



General Faculties Council
GFC EXECUTIVE COMMITTEE
Approved Minutes

August 31, 2022, 2:00 p.m.

By Zoom platform

Voting Members

Ed McCauley, Chair
Penny Werthner, Vice-Chair
Jessica Ayala
Joule Bergerson
Olive Chapman
Shaziah Jinnah
Rachel Lauer
Satish Raj
Bill Rosehart

Non-Voting Member

David Stewart

Secretary

Courtney McVie

Scribe

Elizabeth Sjogren

Regrets

Aoife Mac Namara
James Steele

Guests

Malinda Smith, Vice-Provost and Associate Vice-President Research (Equity, Diversity and Inclusion) – present for Item 4

The Chair called the meeting to order at 2:02 p.m. and confirmed quorum.

1. Approval of the Agenda

Moved/Seconded

That the Agenda for the August 31, 2022 General Faculties Council Executive Committee meeting be approved.

Carried

2. Remarks of the Chair and Vice-Chair

The Chair included the following in his remarks:

- Penny Werthner, Interim Provost and Vice-President (Academic) and Vice-Chair of the General Faculties Council (GFC) Executive Committee (EC), Olive Chapman, Werklund School of Education, and Satish Raj, Cumming School of Medicine, were welcomed on this occasion of their first EC meeting
- Members were welcomed to the 2022-2023 meeting year. It was observed that this committee is

important to the University's governance, and it was noted that some meetings will be held in person this year.

- The President and Vice-Chancellor is currently in Israel as part of a delegation of university presidents that is visiting major Israeli universities and meeting with the Israeli President
- The University's *Eyes High* strategy is sunsetting this year and will be celebrated. A new strategic planning process will launch soon.

The Vice-Chair included the following in her remarks:

- There have been recent changes to the Provost's team, and there are now three part-time Deputy Provosts: Sandra Davidson, Dean of the Faculty of Nursing, will oversee matters including labour relations, Mary-Jo Romaniuk, Vice-Provost (Libraries and Cultural Resources), will continue to lead the Campus Strategic Initiatives Group (CSIG) and co-ordinate the Vice-Provost portfolios, and Bill Rosehart, Dean of the Schulich School of Engineering, will focus on the institutional budget, equity, diversity, inclusion and accessibility (EDIA), and transdisciplinarity
- Development of the new strategic vision for the University will be followed by renewal of the Academic Plan and Research Plan, and this will be exciting work

In response to questions, it was reported that:

- It is not a concern that there are no people from the Faculty of Arts or the Faculty of Science among the new Deputy Provosts because the Deputy Provosts were chosen because of their suitability to their responsibilities and traditionally these roles are not selected to represent their Faculties
- The Deputy Provost focusing on the institutional budget will be reviewing the University's budget process and is aware of the request to include the GFC in the budget development. It is expected that a revised budget process will be developed in concert with the Provost and Vice-President (Academic) who is the senior budget officer for the University and will be proposed to the Executive Leadership Team soon.
- The University did well at maintaining safe operations during the Covid-19 waves. The University will continue to follow provincial public health guidelines and has experts remaining in place to monitor the situation carefully.

3. Committee Orientation

The University Secretary gave a presentation orienting the members to the EC, including description of the GFC standing committees structure, the EC membership, the role and responsibilities of the EC, and the EC's appointment work process.

4. Presidential Task Force on Equity, Diversity, Inclusion and Accessibility (EDIA) • Co-Constituting an Inspiring, Strong, Evidence-Based EDIA Strategy

Malinda Smith presented this item.

Highlights:

- The presenter reported that:
 - Establishing a Presidential Task Force on EDIA moves the University toward developing a

