# Meeting Minutes

**Diversity & Equity Committee**

**Wednesday, July 2, 2020**
**4:00 to 6:15 pm via MS Teams**

<table>
<thead>
<tr>
<th>Name</th>
<th>Representative of</th>
<th>Attended</th>
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<tbody>
<tr>
<td>Jane Wolff</td>
<td>Chair</td>
<td>Via MS Teams</td>
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<tr>
<td>Jen Hill</td>
<td>Secretary</td>
<td>Via MS Teams</td>
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<tr>
<td>John Shnier</td>
<td>Architecture</td>
<td>Via MS Teams</td>
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<tr>
<td>Rob Wright</td>
<td>Dean</td>
<td>Via MS Teams</td>
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<tr>
<td>Fadi Masoud</td>
<td>Landscape Architecture</td>
<td>Via MS Teams</td>
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<tr>
<td>Nene Brode</td>
<td>External Relations &amp; Outreach</td>
<td>Via MS Teams</td>
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<tr>
<td>Clara James</td>
<td>Advisor for UG</td>
<td>Via MS Teams</td>
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<tr>
<td>Daniella Puric-Mladenovic</td>
<td>Forestry</td>
<td>Via MS Teams</td>
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<tr>
<td>Janice Theresa Miyagi</td>
<td>GALDSU</td>
<td>Via MS Teams</td>
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<tr>
<td>Randa Omar</td>
<td>AVSSU</td>
<td>Via MS Teams</td>
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<tr>
<td>Andrea McGee</td>
<td>Registrar</td>
<td>Via MS Teams</td>
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<tr>
<td>Mary Lou Lobsinger</td>
<td>Ph.D. and Post-professional Programs</td>
<td>Via MS Teams</td>
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<tr>
<td>Noor Alkhalili</td>
<td><strong>GALDSU (2019-2020)</strong></td>
<td>Via MS Teams</td>
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<tr>
<td>Mauricio Quiros Pacheco</td>
<td>Urban Design</td>
<td>Via MS Teams</td>
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<tr>
<td>Didier Pomerleau</td>
<td>CAO</td>
<td>Via MS Teams</td>
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<tr>
<td>Charles Stankievech</td>
<td>Visual Arts</td>
<td>Via phone</td>
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<tr>
<td>Aidan Cowling</td>
<td>External Relations &amp; Outreach</td>
<td>Via MS Teams</td>
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In absentia: Markus Peterson / Aziza Chaouni / Rebecka Ferraro
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<tr>
<th>Item</th>
<th>Discussion</th>
<th>Action</th>
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| 1.0  | Jane welcomed everyone  
Acknowledgement of land school sits on  
Round of introductions | | |
| 2.0  | Approval of meeting minutes - Nov. 7, 2019  
- Rob motions approve  
- Fadi seconded  
- In favour – 9  
- Opposed – 0  
- Abstention – 1 (Didier did not participate in this meeting, also not a voting member)  
- Motion carries to approve  
Approval of meeting minutes - Feb. 20, 2020  
- Fadi motions to approve  
- Daniella seconded  
- In favour – 7  
- Opposed – 0  
- Abstention – 0  
- Motion carries to approve | | |
| 3.0  | **Work together moving forward**  
Rob Wright | | |
| | - Expand engagement with Diversity & Equity committee – question of welcoming new members – bring concerns to committee and help move community forward – need to make formal changes  
- Plan & forum changes mentioned in letter to students – coordinate efforts  
- Organization and timing of forum - carry it out? Discussed with Central Diversity office – people involved formulating includes black people who are deeply participatory with members of those communities – engage faculty, staff, students  
- Imaging forum as themes to frame meetings and recommendations from committee over next few months  
- Strike working groups to suggest if we should  
- July 9 meeting include Course content study – propose open to all members of our community | Something to think about  
Clear plans and clear time frame  
Read results of survey and be ready to listen to those that come to meeting |
Jane - Anti-racism office is offering courses – interest requesting workshop for Core Faculty meeting?

