

Minutes

Wednesday, September 21, 2016 16-17:01

Minutes of the meeting of Senate held on Wednesday, September 21, 2016 at 2:30 p.m. in the auditorium of the Redpath Museum

PRESENT

Allison, Paul	Gold, Richard	Nichol, Jarrod
Bajeux-Besnainou, Isabelle	Goldstein, Rose	Oxhorn, Philip
Barg, Lisa	Goodridge, Lawrence	Perron, Alexandre
Bayen, Stephane	Gore, Genevieve	Potter, Judith
Bede, Jacqueline	Gutman, James	Quitoriano, Nathaniel
Buddle, Christopher	Gyakum, John	Rassier, Dilson
Campbell, Angela	Harpp, David	Ray, Saibal
Carter, Mindy	Hastings, Kenneth	Richard, Marc
Chin, Joshua	Hébert, Terence	Riches, Caroline
Cleveland, William	Hocevar, Casarina	Ritchie, Fiona
Cook, Colleen	Holmes, Amanda	Roulet, Nigel
Crelinsten, Gordon	Hooton, Brett	Russo, Mitchel
Cumming, Julie	Kaartinen, Mari	Rogowska, Edyta (Secretary)
Di Paola, Antonia	Keita, Charles	Savaria-Carriere,
Doucette, Elaine	Krupiy, Tetyana	Singh, Jaaved
Dow, Alexander	Lane-Mercier, Gillian	Snow, Shannon
Dunn, Nicholas	Lannes, Marcelo	Sobat, Erin
Dyens, Ollivier	Leckey, Robert	Steinhauer, Karsten
Elbourne, Elizabeth	Lennox, Bruce	Stephens, David
Ettlin, Guy	Magdzinski, Alexandre	Taylor, Sean
Fortier, Suzanne	Maioni, Antonia	Voudouris, Nellie
Frankel, Victor	Manfredi, Christopher	Waters, Natalie
Fuhrer, Rebecca	Massey, Kathleen	Weinstein, Marc
Fussmann, Gregor	Massey, Kathleen	Winer, Laura
Galaty, John	McCulloch, Mary Jo	Yalovsky, Morty
Gehr, Ronald	Mineau, Guy	Zorychta, Edith
Ger, Ben	Montaque, Amanda	
Geitmann, Anja	Mucci, Alfonso	
	Nalbantoglu, Josephine	
	Nicell, Jim	

REGRETS: Joan Bartlett, Daniel Bernard, Stuart Cobbett, Terence Coderre, Jade Corriveau, David Covo, Masad Damha, David Eidelman, Eleanor Elstein, Jim Engle-Warnick, Kalle Gehring, Samantha Gruenheid, Peter Grütter, Alex Kalil, Amine Kamen, Lucyna Lach, Hans Larsson, Margaret Levey, David Lowther, Eva Maciasz, Olivier Marcil, Michael A. Meighen, Felicia Moye, Ram Panda, Trevor Ponech, Cynthia Price Verreault, Bernard Robaire, Laurie Snider.

SECTION I

1. Welcoming Remarks

The Chair began by welcoming returning, re-elected and new Senators to the first Senate meeting of the 2016-2017 governance year. She also welcomed Ms. Edyta Rogowska, the new Secretary-General and Secretary of Senate as well as Ms. Caroline Simard, the new Associate Director of the Secretariat. She thanked Senators for their engagement and commitment to the University community.

The Chair explained that the meeting was being held in the auditorium of the Redpath Museum due to the noise generated by the construction taking place by the City of Montreal near the Leacock Building. She then reminded Senators that guests and spectators are welcome to attend and observe Senate meetings. Regarding the use of electronic devices, the Chair noted that their use is permitted for viewing meeting documents, but that the *Senate Rules of Procedure* prohibit the recording of sound or images, and the communication or posting of Senate deliberations. Finally, she reminded Senators that, in accordance with the recommendations from the Ad Hoc Committee to Review the Livestreaming of Senate Meetings, a recording of the livestream would be accessible on the Senate webpage until the meeting minutes are approved at the following meeting.

2. Memorial Tribute for Professor Jan Lundgren

Senator Roulet read the following memorial tribute for Professor Lundgren, which Senate subsequently unanimously approved:

Jan Lundgren passed away peacefully in his sleep on June 29, 2016 at the age of 83 years. He was educated in Sweden, with a graduate degree from the University of Stockholm and came to McGill as an Assistant Professor of Geography in 1964. Jan observed that his initial accommodation in Montreal was on Aylmer Street, opposite the Yellow Door Café, and his upstairs neighbour was Leonard Cohen.

