



## Meeting Minutes

### Diversity & Equity Committee

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

Name:	Representative of:	Attended:
Jane Wolff	Chair	Via MS Teams
Jen Hill	Secretary	Via MS Teams
John Shnier	Architecture	Via MS Teams
Rob Wright	Dean	Via MS Teams
Fadi Masoud	Landscape Architecture	Via MS Teams
Nene Brode	External Relations & Outreach	Via MS Teams
Clara James	Advisor for UG	Via MS Teams
Daniella Puric-Mladenovic	Forestry	Via MS Teams
Janice Theresa Miyagi	GALDSU	Via MS Teams
Randa Omar	AVSSU	Via MS Teams
Andrea McGee	Registrar	Via MS Teams
Mary Lou Lobsinger	Ph.D. and Post-professional Programs	Via MS Teams
Noor Alkhalili	GALDSU (2019-2020)	Via MS Teams
Mauricio Quiros Pacheco	Urban Design	Via MS Teams
Didier Pomerleau	CAO	Via MS Teams
Charles Stankieveh	Visual Arts	Via phone
Aidan Cowling	External Relations & Outreach	Via MS Teams

In absentia: Markus Peterson / Aziza Chaouni / Rebecka Ferraro

Item	Discussion	Action
1.0	Jane welcomed everyone Acknowledgement of land school sits on Round of introductions	
2.0	<p>Approval of meeting minutes - Nov. 7, 2019</p> <ul style="list-style-type: none"> <li>• Rob motions approve</li> <li>• Fadi seconded</li> <li>• In favour – 9</li> <li>• Opposed – 0</li> <li>• Abstention – 1 (Didier did not participate in this meeting, also not a voting member)</li> <li>• Motion carries to approve</li> </ul> <p>Approval of meeting minutes - Feb. 20, 2020</p> <ul style="list-style-type: none"> <li>• Fadi motions to approve</li> <li>• Daniella seconded</li> <li>• In favour – 7</li> <li>• Opposed – 0</li> <li>• Abstention – 0</li> <li>• Motion carries to approve</li> </ul>	
3.0	<p><b>Work together moving forward</b> <b>Rob Wright</b></p> <ul style="list-style-type: none"> <li>• Expand engagement with Diversity &amp; Equity committee – question of welcoming new members – bring concerns to committee and help move community forward – need to make formal changes</li> <li>• Plan &amp; forum changes mentioned in letter to students – coordinate efforts</li> <li>• 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</li> <li>• Imaging forum as themes to frame meetings and recommendations from committee over next few months</li> <li>• Strike working groups to suggest if we should</li> <li>• July 9 meeting include Course content study – propose open to all members of our community</li> </ul>	<p>Something to think about</p> <p>Clear plans and clear time frame</p> <p>Read results of survey and be ready to listen to those that come to meeting</p>

