delegate: A.-M. Bruneau
- The Director of the Office for Students with Disabilities: T. Philips
- The Coordinator of the First People's House: A. Vicaire
- Associate Director of the Social Equity and Diversity Education Office: V. Amberg
- Chair, Subcommittee on Women – S. Gaskin
- Chair, Subcommittee on Persons with Disabilities –T. Flanagan
- Chair, Subcommittee on Family Care – A. Moores
- Chair, Subcommittee on First Peoples – C. Burns and K. Cook
- 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: L. de Grandpre
- SSMU Equity Commissioner: R. Lee and H. Ogundeji
- PGSS Equity Commissioner: E. Briones
- MCSS Equity Commissioner: J. Corriveau
- MACES Representative – Continuing Studies: P. Timotheatos

Resource Person: T. Jarrett (Senior Employment Equity Advisor)  
Secretary: J. Degans

## **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 three times in 2017-2018: October 7<sup>th</sup> 2017, December 9<sup>th</sup> 2017, and April 27<sup>th</sup> 2018.

Usually, JBSCE has four meetings annually. In 2017-2018, the Committee opted to substitute one meeting to create time for a summit sponsored by the JBSCE showcasing and celebrating the work of student associations and groups working to advance equity on campus. This summit was held on February 10<sup>th</sup> 2018, in the context of Black History Month. As such, it integrated a **panel** discussion led by Black McGill students sharing their insights and reflections on various initiatives they have established and led at McGill. The event also featured an **interactive exhibit and fair**, which allowed diverse student groups to share and speak to their equity-oriented initiatives.

## ACTIVITIES

2017-2018 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.

Key activities and accomplishments this year included the following:

- Oversight of the sixth 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 2018.

Recipients of this year's award were:

- Charles Cong Xu & Jessica Ford (student category – for their joint initiatives)
  - Explore! Careers in Health and Women in Physics (team category – tied)
  - Ehab Loteyef (administrative and support staff category)
  - Prof. Paola Perez Aleman (faculty category)
- Various committee and subcommittee members attended the [2017 NSERC Gender Summit](#), where McGill's work on equity advancement in the natural sciences and engineering disciplines was profiled through an exhibit and in conference presentations.
  - Support and advising on the launch of McGill's new [employment equity survey](#), specifically with a view to boosting response rates so that this information can be analyzed and relied on to inform policy and procedures at the University.
  - Meeting and consultation with the Principal's Task Force on Respect and Inclusion in Campus Life.
  - Meeting and consultation with the Committee for the Implementation of the *Policy against Sexual Violence* (Chair: Prof. L. Lach), the *Ad Hoc* Panel to Conduct a Campus Study of Sexual Violence (Chair: Prof. S. Shariff), and leadership within the Office for Sexual Violence Response, Support and Education.
  - Consultation and feedback on McGill's [Equity, Diversity & Inclusion Action Plan for the Canada Research Chairs Program](#).
  - Consultation and feedback on McGill's Universal Accessibility Map designed by Campus Planning & Development.
  - Support for various community-building and community-engagement activities, such as the Lavender Graduation Celebration and a campus tree-planting ceremony honouring the victims of the 29 January 2017 attack at the *Centre culturel islamique* in Quebec City.

#### Activities and Goals 2018-2019:

- Support for realizing the aspirations and recommendations pertaining to equity articulated in the [Final Report](#) of the Principal's Task Force on Respect and Inclusion in Campus Life.
- Consultation on equity initiatives emerging outside of McGill, which will have an impact on our University (e.g., Canada Research Coordinating Committee (CRCC) initiatives regarding equity, diversity and inclusion).
- Support for McGill efforts to meet the requirements of our institution's Equity, Diversity & Inclusion Action Plan in relation to CRCs.
- Support for efforts to promote awareness of and response to McGill's employment equity survey so as to ensure a sufficiently high response rate (80%+) in time for the Biennial Report to Senate on Employment Equity (May 2019).
- Support for efforts to promote awareness of the *Policy on Harassment, Sexual Harassment & Discrimination Prohibited by Law*, and for strategies to prevent and respond to harassment and discrimination.
- Consultation on McGill's review of the *Policy against Sexual Violence*.

