



SENATE

Approved Minutes of the Meeting held on

Monday, June 10, 2019 at 3:00pm

Theatre A, Sir Charles Tupper Medical Building, Carleton Campus, Halifax

Present: G. Adolphe-Nazaire, T. Agbola, R. Agu, R. Barker, J. Blustein, P. Cyrus, T. Cyrus, B. Davis, C. Diallo, P. Doyle-Bedwell, T. Duck, H. El Naggar, L. Goldberg, D. Gray, D. Grujic, K. Harman, K. Hewitt, S. Holmes, G. Horne, I. Joseph, D. Kelley, K. Kesselring, C. Kozey, M. Leonard, L. Macdonald, P. MacKinnon, C. Macy, C. Moore, T. Packer, M. Pacurar, D. Patterson, J. Phinney, B. Rathgeber, C. Richardson, A. Siegel, D. Silvio, H. Sinan, S. Stackhouse, F. Taheri, I. Waldron, D. Westwood, S. Wildeman

Regrets: A. Abawajy, A. Aiken, V. Allen, D. Anderson, M. Aston, T. Balsler, D. Bourne-Tyson, C. Cameron, R. Chang, R. Croll, C. Dieleman, L. Diepeveen, J. Hall, F. Harvey, J.S. Kim, D. McKeen, J. Newhook, R. Orji, W. Phillips, S. Ponomarenko, A. Rau-Chaplin, G. Scherkoske, L. Spiteri, S. Theriault, P. Tyedmers, G. Warner, E. Welsh, D. White, H. Xu

Absent: A. Cochrane, A. Doucette, B. Foster, R. Goodday, A. Habib, V. Howard, F. Jesuseyi, W. Lahey, N. Nadeem, V. Nams, J. Penney, A. Sarhan, A. Steenbeek, S. Stone, L. Turnbull

Guests: Lisa DeLong, Director, Human Rights and Case Management, Human Rights & Equity Services; Isabelle French, Associate Legal Counsel; Keisha Jefferies, PhD Candidate (Nursing); Bertrum MacDonald, Chair of Senate Review Committee and Professor, School of Information Management; Melissa MacKay, Advisor (Sexualized Violence), Human Rights & Equity Services; Jasmine Walsh, Assistant Vice-President, Human Resources; Megan Wagstaff, Institutional Analyst, Dalhousie Analytics

1. Approval of Agenda

The Chair called the meeting to order and noted the absence of quorum. The Chair reported that no business could be presented for decision in the absence of quorum, but requested the agreement of senators to continue with the discussion of certain items where guests were in attendance to make presentations. Senators present indicated their agreement to continue with these matters.

The Chair noted that while most items of business could be deferred, the motion proposed under Item 5 - *Sexualized Violence Policy Revisions* - is time-sensitive as there is a desire to confirm Senate and Board approval by the end of June so that the policy revisions can be communicated and implemented for the new academic year. He proposed that, following discussion today, the matter be referred to the Senate Planning and Governance Committee (SPGC) for consideration of approval by Senate via the electronic voting procedure as set out in the Senate Constitution. An objection was raised on constitutional grounds about the use of electronic vote to approve an item without further discussion.

He also noted that Item 2.3 on the Consent Agenda involves routine, "house-keeping" amendments to the Research Centres and Institutes Policy which was only recently approved by

Senate; again, there is a desire to proceed with operational implementation of this policy for the new academic year and so he would propose that SPGC also consider this matter as one appropriate for approval by electronic vote.

2. Consent Agenda

While the Consent Agenda items could not be presented for approval, G. Horne indicated that it was her intention to ask for the removal of Item 2.1 - Continuing Appointment with Annual Academic Career Development, Faculty of Medicine, because of her concerns with Section 2.1 and 2.2 of the Regulations Concerning Continuing Appointment with Annual Academic Career Development.

Following brief discussion, the Chair reported that he would follow up on this matter with G. Horne and the Dean of the Faculty of Medicine.

4. Steps to Make Diversity and Inclusion a reality

K. Jefferies spoke about her experience as a graduate student belonging to a marginalized group while completing a master's degree program. She spoke specifically to the barriers faced by Black students in particular. The idea of a strategic and purposeful way of supporting Black students who may not qualify for competitive awards like the Killam and Vanier Scholarship was highlighted.

5. Senate Learning and Teaching Committee (SLTC) - Sexualized Violence Policy Review- Proposed revisions

The presenters highlighted the proposed revisions resulting from the review of Dalhousie's Sexualized Violence Policy. The review was initiated six months after the Policy's original approval by the Senate and Board last spring. Revisions include language refinement, position title changes, process clarification and the addition of further support for respondents. It was noted that this review was undertaken less one year after initial approval of the policy and the plan is to review it again in two years. Following this overview, the presenters responded to several comments and questions on specific revisions proposed. It was noted that a template letter and other tools can be developed to assist in operationalizing sections of the document, including the investigator's report letter.

The Chair thanked the presenters and senators for the good discussion. As noted earlier, this Item will be submitted to SPGC for a decision on submitting the motion to Senate for approval by electronic vote.

6. Senate Planning and Governance Committee (SPGC) Faculty of Agriculture – Senate Review

B. MacDonald presented an overview of the Senate Review Committee's report and recommendations from the review of the Faculty of Agriculture. D. Gray, Dean of the Faculty, spoke to the Faculty's response to the review and highlighted some of the programs, research, collaborations and achievements within the Faculty. The Dean addressed brief questions and noted that the review was a positive, collegial and constructive experience and the Faculty was pleased with the outcomes and recommendation.

7. Federal Contractors Program - Update

J. Walsh and M. Wagstaff presented an update on the federal contractors' program data stating the objectives of acquiring data at the university level and comparing it to labour market data. The objectives of the program tie in well with the university's strategic goals for increased diversity at all levels especially at leadership position which have seen some measure of success.

Following the presentation, the presenters addressed questions of clarification and comments on the data and how Dalhousie uses this in terms of its own equity planning. It was noted that Dalhousie's goal is to go further than what is required under the FCP.

8. Reports

8.1 Chair of Senate's Report

K. Hewitt highlighted the items attached for information to the Senate package. K. Harman reported that work is ongoing on the forum on embedding EDI into the curriculum and four proposals for discussion at the forum have been received so far. T. Packer reported on the progress made by the student code of conduct working group. Also, the syllabus guide template has been reviewed by SLTC and the course syllabus policy will be reviewed in the fall with a report back to Senate in Spring 2020.

8.2 President's Report

Senator MacKinnon acknowledged the new Chair of the Board, Candace Thomas, who was in attendance and noted the importance of this kind of volunteer service to institutions like Dalhousie. Other updates included the appointment of Adam Robertson as University Registrar and Joseli Macedo as the new Dean of the Faculty of Architecture and Planning. Senator MacKinnon also reported that the Vice-President Research and Innovation recently signed an agreement with MITACs to help students gain international research experience.

9. Adjournment

The Chair thanked senators for their contributions and noted that the Senate will adjourn for the summer. Senator Macy thanked Interim President MacKinnon for his leadership and support in the last six months.

The meeting was adjourned at 5:00 p.m.