

UNIVERSITY OF TORONTO  
THE GOVERNING COUNCIL  
**REPORT NUMBER 197 OF  
THE UNIVERSITY AFFAIRS BOARD**

**November 28, 2016**

To the Governing Council,  
University of Toronto

Your Board reports that it met on Monday, November 28, 2016 at 4:30 p.m. in the Council Chamber, Simcoe Hall, with the following members present:

Mr. Andrew Szende, Chair  
Professor Sandy Welsh, Vice-Provost,  
Students  
Mr. Nathan Chan  
Ms Sandy Chang  
Ms Katharine Dunlop  
Mr. Aidan Fishman  
Mr. Adam Fox  
Ms Lucy Fromowitz, Assistant Vice-  
President, Student Life  
Professor Ira Jacobs  
Professor Mark Lautens  
Mr. Jorge May  
Mr. John F. Monahan  
Ms Christine Moon  
Mr. David Alex I. Nyikos

Professor Salvatore Spadafora  
Professor Elizabeth Smyth  
Mr. W. Keith Thomas  
Mr. Larry Whatmore

**Non-Voting Assessors:**

Professor Cheryl Regehr, Vice-President and  
Provost  
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:**

Mr. Vikram Sainadh Chadalawada  
Mr. Modele Kuforiji  
Ms Sylvia Mwangi  
Ms Catherine Riddell  
Ms Sherice Robertson  
Mr. Mark Henry Rowswell

**In Attendance:**

Ms Archana Sridhar, Assistant Provost

Ms Elizabeth Church, Strategist University of Toronto Communications

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

Mr. Paul Fraumeni, Director, Research Communications

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

Dr. Terry McQuaid, Executive Director, Personal Safety, High Risk, Sexual Violence Support and Prevention

Mr. David Newman, Acting Director, Office of the Vice-Provost, Students

Ms Natalie Pankova, Peer Advisor Conflict Resolution Centre

Ms Heather McGee-Peggs, Director, Conflict Resolution Centre

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

**1. *Policy on Sexual Violence and Sexual Harassment***

The Chair reminded the Board that this item was being presented for recommendation to the Governing Council and invited the Vice-President & Provost, Professor Regehr, to present the item.

The Provost began by reminding the Board that *Bill 132*, Ontario's sexual violence and harassment legislation, had set out timeframes for universities to establish sexual violence policies by January 1, 2017. Following the release of the proposed draft *Policy* in September 2016, which followed an 18-month process of community consultation, the University had received thoughtful feedback from many community members. The final proposed *Policy* reflected many of the views and concerns expressed as part of the extensive consultation process. The *Policy* would apply to all members of the University community and that access to the same supports and services would be provided to all students, faculty and staff. The *Policy* would also apply to clinical faculty in hospitals affiliated with the University. Professor Regehr also described the comprehensive disclosure and reporting processes contained in the *Policy*. She reminded the Board that Dr. Terry McQuaid had been appointed as the Executive Director, Personal Safety, High Risk & Sexual Violence Prevention and Support, and would oversee sexual violence prevention and response initiatives.

Professor Regehr highlighted the following changes in response to feedback to the draft *Policy*:

- The term *sexual harassment* was added to the title to reflect the scope of the policy;
- Certain definitions, (i.e. "gender based harassment") were clarified.
- Jurisdictional issues were clarified, including the commitment to due process and procedural fairness;

- Details about the investigation process were added and expectations about confidentiality and its limits were described in more detail, and;
- Additional detail was added regarding supports available for all parties.

Finally, Professor Regehr highlighted four further steps that would be taken in order to implement the *Policy*:

- The creation of a Companion Guide;
- The establishment of clear procedures for the tri-campus Sexual Violence Prevention and Support Centre;
- The alignment of other policies and guidelines with the *Policy*, and;
- Training and education related to the *Policy* across the University

The Provost thanked Board members and all members of the University community for their tremendous input and support in the development of the *Policy*.

In response to a member's question about the consultation process, Professor Regehr remarked that an appropriate balance was struck between the needs of various stakeholders, and that the provisions concerning due process and procedural fairness contained in the *Policy* had been drafted to withstand judicial review. In response to a member's question regarding planned consultation regarding the three-year review of the *Policy*, Professor Regehr noted that consultation would be ongoing and that data would be collected and analyzed on a continual basis.

On motion duly made, seconded and carried

IT WAS RECOMMENDED

THAT the proposed *Policy on Sexual Violence and Sexual Harassment*, dated November 1, 2016, be approved, effective January 1, 2017.

## **2. Presentation: University of Toronto Conflict Resolution Centre (CRC) for Graduate Students**

Professor Welsh and Ms Fromowitz provided introductory remarks regarding the Conflict Resolution Centre (the "Centre"), noting that it was launched in January, 2016 in response to two main issues confronting graduate students: conflict with supervisors and isolation from other graduate students and support networks. The aim of the Centre, which was a tri-campus initiative, was to address these concerns and provide an opportunity for conflict resolution that was both positive and respectful.