#### **SUBCOMMITTEES**

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

#### **APPENDICES**

Appendix 1: Report of the Subcommittee on Family Care

Appendix 2: Report of the Subcommittee on First Peoples

Appendix 3: Report of the Subcommittee on Persons with Disabilities

Appendix 4: Report of the Subcommittee on Queer People

Appendix 5: Report of the Subcommittee on Racialized and Ethnic Persons

Appendix 6: Report of the Subcommittee on Women

JBSCE subcommittee on family care  
**2017-18 Annual Report** (Aug 2018)

**Membership:**

- Audrey Moores, Chemistry, Chair
- Michelle Cubano Guzman, Faculty Relocation Advisor
- Julia Pingeton, Family Resources Coordinator
- Jean-François Gélinas, Post doc representative
- Tynan Jarrett, SEDE
- Carolyn Samuel, Teaching and Learning Services, Secretary
- Shari Brotman, Dept. of Social Work
- Joan Butterworth, Leadership Development Training Facilitator
- Vino Wijeyasuriyar, SSMU representative
- Jenny Ann Pura, PGSS representative

**Website:** The subcommittee continues to update and maintain the website as a key resource on family care for the community

**Academic ccommodation of pregnant and parent students:** This ongoing project continued in this academic year. Development includes: Student affairs of a number of faculties have been approached to better understand current implementation. Pete Barry from student affairs in science was interviewed. We are pursuing the effort with law, art and service point.

**Policy for Student Pregnant Lab Workers:** The director of EHS was on leave for some time, which delayed this project. Jean-François Gélinas and SEURA award Shimmon Hutchison (see below) have cumulated research on best practice in other universitie to propose options for a university policy at McGill.

**Family care program:** The McGill Family Care Program served over 80 student parents since the start of the 2017-2018 school year through targeted events and activities. Events/action include: Two café collabs on family care organized by Eve Parker and Julia Pingeton, free day camp weeks for McGill students, a student parent orientation session in Sept., Holiday Gift Drive for student parents, SSMU Babysitting Club.

**Huddol project:** the subcommittee worked with the online platform Huddol to try and implement a McGill based community for support amongst care givers.

**SEURA award student:** Shimmon Hutchison received a SEURA award for the summer 2018 to work with the subcommittee. He was supervised by A. Moores and S. Brotman. He worked on creating a survey to probe the situation of care givers at McGill amongst faculty and staff. The survey will be implemented in the fall. In a second project he overviewed best practices and policies from other universities for Student Pregnant Lab Workers.

**Family care coordinator:** The family care coordinator, Julia Pingeton resigned in the spring 2018. Jessica Wurster was hiring in Aug 2018 in this position. There is 1 year left of funding for this position, so work is needed in the next academic year to secure funding for this position.

### **The Subcommittee on First Peoples 2017-2018**

The Subcommittee on First Peoples conducted four official meetings during the 2017-2018 academic year: The following is an overview of its activities.

The Subcommittee:

- considered the following projects: 1) supporting McGill's Indigenous Affairs Work Group's Subcommittee on Indigenous definitions, for the purpose of aligning university policy around Indigenous self-identification, 2) supporting Indigenous involvement in the recreation of the Leacock Terrace project, 3) supporting the Office of Indigenous Strategy on creating the Indigenous Advisory Council terms of reference; and 4) recruiting new members into the Subcommittee.
- consulted on the terms of reference for the Provost's Indigenous Advisory Council, which would be members of Indigenous communities in Quebec that would counsel the university on high-level, strategic issues at the University.
- consulted the Facilities Management committee designing an Indigenous art work as part of the Leacock renovations. They had not consulted with any indigenous stakeholders before incorporating indigenous representation into the plan. After we requested to be included, they are now doing a call for tender for Indigenous artists to design the mural space.
- drafted our new terms of reference.
- started looking into adding our profile on the Co-Curricular Record for our student members
- struck a working group to create our web page.
- struck a working group to draft a student job posting for research and community consultations regarding the Indigenous Acknowledgment Statement (in support of Kakwiranoron Cook's role)
- had a change in our Chairship, with Charlotte Burns re-joining us, and replacing Kakwiranoron Cook as Co-Chair

## Joint Board Senate Committee on Equity, Subcommittee on Persons with Disabilities 2017-2018 Annual Report

### Membership

Tara Flanagan (Chair), Andrea Miller-Nesbitt (on leave), Futsum Abbay, Veronica Amberg, Philippe Archambault, Sarah Bakirci, Jill Barker, Tanja Beck, Ray Blasen, Simone Cavanaugh, Biagio D'Onofrio, Matthew Faigan, Maxime Gangon, Ben van der Ger, Daniella Goldberg, Valerie Hasbum, Jessica Holmes, Lucyna Lach, Grace Loten, Diane Lowden, Kevin MacSween, Lorraine Mercier, Aparna Nadig, Teri Phillips, Kayin Queeley, Jack Rudski, Jo-Ann Sciampacone, Ingrid Sladeczek, Kathleen Tobin, Ricky Tran, Gift Tshuma, Keeley White, Robert Whitley, Elif Wonders, Paul Yoo

### Mandate

To recommend University policy regarding persons with disabilities and to recommend ameliorations to Senate and to the Board of Governors.