- Unconscious bias training & indigenous competency training?
- Digital presence on website – great place to disseminate surveys, notices on meetings, important articles, online exhibition by James Bird (already on)

Rob
- Working closely, it’s a 5-yr process to do it properly – just starting long-term investment
- Jane mentioned – very important of voices who have lived experiences
- Contacted by Black Architects & Interior Designers of Canada
- Create a Committee point group where work will flow out of – my job to provide resources – said to students ‘timeline setting key dates, key action plans, dissect curriculum, entry systems’ - learning process and really committed to this

Mary Lou - From Columbia U came ‘unlearning whiteness’ – not necessarily the colour of one’s skin – can send reading list – deep and important aspect
Rob – needs to go in portal of website
Mary Lou – have been in touch with Vivian Lee to put on website, can also send Michigan U info
Jane – Send to Nene to get on website
Rob – yes
Nene – assembling a page to send out to all – faculty driven reading list – work with Steve to collect and draft – who reviews for approval?

Teams Chat Notes:
Nene Brode
Could the students also work on creating content that might be advocacy as well? Like taking what you’re doing and sharing with others.
Randa Omar
Nene, as in on social media?
Nene Brode
Social media posts, poster series, videos? I suggest paid student work for some of these things.
Randa Omar
sounds like a good idea!

Mary Lou
yes, podcast type reports or discussion, tiktok (?) responses that invite interaction and engagement, dialogue, not passive reading, or not reading, consumption.

Randa Omar
Are the students the (only) target audience for these initiatives?

Nene Brode
No, I think it's public service too. I volunteer to help this group administratively

Andrea McGee to Randa Omar
no it is for all faculty, students, staff and anyone from the outside looking in

Randa Omar
great, thanks!

Rob – goes to Jane and circulate to committee – people have the chance to review and comment

Nene – Aidan has started to collect information and will share with Jane

Jane – Jen circulate via email or efficient tool to review and send back to Nene – list that will evolve – ongoing project

Mary Lou – suggesting ask people of their lists and comments - annotated bibliography

Nene – starting point, how to make this lively and attractive – incoming faculty included in onboarding package

Jane – students’ thoughts?

Randa – black indigenous students should lead discussion - research group on black architecture - ask faculty to turn into independent studies for credits - need to discuss after readings – make them part of curriculum to have students engage extracurricular activity but mandatory

Jane - define ‘mandatory’

Randa – part of our syllabi /courses

Jane – organizing of reading group – student members take on, on behalf of committee?

Clara – completely agree – don’t think it should be total responsibility of students – can become overwhelming

Jane – good mechanism to make sure students are advocates & have support you need

Noor – agree with students having a high managing role but need faculty to lead – committee is looked upon as a faculty lead thing -

Aidan to collect information and share with Jane. Committee members to review and annotate list
should be faculty/student lead – something short with a beginning and an end, study group/focus group – different topics each month, so no important topic is missed

Jane – all work together to make selections monthly on different topics, Nene suggested a paid Research Assistant to do this

Charles – a lot more work to be done but draw on history of committee in the past 3 years - Simon Fu – work study student that can help

**Teams Chat Notes:**

**Nene Brode**
So true Charles!

**Fadi Masoud**
I want to 2nd what Charles Stankievech is saying…communication is critical!

**Janice Theresa Miyagi**
We are in touch with Simon

**Nene Brode**
Awesome.

**Charles Stankievech**
I’m leading Jav200 so other people would provide better for diverse POV

**Jen Hill**
https://public.tableau.com/views/EquityandDiversityCurriculumStudy2020/Story1?:language=en&:display_count=y&:origin=viz_share_link

**Charles Stankievech**
Not sure if this table should be public. It’s almost a reverse Jordan Peterson list. Also courses change with each professor and so it’s not a good list as a useful guide to taking courses. Maybe I misunderstood, but also I don’t know if professors knew their answers would be made public on a list sent by a link - Only aggregate data should be shared. Otherwise it’s a breach of privacy.

