

3. Notice of Motion from Academic Board (May 5, 2005) (cont'd)

BE IT RESOLVED

THAT the University of Toronto work towards ensuring the hiring of at least one Aboriginal and indigenous tenure stream position across all departments by the year 2010. Furthermore, that extensive support be provided for a campus wide network which encourages cross cultural issues as well as an Aboriginal/indigenous studies program at the graduate level:"

BE IT FURTHER RESOLVED

THAT the University of Toronto adopt Aboriginal and indigenous policies regarding the ethical conduct of research to ensure that the rights of Aboriginal or indigenous individuals and Aboriginal or indigenous communities as a whole are respected.

Professor Goel noted that the Employment Equity Policy ¹ reflected the University's commitment to the participation and advancement of aboriginal peoples. However, the reference to the hiring of a particular number of aboriginal faculty in the notice of motion constituted quotas, which were in opposition to University policy and could lead to practices that contravened the Ontario Human Rights Code. ²

At the invitation of the Chair, Ms Varga stated that, in her view, it was important to bring these motions forward, since there was an ongoing national debate about research policies affecting aboriginal communities. The Chair noted that the Committee on Academic Policy and Programs was responsible for policy on, and for monitoring, the research activities of the University. ³ The third part of the notice of motion was not in the purview of the Academic Board. Other members of the Committee supported the Chair's position, and suggested that matters of ethical conduct of research should be addressed at the appropriate committee, rather than at the Academic Board.

On motion duly moved and seconded,

YOUR COMMITTEE APPROVED

THAT the proposed motion not be placed on the agenda of the Academic Board.

4. Amendment to Report Number 134 of the Academic Board (April 7, 2005)

On motion duly moved and seconded,

YOUR COMMITTEE APPROVED

THAT Report Number 135 of the Academic Board (May 5, 2005) be amended as follows:

That the following paragraph on page 15 (Item 13 - Reports for Information (d) Employment Equity Report, 2004)

He noted that equity and diversity were hard to define, but noted that merit might not reflect diversity exactly. He cited the example of the Numerus Clausus case in Hungary in the 1920s, which permitted discrimination against Jewish students in the name of maintaining appropriate diversity.

¹ <http://www.utoronto.ca/govcncl/pap/policies/emequity.html>

² http://192.75.156.68/DBLaws/Statutes/English/90h19_e.htm

³ <http://www.utoronto.ca/govcncl/bac/details/ap/apor.pdf>

4. Amendment to Report Number 134 of the Academic Board (April 7, 2005) (cont'd)

Be replaced by the following text:

He noted that, as currently employed, terms like “equity” and “diversity” were hard to define, but that a central tenet of these “diversification” policies is the representational principle, namely that the proportions of so-called designated groups among the students and faculty need to be approximately the same as the proportions of those designated groups in the Canadian community. He cited, as an earlier example of the application of the representational principle, the Numerus Clausus law in Hungary in the 1920s, which mandated discrimination against Jewish students in the name of maintaining appropriate “diversity”.

5. Academic Board Agenda – June 2, 2005

Members reviewed the draft agenda and documentation for the June 2 meeting. It was agreed that the cover memo for the item concerning the creation of new academic ranks would be revised to clarify the definition of the group. The Vice-Provost, Academic undertook to circulate to the Committee the *Statement of Commitment for Retired Faculty Members and Librarians* as soon as it had been finalized. It was agreed that the cover sheet concerning the relocation of humanities departments in the Medical Arts Building would be revised. It was agreed that the meeting would begin *in camera* to ensure that all items for approval would be considered by the Board.

6. Date of Next Meeting - tba

7. Other Business

There was no other business.

The meeting was adjourned at 3:05 p.m.

Secretary
May 27, 2005

Chair