

The following items arise from a meeting of the Equity, Diversity, and Inclusion Committee on February 21, 2023.

I. FOR THE INFORMATION OF SENATE

1. Guide to University Policies, Regulations, and Resources

The Committee received a [reference guide](#) to University resources for information, following a request made at the previous meeting, where Subcommittee Chairs expressed interest in receiving guidance on redirecting inquiries made to them that fell outside of the purview or work of their Subcommittee.

2. Draft Framework for Developing Subcommittee Terms of Reference

The Committee reviewed a draft framework for the development of Subcommittee terms of reference. At the Committee meeting of November 24, 2022, members agreed to establish a framework for the development of new Terms of Reference for all Subcommittees under the purview of EDIC, with the goal of implementing a more uniform governance and reporting structure. Following discussion, members approved a framework developed by the Secretariat for use by the Subcommittees. Subcommittee Chairs were invited to complete their draft Terms of Reference using the Framework, and present those drafts to the Committee for consideration at its next upcoming meeting of April 17, 2023. Subcommittee Chairs were invited to consult the Secretariat with any inquiries or guidance requests on the matter before March 17, 2023.

3. Report of the Subcommittee on Queer People

The Chair of the Subcommittee on Queer People provided an overview of the Subcommittee's activities following a recent guest presentation at the Faculty of Law.

4. Discussion regarding Gender-Inclusive Washrooms

The Chair of the Subcommittee on Queer People updated the Committee on the Subcommittee's consultation with University community members regarding gender-inclusive washrooms on campus, and proposed recommendations arising therefrom. Following discussion, the Committee approved a motion to inform the relevant members of the University administration, through the Senior Steward of the Committee (Professor Angela Campbell, Associate Provost (Equity and Academic Policies), of proposed amendments to the 2007 policy on Gender-Inclusive Washrooms. The proposed amendments would provide that all single-stall washrooms in the University be made gender-inclusive, with according signage and interior door locks, and that there be at least one multi-stall gender-inclusive washroom per building, and at least one gender-inclusive washroom, either single-stall, or multi-stall, per floor (if possible). The amendments would also provide that the University integrate the foregoing two points in new

constructions, including new buildings, and renovations of washrooms in existing buildings.

5. EDIC Training Session

The Committee received a training session on EDI considerations. The training session focused on systemic discrimination and allowed participants to engage in a case study activity on the subject.

6. Annual Report on the Policy Against Sexual Violence

Professor Campbell presented this report to the Committee for information. It contained an overview of activities undertaken in 2021-2022 to support and uphold the University's commitments against sexual violence. It also contained information relating to cases and developments under, or in connection with, the Policy in 2021-2022.

7. Annual Report on the Policy on Harassment and Discrimination

Professor Campbell presented this report to the Committee for information. It provided an overview of activities undertaken in 2021-2022 to support and uphold the University's commitments to fighting harassment and discrimination. It also contained information relating to cases and developments under, or in connection with, the Policy in 2021-2022.