**Mary Lou**
Agree, for various reasons.

**Charles Stankievech**
Are we saying to not share this link beyond this group currently since it has private data?

**Jen Hill**
That's what I'm proposing, for now.
Jane – UG students respond?
Rana – diversity meetings in architecture courses
Charles – curriculum changes absolutely – reading lists are necessary – not a fixed document, changes yearly

Jane – Rob?
Rob – Charles is correct, 5 years, 3 official, lots of successes and failures, unconscious bias involvement – Noor, we’re taking a horizontal structure, also about faculty and staff – students come and go – everyone needs to be included in those processes - curriculum and mapping outcomes

Jane - faculty volunteers in reading group effort? Jane / Mauricio / Mary Lou volunteer - 3 students and Simon as research assistant – maybe group can create realistic timeframe?

Rob – when minutes get circulated, make sure everyone sees them
Students – identify resources need to be allocated

Jen – how to process data – screen shared interactive survey results and how to review it for useful information

Jane – not undertaken to judge but to:
1. to find out where we are
2. ask people to reflect for themselves – interesting to see evolution in the next couple of years

Jen – curate data or not share data at all?

Mauricio – itemizing information is not limiting transparency
John – making something mandatory intrudes on academic freedom
Daniella – maybe grouping courses into maybe social science or arts – will provide more realistic picture
Jen – group courses will lose depth

Adriana had to leave. Jen Hill takes over taking minutes.
Minutes begin at 5:30 pm

Jane asks for concrete plans to curate and disseminate the contents of the survey.
Mary Lou expressed concern that the survey data should be curated.
Jane suggests that the survey be curated in time for 16th July.

Formation of reading groups: faculty member volunteers include Jane, Mary Lou, Mauricio. Need to coordinate with students and Simon; establish timeframe and initial bibliography

Circulate minutes, ensure everyone sees them & have students identify resources needed to be allocated
Nene asks about preparations for the 13th July. Charles: Transparency is super important, but not against personal privacy. We can’t confuse faculty info and policies with individual data (information). Students wouldn’t want suddenly their student feedback on courses shared with professors before marks, or excerpts from their papers shared online etc. We need to be clear why we are collecting for what end. Half information or overriding academic privacy will undercut any movement forward. The committee will review the data in time for the 9th July.

Teams Chat Notes:
Mary Lou
I would have written my answers. constructed the remarks differently if I had known they were to be shared beyond the committee. With more care, for example.

Jen Hill
I appreciate that, hence my concern that we should curate. It is possible to produce aggregated long-form data, but I’d need to look into the tool for that.

Charles Stankievech
Transparency is super important, but not against personal privacy. We can’t confuse faculty info and policies with individual data (information). Students wouldn’t want suddenly their student feedback on courses shared with professors before marks, or excerpts from their papers shared online etc. We need to be clear why we are collecting for what end. Half information or overriding academic privacy will undercut any movement forward. Exactly! We need to maintain trust through the process or people will ghost.

Danijela Puric-Mladenovic
I agree with Charles and Mary Lou.

Janice Theresa Miyagi
Can I suggest that the meeting with the students not be changed from the 9th?

Jen: the Deans did not intend for the fora to be the same as the meeting with the committee survey meeting.
Aiden: It’s important to have the July 9th meeting with students too. Jane will work with Nene to prepare for the meeting with students on 9th July. Whole community meeting will occur on the 9th July at 4 pm.
Mauricio: The trust of the people completing the survey must not be breached.
Jane: The time on the 9th should be used to speak with the students. We will look for a time on the 13th to discuss the survey instead.
Andrea: Agrees, the fact gathering on the 9th would be best use of time.
Jen offers to redact names and course codes from the curriculum survey in advance of next meeting. ACTION: Jen to do this.

Jane summarized the proposal that the meetings be swapped, so that the 9th would be a student-focused meeting.

**Noor:** We want more students in the committee, Noor wishes to stay on through the next year.

**Charles:** Additional student membership will not guarantee faster action. Important that this not be a power grab.

**Jane:** Angela Hilyard in early 2016 “Diversity and Equity is not a fixed thing, and the ways in which we define inclusion will change as our community changes” What important now is that a large chunk of our community want to engage, and we need to figure out what that means.

