

**THE GOVERNING COUNCIL**  
**REPORT NUMBER 103 OF**  
**THE UNIVERSITY AFFAIRS BOARD**  
**November 26, 2001**

To the Governing Council,  
University of Toronto.

Your Board reports that it held a special meeting on Monday, November 26, 2001, 4:00 p.m. in the Croft Chapter House, with the following members present:

Dr. John P. Nestor (In the Chair)  
Dr. Shari Graham Fell, Vice-Chair  
Professor Robert J. Birgeneau, President  
Professor Ian Orchard, Vice-Provost,  
Students  
Miss Janice Oliver, Assistant Vice-  
President, Operations and Services  
Mr. Muhammad Basil Ahmad  
Dr. Robert M. Bennett  
Professor Marion Bogo  
Ms. Aisling Burke  
Mr. Jacob Glick  
Ms. Margaret Hancock  
Ms. Karen Lewis  
Mr. Paul McCann  
Professor Ian R. McDonald

Ms. Parissa Safai  
Ms. Wendy Swinton  
Ms. Geeta Yadav

**Non-voting Members:**

Ms. Susan Addario, Director of Student  
Affairs  
Ms. Marilyn Van Norman, Director of  
Student Services

**Office of the Governing Council:**

Ms. Susan Girard  
Mrs. Beverley Stefureak, Secretary

**Regrets:**

Professor Bruce Kidd  
Ms. Gail Paech  
Mr. Kashif S. Pirzada  
Mr. Fayez A. Quereshy

**In Attendance:**

Mr. David Melville, Member, Governing Council and Treasurer, Association of Part-time Undergraduate Students  
Dr. Sheldon Levy, Vice-President, Government and Institutional Relations  
Mr. Jim Delaney, Assistant Director of Student Affairs  
Dr. Beata Fitzpatrick, Assistant Vice-President and Director of the Office of the President  
Ms. Myra Lefkowitz, Community Safety Coordinator  
Ms. Janice Martin, Coordinator, Accessibility Services

**In Attendance:** (cont'd)

Ms. Elizabeth Martin, AccessAbility Resource Centre Coordinator, University of Toronto at Mississauga

Mr. Pardeep Nagra, Diversity Relations Officer, University of Toronto at Mississauga

Ms. Jan Nolan, Director, Family Care Office

Mr. Tom Nowers, Associate Principal, Student Affairs, University of Toronto at Scarborough

Professor Edward Relph, Associate Principal for Campus Development, University of Toronto at Scarborough

Ms. Jose Sigouin, Acting Status of Women Officer

Mr. Sundeep Singh, President, Scarborough Campus Students' Council

Ms. Paddy Stamp, Sexual Harassment Officer

Ms. Jude Tate, Coordinator of Lesbian, Gay, Bisexual, Transgendered and Queer (LGBTQ) Resources and Programs

## ITEM 2 IS RECOMMENDED FOR APPROVAL.

**1. Reports of the Equity Issues Advisory Group**

The Chair welcomed members to this special meeting of the University Affairs Board and expressed his gratitude to members of the Equity Issues Advisory Group for their cooperation in making this meeting possible. He noted that the Board was receiving the equity reports in a slightly different way this year by assigning them as the primary agenda item of a special meeting. This format would be assessed for effectiveness and there would be discussions about how it might be further improved for next year. Though Mr. Andrews was unable to be at the meeting, the Chair acknowledged his role as Convenor of the Advisory Group and expressed appreciation for his assistance in coordinating the communication prior to the delivery of these reports.

The Chair invited the President to introduce this item. The President began his comments by saying that he had met with the equity advisors prior to this meeting, one of several meetings he had had this year to hear about and discuss the issues. He thanked the Chair, Dr. John Nestor, the Vice-Chair, Dr. Shari Graham Fell, and the Senior Assessor, Professor Ian Orchard, for planning a special meeting at which the University Affairs Board could fulfill its responsibility to monitor the equity areas.

The President noted that the hard work and dedication of members of the Equity Issues Advisory Group were helping to fulfill his objectives for equity, excellence and outreach. He took pride in knowing that the University of Toronto was a mirror of the society that it served. About one-half of the University's students self-identified as visible minorities and 57% were women. The disaster of September 11 had been a test of tolerance within the University community and it was gratifying that remarkably few incidents had occurred. Several of the equity officers – in particular, Mr. Nagra, Ms. Lefkowitz and Mr. Andrews – had played a key part in the management of the University's response to that event.