At McGill, his teaching and research focused on economic geography, especially tourism, with field work conducted in Canada and the United States, the Caribbean (Barbados, Guyana and Jamaica) and Scandinavia. His first publication in 1965 was on *Tourism in Quebec* and his last one (published in 2006) was on *The History and Geography of Baltic Sea Cruising*. Jan retired from McGill in 1996.

Jan served as the long-term secretary of the Canadian-Scandinavian Foundation, which supports Canadians researching in Denmark, Iceland, Faroe Islands, Finland, Norway or Sweden. He had great enthusiasm for life and an insatiable curiosity about the world around us.

At a more personal level, it is important to recognize the contribution he made to others. Over the years, he taught thousands of undergraduate students and, it being McGill, some of his teachings will be spread across the world. He was the supervisor of a number of graduate students and several went on to become Geography professors themselves:

Brian Slack at Concordia University, Maurice Blenman at University of Windsor, Wolfgang Haider at Simon Fraser University and T.C. Chang at the National University of Singapore.

He was always an affable, friendly and energetic colleague at McGill, with a very diverse range of interests and curiosities. He was happy to be talking about anything, comparing European and North American perspectives, and asking questions that had no answer. He was not afraid to tell Montreal officials about the challenges and bridges and pollution, which still remain..... We shall miss him.

The Department of Geography and McGill University offer their condolences to his wife Margareta and their children.

3. Report of the Steering Committee (16:17-01)

Senate received the Report of the Steering Committee (16-17:01).

Item 1. Approval of Minutes of Senate – May 11, 2016.

Item 2. Approval of Confidential Minutes of Senate – May 11, 2016.

Item 3. Speaking rights. Upon approval of the report, speaking rights were granted to Professors Christina Wolfson, Research Integrity Officer, and Abraham Fuks for item IIB1 (Annual Report Concerning the Investigation of Research Misconduct (2015-16)).

Item 4. Approval of the Agenda.

On a motion duly proposed and seconded, Senate approved the Report of the Steering Committee.

4. Business Arising from the May 11, 2016 Minutes

There was none.

5. Principal's Remarks

The Chair began her remarks by discussing orientation week and enrolment numbers. She noted that collaboration between the University, the student groups, the Police and the Milton Park Community was exemplary. Although there were some incidents involving students at Frosh, the number has greatly decreased in the last few years. Regarding total enrolment, the Chair stated that based on preliminary figures, a small increase of 2.7% is expected this fall. She then shared some statistics with Senators, including that 52% of the student body comes from Quebec, 57.5% of students are female, and China replaced France this year as the second top country of origin for McGill's international students (the United States remained in the top position).

The Chair then spoke about university rankings, reminding Senators that rankings are not scientific and are an imperfect measurement. She announced that the University ranked as 1st in

Canada and 37th globally in the Nature Index 2016 Rising Stars supplement, noting the University was one of two Canadian institutions to make the list.

The Chair then updated Senators on the Principal's Task Force on the Academic Vision and Mission of the RVH Site. She shared that the Task Force completed its work in June and recommended Sustainability Sciences and Public Policy as the anchor academic themes. She noted that some initiatives that require small amounts of space and complement the themes chosen may also become part of the neighborhood.

Regarding government relations, the Chair informed Senators that the University has been involved in consultations with the federal and provincial governments with respect to immigration, emphasizing the need to recruit and retain international university students for continued innovation and economic growth. She shared that she met with federal ministers during the Innovation Agenda launch to discuss policy reviews concerning fundamental science and that the University participated in the annual pre-budget consultations led by the House of Commons Standing Committee on Finance. She spoke about the Quebec government's plan to create the *Conseil des universités du Québec*, noting that McGill is participating in the consultations and will advocate for the *Conseil* to have a mission and responsibilities focused on three core areas: (1) quality assurance (2) collection, compilation, and analysis of data and best practices, and (3) university reporting and accountability requirements. The Chair then mentioned that funding decisions for Quebec with respect to the Post-Secondary Institutions Strategic Investment Fund are anticipated to be announced in the coming weeks. Finally, the Chair announced that the University is transforming its successful distributed learning site for the family medicine residency training program in the Outaouais region into a full satellite medical school campus, supported by an investment from the provincial government.

