



SENATE
APPROVED Minutes of the Meeting held on
Monday, February 12, 2018
3:00pm – 5:00pm
Theatre A, Sir Charles Tupper Medical Building, Carleton Campus, Halifax

The Senate met in regular session on Monday, February 12, 2018 in Theatre A, Sir Charles Tupper Medical Building.

Present: with Kevin Hewitt in the chair were the following: A. Abawajy, M. Aston, J. Blustin, V. Bhargava, D. Bourne-Tyson, C. Brown, S. Charlebois, A. Cochrane, R. Croll, T. Cyrus, B. Davis, M. Denike, C. Dielman, L. Diepeveen, T. Duck, S. Faridi, G.A. Finley, E. Florizone, J. Gantar, N. Gear, M. Chasemi Ghodrat, L. Goldberg, R. Goodday, J. Graham, D. Gray, D. Grujic, A. Habib, L. Hackett, J. Hall, S. Holmes, J. Hoyle, Muhammad Khan, M. Leonard, L. Macdonald, C. Macy, B. Merritt, C. Moore, R. Mopoho, N. Nadeem, M. Numer, T. Packer, R. parker, A. Rau-Chaplin, K. Sherren, L. Spiteri, J. Stamp, A. Steenbeek, F. Taheri, C. Watters, E. Welsh, H. Xu

Regrets: N. Ali, A. Aiken, D. Anderson, R. Agu, S. Chowdhury, B. Foster, C. Helland, E. Johnson, J. Leon, C. Macdonald, S. Somogyi, G. Wang-Pruski,

Absent: K. Dakin-Hacge, D. Kelley, Masuma Khan, S. Kuzak, W. Lahey, J. Penney, S. Ponomarenko, A. Prosper, C. Richardson, L. Turnbull, D. White,

Guests: Bayo Majekolagbe (Student Minute Taker), Andrea Power (Recording Secretary), Susan Brousseau (Secretary of Senate), Kate Shewan, Arig al Shaibah, Meghan Wagstaff

2018:12

Approval of Agenda

The agenda was **approved** with one edit: item 8.2 - Steps to Make Diversity and Inclusion a Reality was moved forward to item 4.

2018:13

Consent Agenda

Approval of Draft Minutes of January 8, 2018 Senate Meeting

THAT the draft minutes of the January 8, 2018 Senate meeting be approved as circulated.

Approved by **CONSENT**.

2018:14

Matters Arising from the January 8, 2018 Senate Meeting Minutes

There were no matters arising.

2018:15

Steps to Make Diversity and Inclusion a Reality – Transgender Issues

Kate Shewan, the Executive Director of The Youth Project presented on “Steps to make Diversity and Inclusion a Reality: Transgender Issues”. Gender identity for transgenders was described as entailing people whose identity do not match their assigned gender at time of birth. It was noted that despite including gender identity as a protected category under the Human Rights Act, federally and provincially, transgender people still face discrimination and disadvantages. Particularly, there is a lot of transphobia in the education system. Hence, it should be deemed a human rights issue. It is important to create a space where the existence of transgender people is appreciated, rather than seen as something different. It was further noted that, homophobia and transphobia are present in the recruitment process in the education sector, characterised by harassment and intimidation. The Nova Scotia Task Force on bullying and cyber bullying, reports that membership of the LGBTQ community will likely result in being a victim of bullying. Another report shows that LGBTQ students feel unsafe in schools. Challenges specific to the transgender community include: high levels of discrimination in employment and the non-employment of transgender women. Considering these challenges, employment equity is crucial. Contrary to general impression, existing policies do not recognise the level of discrimination experienced by this group of people. It is therefore necessary to include LGBTQ in the employment equity program. While such grouping is done at Dalhousie University, it is not the case at the federal level.

A question was raised on the Allies Project at Dal, which is affiliated with The Youth Project and is being in a state of change. Kate Shewan noted that she does not know much about the present state other than that the project is currently being brought under the umbrella of University governance rather than a community led initiative. Dr. Arig al Shaibah stated that perhaps at another meeting a representative from the Human Rights and Equity Services could be invited to speak on the LGBTQ+ collaborative.

2018:16

IN CAMERA: Rescinding a Dalhousie University Degree

Senator Hewitt announced that the Senate session would go in camera and asked that all non-Senators leave the meeting. When Senate returned to open session, Senator Hewitt announced that the Senate had approved the rescinding of the degree. Senate then moved into an open session.

