

UNIVERSITY OF TORONTO
THE GOVERNING COUNCIL
REPORT NUMBER 196 OF
THE UNIVERSITY AFFAIRS BOARD

October 5, 2016

To the Governing Council,
University of Toronto

Your Board reports that it met on Wednesday, October 05, 2016, at 4:30 p.m. in the Council Chamber, Simcoe Hall, with the following members present:

Mr. Andrew Szende, Chair
Ms Catherine Riddell, Vice-Chair
Ms Jane Pepino, Vice-Chair, Governing
Council

Professor Sandy Welsh, Vice-Provost,
Students

Mr. Vikram Sainadh Chadawalada

Mr. Nathan Chan

Ms Sandy Chang

Ms Katharine Dunlop

Mr. Aidan Fishman

Mr. Adam Fox

Ms Lucy Fromowitz, Assitant Vice-
President, Student Life

Professor Ira Jacobs

Mr. Modele Kuforiji

Professor Mark Lautens

Dr. Joseph Leydon, Chair, UTM Campus
Affairs Commitee

Mr. Jorge May

Mr. John F. Monahan, Warden, Hart House

Ms Christine Moon

Ms Sylvia Mwangi

Mr. David Alex I. Nyikos

Ms Sherice Robertson

Professor Salvatore Spadafora

Mr. W. Keith Thomas

Non-Voting Assessors:

Professor Kelly Hannah-Moffat, Vice-President
Human Resources and Equity

Mr. Mark Overton, Dean of Student Affairs,
University of Toronto Mississauga (UTM)

Mr. Desmond Pouyat, Dean of Student Affairs,
UTSC

Ms Meredith Strong, Director, Office of the
Vice-Provost, Students and Student Policy
Advisor

Secretariat:

Mr. David Walders, Secretary

Regrets:

Ms Sandy Chang

Mr. Mark Henry Rowswell

Professor Elizabeth Smyth

In Attendance:

Ms Archana Sridhar, Assistant Provost

Mr. Rafael Eskanezi, Director, Freedom of Information and Protection of Privacy Office

Ms Cheryl Gibbs, Assistant Director, Office of the Vice-Provost Students

Mr. Anthony Gray, Director, Strategic Initiatives and Research, Office of the President

Ms Joan Griffin, Assistant Director, Office of the Vice-Provost, Students and First-Entry Programs

Mr. Mike LeSage, Coordinator, Student Policy Initiatives, Office of the Vice-Provost, Students and First-Entry Programs

Mr. Adam Kuhn, Director, Student and Campus Community Development.

ITEMS 5 and 10 ARE REPORTED FOR APPROVAL AND ALL OTHER ITEMS FOR INFORMATION

1. Welcome and Orientation

The Chair welcomed members to the first meeting of the University Affairs Board for the 2016-17 governance year, and invited them to introduce themselves. He also introduced Ms Jane Pepino, Vice-Chair of the Governing Council and invited her to make opening remarks.

Ms Pepino welcomed members to the Board and expressed thanks to members for volunteering to serve the University through governance; and for their commitment to advance and uphold the University's mission. She drew members' attention to the important role of the Board especially as it related to student affairs.

The Chair provided an overview of the composition, role and responsibilities of the Board and its members.

Professor Welsh offered a [presentation](#) which included an overview of her portfolio and priorities for 2016-17, as well as an update on various initiatives. Highlights included:

- An overview of Student Recruitment, Admissions, Student Awards and Student Financial Aid

- The ‘Future Students’ website had been completely redesigned which had included a program finder tool for users to better access information on admissions, financial aid and awards, etc.;
- Virtual tours of University residences are in development;
- Student Societies, including Representative Student Committees, were now also subject to the Policy on Open, Accessible and Democratic Autonomous Student Organizations;
- The T-Card office was now mobile offering students the opportunity to register without waiting in long lines at Robarts Library; and,
- There was now a webpage dedicated to the clubs at the University - “Hub for Clubs” – designed to encourage interaction between students, faculty and staff with like interests.

In reply to a members question regarding whether the Complaints and Resolution Council for Student Societies had been established, Professor Welsh noted that student societies had been asked for the name of their members for the pool, and that one of the responsibilities of UAB in an upcoming meeting would be the selection of the Chair.

2. Calendar of Business: 2016-17

The Chair provided a brief overview of the Calendar of Business.

3. Summer Executive Authority: Annual Report on UAB Approvals

The Chair advised the Board that there had been no business conducted under Summer Executive Authority that was within the purview of the Board.

4. Presentation: Update on Sexual Violence Action Plan

Professor Welsh offered a presentation in which she reported on *Bill 132*, Ontario’s new sexual violence and harassment legislation, which was passed in March 2016; the new legislation had set out timeframes for universities to establish sexual violence policies by January 1, 2017.

The new legislation and accompanying draft regulations from Ministry of Advanced Education and Skilled Development (MAESD) required all Ontario universities to provide training to faculty, staff, students and other members of the community on sexual violence prevention, and the policies and processes that would be required to be in place to prevent and respond to it.