Looking to the year ahead, the President hoped the Board would soon see a Project Committee Report on the Multi-Faith Centre and that plans for the facility would be approved. He noted that the new Policy on Capital Planning and Capital Projects explicitly included planning for accessibility in all future new or renovated capital projects. He recalled that the new portfolio of Vice-President, Human Resources had included responsibility for staff and faculty equity and it was evident that Professor Angela Hildyard was taking this very seriously. Professor Hildyard was chairing a committee to search for a new Status of Women Officer and there were plans to strengthen the portfolio with an increased appointment and additional support staff. Finally, he said that the Vice-Provost, Students had reviewed the position of the Coordinator for

## 1. Reports of the Equity Issues Advisory Group (cont'd)

Lesbian, Gay, Bisexual, Transgendered and Queer (LGBTQ) Resources and Programs and recommended continuation.

In closing, Professor Birgeneau saw the importance of these annual reports as documenting the action and progress over the past year. He informed the Board that, following review at this level, the reports would be published in *The Bulletin*.

The Chair thanked the President for his remarks and invited Ms. Elizabeth Martin as Acting Convenor of the Equity Issues Advisory Group (EIAG) to speak. Ms. Martin thanked the Board for the opportunity represented by this meeting, and provided a brief overview of the mandate of the EIAG. She said that it was a coalition of ten offices who worked independently to achieve the common goal of helping the University community to realize its commitment to equity. The members of the Group met frequently to share information and determine ways in which they could collaborate. Activities of each office included providing information and resources on best practices, delivery of services, education, training and workshops, and management of complaints. Important collaboration between offices took place on policy development and consultation was invaluable in working toward total support for students.

The Chair indicated that the format for the meeting would be to have each member of the equity group briefly highlight their report. He asked members of the Board to note their questions, but to hold them until the question and discussion period at the end of the presentations. He invited Ms. Martin to retain the floor and present her report as AccessAbility Resource Centre Coordinator for the University of Toronto at Mississauga.

Ms. Martin referred to her written report which had been circulated with the meeting documentation, highlighting in particular the successful partnerships which had been established last year, the increased number of volunteers involved in this student service, the continuing importance of barrier-free access and the advances in assistance to individuals with invisible disabilities. She had been pleased with the cooperation with the Academic Skills Centre in providing academic support for students and in the workshops by the Career Centre to inform students on the technology and community resources available and successful job searching techniques. Future initiatives included the implementation of a database, attracting more volunteer readers, expanding partnerships and continuing to look for resources and funding for adaptive technologies.

The Chair informed the Board that Ms. Tina Doyle, AccessAbility Services Co-ordinator, University of Toronto at Scarborough, was unable to be present and that questions on her report or her area of responsibility should be addressed to the Chair to be passed on to Ms. Doyle on her return to work.

Ms. Janice Martin, Coordinator, addressed the report of the Accessibility Services Office at St. George campus. She informed the Board that in the past year the office had become more responsive to students and had developed a higher profile. She was encouraged by the accommodation the office was able to provide for students and highlighted several examples from her report. She noted that important partnerships had developed, that the staff complement had increased giving more stability to the office and that several weeks ago a new database had been implemented. She was pleased with the new location of the office in the Robarts Library and, looking forward, she hoped that the office could soon become a test and examination centre. A video production would be featured at the open house on November 29 from 4 to 6 p.m. The video included seven testimonials from students who had used the services of the office. Overall, the year had been a rewarding one and she looked forward to the next year.

## 1. Reports of the Equity Issues Advisory Group (cont'd)

Ms. Lefkowitz, Community Safety Coordinator, opened her remarks with a welcome to the new assistant, Kathleen Allen, who would be responsible for the delivery of public education seminars. She continued with highlights from her report. The number of cases had increased by 15%, a trend that had been consistent over the past four years. Criminal harassment and threatening behaviour continued to make up 40% of the cases. She continued to be involved in training and public education and saw this as important, but more and more challenging as multidimensional cases occurred. She thanked Professor Orchard for his leadership in the development of a crisis team to respond to students, realizing the objective that students have the same support as faculty and staff. Finally, she noted that the past year had seen the development of a family interim room for students who required a safe place on campus to escape domestic violence. Cooperative efforts on campus throughout the year had made it a satisfying one for her.