2018:17

Senate Planning and Governance Committee: Revised Election Guidelines for Faculty Academic Unit Reps on Senate

Senator Hewitt **MOVED**, on behalf of the Senate Planning and Governance Committee:

THAT Senate approve the amendments to the Election Guidelines for Faculty Academic Unit Representative on Senate, as presented.

Senator Hewitt noted that this is the final part in the effort to diversify the Senate and the election guidelines do not need to proceed to the Board. The revisions are an attempt to further enhance the membership of the Senate. Senator Hewitt thanked Dr. Arig al Shaibah, who worked on the first draft of the document, which has been discussed extensively at the Dean’s Council and the SPGC. There have been few minor edits to the original draft. He noted that the purpose of the revisions is to aid the electoral process, removal of potential and implicit bias, removal of barriers to access, and participation of equity seeking group members. Academic units are encouraged to consult the Human Rights and Equity Services (HRES) in designing equitable electoral processes. HRES has agreed on an ongoing basis to provide a snapshot of Senate’s diversity/membership profile. Through the reporting, gaps can be identified; after which the proposed amendments will be utilized in filling the noted gaps. Interested faculty candidates are asked to indicate how they will bring improved diversity.

In discussion of the revisions, the extent of the involvement of deans in the election of faculty members was raised. It was noted that while the election processes are the ideal means to secure faculty Senators, but that might not be practised everywhere, and it might be necessary for Deans to approach candidates to encourage

their nomination. It was also noted that the encouragement it is not a vetting process, it is ensuring that the faculty is broadly involved and engaged.

The motion **CARRIED**.

2018:18

Employment Equity/Federal Contractors Program Dashboard

Dr. Arig al Shaibah, in her acting position as AVP, Equity and Inclusion, and Meghan Wagstaff, equity data analyst with Dal Analytics, presented the employment equity data at Dalhousie University.

In discussion of the presentation, the following was noted:

- The dashboard is expected to be an electronic tool to provide access to data collected on employment equity, planning and implementation at the University. A new employment equity policy was passed in October 2017 and one of the key pieces of the policy is the addition of Sexual Orientation and Gender Identity minority groups as equity seeking groups that should be considered as an institution, although the Federal Contractors program only focuses on four designated groups: aboriginal, racially visible, women and disabled people.
- The analysis is required by the Federal Contractors Program because the University receives federal funding.
- University employees are compared every December 1st to figures provided by Statistics Canada during the most recent census.
- For the analysis, three filter tests are applied: a gap of '-3' or more may be significant and must be recorded; gaps of -3 or more with utilization rate is 80% or less are significant; third filter is on multiple small gaps, if there is a gap of '-1 - -3' in three or more columns or rows.
- It appears that overall the University did better than the minimum; but not when all the gaps are considered.
- On the surface you can look at the gaps for female, aboriginals etc. The gaps, the utilization rate and actual absolute numbers should be looked at to inform where Dalhousie should focus. For example, in the senior management level, the aboriginal and racially visible categories are display the smallest utilization rates and are the areas of focus for the University's employment and equity policy.
- Looking at hiring of full professors; there are substantial gaps in respect to females and racially visible persons. No progress has been made on filling the gap on aboriginals; only about 13 aboriginals in over 1000 academic professors.
- Senior administrators can use it as a tool to filter down on where there are problem areas.
- In response to a question on Statistics Canada's mode of sourcing data on aboriginal people, it was noted that the figures are on the overall population employed by any organization and not just the government.
- The Nova Scotia Human Rights Act allows for special measures or special programs, like the designation of a position/role to be filled by particular designated groups when trying to address equity issues. This is subject to the identification of demonstrably significant gaps that remain over time despite the imposition of various policies or practices meant to mitigate the corresponding biases.
- Senator Abawayj noted that she would like to present a motion to Senate to ensure the analysis is presented annually to Senate. In response, it was stated that the report has a December 1st conclusion date and is posted publicly. The discussion on annual presentation will be reserved for SPGC.
- On whether the presentation/data can be shared with external bodies, it was noted that the University's privacy policies should be borne in mind. The data is routinely shared with deans.
- It was also pointed out that since the federal program does not include LGBTQ, if a comparison can possibly be made. The issue of intersectionality was also raised. In response, it was stated that champions in each Faculties will need to be identified to move 5.2 forward. It was noted that present data can be relevant for intersectionality analysis.
- On whether the data related to wages and salaries can be determined to explore the potential inequities, it was stated that tenure and promotion has been considered with a different classification and, while there is little information available to the presenters, such data should exist.
- On how to make Faculties accountable, the importance of champions in Faculties to be at the vanguard of the equity and diversity cause was made, and the need to raise awareness of existing gaps. The need for

members of such diversity groups should be represented on selection committees was also noted. The selection process for the provost was also cited as an example.