Professor Welsh then provided an update on the University’s development of a *Sexual Violence Action Plan*, highlighting the following main points:

- There would be a new policy on sexual violence which included continued public consultation and information sessions prior to being presented for final approval by the Governing Council at its December 15, 2016 meeting;
- In tandem with that, there would be a review of existing policies, including *Policy on Workplace Harassment* and *Policy on Workplace Violence*;

- Pursuant to that, the University had established a Sexual Violence Prevention and Support Centre to be led by a new Executive Director, Personal Safety, High Risk and Sexual Violence Prevention and Support, Dr. Terry McQuaid;
- There would be a campus climate survey, as required by legislation; and,
- There would be continued tri-campus coordination and updating of education and prevention training for faculty, staff, students, and others.

Turning to the proposed *Policy* itself, Professor Welsh highlighted the following:

- The definition of sexual violence in the legislation included sexual harassment – the proposed *Policy* borrows that definition;
- There would be one *Policy* for all students, staff, and faculty;
- The *Policy* applied to incidents on-campus, off-campus, and online;
- The draft policy also stated that all members of the University Community should receive appropriate support with respect to issues of Sexual Violence, regardless of their role in the University or the role of the person against whom an allegation is made;
- It was up to the alleged victim as to how to proceed (i.e. disclose, report to the University, report to police etc.) and that the courses of action were not mutually exclusive; and,
- There would be supports and accommodations that are available regardless of course of action and whether or not the person reports. It was planned that there would be training for support staff outside of the Support Centre to enhance accessibility.

Members asked various questions, many of which concerned the applicability of the proposed *Policy* to various individuals within, and interacting with, the University community, including the following: students and staff at the University's Federated Colleges; University students engaged in exchange programs abroad as well as foreign students engaged in exchanges at the University; individuals from other universities utilizing facilities on all three campuses at the University; affiliation agreements, such as those with hospitals, with the University.

Professor Welsh addressed the applicability of the proposed *Policy* to each of the abovementioned groups. She confirmed that it would apply to all students at Federated Colleges, since they were U of T students, as well as those at the Federated Colleges that were employed by the University. Professor Welsh also confirmed that the proposed *Policy* would apply to all students registered at the University.

With respect to students from other universities using University facilities, Professor Welsh reported that athletic facilities as well as residences at the University had their own policies concerning sexual harassment. Clarification would be provided as to the interaction between these policies and the new proposed *Policy*. Professor Hannah-Moffat added that in any case where the victim was a member of the University community, support would be available through the Sexual Violence Prevention and Support Centre. She also noted that regardless of the applicability of the proposed *Policy*, procedures were in place to limit the access of any individual who is deemed to pose a threat to campus or personal safety.

Finally, with respect to affiliation agreements, Professor Welsh agreed to confirm the applicability of the proposed *Policy* and report back to the Board.

In reply to a member's question regarding bystander education, Professor Welsh confirmed that there was a wealth of research indicating the benefits of bystander education in terms of preventing sexual violence. As such, this type of education was planned as part of the implementation of the proposed *Policy*. In response to an inquiry from a member, Professor Welsh and Professor Hannah-Moffat confirmed that a key aspect of the proposed *Policy* would concern issues relating to, on the one hand, expectations of confidentiality of alleged victims of sexual violence after a disclosure is made to a faculty member, and on the other hand, obligations of faculty members to report when disclosures are made to them by students.

Finally, in reply to a member's suggestion, Professor Welsh indicated that she would relay the helpful suggestion to have faculty and staff apprised of the *Policy* as part of their orientation and/or onboarding.

The Chair thanks Professor Welsh for her presentation.

CONSENT AGENDA

On motion duly moved, seconded, and carried

YOUR BOARD APPROVED

THAT the consent agenda be adopted and items on it approved.

5. Report of the Previous Meeting: Report Number 195, May 25, 2016

Report number 195, from the meeting of May 25, 2016 was approved.

6. Business Arising from the Report of the Previous Meeting

There was no business arising from the report of the previous meeting.

7. Date of Next Meeting: Monday, November 28, 2016 at 4:30 p.m.

The Chair informed members that the next meeting was scheduled for Monday, November 28, 2016 at 4:30 p.m.

END OF CONSENT AGENDA

8. Report of the Senior Assessor

Professor Welsh apprised the Board that the Truth and Reconciliation Steering Committee, which had been struck by the Federal Government in January, 2017 to examine aboriginal issues in higher education, had issued an interim report and that a final report from this Committee was planned for December 2016.

9. Other Business

There were no matters of other business.

The COMMITTEE MOVED *IN CAMERA*

10. Appointments; University Affairs Board Striking Committee Membership, 2016-17.

On motion duly made, seconded and carried,

It was Resolved

THAT the membership of the University Affairs Board Striking Committee, as outlined in the memorandum from the Chair of the University Affairs Board, dated October 5, 2016, be approved.

The Committee returned to Open Session.

The meeting adjourned at 6:20 p.m.

Secretary

Chair

October 6, 2016