- comprehensive vision and strategy relating to EDIA
- The University's *Eyes High* strategy recognizes the importance of equity, diversity and inclusion, and resulted in the creation of the Office of Diversity, Equity and Protected Disclosure, but the University needs a full EDIA strategy
 - The EDIA strategy will:
 - Be focused on people, not resources, and will include faculty, staff, post-doctoral scholars, students, and alumni
 - Speak comprehensively about the University's culture and climate at all levels of the institution (including programs, administration, and contract labour)
 - Discuss the core work of the University (research and scholarship, teaching and learning, service, and community engagement), and pathways and opportunities for engagement for all equity deserving groups
 - Be data-driven and result in evidence-based decision making with SMART Goals (Specific, Measurable, Attainable, Realistic, and Time-bound)
 - Position the University to be the best in Canada in this area
 - The levels of the Equity Continuum are: 0) Denial, 1) Compliance, 2) Moving Beyond Compliance, 3) The Business Case (recognizing the benefits of EDIA), 4) Integrated Equity, and 5) Equitable, Diverse, and Inclusive. The Presidential Task Force on EDIA will reflect upon where the University is at in this continuum, as full commitment beyond compliance is integral to excellence.
 - The go-forward is:
 - The Presidential Task Force on EDIA and its working groups will be established and launch in October 2022
 - Community consultations and engagement, including roundtables, townhalls, focus groups and surveys, will occur
 - An environmental scan, attentive to each equity deserving group, will be conducted
 - SOAR (Strengths, Opportunities, Aspirations, Results) and SWOT (Strengths, Weaknesses, Opportunities, Threats) analyses will be conducted, building on the University's work in the Tri-Agency's Dimensions EDI Canada pilot program
 - The Presidential Task Force on EDIA will produce in 2023:
 - EDIA Vision, Mission, and Strategic Goals
 - EDIA metrics, timelines, and accountability plan
 - A Report to the Community
 - A plan for implementation and monitoring
 - The Presidential Task Force on EDIA will model inclusive leadership, with support from the University's senior leaders
 - In response to questions:
 - It was explained that the Tri-Agency's Dimensions EDI Canada pilot program is comparable to the Athena Swan gender equality within higher education and research framework, except that Dimensions includes all five equity deserving groups

- It was reported that a Sessional Instructors representative could be included in the membership of the Presidential Task Force on EDIA, possibly among the at-large members
- Discussion included:
 - The University can learn from the experiences of other institutions who are also doing EDIA work
 - It is necessary to clearly define EDIA and excellence, and why EDIA is so important to a research institution. The fear of EDIA undermining excellence needs to be addressed.
 - Allowing all members of the University community to participate in the development of the EDIA Strategy is important
 - The University has a number of strategies and plans, and as these come up for renewal they need to be woven together in a way that will meaningfully reduce issues such as marginalization, racialization, and non-equitable pathways
 - The grant proposal and recruitment process is getting better at requiring demonstration of EDI, but researchers need guidance on how to appropriately measure and communicate their successes in this area. The presenter reported that Research Services will be rolling out a number of workshops relating to EDI and resources will be made available, and the Presidential Task Force on EDIA will be talking about metrics.

5. Nominations for the Election by GFC of One GFC Member to the GFC Executive Committee

Documentation was circulated with the Agenda. The Vice-Chair and University Secretary presented this item.

Highlights:

- The EC discussed:
 - The strategic rank-ordering process
 - The need for clear guidance around meeting EDIA goals when conducting appointment work

The Committee then named, in rank order, academic staff members of GFC to be approached by the University Secretariat to stand for election to the EC. The first two individuals to agree to stand for election will be presented on a ballot for the election of one by the GFC. The election will be held electronically following the October 6, 2022 GFC meeting.

6. Reappointment of the Academic Co-Chair of the Academic Staff Criteria and Processes Handbook Working Group

Documentation was circulated with the Agenda. The Vice-Chair and University Secretary presented this item.

Highlights:

- It was noted that Francine Smith was originally appointed as the Academic Co-Chair of the working group from a pool of names put forward by the Faculty Association
- The committee expressed enthusiasm in having Francine Smith continue in this role

Moved/Seconded

That the General Faculties Council Executive Committee re-appoint Francine Smith, Cumming School of Medicine, as the Academic Co-Chair of the Academic Staff Criteria and Processes Handbook Working Group, for a term until June 30, 2025.

Carried

7. Other Business

In response to a question, it was observed that hybrid in-person/virtual meetings can present challenges, but this format is being considered.

8. Adjournment

Moved/Seconded

That the General Faculties Council Executive Committee adjourn the August 31, 2022 meeting.

Carried

The meeting was adjourned at 3:32 p.m.

Courtney McVie
University Secretary