2018:19 Reports

Chair of Senate's Report

Senator Hewitt raised the following in his report:

- Announcement of events and activities related to the commemoration of Dal's 200th anniversary including the Belong Forums: Craig Steven Wilder and Senator Murray Sinclair on March 1 and 9, 2018, respectively.
- The recent awarding of an honorary doctorate to Dr. Michael DeGagne, the first Indigenous President of a Canadian Chartered University.
- The SPGC will discuss the terms of reference for a 2nd academic freedom workgroup for the definition of academic freedom. The work of a previous committee will assist the next work group.
- On divestment, the last meeting between Senate and administrative representatives was held last Friday. The mandate was to find ways for the administration to action the Senate report. Individuals with the requisite experience were recruited to speak to the Dal investment policy, including Mike Smit, Iraj Folladi, Meinhard Doelle and others. On the implementation of the senate report, part of the delay was to understand the policy, respect the Board's duty and find a nuanced way on finding solutions.

President's Report

Senator Florizone raised the following in his report:

- Formally launched the Dal 200 anniversary last week with approximately a thousand people at the launch, and one of the hallmarks was the poetry rendition by George Elliot Clark which captured the history of the institution.
- Provost stepping down on July 1, to return to her position in the Faculty of Computer Science. She has been central to what has been achieved at the University in the past five years.
- On next steps, the process for recruiting a new Provost has started and a search committee is being assembled. Senators were invited to contribute thoughts and ideas or suggest potential members or requirements for members of the committee.
- On engagements in Ottawa, particularly on issues pertaining to the budget; U15 – University Canada has expended considerable effort to get the Naylor Report on Research Funding implemented. The meetings have entailed engagements with different Ministers; including the Ministers of Science and Finance. There is encouraging news that the budget may be profiled as a research budget. For next year, the report calls for about \$400 million. While that might not be fully disbursed, Senator Florizone hopes that something soon will be released. A phased approach has been desire, which is necessary for competition. Social media advocacy for the implementation of the report has made a difference.
- Congrats to researchers; success rate was higher this time.
- There has been much discussion on future skills, federally and internationally. Although the data suggests that employers are satisfied with soft and human skills currently being learnt at the University, the case has been made that the workforce is changing, and the face of employment is changing. Universities should continue to focus on experiential learning. Experiential learning can be provided to students through co-op trainings etc. Students should go out to get training, see gaps on the field, and bring it back to the classroom. Skill gaps will be reflected in the next budget.
- Sympathies to the family of Colten Boushie and indigenous people in Canada. Drs. Arig Al Shaibah and Fiona Black are working with the indigenous community to ensure that appropriate supports are in place for students and faculty.

Questions for Report

- A question was raised regarding the ad hoc committee report on Fossil Fuel Divestment submitted two years ago: whether Dalhousie University will adopt the ethical investment guidelines. In response, it was noted that the issue will come up at the Board at its February 13, 2018 meeting. And that while the ad hoc

report has been received, the result of Senate engagement with the administration to action the ad hoc committee report has not yet been finalized. The administration is committed to emission reduction and supports for green energy and sustainability initiatives as well as supports for teaching and research on sustainability issues. Dal is committed to the highest investment standard. There is consensus on the 'end', but not on the means of divestment. Another report has been sent by students to the Board Investment Committee and will also be considered by the Board.

- Senator Hewitt noted that the report on the results of engagement with the administration to action the Senate ad hoc committee of Fossil Fuel divestment will be made available at the next Senate meeting.
- On the Colten Boushie case, it was noted that alongside the initiative led by Drs. Arig Al Shaibah and Fiona Black, the DSU has events scheduled over the next couple of weeks for conversations on issues bordering on the verdict and more generally, on issues of inclusion and diversity. On employment of students, whether the Federal Students Work Employment Program can be expanded for increased student participation.
- About experiential learning, whether a gendered analysis will be taken to experiential learning? One of the challenges of international students on co-ops, is the issue of language. The Faculty of Management have been working on this issue.
- With respect to gender balance in the classroom, the Faculty of Computer Science co-op has seen an increase from 18/19% of females admitted into their programs to approximately 30%.
- Senator Florizone is working with the panel chair on the next steps for the Lord Dalhousie Panel.
- The proposed third-party fund search which will be presented to the Board of Governors for consideration.

2018:20

Question Period

There were no questions.

2018:21

Other Business

No other business arising.

2018:22

Adjournment

Meeting adjourned at 5:00pm.