Regarding external relations, the Chair shared that McGill presented an IdeasLab on Mastering Complex Ecosystems at the World Economic Forum's Summer Davos meeting in China and was invited to present it again this January in Davos. She also mentioned that she participated in various meetings over the summer months, including meetings related to her membership in the Federal Minister of Finance's Economic Growth Council and the Council of Science, Technology and Innovation.

The Chair concluded her remarks by giving highlights of the kudos circulated prior to the meeting. She shared that McGill will receive an \$84 million grant over seven years from the Canada First Excellence Research Fund (CFREF) to launch the program Healthy Brains for Healthy Lives and more than \$1.1 million from the Canada Foundation for Innovation (CFI) for CBRAIN, led by Professor Alan Evans. She also noted that McGill is a partner in Western University's BrainsCAN initiative which received a \$66 million investment from CFREF. She then congratulated Professors Adelle Blackett (Law) and Catherine Potvin (Biology) on receiving Trudeau Fellowships. She also congratulated the ten McGill researchers inducted as Fellows of the Royal Society of Canada (RSC) and the seven McGill scholars inducted as members of the College of New Scholars, Artists and Scientists. She shared that the Monteregie Connection project, led by five McGill researchers received this year's Mont Saint-Hilaire Nature Centre's Alice E. Johannsen Award of Excellence. She congratulated the teams of students from McGill's Food Sciences program who took first prize in two competitions at the annual Institute of Food Technologists conference and the thirteen members of the McGill

community who were named to or promoted within the Order of Canada. Finally, she congratulated Senator Robaire on being co-awarded the Guy-Rocher Prize of the *Fédération québécoise des professeures et professeurs d'université* (FQPPU).

The Chair then opened the floor to questions and comments. Senator Harpp expressed the view that a 2.7% increase in enrolment is not small, noting that there are already challenges faced by large classroom sizes and finding space for exams. The Chair stated that enrolment has been fairly stable over the past few years and Senator Massey will be able to comment on this increase when she presents her annual report to Senate on enrolment.

SECTION II

Part "A" – Questions and Motions by Members

1. Question Regarding Course Assessment Technologies

Senators Sobat and Taylor submitted the following question:

Whereas, some courses currently use online programs such as McGraw-Hill Connect for practice problems and/or extra credit assignments;

Whereas, students must purchase an online license or subscription in order to access these practice opportunities and/or extra credit points;

Whereas, there is no University-wide policy or regulation on the use of such course assessment technologies;

1. Should students be required to pay for technologies needed for course assessment?
2. What steps can the University take to work with students and instructors to determine if particular technology licenses should be provided centrally?

Senator Dyens was unable to provide a written response in advance of the Senate meeting because changes had been requested to the question by the Senate Steering Committee. In response to the first question, he stated that students might be required to pay for technologies needed for course assessments in the same way they are already asked to pay for textbooks, lab fees, and clickers (student response systems). However, he stressed that extra credit associated with optional materials should not be part of the assessment process and purchased by students. He noted that software used at McGill for teaching and learning purposes must respect the confidentiality of students' personal information in accordance with Quebec privacy laws. Instructors wishing to use software not currently available through McGill should consult Teaching and Learning Services (TLS) (tls@mcgill.ca) to ensure appropriate procedures are followed.

In response to the second question, he stated that as more teaching and learning tools become available, instructors have more and more choices they can make regarding the selection of

pedagogical tools. He shared that the University is in the process of forming a working group which will address support for technologies for teaching and learning purposes. Questions about centrally provided technology licenses is a topic that will fall under the purview of this working group, which is anticipated to convene in Winter 2017. In the meantime, he strongly encouraged instructors to contact TLS to discuss their technology needs and choices.

Senator Sobat asked for details regarding the composition of working group. Senator Winer responded that it will be co-chaired by TLS and the Chief Information Office, and will include representatives of faculties, undergraduate and graduate students, noting that it will be modeled on the Teaching and Learning Spaces Working Group.

2. Question Regarding Educational Activities and Research on Climate Change

Senator Frankel submitted the following question:

In March 17, 2016, McGill’s Board of Governors adopted recommendations from its Committee to Advise on Matters of Social Responsibility (CAMSR) to create a comprehensive climate action plan that expands initiatives consistent with the McGill mission, including

“Sustainability research and education across all fields of study, efforts to advance understanding of climate change and promote innovative mitigation and adaptation solutions¹”

Currently, climate change is the focus of both education and research in several faculties, representing the breadth of physical, natural, social, economic and political issues associated with (1) the causes and consequences of climate change and (2) adaptation and mitigation strategies in Canada and around the world.

