



## SENATE

### Approved Minutes of the Meeting held on Monday, September 14, 2020 at 3:00pm Via Microsoft Teams

The Senate met in regular session on Monday, September 14, 2020 via Microsoft Teams

**Present:** K. Hewitt (Chair), G. Adolphe-Nazaire, R. Agu, A. Aiken, V. Allen, D. Anderson, F. Annan, M. Aston, R. Barker, P. Bennet, N. Bird, J. Blustein, D. Bourne-Tyson, K. Brooks, T. Cyrus, B. Davis, R. Devlin, C. Diallo, P. Doyle-Bedwell, O. Dryden, T. Duck, Y. El Hiani, H. El Nagggar, K. El-Sankary, N. Ezzeddine, M. Farrimond, B. Foster, M. Fournier, L. Goldberg, D. Gray, D. Grujic, A. Habib, B. Hansson, F. Harvey, G. Horne, V. Howard, M. Irwin, S. Jeffrey, Z. Jones, A. Kermanshahi-Pour, J.S. Kim, S. Kirk, M. Leonard, L. Macdonald, L. Meynell, A. Mohan, C. Moore, F. Naghibi, B. Nassar, J. Newhook, R. Orji, M. Pacurar, L. Perez, J. Phinney, L. Propper, T. Rajack-Talley, B. Rathgeber, A. Rau-Chaplin, C. Richardson, H. S. Ro, K. Rosen, D. Saini, B. Schick, E. Seelemann, S. Seth, M. Sharaput, D. Silvio, A. Sophocleous, S. Sparks, L. Spiteri, S. Stackhouse, M. Stinson, S. Stone, F. Taheri, P. Tyedmers, D. Tyers, M. Ali Ulku, I. Waldron, G. Warner, E. Welsh, D. Westwood, D. White, S. Wildeman, I. Yakovenko, S. Zahoor

**Regrets:** S. Coughlan, J. Hall, A. Siegel

**Absent:** A. Cooper, A. Doucette, W. Lahey, B. Merritt, V. Turpin, E. Wunker, S. Yurgel

**Guests:** Mimi Breslow (HR Advisor), Lisa Delong (Director, Human Rights & Case Management), Crystal Ragush (Advisor, Sexualized Violence), Meghan Wagstaff (Senior Institutional Analyst), Susan Brousseau, Amber Kerr, Judith Ng'ethe, Ann Pyne, Jasmine Walsh (Assistant Vice President of HR), Joseph Behl (Student Minute Taker)

The Dalhousie University Senate acknowledges that this meeting is taking place in Mi'kma'ki, the ancestral and unceded territory of the Mi'kmaq People.

#### **1. Approval of Agenda**

The agenda was **approved** as presented.

#### **2. Consent Agenda:**

##### **2.1 Approval of Draft Minutes of June 8, 2020 Senate Meeting**

Approved by **CONSENT**.

##### **2.2 Senate Nominating Committee: Senate Standing Committee Nominations**

Approved by **CONSENT**.

### **3. Matters Arising from June 8, 2020 Senate Meeting:**

#### **3.1 Racialized Violence Policy Update (June 8, 2020)**

Senator Rajack-Talley provided a brief update on the development of the Racialized Violence Policy since the last meeting and advised that the committee is on track to meet by their deadline of June 2021 with a final proposal.

#### **FOR APPROVAL:**

### **4. Senate Planning and Governance Committee (SPGC):**

#### **4.1 UT&P Panel membership**

Senator Hewitt introduced this item and advised on the process of appointment of members to the University Tenure and Promotions Panel, which hears appeals of Tenure and Promotion decisions.

Senator Hewitt confirmed that approval of the Senate Planning and Governance Committee (SPGC) was obtained through a May 19, 2020 electronic vote and from the President of the DFA and the President of Dalhousie in early June 2020.

Moved by Senator Hewitt on behalf of the Senate Planning & Governance Committee:

**THAT Senate approve the following appointments to the University Tenure and Promotions Panel for the term July 2020 – June 2023:**

- **Stephen Brooks (Faculty of Computer Science)**
- **Patti Doyle-Bedwell (Indigenous Advisory Council)**
- **Arunika Gunawardena (Faculty of Science)**
- **Joyline Makani (University Libraries)**
- **Stephen Parcell (Faculty of Architecture and Planning)**
- **Irene Sadek (Faculty of Medicine)**
- **Sophia Stone (Faculty of Science)**
- **Emily Varto (Faculty of Arts and Social Sciences)**
- **Alexander Engau (Faculty of Management) – *new member***
- **Mysore Satish (Faculty of Engineering) – *new member***

A concern was raised and satisfactorily addressed regarding the EDI credentials of two of the recommended appointees.

The motion **CARRIED**.