<p><b>Jane</b> - Anti-racism office is offering courses – interest requesting workshop for Core Faculty meeting?</p> <ul style="list-style-type: none"><li>• Unconscious bias training &amp; indigenous competency training?</li><li>• Digital presence on website – great place to disseminate surveys, notices on meetings, important articles, online exhibition by James Bird (already on)</li></ul> <p><b>Rob</b></p> <ul style="list-style-type: none"><li>• Working closely, it's a 5-yr process to do it properly – just starting long-term investment</li><li>• Jane mentioned – very important of voices who have lived experiences</li><li>• Contacted by Black Architects &amp; Interior Designers of Canada</li><li>• 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</li></ul> <p><b>Mary Lou</b> - From Columbia U came 'unlearning whiteness' – not necessarily the colour of one's skin – can send reading list – deep and important aspect</p> <p><b>Rob</b> – needs to go in portal of website</p> <p><b>Mary Lou</b> – have been in touch with Vivian Lee to put on website, can also send Michigan U info</p> <p><b>Jane</b> – Send to Nene to get on website</p> <p><b>Rob</b> – yes</p> <p><b>Nene</b> – assembling a page to send out to all – faculty driven reading list – work with Steve to collect and draft – who reviews for approval?</p> <p><b>Teams Chat Notes:</b></p> <p><b>Nene Brode</b> Could the students also work on creating content that might be advocacy as well? Like taking what you're doing and sharing with others.</p> <p><b>Randa Omar</b> Nene, as in on social media?</p> <p><b>Nene Brode</b> Social media posts, poster series, videos? I suggest paid student work for some of these things.</p> <p><b>Randa Omar</b></p>	
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<p>sounds like a good idea!</p> <p><b>Mary Lou</b> yes, podcast type reports or discussion, tiktok (?) responses that invite interaction and engagement, dialogue, not passive reading, or not reading, consumption.</p> <p><b>Randa Omar</b> Are the students the (only) target audience for these initiatives?</p> <p><b>Nene Brode</b> No, I think it's public service too. I volunteer to help this group administratively</p> <p><b>Andrea McGee to Randa Omar</b> no it is for all faculty, students, staff and anyone from the outside looking in</p> <p><b>Randa Omar</b> great, thanks!</p> <p><b>Rob</b> – goes to Jane and circulate to committee – people have the chance to review and comment</p> <p><b>Nene</b> – Aidan has started to collect information and will share with Jane</p> <p><b>Jane</b> – Jen circulate via email or efficient tool to review and send back to Nene – list that will evolve – ongoing project</p> <p><b>Mary Lou</b> – suggesting ask people of their lists and comments - annotated bibliography</p> <p><b>Nene</b> – starting point, how to make this lively and attractive – incoming faculty included in onboarding package</p> <p><b>Jane</b> – students' thoughts?</p> <p><b>Randa</b> – 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</p> <p><b>Jane</b> - define 'mandatory'</p> <p><b>Randa</b> – part of our syllabi /courses</p> <p><b>Jane</b> – organizing of reading group – student members take on, on behalf of committee?</p> <p><b>Clara</b> – completely agree – don't think it should be total responsibility of students – can become overwhelming</p> <p><b>Jane</b> – good mechanism to make sure students are advocates &amp; have support you need</p> <p><b>Noor</b> – agree with students having a high managing role but need faculty to lead – committee is looked upon as a faculty lead thing -</p>	<p>Aidan to collect information and share with Jane. Committee members to review and annotate list</p>
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<p>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</p> <p><b>Jane</b> – all work together to make selections monthly on different topics, Nene suggested a paid Research Assistant to do this</p> <p><b>Charles</b> – 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</p> <p><b>Teams Chat Notes:</b></p> <p><b>Nene Brode</b> So true Charles!</p> <p><b>Fadi Masoud</b> I want to 2nd what Charles Stankieveh is saying...communication is critical!</p> <p><b>Janice Theresa Miyagi</b> We are in touch with Simon</p> <p><b>Nene Brode</b> Awesome.</p> <p><b>Charles Stankieveh</b> I'm leading Jav200 so other people would provide better for diverse POV</p> <p><b>Jen Hill</b> <a href="https://public.tableau.com/views/EquityandDiversityCurriculumStudy2020/Story1?:language=en&amp;:display_count=y&amp;:origin=viz_share_link">https://public.tableau.com/views/EquityandDiversityCurriculumStudy2020/Story1?:language=en&amp;:display_count=y&amp;:origin=viz_share_link</a></p> <p><b>Charles Stankieveh</b> 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.</p> <p><b>Mary Lou</b> Agree, for various reasons.</p> <p><b>Charles Stankieveh</b> Are we saying to not share this link beyond this group currently since it has private data?</p> <p><b>Jen Hill</b> That's what I'm proposing, for now.</p>	<p>Bring forward for discussion</p>