1. What activities are currently being undertaken by McGill University to implement the recommendations provided by the Board of Governors regarding sustainability research and education and what can we look forward to in the coming school year?
2. With the understanding that the McGill Senate’s mandate is to provide governance for academic and educational operations at McGill University, to what extent should the Senate provide a platform for launching a network, ad hoc committee or taskforce whose mandate is to integrate, synthesize and advance the activities of students, faculty and researchers in education, research and innovation on climate change among and across faculties at McGill University?

Senators Manfredi and Goldstein provided the following written response prior to the Senate meeting:

¹ Report to the Board on Divest McGill Submission of February 2015, March 17, 2016

Thank you Senator Frankel, for your question concerning the implementation of the recommendations of the Committee to Advise on Matters of Social Responsibility (CAMSR).

With respect to your first question, [ASAP 2012](#), and the [Strategic Research Plan](#), both of which were approved by Senate and the Board of Governors, each affirms the University's commitment to sustainable practices and to the support of sustainability research and teaching. In May 2016, following the endorsement of the recommendations of the CAMSR report by the Board of Governors, and at the request of the Board, Principal Fortier submitted an [Overview of Current Sustainability and Climate-Related Activities](#), noting a range of degree programs and individual courses available to McGill students, \$270M in research funding for faculty over 5 years, contributing to more than 4000 peer-reviewed publications, \$5.4M in support for more than 150 projects through the Sustainability Projects Fund, and numerous initiatives to ensure sustainability in University operations. An Advisory Council on Sustainability has also been established. It will be co-chaired by the Provost and Vice-Principal (Academic), Christopher Manfredi, and the Interim Vice-Principal (Administration and Finance), Morty Yalovsky, with its first meeting scheduled for 7 November 2016.

Following a further commitment by Principal Fortier “to continue the community's dialogue on sustainability and the CAMSR report recommendations”, the Provost and Vice-Principal (Academic), Christopher Manfredi, mandated Professor Frédéric Bachand to chair a series of Open Forum meetings with the University community to explore ways of implementing the key recommendation of the report. In particular, the Open Forum will seek input on two key matters:

- Creating a “comprehensive climate action plan” to reduce measurably McGill's own carbon footprint while expanding initiatives in sustainability research and education; and
- Developing concrete measure to ensure our investments comply with recognized Environmental, Social and Governance principles.

Full details on the Open Forum, the first meeting of which will take place 23 September, are available on the [Open Forums website](#). Prof. Bachand will submit a written report on the outcomes of the sessions to the Provost by 31 October 2016. The final report will also be shared with Senate and the Board of Governors.

In response to your second question, we maintain that academic initiatives should be developed from the ground up, respecting our commitment to academic freedom and our belief that our faculty members are best positioned to determine what areas of research and teaching to pursue, and how best to pursue them. The upcoming launch of the McGill Sustainability Sciences and Technologies Initiative (SSTI) as a priority research area is an example of this approach. Led by the Faculties of Science, Engineering, and Agricultural and Environmental Sciences, the project has received \$10 million over five years in central funding to support a large-scale seed funding program targeting highly

integrated projects that address sustainability Grand Challenges. The program was developed largely in response to the priorities of McGill researchers and students.

Senate plays an important role in ensuring institutional viability of certain new academic endeavours (such as new degree programs and academic centres and institutes), but should not adopt a top-down approach to academic planning or direction. That said, there may be opportunity for faculty and students with a particular interest in sustainability research and education to establish the sort of interdisciplinary network you suggest and we would be pleased to see such an initiative develop.

Senator Frankel expressed interest in a top-down approach and wondered whether Senators can bring forward ideas on this matter. Senator Manfredi had no objections. Senator Sobat then asked how existing initiatives by the Office of Sustainability and Vision 2020 fit into the University's commitment to sustainability and countering climate change. Senator Manfredi responded that the University is continuing with the Vision 2020 consultations and François Miller, Sustainability Director, McGill Office of Sustainability, is the senior steward of the Advisory Council on Sustainability. The Principal encouraged Senators to follow the web link in the response to review the document entitled "Overview of Current Sustainability and Climate-Related Activities" for further details.

Part "B" – Motions and Reports from Organs of University Government

Open Session

1. Annual Report Concerning the Investigation of Research Misconduct (2015-16) (D16-01)

Senator Goldstein introduced Professor Christina Wolfson, Research Integrity Officer, and Professor Abraham Fuks, erstwhile Research Integrity Officer. She explained that since Professor Wolfson took office on June 1st, 2016, Professor Fuks would be presenting the report. The report was presented for Senate's information. Professor Fuks highlighted that the number of allegations remain stable and, like in previous years, the main source of allegations are external colleagues or journals.

