



SENATE

Approved Minutes of the Meeting held on Monday, September 28, 2020 at 3:00pm Via Microsoft Teams

The Senate met in regular session on Monday, September 28, 2020 via Microsoft Teams

Present: K. Hewitt (Chair), G. Adolphe-Nazaire, R. Agu, A. Aiken, V. Allen, D. Anderson, F. Annan, M. Aston, R. Barker, P. Bennett, N. Bird, D. Bourne-Tyson, K. Brooks, A. Cooper, T. Cyrus, B. Davis, R. Devlin, C. Diallo, A. Doucette, P. Doyle-Bedwell, O. Dryden, T. Duck, H. El Nagggar, N. Ezzedine, M. Farrimond, B. Foster, M. Fournier, D. Gray, D. Grujic, A. Habib, J. Hall, F. Harvey, V. Howard, M. Irwin, S. Jeffrey, Z. Jones, A. Kermanshahi-Pour, J. S. Kim, S. Kirk, M. Leonard, L. MacDonald, B. Merritt, L. Meynell, A. Mohan, F. Naghibi, B. Nassar, J. Newhook, R. Orji, M. Pacurar, L. Perez, J. Phinney, L. Propper, T. Rajack-Talley, B. Rathgeber, A. Rau-Chaplin, C. Richardson, H. S. Ro, D. Saini, B. Schick, E. Seelemann, S. Seth, M. Sharaput, A. Siegel, D. Silvio, A. Sophocleous, S. Sparks, S. Stackhouse, M. Stinson, S. Stone, F. Taheri, V. Turpin, P. Tyedmers, D. Tyers, M. A. Ulku, G. Warner, E. Welsh, D. Westwood, D. White, S. Wildeman, E. Wunker, I. Yakovenko, S. Yurgel

Regrets: J. Blustein, L. Goldberg, B. Hanson, L. Spiteri, I. Waldron

Absent: Y. El Hiani, K. El-Sankary, G. Horne, W. Lahey, C. Moore, K. Rosen, S. Zahoor

Guests: Miriam Breslow (HR Advisor, Academic Staff Relations), Amber Kerr, Meghan Wagstaff (Senior Institutional Analyst), Jasmine Walsh (Assistant Vice President of HR), Susan Brousseau, Judith Ng'ethe, Ann Pyne, Joseph Behl (Student Minute Taker)

The Dalhousie University Senate acknowledges that this meeting is taking place in Mi'kma'ki, the ancestral and unceded territory of the Mi'kmaq People.

1. Approval of Agenda

The agenda was **approved** as presented.

2. Consent Agenda:

2.1 Approval of Draft Minutes of September 14, 2020 Senate Meeting

Approved by **CONSENT**.

3. Matters Arising from September 14, 2020 Senate Meeting:

3.1 UT&P Panel membership

Senator Hewitt noted that at the previous meeting, a question was raised regarding the diversity of perspectives and identities represented on the University Tenure & Promotion appeal panel, which was approved at that meeting. Human Resources had since provided a breakdown of the membership and the representation by equity-seeking groups drawn from census self-identification. Senator Hewitt

shared the list and noted a gap in representation of persons of minority sexual identification or gender identity. Senator Hewitt informed the meeting that future calls for members on this panel will seek to address this gap.

3.2 Request for Senate Response on Departure of Former Provost and Vice-President Academic

A request was made for time to be set aside at the next Senate meeting to discuss a response from Senate regarding the departure of the former Provost and Vice-President Academic.

Moved by Senator Duck, seconded by Senator Taheri:

THAT time be set aside in the next Senate meeting, not less than 30 minutes, to discuss the appropriate response of Senate, if any, to the unexpected departure of the Provost and Vice President Academic from her role at the University.

Senator Hewitt advised that this matter was beyond Senate mandate as it concerned a human resource process governed by the Senior Administrative Appointment Policy, and ruled the motion out of order. The motion was not considered.

