**Daniels Diversity & Equity Committee**

**Minutes – November 19, 2020**

**In Attendance**

|  |  |  |
| --- | --- | --- |
| Voting | Non-Voting | Guests/Observers |
| Jane Wolff (Chair) | Jen Hill | Clara James |
| John Shnier | Harold Tan (Minutes) | Akshaya Kaliappan |
| Nicole Tratnik |  | Claudine Hilario |
| Veeshva Rana |  | Nicole Wangui |
| Randa Omar |  |  |
| Janice Miyagi |  |  |
| Mary Lou Lobsinger |  |  |
| Fadi Masoud |  |  |
| Mitchell Akiyama |  |  |
| Mauricio Quiros Pancheco |  |  |

Convened: 12:03 pm

1. **Final Approval of November 5 Minutes**

Moved: Mauricio Quiros Pancheco

Seconded: Nicole Tratnik

Motion carried. Opposed: None. Abstentions: Two.

1. **Notes from Chair – Questions**

| **Themes/Topics** | **Actions** | **Outstanding Questions** |
| --- | --- | --- |
| **Indigenous Allyship workshop**  - John Croutch (trainer) delivered a similar training during the last academic year  - Committee plans to offer these workshops annually to help to educate increasing numbers of faculty and staff | None | None |
| **Work Study (Research) Students – Review of Fall 2020 course outlines**  - clarification questions arising from November 5 presentation | - update will be provided to Committee on status of all Work Study projects in Winter 2021 | - opportunity to look at the work Dark Matter University is doing with Carlton University re: curriculum reform |
| **December 3 Meeting**  - Rescheduled to December 10  - David Lewis-Peart and Nailah Tyrell, the Anti-Black Racism Consultants, will be available on December 10 for Q&A | - Fadi Masoud’s presentation on Meritocracy will be scheduled in Winter 2021 | None |

1. **Review of Diversity Hiring Statistics – Update from August 13, 2020 presentation**

Presentation from Mary Lou Lobsinger, Mauricio Quiros Pancheco and Nicole Wangui

| **Themes/Topics** | **Actions** | **Outstanding Questions** |
| --- | --- | --- |
| **Appreciation of complexity in hiring contracts**  - many students do not fully appreciate the complexity of hiring contracts and the different arrangements in which faculty are hired to teach courses  - understanding complexity is critical if data is to be analyzed through a power and influence lens |  |  |
| **Integrity of existing data**  -existing data is incomplete, inaccurate and organized in a way that hinders meaningful analysis  - nomenclature is inconsistent  - data not sorted by academic programs  - representing data in the form of pie charts is not effective in revealing intersections and complexities  - one noticeable omission is alma mater |  | - How do we decide what we value when we think about diversity, equity and inclusion?  - Once we decide what we value, how do we go about measuring it?  - How do we measure “progress” or “success”?  - What mechanisms can be developed to collect data (going forward and also about our existing faculty members)?  - If the only mechanism is through a voluntary survey, how do we encourage participation from Daniels faculty and staff? |
| **Defining “diversity”**  - can be defined in a variety of ways  - challenge is in developing indices that capture complexity but not create something that is too complicated and overwhelming  - any data we capture must allow for an analysis of power and influence | - Committee members to provide Harold with 4 of 5 diversity indices which they think are the most important | - Can we come to consensus about the key indices for right now?  - Given the changing frameworks for defining diversity, do we need to think ahead about how often to re-evaluate our indices? |
| **“Big Picture” Findings**  - current data suggests that “diversity” represented disproportionately by non-permanent or limited-term faculty members  - there are a small pool of faculty who regularly participate in Curriculum Committees and Hiring Committees |  |  |
| **Identifying influential DFALD Committees**  - some committees make decisions which have greater and far-reaching impact in matters related to diversity, equity and inclusion  - identifying which committees are the most influential is important in determining where increasing committee member diversity can have maximum impact | - Harold to work with Jen Hill and Fadi Masoud in identifying list of DFALD Committees  - D&E Committee members will be asked to identify four (4) committees have the greatest influence in long-term decisions affecting diversity, equity and inclusion | What’s the balance between standing committees and ad hoc committees (like search committees)? |
| **Enhancing influence of Committee recommendations**  - providing empirically rigorous recommendations to Faculty Council is one way of increasing likelihood our recommendations will be adopted and implemented |  |  |

1. **Motion to adjourn**

Moved: Nicole Tratnik

Seconded: Mauricio Quiros Pancheco

Motion carried. Opposed: None. Abstentions: None

Meeting end: 1:05 pm