### Meetings

The Subcommittee on Persons with Disabilities met 1 time as a large group on January 29, 2018. However, smaller working groups met frequently in both semesters (about the SPF proposal in the Fall & about new funding directions, Terms of Reference, and Accessible events in the Winter, Spring and Summer semesters).

### Activities

- The subcommittee continued to refine a document outlining important considerations for improving the accessibility of events. This document will be used by people planning events at McGill and will help improve the accessibility of events on campus.
- The subcommittee submitted an SPF proposal in December to create a concrete plan for greater participation in inclusive practices on campus with regard to employment. Unfortunately, the proposal was refused.
- Work continues on the creation of a website: <http://www.mcgill.ca/subcommittee-disability/>
- The Terms of Reference (TOR) were discussed and created for the May 15, 2018 deadline. Approval was received by the subcommittee.
- Subcommittee co-presented BHM event on February 19th <https://www.facebook.com/events/184148055686113/> entitled *Blackness & Disability*
- Subgroups of the subcommittee met with different people at the university to discuss topics of interest
  - Accessibility of McGill daycare & potential resources to support inclusion (e.g., ECP Field Work students)
  - Potential funding sources for subcommittee activities

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

## 2017-2018 Annual Report

### Joint Board Senate Committee on Equity

### Subcommittee for Queer People

#### Meetings

- **Fall 2017:** September 19th, October 23rd, November 21st and December 11th
- **Winter 2018:** January 18th, February 21st, March 20th and April 23rd

#### Social Activities

- **13 October 2017:** Return to the Rainbow Homecoming event attended by over 50 people.
- **5 June 2018:** Launch of the Rainbow event, LGBTQ+ ceremony for graduating LGBTQ+ students. Over 70 attendees and a first of its kind outside of the USA.

#### Subcommittee Activities

- Submitted terms of reference to the Chair of the JBSCE
- Offered feedback and recommendations on inclusive language for the maternity leave policy
- Chair of the subcommittee participated in the judging of the equity awards candidates
- Subcommittee website (<https://www.mcgill.ca/queerequity/>) is now translated and available in French: <https://www.mcgill.ca/queerequity/fr>

#### Continuing Education - Queer Journal Club

Inspired by the McGill Libraries Journal Club, this group hopes to help widen our understanding of LGBTQ+ issues and research outside of our domains. Website: <http://lgbtqjournalclub.pbworks.com/>

- **11 December 2017:** Led by Professor Lynn Kozak
  - Matz, Jesse. ["No Future" vs. "It Gets Better": Queer Prospects for Narrative Temporality](#). In Robyn R. Warhol & Susan S. Lanser (eds.) *Narrative Theory Unbound: Queer and Feminist Interventions* (pp. 227-250). Columbus: Ohio State University Press.
- **30 January 2018:** Led by Librarian Michael David Miller
  - Drabinski, Emily. [Queering the Catalog: Queer Theory and the Politics of Correction](#). *The Library Quarterly* 83, n° 2 (1 avril 2013): 94-111.
- **28 February 2018:** Led by Law Grad. Student Bradley Por
  - Napoleon, V. (2002). [Raven's Garden: A Discussion about Aboriginal Sexual Orientation and Transgender Issues](#). *Canadian Journal of Law & Society/La Revue Canadienne Droit et Société*, 17(2), 149-171.

#### Upcoming Priorities

- **Return of the Rainbow** - Homecoming: Replicate the Launch of the Rainbow graduation ceremony and retroactively celebrate our LGBTQ+ graduates that did not have a Lavender Celebration (Launch of the Rainbow) the years they graduated.
- **LGBTQ+ History Month:** Support the Equity Education Advisor and her LGBTQ+ History Month planning.
- **Vice-Chair:** Recruit a Vice-Chair for the 2018-2019 school year.
- **Continuing Education:** Offer three Queer Journal Club sessions in the fall and three in the winter terms.

# Annual Report

Senate Sub-committee on Racialized and Ethnic Persons (REP), 2017-2018

Chair: Adrienne Piggott

## Issues discussed

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

- A campus accessibility initiative (PGSS)
- University response to Bill 62 (Muslim Students' Association)
- Legalization of marijuana – potential campus impacts
- Working group on Islamophobia
- [Racist] advertising on the immediate boundaries of the McGill campus
- McGill communique about sexual conduct
- Restructuring of the Anti-Oppression training provided in Residences
- Support for SEDE

Chair Adrienne Piggott was recognized at the City of Montreal for her contribution to the community as part of municipal Black History Month activities.

## Completed projects

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

- Film screening: "Ticking Giants"
- Black History Month events
- Submission to the Task Force on Respect and Inclusion
- Plaque for the commemoration of the January 29 Quebec City mosque shooting
- Community Projects Manager-Racialized Students Support project (funded by the Sustainability Projects Fund)

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.

