

Minutes of Diversity & Equity Committee Meeting May 28, 2018

Jane Wolff (*Chair*)

John Shnier, Robert Wright, Fadi Masoud

Kate Nelischer (*Committee Secretary*)

Regrets: Charles Stankieveh, Aziza Chaouni, Jessica Misak (GALDSU),
Paul Berkun-Drevnig (AVSSU)

Call to Order

Jane Wolff called the meeting to order at 2pm.

1. Gender Bias in Course Evaluations

- Jane provides a summary of a presentation given by the CTSI and the Vice Provost, Innovations in Undergraduate Education on the new University of Toronto online Course Evaluation System. Jane notes that the presenters made a persuasive argument for Daniels to transition from our existing paper-based process to the online system, which can be tailored to the Faculty's unique needs. After five years of using this system in various Faculties, they have found that the survey is carefully worded enough to eliminate gender bias from quantitative questions. Additional benefits include: the ability to collect and analyze data, less administrative burden for the Programs Office, faster and easier for students to complete, and ease with which faculty members can compile and summarize reviews for PTR reports
- Discussion of the timing of course evaluations. There are benefits to asking the students to complete evaluations both before and after final reviews.
- Discussion of whether course evaluations should be made mandatory, as other institutions (such as Harvard and MIT) have done.
- Discussion of why the new online Course Evaluation System is not mandatory across the university. Rob notes that the university is beginning to standardize practices, including analysis of diversity and equity in hiring and promotions, and that course evaluations may soon become part of this more structured accountability for Faculties.



- Motion: That the committee recommend to the Dean that Daniels adopt the new online Course Evaluation System.
 - All in favour.
- Jane will draft a recommendation and circulate it to the committee for review prior to submitting it to the Dean. Jane will also ask the Dean for time at the next Core Faculty meeting for the CTSI to give a presentation regarding the online Course Evaluation System.

2. Existing Diversity and Equity Course Content

- Review and discussion of draft table of existing diversity and equity course content. This table was created from the course content summaries that were submitted by faculty members in response to the request from the Committee in December 2017 and January 2018. Content was received for approximately 25% of all courses.
- Fadi suggests distributing a blank version of this matrix to faculty members with a request to fill out based on their own course content. A comment box will be added, and faculty members will be asked to use two different colours for content that is explicitly identified in course outlines vs. content that arises through class discussions.
 - The Committee will be asked to review and suggest edits to the table in the next week
 - The table will then be distributed to faculty
 - The completed table will be reviewed at the first fall committee meeting
- Discussion of who is entitled to critique work dealing with specific cultural and identity issues. Agreement on the value of these opportunities to help us collectively understand and learn from each other. Important to maintain best intentions.

Adjournment

The meeting was adjourned at 3:05 pm.

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*)