Senator Hastings noted that since 2010, investigation and/or inquiries have been completed in 26 cases and research misconduct was established in 18 cases. He wondered what this revealed about the process. Professor Fuks responded that it is difficult to draw conclusions, mostly due to the low number of cases in a given year. However, he explained that the results were not unusual due to rigorous internal reviews that are generally conducted before reporting allegations. He also explained that in most instances, several allegations are submitted while only a subset are supported.

2. 474th Report of the Academic Policy Committee (D16-02)

Senator Manfredi presented this report which contained two items for Senate's consideration.

On a motion duly proposed and seconded, Senate approved the proposed Master of Public Policy, within the School of Public Policy, as detailed in Appendix A of D16-02.

On a motion duly proposed and seconded, Senate approved, and recommended to the Board of Governors for approval, the creation of the McGill Centre for Islam and Science, as detailed in Appendix B of D16-02.

3. Report of the Senate Nominating Committee (D16-03)

Senator Manfredi presented this report for Senate's consideration. He explained that it contained recommendations to fill vacancies on the Senate Standing Committees, Committees arising out of University Regulations, an ad hoc committee as well as advisory committees.

Senator Singh asked why the Honorary Degrees and Convocations Committee (HDCC) does not have any representatives of MCSS and whether one can be added. Senator Manfredi responded that this can be discussed with the Secretary-General and the Senate Nominating Committee.

[*Secretary's Note:* Senator Singh's observations were brought to the attention of the Senate Nominating Committee. The Senate Nominating Committee was informed that the composition of the HDCC included one undergraduate and one graduate student member, which did not preclude the MCSS from suggesting recommendations for consideration to the Nominating Committee. For the 2016-17 governance year, the Senate Nominating Committee received a recommendation to appoint a representative of the MCSS to the HDCC. Taking due regard of the importance of diversity of representation on Senate Committees, the Nominating Committee agreed to recommend to Senate another student member to serve on the HDCC. The Committee was also informed that the current composition of the HDCC had been approved in 2009 and could be revisited in the next review, which is planned for the next governance year.]

On a motion duly proposed and seconded, Senate approved the recommendations contained in the Report of the Senate Nominating Committee (D16-03).

4. Appointment of a new Assessor under the Policy on Harassment, Sexual Harassment and Discrimination Prohibited by Law (D16-04)

Senator Campbell presented this report for Senate's consideration and moved it be approved.

In response to Senator Snow's question on the training of legal assessors, Senator Campbell stated that details will be provided in the Annual Report on the *Policy on Harassment, Sexual Harassment and Discrimination Prohibited by Law*. However, she mentioned that the training was provided by herself along with legal counsel, and specialists such as individuals with expertise as Human Rights Commissioners were also asked to participate in the training sessions.

Regarding Senator Singh's question on whether students can be assessors, Senator Campbell responded that under the Policy, assessors can only be faculty and support staff members, noting that students have a role in advising, for example through SACOMSS and the McGill Legal Information Clinic.

On a motion duly proposed and seconded, Senate approve the appointment of Professor Natalie Oswin for a three-year term beginning 1 October 2016 and ending 30 September 2019, as an assessor under the Policy on Harassment, Sexual Harassment and Discrimination Prohibited by Law.

5. Annual Report on the Policy on Harassment, Sexual Harassment and Discrimination Prohibited by Law (2015-16) (D16-05)

Senator Campbell presented this report for Senate's information. She highlighted that there was an increase in the number of assessors and in the level, quantity and quality of their training. She stated that the training focused on issues of process (i.e. how to be an effective and fair assessor) and on substance (i.e. grounds on which individuals may bring forward complaints). She also shared that a Senior Equity and Inclusion Officer will be appointed due to a need for an office to complete intake and manage cases informally.

Senator Crelinsten suggested using the Steinberg Centre for Simulation and Interactive Learning for training initiatives. Senator Campbell agreed that it could be a helpful resource. Senator Sobat wondered why many complaints stop at the inquiry phase and asked about the new position. Senator Campbell responded that these numbers are common in many dispute resolution modes. She explained that there are many reasons for this, such as complainants deciding not to proceed with the investigation. Regarding the new Senior Equity and Inclusion Officer, she shared that he or she will be responsible for advising complainants on their options as well as facilitating informal resolution when appropriate and requested by the parties.