## 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. DPSLL)
  - Toponymy
  - Representation on McGill Bicentennial Committee
  - 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):

- Holding complementary events if McGill holds citizenship ceremonies on campus
- 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:

- A special request from SSMU equity to officially add one more seat for them was declined. The general feeling was that SSMU is welcome to send more than one representative but this should not warrant making changes in the existing Terms of Reference (ToR).
- A request to revise the REP ToR was declined given the number of community members covered by the scope of this subcommittee.
- Membership: lack of time was a significant constraint to participation by a few members this year, due to competing academic or professional priorities. One member (Anne-Marie Huynh) resigned as a result.
  - New: Peeha Luthra – Loran Scholar A. Piggott is mentoring this academic year; her background is in community leadership and anti-gendered violence work

# Appendix

## Meeting dates

1.5 hour meetings took place on the first Friday of every month from September 2017 through May 2018.

## Members 2017-2018

<b>Monica</b>	Batac	School of Social Work
<b>Emil</b>	Briones	PGSS
<b>Chantelle</b>	Dallas	SEDE
<b>Régine</b>	Debrosse	Emerita
<b>Anne-Marie</b>	Huynh	University Advancement
<b>Robyn</b>	Lee	SSMU
<b>Cynthia</b>	Lee	Communications
<b>Pascale</b>	LeGros	APPPE Office
<b>Charlene</b>	Lewis-Sutherland	Residences
<b>Safyer</b>	McKenzie-Sampson	Emerita
<b>Fatou</b>	Ndiaye	BSN
<b>Kathleen</b>	Ng	MOOS
<b>Helen</b>	Ogundeji	SSMU
<b>Adrienne</b>	Piggott	Chair, Procurement Services
<b>Jessica</b>	Ruglis	Faculty of Education
<b>Haidee</b>	Smith-Lefebvre	First Peoples
<b>Kharoll-Ann</b>	Souffrant	Social Work
<b>Christelle</b>	Tessono	SSMU
<b>Malek</b>	Yalaoui	Student Services
<b>Shanice</b>	Yarde	SEDE
<b>Emily</b>	Yee Clare	Emerita
<b>Angela</b>	Yu	Emerita
<b>Sameer</b>	Zuberi	Faculty of Medicine



**Sub-committee on Women**  
**Annual Report to the Joint Senate-Board Committee on Equity**  
**1 June 2017 – 31 May 2018**  
(Submitted by Assoc. Prof. Susan Gaskin, Chair on August 19, 2018)



**Membership 2017-2018** Chair: Susan Gaskin, Assoc. Prof., Civil Engineering. Membership: R. Amsel, S. Bakiri, S. Baum, J. Bede, J. Boruff, A. Glushko, A. Gonsalves, D. Hnatchuk, S. Hyde, D. Koop, D. Lee, E. Maciasz, LM. Munter, V. Narain, M. Phyper, J. Pingeton, R. Ridochka B. Tetrault, D. Titone, S. Turner, E. Zorychta.

**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 2017-2018 year:**

The Sub-committee on Women continues to be active on a broad number of issues. Although most direct/overt discrimination against women has now been removed at McGill, indirect discrimination or under-valuation of women's achievements remains, particularly in units with lower percentages of women faculty. The Subcommittee on Women met in person 4 times (attendance 5-10) during the teaching year. Other members were consulted by email on substantive issues to gain broader representation. Work was also carried out with communication by e-mail between these gatherings. Agendas and minutes were recorded. The following topics were addressed.

**Gender Summit Conference in Montreal:** Attending members summarized the lessons learned as:

- i) As departments, we need to be far more proactive in reaching out to members of diverse groups when hiring.
- ii) Women are not necessarily leaving the workplace because of raising children; it is because of the workplace environment.
- iii) The metrics that we work with (such as for merit) were created by western white men, and are not objective for all groups. This needs to change.

**Sexual Violence Policy:** The Sub-Committee on Women continues to monitor and provide feed back to the Add Hoc committee (via confidential surveys and interviews) and the Implementation Committee (focus group meeting, consultation on Toolkit).

**Policy on Harassment, Sexual Harassment and Discrimination prohibited by law** The committee recommends that faculty/student sexual relationships are not allowed in any situations 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.** Lack of maternity leave funding has been identified as a constraint to the continuation of women in research degrees. A sub-committee is researching policies and approaches at other universities. Fund raising for the project is possible through Development and Alumni Relations (DAR), if a university policy is developed to support the project.

**In memoriam, Professor Abby Lippman:** We remember Professor Abby Lippman, longtime Chair of SSCOW and active supporter of equity and diversity, who passed away on December 26, 2017.

**SSCOW Website** Our website continues to be maintained and updated. <https://www.mcgill.ca/senate-subcommittee-women/senate>