**John:** Raises the issue of the Decanal appointment.

**Jane:** We will create more mechanisms for inclusion, we will do this as soon as we possibly can.

Jen outlines the bureaucracy involved in getting membership changed.

Andrea also offers an open door.

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**Teams Chat Notes:**

**Charles Stankievech**

My point is not to exclude anyone, but to point out the committee already listens and is in solidarity. We’ve struggled to make change for the last three years and not because we didn’t value students POV. It’s larger structures we are struggling with.

**Danijela Puric-Mladenovic**

I agree with Charles and Mary Lou

**Janice Theresa Miyagi**

Can I suggest that the meeting with the students not be changed from the 9th?

**Nene Brode**

For clarity sake - no actual date was given to students yet.

**Noor Alkhalili**

I think we should invite the full student body.

**Mary Lou Lobsinger**

This question may be beyond this meeting, but what of student-to-student, racist experiences, or prejudices that faculty witness?

**Andrea McGee**

i will attend

**Noor Alkhalili**

Student and faculty too

**Andrea McGee**

and a clear invitation too
Mary Lou Lobsinger
Especially on the question of hiring more diversely. There have been opportunities. The responsibility for not hiring more diversely or having more diverse representation among the senior administration (faculty) lies elsewhere.

Charles Stankiewech
Aggregate data from survey could be helpful. That could be the normal process of transparency.

Andrea McGee
section from the letter......

and we promise to do better at this going forward. In the meantime, the committee’s reports to Faculty Council on its activities since its inception in 2017 are all available on the faculty website. If you are interested in becoming involved with this group, we invite all members of the Daniels community to attend the public portion of their meetings. The next meeting is scheduled for July 9th, 2020 at 4pm. Details for this are also forthcoming.

Nene Brode
Do you want us then to set-up a zoom - circulate widely and who will set the agenda?

Mary Lou Lobsinger
Have to go, good meeting. Looking forward to the next. I agree we need to hear from the students. It's been a few months of tremendous upheaval, in the hope of change. Bye!

Nene Brode
Who will lead the discussion and how will we collect responses?

Randa Omar
I assume that it takes time for professors to fill out the survey; but would it be reasonable to ask them to fill out a "new" one that would be publicly shared? They can decide how much they would like to share. This can, of course, happen after July 9th.

Nene Brode
You could use the time booked with the Anti-Racism office so they could sit in on that meeting if you think it's helpful.

Fadi Masoud
I am sorry I have to head out - I am ok with a meeting week of the 13th.

Noor Alkhalili
Yes

Nene Brode
Yes

Andrea McGee
yes

Aidan Cowling
yes

Jane Wolff
Yes
Danijela Puric-Mladenovic
Yes
Janice Theresa Miyagi
Yes
Mauricio Quiros Pacheco
Yes
Andrea McGee
agreed
Nene Brode
Can I assist with creating some kind of spreadsheet to start tracking all of these different things? Teams is a really great tool - with the planner. We can create a team just for this group and house all relevant documents.
Andrea McGee
Thank you Jane
Jen Hill
We have a Team! I’ll invite you all in.
Nene Brode
Janice Theresa Miyagi
Please let me know if I can help with planning for the 9th with the students.
Charles Stankievech
My point is not to exclude anyone, but to point out the committee already listens and is in solidarity. We’ve struggled to make change for the last three years and not because we didn’t value students POV. It’s larger structures we are struggling with. Thanks Jane

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<th>4.0</th>
<th>Jane requests motion to adjourn</th>
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<tr>
<td></td>
<td>Mauricio Motion to adjourn</td>
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<tr>
<td></td>
<td>Seconded by Janice</td>
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<td>Unanimously carried</td>
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Meeting adjourned: 6:15pm

If there are any omissions/changes/edits, please contact adriana.arredondo@daniels.utoronto.ca