FOR APPROVAL:

4. Senate Planning and Governance Committee (SPGC):

4.1 Academic amnesty request re: NS Needs Students rally October 14, 2020

Senator Hewitt advised that this academic amnesty request was brought forward by the Dalhousie Student Union (DSU) President and the resulting motion was approved by the Senate Planning and Governance Committee (SPGC) at its September 23, 2020 special meeting.

Moved by Senator Hewitt on behalf of the Senate Planning & Governance Committee:

THAT all individuals involved in synchronous teaching delivery at Dalhousie on October 14, 2020 from 12:30 pm to 3:30 pm, allow students who wish to participate in the Nova Scotia Needs Students Rally (1:00 pm-3:00 pm) to do so without academic penalty due to their absence, subject to the following:

- **Students are to inform their professors at least twenty-four (24) hours in advance (by Tuesday, October 13 at 12:30 pm) if they plan on missing an assessment in order to attend the action.**
- **Make-up assessment(s) will be at the discretion of course instructors, subject to inappropriate faculty regulations.**
- **For the inclusion of those who may be travelling, no specific time is provided for Truro or Yarmouth students.**

The motion **CARRIED**.

4.2 Academic amnesty request for Indigenous Students re: Saulnierville action

Senator Hewitt advised that this second academic amnesty request was brought forward by the DSU President and the resulting motion was approved by SPGC at its September 23, 2020 special meeting.

Moved by Senator Hewitt on behalf of the Senate Planning & Governance Committee:

THAT all individuals involved in teaching delivery at Dalhousie allow each Indigenous student participating in solidarity, support and advocacy efforts in Saulnierville, NS to do so without academic penalty once per course, subject to the following:

- **Students are to inform their professors at least forty-eight hours in advance if they plan on missing an assessment or submitting an assessment late in order to attend the action(s).**
- **Make-up assessment(s) will be at the discretion of course instructors, subject to appropriate faculty regulations.**
- **Due to the ongoing nature of the situation, amnesty will be granted to Indigenous students until the next meeting of the Senate Planning and Governance Committee (October 21, 2020), at which time these provisions will be reassessed.**

In response to a question raised by a Senator, Senator Hewitt confirmed that SPGC, at its October 21, 2020 meeting, would consider whether an extension of this academic amnesty should be granted.

The motion **CARRIED**.

5. Reporting on Sexualized Violence Policy

Senator Wildeman presented this item.

Senator Wildeman advised that the accompanying motion was being advanced in support of the important work of Human Rights and Equity Services (HRES), the Vice-Provost, Equity & Inclusion and the President's Advisory Committee on Sexualized Violence in preventing and responding to sexualized violence. The motion was submitted following consultation with several groups. Senator Wildeman noted that Senate had a joint responsibility, with the Board of Governors, to oversee the Sexualized Violence Policy, but opined that it was not able to fully exercise this responsibility based on the one-page report on the Sexualized Violence Policy presented at the previous Senate meeting.

Senator Wildeman advised that the motion sought to address four aspects of reporting beyond those already required under the Sexualized Violence Policy itself: the time taken to resolve disclosures; the number of disclosures and other processes, broken down by the type of sexualized violence and the self-reported identity of the complainant; the relative number of on-campus vs. off-campus incidents; and relative numbers of incidents disclosed in the context of non-University activities which were deemed to have had a "material negative impact on the University Community Member's living, learning and/or working environment" so as to engage the Policy as per s.A.2(d).

Moved by Senator Wildeman, seconded by Senator Dryden

THAT Senate approves the following:

THAT the President's Advisory Committee on Sexualized Violence and Vice-Provost Equity and Inclusion work together to develop reporting practices that contextualize and analyze the patterns observed annually in administration of the Policy, consistent with the need for transparency and accountability, emerging best practices in reporting on sexualized violence policy administration, and Senate Constitution 1.2(e), "The University is a public institution and should practice a default mode of openness, taking into account rights to privacy and confidentiality as necessary limits."

THAT the Office of Human Rights and Equity Services collect and maintain disaggregated data allowing analysis of intersecting forms of oppression expressed through sexualized violence, for instance in the form of racialized, heteronormative, and/or ablest sexualized violence.

