

**Draft Minutes of Diversity & Equity Committee Meeting
November 7, 2019**

Jane Wolff (*Chair*)

Fadi Masoud, John Shnier, Aziza Chaoui, Noor Alkhalili (GALDSU), Rebecka Ferraro (AVSSU)

Kate Nelischer (*Committee Secretary*)

Regrets: Mauricio Quiros Pacheco, Didier Pomerleau (ex-officio), Dean Sommer (ex-officio), Charles Stankieveh

Call to Order

Jane Wolff called the meeting to order at 12:10pm.

- 1. Welcome and Introductions** (Jane Wolff)
- 2. Approval of Meeting Minutes, March 29, 2019** (Jane Wolff)

Motion: John Shnier

Seconded: Fadi Masoud

In Favour: 3

Abstentions: 3

Motion approved.

- 3. Updates from the Chair**

Jane notes that she continues to work with the Dean's Office to support best practices related to faculty searches. When she spoke last with members of the administration, not all of this year's search committee members had had unconscious bias training, so the suggestion was made that she speak to the committees about the University of Toronto guidelines developed by Byran Gaensler.

John asks if Jane or Kate could serve as ex-officio members on the search committees, including the ongoing Dean's search. Jane reminds committee members that the Dean's Office has responsibility for carrying out the searches,



including determining membership for search committees. The Diversity and Equity Committee's responsibility is to support and advise.

The Dean's search is run by the Provost's Office. Fadi, who is on the search committee for the Director of the School of Cities, notes that the Provost's Office uses headhunters for searches at this level. Fadi asks that the Diversity and Equity Committee identify its priorities to the Provost's Office and ask that these be relayed to the headhunter. Fadi suggests that statistical information be requested about the pool, long list, and short list. Jane volunteers to draft a note to the Provost's Office supporting diversity in the search. A draft note will be circulated.

Members of the committee requested detailed information on this year's searches, search committees, and statistics.

The committee reviews existing governance processes and discussed additional ways in which the committee can support best practices, including a message to all search committees about the value of diversity.

Jane follows up on the committee's meeting with Liat Margolis about Indigenous culture at the Faculty. Liat suggested a request to the Dean for ongoing Indigenous programming, for instance, two programs per academic year. Jane asks if the committee is in favour of making this recommendation to the Dean. Fadi suggests that the committee seek guidance from an Indigenous cultural competency trainer on the form of event. Committee members agree that these programs should be offered as broadly and consistently as possible. This means consistent funding.

The committee agrees unanimously to this proposal.

4. Best Practices Study

Jane notes that the Dean's Office granted funding for a research assistant to help the committee understand the diversity and equity work of other UofT Divisions and comparable faculties of design at peer institutions across North America. Jane introduces and circulates the resulting draft report for review and encourages suggestions for improvements from committee members. The report indicates that many of these divisions have full-time administrative staff members working on diversity and equity issues. A similar position at Daniels could consolidate and amplify the many related and dispersed efforts happening within the Faculty at the moment.

Fadi notes that the GSD recently hired an Assistant Dean of Diversity and Equity who works on student recruitment, faculty searches, and curriculum content, etc. Fadi notes the title of "Assistant Dean" is important because it offers authority.

The Committee agrees unanimously to include this recommendation in the upcoming report to Faculty Council.

5. Curriculum Study

Jane notes that she and Kate are preparing an updated version of the curriculum study undertaken two years ago. She encourages committee members to send recommendations about survey questions this year to either herself or Kate.

Noor asks if there is an opportunity for students to provide feedback to the survey. Jane notes the committee works with instructors as its goal is to understand the content in existing course outlines. Jane suggests GALDSU could collect information from students. Jane offers to provide GALDSU with this year's committee survey as a possible model.

6. Other Business

Fadi asks if there will be representation from Forestry on this committee. Jane notes that the Dean's Office has asked for representation on this committee from all programs and an updated list will be provided by the time of the upcoming Faculty Council meeting.

Noor raises the concern that students feel not everyone is treated equally because of identity. Jane suggests GALDSU conduct an anonymous survey on these issues and see if themes emerge. From that, GALDSU could create a summary report and bring it forward to Faculty Council.

Jane notes that she hopes the work of the committee (and work on issues of diversity and equity more broadly) always begins with kindness and respect.

Adjournment

The meeting was adjourned at 1:23pm.

Motion: Fadi Masoud

Seconded: Aziza Chaouni

These notes are considered to be an accurate account of the meeting. Please note that attendance is recorded as per the sign-in sheet. If any discrepancies or omissions are noted, please contact the undersigned; otherwise these shall be deemed acceptable to all.

Kate Nelischer (*Committee Secretary*)