Mr. Nagra, Diversity Relations Officer, University of Toronto at Mississauga (UTM), highlighted three important equity issues last year at UTM. The inauguration of the campaign for positive space had helped to raise sensitivity on campus; the Centre for Physical Fitness and Education had established an area for enhanced privacy for Muslim women; and a multi-faith prayer room had been established in the student centre and was well used. He was pleased to report that, for the second consecutive year, there were no reported incidents of hate crime on the UTM campus. He was proud of the work that had been done at UTM to achieve an environment where the level of hostility was greatly reduced. He reported concern over several incidents using email and policies were being reviewed to see if they were consistent with new technologies. He thought it was important that diversity and accessibility issues be kept before the planning committees working on capital expansion. Finally, he saw a challenge in having the financial and human resources to prepare effectively for the growth expected in the next several years.

Ms. Nolan, Director of the Family Care Office, echoed previous comments about valuable collaborative efforts with the equity offices and with student services. She reported that two additional staff positions in her area had been filled to address under-servicing. The additional expertise had been very helpful. She drew attention to the new parenting feature on the website providing anti-racism and cultural education for children; financial survival skills for student families; advocacy workshops next week for elder care; and, a new pregnancy care program which allowed her office to address a previous gap and reach students early in their pregnancy to offer support if they wished to continue their academic work. She noted that policies had been changing in response to Provincial initiatives. She thanked Ms. Addario, Dr. Levy, Miss Oliver, Professor Orchard, Ms. Van Norman and Professor Venter for the tremendous efforts that had gone into creating a bright future for the University of Toronto in the area of childcare. She reviewed the programs and events in the past year, noting that an annual symposium had been held for graduate students and the Athletic Centre was continuing outreach exercises, and that administration was now taking the initiative in providing support to faculty and staff, e.g. during extended public school closure.

Ms. Tate, Coordinator of LGBTQ Resources and Programs, told the Board that in the past year she had been able to build on the work of others, who had worked hard over many years, to raise awareness on campus of the concerns of LGBTQ students. She especially thanked Ms. Addario and the staff of Student Affairs, Ms. Hancock, Ms. Van Norman and Professor Orchard for their support in a year which had been very busy with pro-active programs and events. The office had provided training and professional development to staff, faculty and students across three campuses. There had been a continuing need to balance pro-active efforts for students with working with people around the issues. In closing, she drew the attention of the Board to pages 9 and 10 of her report outlining the activities of the past year and new initiatives, and to page 11 for an outline of global concerns.

## 1. Reports of the Equity Issues Advisory Group (cont'd)

The Chair reminded members that Mr. Andrews, Race Relations and Anti-Racism Initiatives Officer, was unable to be present and questions on his report or his area of responsibility could be addressed to the Chair to be forwarded to him on his return to campus.

Ms. Sigouin, Acting Status of Women Officer, referred members to the report of her office and briefly updated the Board on activity since the report had been prepared. Formal reporting of the update would appear in the annual report of the office next year. She noted that a search was underway for a permanent Officer and membership of the Committee would be announced shortly.

Ms. Stamp, Sexual Harassment Officer, referred members to her report, noting that complaints had increased somewhat but the rate was within the expected range. Though there was an increase in formal complaints, this was the tenth year that no complaint had proceeded to the formal hearing stage. This was usually a good sign but sometimes indicated reluctance to come forward and it should not be accepted with complacency. There were a number of ways in which she believed the University was effective and successful in dealing with complaints – grievance procedures, the *Code of Student Conduct* and increased training of managerial staff. She noted concern with an exponential rate of increase in harassing e-mails. She hoped there soon could be a recommendation for a formalized University-wide mechanism to monitor effectively the use of e-mail accounts on campus.

Since she was the final speaker, Ms. Stamp took the opportunity to express, on behalf of the Equity Issues Advisory Group, its appreciation for the extraordinary support from the President, the Vice-President, Human Resources and other members of the senior administration.

The Chair invited questions and discussion.

A member asked for clarification of the funding for accessibility services on the three campuses. Ms. Elizabeth Martin responded that funding was provided through the Ministry of Education and Training and that resources were insufficient at each of the three campuses. Mr. Nowers added that services provided had increased and that annual deficits accrued for a variety of reasons. At the University of Toronto at Scarborough, these were covered through the budget of the Principal's Office. Ms. Janice Martin said that there was likely a bigger caseload at the suburban campuses but the St. George campus was required to put more resources into examination invigilation and note takers. Professor Orchard noted that funding was an important issue that had been the subject of a study earlier in the year. The report on that study had just been received and he could say that there were recommendations for new sources of funding. Related issues with respect to the provision of services were included in the review in the hope that a more effective strategy could be developed.