Ms McGee-Peggs, Manager of the Centre and Ms Pankova, a graduate peer advisor, noted that the Centre aimed to foster a greater sense of community within the graduate community; enhance programming that focussed on personal skill development; and expand peer support programs focussing on mental health. They then offered a presentation that highlighted the following main points:

- The Centre's peer to peer (G2G) focus provided confidential advice and support to graduate students, as well as training and workshops to faculty and staff. The Centre had partnered with various offices across the three campuses to meet these goals;
- Within the initial six-month operation of the Centre, 123 graduate students who had interacted with the Centre responded to a survey and indicated that the major issues they faced were supervisory issues and general challenges as graduate students;
- The G2G advisors were an outstanding group of graduate students engaged in providing confidential assistance to graduate students. All G2G advisors had received a 40 hour training session and there was overwhelming interest among graduate students to become G2G advisors.
- Ms Pankova described her experience as a G2G advisor as extremely enriching, whereby she was able to provide meaningful assistance to graduate students in need while at the same time developing her own skills of mediation and conflict resolution.

Members asked questions concerning increasing awareness of the Centre, the ratio of domestic versus international students that had availed themselves of the Centre's services as well as plans to address the larger, and in some cases more systemic issues, surrounding supervisory conflicts between graduate students and their supervisors.

In reply to the first question, Ms McGee- Peggs noted that while a great deal of effort had been made to raise awareness of the Centre's services among graduate students, improving communication strategies was an ongoing process. She acknowledged that one possible improvement might be achieved through strengthening communication through the research trainee offices in affiliated hospitals. Turning to the second question, Ms McGee-Peggs acknowledged that while there was currently no tracking of student information such as domestic or international, tracking these differences may be considered in future plan for the Centre. Finally, in reply to the final question, Professor Liz Smyth, Vice-Dean of Programs in the School of Graduate Studies (SGS) reported that SGS had developed an electronic tracking record whereby graduate students could track their interactions with their supervisor and retain a permanent record of this interaction. This was designed to identify any issues relating to the supervisor/student relationship as early as possible so that these problems could be addressed in a timely fashion.

### **3. Report of the Previous Meeting: Report 196 – October 5, 2016**

On motion duly made, seconded and carried,

IT WAS RESOLVED

THAT the Report of the Previous Meeting, Report 196 (October 5, 2016), be approved.

#### **4. Business Arising from the Report of the Previous Meeting**

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

#### **5. Date of Next Meeting – January 30, 2017 at 4:30 p.m.**

The Chair reminded the Board that the next meeting of the Board would take place on January 30, 2017 at 4:30 p.m.

#### **6. Reports of the Administrative Assessors**

Professor Welsh provided a Report to the Board on the following two matters:

##### **Update on the Next Generation Student Information System (NGSIS):**

Continual updates were being made to the NGSIS, most notably to the financial systems on the ACORN site. Five changes were highlighted:

- The ability for students to pay tuition and fees online by credit card through ACORN;
- An improved Awards & Financial Aid module, which displayed links to potential financial opportunities available to students, upcoming award payouts and an awards history;
- A financial calculator that enabled both future and current students to see potential costs for living both on and off-campus, or study in a particular undergraduate program at the University. The tool accounted for estimated revenue and living expenses as well as links to scholarships and awards, financial aid, financial counselling, the career learning network and options for food and housing.
- An urgent grant application to assist students experiencing urgent financial need. This was designed to simplify and expedite the grant application process.
- Finally, there were also a number of improvements made to key business processes for the University allowing for better reconciliation tools and improved student services.

##### **Black Faculty Working Groups:**

In response to the fact that Black faculty have historically been, and continued to be, under-represented in the faculty and student complement at the University, three new faculty working groups had been established, to look at issues of :

- Black Faculty Recruitment and Retention;
- Black Student Recruitment and Success; and
- Representation in Curriculum and Academic Programming.

These groups, which would begin their work immediately and present a final report by the end of the 2016-17 academic year, would serve in an advisory capacity to Professor Regehr and Professor Hannah-Moffat. These groups would conduct consultations with other members of the University on the issues under consideration, and place an open Call for Submissions from all members of the University

In reply to a member's question, Professor Welsh confirmed that the Truth and Reconciliation Steering Committee continued to meet to address a range of issues, including the recruitment and success of First Nations faculty, staff and students at the University.

## **7. Other Business**

There were no matters of other business.

THE COMMITTEE MOVED *IN CAMERA*.

## **8. Appointments**

### **a) Chair: Council on Student Services, 2016-17**

On motion duly made and seconded

IT WAS RECOMMENDED

THAT the recommendation of the Council on Student Services for the Council on Student Services Chair, 2016-17, as outlined in the memorandum from Professor Sandy Welsh, date November 9, 2016, be approved.

THE MOTION FAILED

### **b) University Affairs Board Members (3) to the Service Ancillaries Review Group 2016-17.**

On motion duly made, seconded and carried

IT WAS RESOLVED

THAT the University Affairs Board members to the Service Ancillaries Review Group, 2016-17, as outlined in the memorandum from Mr. Andrew Szende, dated November 28, 2016 be approved

The Committee returned to Open Session.

The meeting adjourned at 6:15 p.m.

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Secretary  
November 29, 2016

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Chair