6. Annual Report of the Committee on Student Services (2015-16) (D16-06)

Senator Dyens presented this report for Senate's information. He highlighted that priorities for the current academic year include proposing minor changes to the Committee's Terms of Reference, continuing work on the Innovation Fund, the Disclosure Centre Pilot Project at Macdonald Campus, and the budget and budgetary priorities within Student Services.

7. Annual Report of the Joint Board-Senate Committee on Equity (2015-16) (D16-07)

Senator Campbell presented this report for Senate's information, noting that the annual report of each of the Joint Board-Senate Committee on Equity's subcommittees is appended to the report.

Senator Dunn asked how the Task Force on Indigenous Studies and Indigenous Education will work with the Subcommittee on First Peoples and the Working Group on Aboriginal Affairs, particularly in relation to the traditional territory statement. Senator Campbell responded that the goal is to leverage the activities of the Task Force in order for it to work in service to the Subcommittee and the Working Group. She stated that she discussed having regular updates and

reporting at the meetings of the Subcommittee. Senator Campbell also stated that members of the Subcommittee are all members of either the Task Force or its working groups. With respect to the statement, she explained that the Subcommittee is continuing its consultations with various Indigenous communities across the province and that the University may revise its statement once the Subcommittee finalizes its own statement. Senator Snow commented that the statement is a historical reference to the Indigenous peoples' occupancy of the land and encouraged the Task Force to work with the Subcommittee to revise the language of the statement.

Senator Crelinsten wondered at what point males would be considered underrepresented at the University considering that enrolment is approximately 58% female. Senator Campbell responded that there is no absolute number, noting that there is no special treatment for any equity seeking groups regarding admissions. Senator Crelinsten then asked how underrepresentation of a particular group is determined. Senator Campbell explained that guidance is gained by looking at historically disadvantaged groups and legislation such as the Canadian Charter of Rights and Freedoms and the Quebec Charter of Human Rights and Freedoms.

In response to Senator McCulloch's question on the nature of accommodations for staff with special family care needs, Senator Campbell explained that there are reduced load opportunities for faculty, part-time options for contract academic staff, and other accommodations found in collective agreements. However, most of the accommodations are handled on an ad hoc basis. She stated that the Subcommittee on Women and the Subcommittee on Family Care will be working together to develop a proposal concerning accommodations.

Senator Krupiy asked if there is a policy to address situations where students and postdoctoral fellows develop health problems due to exposure to chemicals in the labs but supervisors refuse to make any accommodations. Senator Campbell responded that this question involves issues of health and safety, student services and equity. She therefore encouraged Senator Krupiy to contact her directly if she requires assistance with a particular matter.

Regarding Senator Keita's question on the number of visible minorities on campus, Senator Campbell responded that, with respect to staff recruitment, the percentage of visible minorities is presented in the Report on Employment Equity but currently there is no data on any particular subgroup. She stated that she is working with the SEDE Office to determine how to collect more data. With respect to students, Senator Massey explained that students who are sent an offer of admission or declined admission are now asked to complete a survey to allow the University to collect data on equity. She pointed out that the results of a past survey was presented to Senate by Senator Dyens last academic year (document D15-62) and stressed that the University continues reaching out to different communities to attract students from a diverse background.

Senator Singh expressed that students at the Macdonald campus face issues that may not be shared by the downtown campus and therefore requested that the Subcommittee on Queer People reach out to Rainbow Mac and that the Subcommittees on Family Care and Persons with Disabilities look at matters specific to the Macdonald campus. Senator Campbell agreed to speak with the chairs of these subcommittees.

Senator Dow inquired about action items with respect to the use of preferred names/pronouns. Senator Campbell responded that she is meeting monthly with ICS, HR and the Chair of the Subcommittee on Queer People to look at the IT systems in place.

In response to Senator Ger's question regarding the composition of the Task Force, Senator Campbell stated that a co-chair model was adopted because the members expressed an interest and it is an effective way of proceeding in light of the heavy workload and tight timeline. She explained that only one of the co-chairs is from an Indigenous community because there are only seven professors who self-identify as Indigenous and many of them have a high service burden. However, she noted that a few agreed to act as advisors to the members of the Task Force.

8. Other Business

There being no other business to deal with, on a motion duly proposed and seconded, the meeting adjourned at 4:35 p.m.

END

The complete documents, including presentations at Senate, are kept as part of the official minutes.