#### **4.2 Ratification of motion approved by SPGC at their June 10, 2020 meeting – Motion in response to the #Strike4BlackLives Call to Action**

Senator Hewitt introduced this item. He advised that at the June 10 meeting of SPGC, a discussion took place regarding Senate's response to the #Strike4BlackLives call to action. This meeting led to the motion which is presented here for ratification by Senate.

Senator Hewitt advised that it was recognized at SPGC that there were numerous reports that had been issued at the university over the past decades addressing access and retention of Black faculty, staff, and students. SPGC discussed these reports and suggested that Senate, through its two standing committees, Senate Academic Programs and Research Committee (SAPRC) and Senate Learning and Teaching Committee (SLTC) prioritize their agenda items for the upcoming year for those actions that overlap their mandate and work with the Vice Provost Equity and Inclusion to this effect.

Moved by Senator Hewitt on behalf of the Senate Planning & Governance Committee:

**THAT Senate ratify the Senate Planning and Governance Committee’s recommendation that Senate, through its two standing committees (Senate Academic Programs and Research Committee and Senate Learning and Teaching Committee), prioritize their agendas during the academic year 2020-2021, to work with the Vice Provost Equity and Inclusion and act on recommendations derived from the appended reports as they apply to their mandates.**

Senators discussed the motion, raising questions and concerns relating to the recommendations listed in the preamble to the motion:

- The use of the term “Aboriginal” (rather than “Indigenous”) in several of the recommendations.
- The importance of mental health supports for Black and Indigenous students who engage in discussion of historical trauma during workshops described in one of the recommendations, as well as the option for Black and Indigenous students to opt out of said workshops.
- That the recommendation in the preamble to establish student societies may conflict with the work of DSU and result in an unfair power dynamic if the university administration were to create student societies.
- Concerns around recruitment and retention strategies, regarding a lack of suitable checks and balances for how discrimination issues are handled on campus.
- Addressing racist incidents on campus.

Senator Hewitt advised that the recommendations in the preamble to the motion were drawn from the named reports, but clarified that the aim of the motion was not to adopt particular recommendations but rather to ensure the agendas of SAPRC and SLTC be prioritized to examine these recommendations and catalyze action towards their realization.

Senator Hewitt further advised that the Student senators were welcome to submit additional recommendations that impacted the work of the Senate’s standing committees.

The motion **CARRIED**.

#### **FOR DISCUSSION:**

##### **5. Sexualized Violence Policy Report**

C. Ragush presented data from the Sexualized Violence Report relating to the 2018-2019 academic year when the new Sexualized Violence Policy was introduced, which had also been discussed at the last meeting of Senate in June 2020. She noted that the data had been presented in December 2019 to the President’s Advisory Council on Sexualized Violence, and that the data covers the 2018-2019 academic year – the year the new Sexualized Violence Policy was introduced.

C. Ragush also provided an overview of the dispositions (actions taken) and breakdowns of complainants and respondents by gender and university affiliation, as well as whether the incidents took place on or off campus.

Senators discussed the report noting the following:

- The report was difficult to understand and required a presentation in order to be understood. C. Ragush advised that the report shows how the data is displayed at HRES and that the version that will be published online (which should be ready by the end of September) will be broken down to provide more context. Senator Hewitt added that he will share this version with senators when it is published.
- A senator advised that at the next meeting on September 28, a motion will be introduced concerning ask for an update to the content of reporting that Senate requires. The Sexualized Violence Policy requires an annual report to Senate, the Board of Governors, and the university community. Therefore, the senator added, it should be made easy to understand.
- Future reports should include information on how online learning affects this work; information on timelines and delays and the nature or type of sexualized violence disclosed and racialized data should be collected

## **6. Federal Contractors Program Report on Equity Targets**

This item was deferred to the next meeting of Senate.

## **7. Reports**

### **7.1 Chair of Senate's Report**

This item was deferred.

### **7.2 Provost's Report**

Senator Harvey presented the Provost's Report, providing an update on COVID-related academic support, strategic planning, return to campus and establishment of the Academic Quality Team (AQT) chaired by Senator Howard. Senator Harvey advised that the mandate of the AQT is to support faculty and students in the transition to online delivery.

### **7.3 Questions for Reports**

Responding to a question regarding online teaching, Senator Harvey advised that the plan is to remain committed to providing supports for online teaching, and that providing infrastructure around a digital strategy has been part of the strategic planning process. This will be further addressed in an upcoming interim report.

In response to a further query on the effectiveness of measures taken to date, Senator Harvey noted that when considering the impact of a transition (including a permanent transition) to online teaching, the implications and connections to EDI are very important. He advised that the Vice Provost Equity & Inclusion has conducted outstanding research and presented it in a report, and that work is now underway to piece together lessons from feedback.

**8. Question Period**

There was no question for the question period.

**9. Other Business**

There was no other business.

**10. Adjournment**

The meeting adjourned at 5:00 pm.