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<p><b>Jane</b> – UG students respond?  <b>Rana</b> – diversity meetings in architecture courses  <b>Charles</b> – curriculum changes absolutely – reading lists are necessary – not a fixed document, changes yearly</p> <p><b>Jane</b> – Rob?  <b>Rob</b> – 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</p> <p><b>Jane</b> - faculty volunteers in reading group effort? Jane / Mauricio / Mary Lou volunteer - 3 students and Simon as research assistant – maybe group can create realistic timeframe?</p> <p><b>Rob</b> – when minutes get circulated, make sure everyone sees them  Students – identify resources need to be allocated</p> <p><b>Jen</b> – how to process data – screen shared interactive survey results and how to review it for useful information</p> <p><b>Jane</b> – 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</p> <p><b>Jen</b> – curate data or not share data at all?</p> <p><b>Mauricio</b> – itemizing information is not limiting transparency  <b>John</b> – making something mandatory intrudes on academic freedom  <b>Daniella</b> – maybe grouping courses into maybe social science or arts – will provide more realistic picture  <b>Jen</b> – group courses will lose depth</p> <p><b>Adriana had to leave. Jen Hill takes over taking minutes. Minutes begin at 5:30 pm</b></p> <p>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 16<sup>th</sup> July.</p>	<p>Formation of reading groups: faculty member volunteers include Jane, Mary Lou, Mauricio. Need to coordinate with students and Simon; establish time frame and initial bibliography</p> <p>Circulate minutes, ensure everyone sees them &amp; have students identify resources needed to be allocated</p>
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<p>Nene asks about preparations for the 13<sup>th</sup> July.  <b>Charles:</b> 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 9<sup>th</sup> July.</p> <p><b>Teams Chat Notes:</b>  <b>Mary Lou</b>  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.</p> <p><b>Jen Hill</b>  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.</p> <p><b>Charles Stankieveh</b>  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</p> <p><b>Danijela Puric-Mladenovic</b>  I agree with Charles and Mary Lou.</p> <p><b>Janice Theresa Miyagi</b>  Can I suggest that the meeting with the students not be changed from the 9<sup>th</sup>?</p> <p><b>Jen:</b> the Deans did not intend for the fora to be the same as the meeting with the committee survey meeting.</p> <p><b>Aiden:</b> It's important to have the July 9<sup>th</sup> meeting with students too. Jane will work with Nene to prepare for the meeting with students on 9<sup>th</sup> July. Whole community meeting will occur on the 9<sup>th</sup> July at 4 pm.</p> <p><b>Mauricio:</b> The trust of the people completing the survey must not be breached.</p> <p><b>Jane:</b> The time on the 9<sup>th</sup> should be used to speak with the students. We will look for a time on the 13<sup>th</sup> to discuss the survey instead.</p> <p><b>Andrea:</b> Agrees, the fact gathering on the 9<sup>th</sup> would be best use of time.</p>	<p>Jen to look at ways to anonymize data; committee to reconvene and discuss in advance of faculty-wide curriculum retreat</p> <p>Committee meeting with students to be held on 9<sup>th</sup> per commitment by dean's office and student concerns to replace curriculum study as topic</p>
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	<p>Jen offers to redact name 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 9<sup>th</sup> would be a student focussed meeting.</p> <p><b>Noor:</b> We want more students in the committee, Noor wishes to stay on through the next year. <b>Charles:</b> Additional student membership will not guarantee faster action. Important that this not be a power grab. <b>Jane:</b> 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. <b>John:</b> Raises the issue of the Decanal appointment. <b>Jane:</b> 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.</p> <p><b>Teams Chat Notes:</b> <b>Charles Stankieveh</b> 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. <b>Danijela Puric-Mladenovic</b> I agree with Charles and Mary Lou <b>Janice Theresa Miyagi</b> Can I suggest that the meeting with the students not be changed from the 9th? <b>Nene Brode</b> For clarity sake - no actual date was given to students yet. <b>Noor Alkhalili</b> I think we should invite the full student body. <b>Mary Lou Lobsinger</b> This question may be beyond this meeting, but what of student-to-student, racist experiences, or prejudices that faculty witness? <b>Andrea McGee</b> i will attend <b>Noor Alkhalili</b> Student and faculty too <b>Andrea McGee</b> and a clear invitation too</p>	
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<p><b>Mary Lou Lobsinger</b> 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.</p> <p><b>Charles Stankieveh</b> Aggregate data from survey could be helpful. That could be the normal process of transparency.</p> <p><b>Andrea McGee</b> 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.</p> <p><b>Nene Brode</b> Do you want us then to set-up a zoom - circulate widely and who will set the agenda?</p> <p><b>Mary Lou Lobsinger</b> 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!</p> <p><b>Nene Brode</b> Who will lead the discussion and how will we collect responses?</p> <p><b>Randa Omar</b> 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.</p> <p><b>Nene Brode</b> 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.</p> <p><b>Fadi Masoud</b> I am sorry I have to head out - I am ok with a meeting week of the 13th.</p> <p><b>Noor Alkhalili</b> Yes</p> <p><b>Nene Brode</b> Yes</p> <p><b>Andrea McGee</b> yes</p> <p><b>Aidan Cowling</b> yes</p> <p><b>Jane Wolff</b></p>	
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	<p>Yes  <b>Danijela Puric-Mladenovic</b>  yes  <b>Janice Theresa Miyagi</b>  Yes  <b>Mauricio Quiros Pacheco</b>  Yes  <b>Andrea McGee</b>  agreed  <b>Nene Brode</b>  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.  <b>Andrea McGee</b>  Thank you Jane  <b>Jen Hill</b>  We have a Team! I'll invite you all in.  <b>Nene Brode</b>  Oh great. Great. Thanks Jane.  <b>Janice Theresa Miyagi</b>  Please let me know if I can help with planning for the 9th with the students.  <b>Charles Stankieveh</b>  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</p>	
4.0	<p>Jane requests motion to adjourn  Mauricio Motion to adjourn  Seconded by Janice  Unanimously carried</p>	

Meeting adjourned: 6:15pm

If there are any omissions/changes/edits, please contact [adriana.arredondo@daniels.utoronto.ca](mailto:adriana.arredondo@daniels.utoronto.ca)