



Equity, Diversity, and Inclusion Task Force
Thursday, November 14, 2019
5:00 PM
Friesen House
MINUTES

Present: Yalda Ahmadi, Satwinder Bains, Jerri-Lynne Cameron, Adrienne Chan (Chaired the meeting), Christina Forcier, Marc Forcier, Emmett Gebhart, Joanne MacLean, James Mandigo, Tripat Sandhu, Alyson Seale, Joanna Sheppard, Shelley Stefan, Marnie Wright

Regrets: Martha Dow, Shawn Johnston

1. WELCOME AND INTRODUCTIONS

2. MINUTES FROM PREVIOUS MEETING

2.1. Minutes from October 23 meeting

The minutes were approved as presented.

3. BUSINESS ITEMS

3.1. Draft Terms of Reference (ToR) - 30 minutes

Committee edits to the draft Terms of Reference will be made with track changes and shared as part of the next agenda package.

The committee noted the Terms of Reference are formal, and while it's important to have these, the committee would also engage in informal work on some of the easier and more obvious tasks – eg. updating forms. It was suggested a list of guiding principles be drafted, so when engaging in a project we can look at it through an EDI lens.

ACTION: Christina to share the Harvard Presidential Task Force on Inclusion and Belonging Final Report as it may assist the EDI TF with developing its own principles.

ACTION: Christina to reach out to Laura Authier regarding a file sharing program that could be used for the TF to work on ToR and other working documents.

**3.2. Discuss Definitions - Equity, Diversity, and Inclusion - 30 minutes
- page 3 of draft Terms of Reference document**

Committee edits to the draft definitions will be made with track changes and shared as part of the next agenda package.

A discussion followed surrounding the differences between academic freedom and hate speech. The EDI TF agreed a university should encourage debate based on evidence of good science, but it should "do no harm".

