

Minutes of Diversity & Equity Committee Meeting January 25, 2018

Jane Wolff (*Chair*)

John Shnier, Robert Wright, Fadi Masoud, Ilana Hadad, Mauricio Quiros

Kate Nelischer (*Committee Secretary*)

Regrets: Aziza Chaouni, Brigitte Shim, Charles Stankieveh

Call to Order

Jane Wolff called the meeting to order at 11:05am.

1. Welcome

2. “What is a School?” Symposium

- The organizing committee has taken a number of suggestions for speakers put forward by the Diversity & Equity Committee, including Lisa Steele, David Fortin, and Thaisa Way. Additionally, Mabel Wilson, a notable historian of African American architecture, has also been invited.

3. Unconscious Bias Training

- Recap of presentation at the last committee meeting (January 4, 2018) and presentation at Core Faculty (January 10, 2018)
- Presentation slides will be made available in the Groups folder.
 - Kate to ask IT to establish a folder for the Diversity & Equity Committee
- Discussion of Daniels representative(s) to attend February TIDE Training (Toronto Initiative for Diversity & Excellence), organized by the Provost’s Office. This is a “train the trainer” model where the Daniels representative is expected to then share knowledge with faculty and staff
 - Next session to be held on February 1, 11am – 1pm
 - Committee agrees to request that Mason White attend the training. Jane to make the request
- Discussion of possible replacement on Committee of Brigitte Shim while she is on leave
 - Jane to discuss with Dean Sommer

4. Faculty Searches

- Jane provides a summary of the composition of both search committees, provided by the Dean’s Office. Jane notes that the Dean has been advised not to make the

memberships of the committees known until the shortlist phase as there are a number of internal candidates for the positions.

- Rob Wright suggests that the Faculty consider conducting blind searches in the initial phase (prior to shortlisting). Jane notes that Virginia Maclaren piloted this in Geography & Planning and did not find the results to be different (however, it may still be worth trying). Bryan Gaensler suggested that another option may be to ask for blind 400-word summaries in the initial round.

5. Proposal for Truth and Reconciliation Working Group

- Liat Margolis has proposed a Truth and Reconciliation Working Group
- Jane proposes that there may be an opportunity to situate this working group under the umbrella of the Diversity & Equity Committee. This would allow for the Working Group to have a formal mechanism through which to report to Faculty Council.
- With the Committee's support, Jane will make this suggestion to Liat and invite Liat to present to the Committee

6. Existing Course Material: Diversity and Equity

- Review of information submitted by faculty members
- Discussion:
 - The responses make clear that there is both effort on the part of faculty, and obvious potential to improve
 - This provides a summary of what faculty currently think diversity is. There is a risk that "diversity" is generically defined as anything that is non-white male
 - It would be helpful to understand what percentage this list constitutes of the total courses offered, and how many are studios
 - Kate to gather this information
 - Would be helpful to understand the different types of diversity in the Faculty, including the diversity of the course material and the diversity of the faculty composition
 - Would be useful to tabulate the information provided here to determine how Daniels is defining diversity, for example: "it leaves out x, y, z and emphasizes x, y, z"
 - Kate to gather information
 - Would be interesting to know what diversity is from the students' perspectives. Which courses are doing well? Where are the gaps? Pedagogy and student experience are important.
 - Kate to seek guidance from the University on gathering this information
 - The committee should think about what we want to help Daniels achieve in terms of diversity and equity. What do we consider acceptable?
 - Should be looking to reflect the community in terms of faculty and staff composition, student composition, and course content
 - Diversity in representation, content, and school of thought is important
 - Output: this committee has the power to recommend, not to enforce

7. Other Business

- A student is looking for a prayer space in the building. Jane to contact Didier and Andrea with this request
- John requests meeting reminders be sent out 48 hours in advance

Next Meeting: Friday, March 2nd 1pm – 2pm, or Friday, March 9th, 1pm – 2pm

Adjournment

The meeting was adjourned at 12:00 pm.

The next committee meeting is tentatively scheduled for Friday, March 2, 12pm – 1pm

Action Items

- Kate to ask IT to establish a folder for the Diversity & Equity Committee
- Jane to request that Mason White attend TIDE training on behalf of the Daniels Faculty
- Jane to confirm the undergraduate representative on the Committee and provide Kate with contact information
- Jane to discuss the possible replacement of Brigitte Shim while she is on leave with Dean Sommer
- Jane to discuss the structure of the TRC Working Group with Liat and invite Liat to present to the Committee
- Kate to determine what percentage the course offering list constitutes of the total courses offered, and how many are studios. Will also tabulate course list to determine how Daniels is defining diversity, for example: “it leaves out x, y, z and emphasizes x, y, z”
- Kate to seek guidance from the University on students’ perspectives re: diversity definition (in course, faculty composition)
- Jane to contact Didier and Andrea with a request for a student prayer space

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*)