A member said that, related to family care services, it would be useful to know what percentage of the clients were second-entry. Ms. Nolan indicated that statistics were based on the data from those students who visited the office and most of those were first-entry. These were client statistics and, so, may not give a full picture of the need.

A member asked what could be done to encourage fuller reporting of incidents of harassment. Ms. Stamp said that increased public awareness would inform the community of the office and would increase the level of confidence that reports would be handled confidentially. There was discussion about deterrents and consequences to abusers of e-mail accounts and ways in which distribution of abusive e-mail could be successfully limited. Ms. Addario noted that proposed revisions to the *Code of Student Conduct* coming forward in January attempted to address this issue.

## 1. Reports of the Equity Issues Advisory Group (cont'd)

A member requested that the annual reports next year identify the partnerships that had been formed. This was an important matter and should be readily available in the reports.

Several members were impressed with the level of collaboration among the various offices and between campuses. With growth, it was likely to become more difficult to equitably distribute across three campuses services that essentially required the presence of knowledgeable people. Collaboration became increasingly important as that challenge grew.

In response to a question, Professor Orchard confirmed that the equity reports would be published in *The Bulletin*. A member believed that they should be brought to the attention of members of the Academic Board. Professor Orchard undertook to raise this with the Provost.

Professor Orchard reiterated thanks to the members of the Equity Issues Advisory Group for their devotion, hard work and dedication. It was recognized that they dealt with serious issues and met the challenges very well.

The Chair echoed those remarks and indicated that the Agenda Planning Group of the University Affairs Board would welcome comments on the format for this meeting before its discussions in early January.

## 2. Capital Project: Project Planning Report, University of Toronto at Scarborough Student Centre

The Chair noted that the role of the University Affairs Board related to capital projects was to review the project committee reports within its areas of responsibility and to concur with the Academic and Business Boards in recommending approval in principle to the Governing Council. Several years ago, the UAB had been pleased to recommend that a student centre proceed at the University of Toronto at Mississauga and this proposal was for a similar building at the University of Toronto at Scarborough. He invited Miss Oliver to introduce the item.

Miss Oliver reviewed her memorandum and the attached Executive Summary of the Project Planning Report for the University of Toronto at Scarborough (UTSC) Student Centre. She saw this as an exciting culmination of many attempts by students, since the University of Toronto at Scarborough had opened, to acquire a student centre. That this project was going forward now was thanks to the initiative of the students in organizing a referendum last spring, which resulted in an approved levy to support construction of this Student Centre. She introduced Mr. Sundeep Singh, President of the Scarborough Campus Students' Council, Professor Ted Relph, Associate Principal for Campus Development (UTSC), and Mr. Tom Nowers, Associate Principal Student Affairs (UTSC), who were present today to respond to questions if necessary, and thanked them for their efforts.

Miss Oliver thought the key feature of the proposed Centre was the flexibility of design, which would allow for the building to address changing needs well into the future. The Planning Report outlined the space requirements and how space would be allocated when the doors opened in September 2004. Of the two storeys, public areas would be on the main floor with quiet areas on the second floor.

A member congratulated the Planning Committee on its wisdom in opting for a mixed use design.

Professor Orchard echoed Miss Oliver's comments, and acknowledged the leadership of past and present Student Councils, Principal Paul Thompson and Associate Principal Tom Nowers.

**2. Capital Project: Project Committee Report, University of Toronto at Scarborough Student Centre (cont'd)**

On motion duly moved and seconded,

YOUR BOARD CONCURS WITH THE RECOMMENDATION OF THE ACADEMIC BOARD

THAT the Project Planning Report for the Student Centre at UTSC be approved in principle.

The Chair reported that the motion had been carried unanimously.

**3. Recognized Campus Groups: Semi-annual Report**

Professor Orchard referred to his memorandum of November 8, 2001 and the attached report. This was the first of two to be received this year and informed the Board that, to date, 178 campus groups had been recognized. By the end of the year, he expected the number to be closer to the 200 plus that had been recognized last year. He acknowledged the work of Mr. Jim Delaney in preparing the report and thought it illustrated the remarkable diversity of interest among members of the University community.

The meeting adjourned at 5:37 p.m.

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Secretary

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Chair