

## Daniels Diversity & Equity Committee

Minutes – December 10, 2020

### In Attendance

Voting	Non-Voting	Guests/Observers
Jane Wolff (Chair)	Jen Hill	Joshua Kirk
John Shnier	Harold Tan (Minutes)	Akshaya Kaliappan
Nicole Tratnik		Claudine Hilario
Monique Dosanjh		Nicole Wangui
Veeshva Rana		David Lewis-Peart
Randa Omar		Nailah Tyrell
Janice Miyagi		
Mary Lou Lobsinger		
Fadi Masoud		
Mitchell Akiyama		
Mauricio Quiros Pancheco		
Danijela Puric-Mladenovic		
Markus Peterson		

Convened: 12:03 pm

### 1. Introductions – Joshua Kirk

Jane introduced Joshua Kirk. He is a Daniels graduate from the Landscape Architecture program, and is on a committee created by Liat Margolis, Program Director, to advise the Landscape Architecture program on diversity, equity and inclusion matters. Joshua joins as an observer to the Daniels Diversity and Equity Committee.

### 2. Final Approval of November 19 Minutes

Moved: Mitchell Akiyama

Seconded: Mauricio Quiros Pancheco

Motion carried. Opposed: None. Abstentions: None.

### 3. Notes from Chair – Questions

Themes/Topics	Actions	Outstanding Questions
<b>BAIDA involvement in Jan 26 and Feb 3 events</b>	- Harold to coordinate with Nene Brode, AVSSU, GALDSU and BAIDA to	- What topics of special relevance to the D and E-sponsored panel will

Themes/Topics	Actions	Outstanding Questions
<ul style="list-style-type: none"> <li>- AVSSU and GALDSU are organizing an event on Jan 26 as part of the Pan-Canada Lecture Series</li> <li>- BAIDA is involved in this event</li> <li>- D&amp;E Committee is also organized a Feb 3 panel involving BAIDA</li> </ul>	ensure that any overlap is intentional	<ul style="list-style-type: none"> <li>distinguish it from the Pan-Canada series?</li> <li>- What mechanisms for student participation should be implemented?</li> <li>- what topics of special relevant to the D&amp;E sponsored panel will distinguish it from the Pan-Canada series?</li> <li>What mechanisms for student participation should be implemented?</li> </ul>
<p><b>Curriculum mapping</b></p> <ul style="list-style-type: none"> <li>- work student research students are still engaged in mapping Fall 2020 syllabi</li> </ul>	- update will be provided to the Committee in Winter 2021	None

**4. Anti-Black Racism Consultants**

Presentation and Q&A from David Lewis-Peart and Nailah Tyrell, the Anti-Black Racism Consultants retained by DFALD.

Themes/Topics	Actions	Outstanding Questions
<p><b>Introductions and status of review</b></p> <ul style="list-style-type: none"> <li>- David/Nailah introduced themselves and talked about their background and approach</li> <li>- retained 1.5 months ago and have been conducting due diligence</li> <li>- DFALD has done, and continues to do, work to address issues usually identified in a diversity, equity and inclusion audit</li> <li>- Therefore, David/Nailah have decided to focus their attention on a “deeper dive” using a framework known as Impact, Engagement and Vision</li> </ul>	None	None
<b>Impact, Engagement and Vision framework</b>	None	None

Themes/Topics	Actions	Outstanding Questions
<p><b>-Impact</b> focuses on day-to-day lived experiences of Black DFALD faculty, staff and students (and their allies)</p> <ul style="list-style-type: none"> <li>- aim is to understand how the current work being done impacts them, and how they feel about it</li> <li>- <b>Engagement and Education</b> looks at how to increase engagement among community members</li> <li>- <b>Vision</b> will use surveys and focus groups to ask DFALD members what is most important to them how to make that vision a reality</li> </ul>		
<p><b>Daniels Do Better Letter</b></p> <ul style="list-style-type: none"> <li>- Letter was important in bringing to public attention issues that needed to be addressed</li> <li>- David/Nailah interested in identifying the gap between the letter and lived experience of DFALD Black faculty, staff and students</li> </ul>		
<p><b>Surveys and Interviews</b></p> <ul style="list-style-type: none"> <li>- David and Nailah hope to send out the survey over the holiday break</li> <li>- emphasis will be given to qualitative data that can be gathered through interviews under the Impact, Engagement and Vision framework</li> <li>- surveys and interviews will form the basis for how David and Nailah design the Anti-Black Racism training</li> <li>- DFALD members, including students, will be given an opportunity to participate in two sets of interviews</li> <li>- the Impact interviews will provide an opportunity for students to talk about their lived experiences</li> <li>- the Vision interviews will be future and solution-focused</li> </ul>		
<p><b>Role of Harold Tan</b></p> <ul style="list-style-type: none"> <li>- Harold currently the liaison between David/Nailah and DFALD</li> <li>- Harold's role is to facilitate communication between DFALD and the consultants</li> </ul>		<p>How do we ensure efficient, transparent and streamlined communication between David/Nailah and the D&amp;E Committee?</p>

**5. Motion to adjourn**

Moved: Veeshva Rana

Seconded: John Shnier

Motion carried. Opposed: None. Abstentions: None

Meeting end: 1:02 pm