THAT, more specifically, a Sexualized Violence Policy report be prepared annually that includes specific information about:

- **average, mean and outer boundaries of time between incidents being disclosed and resolution (for those resolved during the reporting year) and time between incidents being disclosed and the end of the reporting year (for those not resolved during the reporting year);**
- **the number of disclosures, reports, investigative stream processes, non-investigative stream processes, and processes or interventions of a restorative nature, each broken down by type of sexualized violence (e.g., sexual assault, sexual harassment, stalking, non-consensual sharing of images), and self-reported identity of complainants (e.g. racialized, and/or Indigenous, and/or queer, and/or trans, and/or non-citizen and/or person with a disability), where these data may be reported while maintaining privacy and confidentiality;**
- **relative numbers of on-campus (including a subcategory of residence-based) versus off-campus incidents disclosed, reported, or subject to other processes and interventions under the Policy; and**
- **relative numbers of incidents disclosed or reported as occurring in the context of non-University activities which were versus were not deemed to have had a “material negative impact on the University Community Member’s living, learning and/or working environment” so as to engage the Policy per s.A.2(d).**

Senators engaged in robust discussion including the feasibility of some of the requirements in the motion, such as numbers of investigative vs. non-investigative stream processes, the question of whether the perception of confidentiality could be diminished if more disaggregated data was published and the importance of collecting data for future use to track improvements or failures over time, and to inform new policies.

The motion **CARRIED**.

FOR DISCUSSION:

6. Federal Contractors Program Report on Equity Targets

Senator Rajack-Talley introduced the item, advising that this was a required annual report and consisted of one set of equity data focused on specific groups.

Jasmine Walsh and Meghan Wagstaff, Senior Institutional Analyst gave a presentation on the Federal Contractors Program (FCP) Report on Equity Targets.

J. Walsh shared data on representation among senior managers, professors and lecturers at Dalhousie, plus other professionals of the various equity seeking groups, noting that this data was collected from the “Be Counted” census undertaken every November for the past five years. J. Walsh pointed out that representation had increased across almost all equity seeking groups. J.

M. Wagstaff discussed the data that was applied advising that for each National Occupation Code (NOC), a “gap” was calculated based on Dalhousie’s numbers for each profession versus the benchmark labour market availability.

J. Walsh concluded the presentation by noting that institutional equity planning was underway for the next three-year period (2019-2022) and new goals were being developed. Equity plans by unit were also being developed, along with accountability exercises to ensure individuals were setting goals for themselves.

In response to a question pointing out that research has shown that white people (white women, white queers, white-passing visible minorities, white folks with disabilities) often benefit more from equity-seeking positions, J. Walsh indicated that the University has started to engage in some designated hiring. A senator noted the discrepancy between some of the numbers presented and the policies and goals in place at the University. It was pointed out that the more than four times increase in the SOGI group for the Senior Managers category from 2015 to 2019 is encouraging but in considerable contrast with the Aboriginal (AB), Black (BK), Black African Nova Scotian (BN) and Mi’kmaq (MK) categories that stayed constant at 0% representation for the same category despite the University’s stated goals of increasing representation of the historically disadvantaged groups in Nova Scotia and the many university reports on the topic. Given the large number of Lecturers employed by the university in recent years, concern was also expressed regarding the decrease in the Lecturers category for the AB, BK, BN and MK categories from around 3% to 0% over the same period while the SOGI group representation increased from 0% to 6%.

It was also suggested that going forward, statistics of people who were not members of the ethnocultural majority be captured, which might require a change in the categorization under the “Be Counted” census. Another senator noted that there was some debate over the use of self-identification for Indigenous identity for employment equity purposes. J. Walsh undertook to forward both observations to the Employment Equity Council.

7. Reports

7.1 Chair of Senate’s Report

This item was deferred.

7.2 Questions for Reports

There were no questions for reports.

8. Question Period

There were no questions for the question period.

9. Other Business

There was no other business.

10. Adjournment

The meeting adjourned at 5:00 pm.