

**FACULTY OF ARTS AND SCIENCE
FACULTY BOARD**

A meeting of Faculty Board was held on Friday, November 25, 2016 at 3:30 p.m. in the School of Kinesiology and Health Studies – KHS100. Mr. Ascough was in the Chair.

1. Adoption of the Agenda

Moved by Mr. Horton seconded by Ms. McDonald that “the agenda be adopted.”

Moved by Mr. Morrow, seconded by Ms. Reinholtz and carried “that item 9, Curriculum Committee Omnibus Report, be moved before item 8, Fall Term Break Task Force – Consultation.”

Ms. King requested a motion be added under Other Business addressing systemic racism at Queen’s and how the Faculty of Arts and Science might address it. The item was added and with these changes the modified agenda was carried.

2. Approval of the Minutes

Moved by Mr. Kavanagh, seconded by Ms. Knight, and carried that “the minutes of October 28, 2016 be adopted”.

3. Business Arising from the Minutes

There was no business arising from the minutes.

4. Arts and Science Undergraduate Society Report

Mr. Baga read a statement issued by ASUS:

Dear Queen’s Community,

In light of recent events, we wanted to reach out to the student population in regards to the Beer Fest party that was hosted this weekend. It involved indefensible acts of racism and cultural appropriation. We here at ASUS are disappointed, hurt, and ashamed by the actions of these students. We condemn events of this kind that marginalize the diverse identities of our students and trivialize the very real experiences of students of color on Queen’s campus.

As the Executive, we are dedicated to representing all 11,000 students in Arts and Science, we want to make it clear that moving forward we will be working with the Faculty of Arts and Science to develop a relationship where the voices of students of colour are heard rather than dismissed. We want to help foster a climate in which we act proactively rather than reactively to acts of discrimination on campus. We believe that we should be having active discussions regarding this incident rather than normalizing it.

We at ASUS acknowledge that many students are hurting right now...

We implore students to use this as an opportunity to listen and to engage in conversations about how we as a community can move forward, rather than policing the feelings of others. Our doors are always open, and we welcome all students to come to our office to speak with us as well as our Equity Commissioner, Lily Cuthbertson, at equity@asus.queensu.ca. We are always open to hear your concerns at president@asus.queensu.ca and at vp@asus.queensu.ca.

Mr. McKay announced that the ASUS Financial Assistance Fund, with a total of \$15K in funding, is now available. The fund will allow ASUS to extend bursaries to all operations within ASUS and can be used to offset the costs associated with academic appeals.

ASUS has also been working with Campus Planning and Physical Plant Services to revitalize the Red Room in Kingston Hall. Renovations are scheduled to be completed by mid-January.

Planning is underway to release an undergraduate research website in February or March. The site will feature undergraduate research profiles. If faculty know of excellent students who are willing to participate, they should contact Mr. Thibault at academics@queensu.ca.

5. Dean's Report

Dean Smith read the following statement:

As the [Principal said in his statement](#) earlier this week, we, in the Faculty of Arts and Science, are upset and disappointed by the recent events at Queen's. Any racist event or activity that serves to degrade, mock or marginalize is completely unacceptable and disturbing.

Together the Faculty of Arts and Science and the Arts and Science Undergraduate Society (ASUS) believe that we have a collective responsibility to make efforts to address systemic racism and activities leading to an unwelcoming environment for our students, staff and faculty. This responsibility does not rest on one unit or one Faculty's shoulders. In recognizing this we, in Arts and Science, are committed to a continuing need to create an inclusive environment by increasing our efforts now, and into the future. Recent events are causing much needed discussion and dialogue about why addressing systemic racism is imperative, and more importantly, how we are going to take action.

We applaud ASUS for their attention to this issue and their leadership in [responding to student concerns](#). They are a testament to the type of leadership we need to become a truly inclusive environment for which we are striving.

In the short-term students, faculty and staff who are deeply affected by this week's events are encouraged to seek out support from services such as the [Chaplain's Office](#), the [Human Rights and Equity Office](#), [Counselling and Wellness Services](#), [Four Directions](#), [the University Ombudsman](#), and [Queen's University International Centre](#).

Over the next few months, following on a program that began in the Faculty of Arts and Science office in August, we will be rolling out a series of discussions on human rights, equity and diversity, with student leaders across the Faculty. As a starting point the Deans Leadership

Team, as well as the entire staff in the Faculty of Arts and Science offices (Student Services; Continuing and Distance Studies, Advancement) have already participated in such discussions led by the Human Rights and Equity Offices. Similar discussions will be held with Department Heads in second term. In addition, by March 2017 it is our goal that all students in Arts and Science will have the opportunity to engage in similar discussions.

As we strive for greater awareness and accountability regarding respect of differences in our Faculty community and beyond, we will seek out new opportunities for discussion and training, including ASUS integrating these important conversations into orientation week. As an educational institution, it is our duty to embrace teaching and learning as a vital, respectful way to reflect, discuss and improve on what we do every day. Through this process we can build our awareness of the challenges we face in addressing systemic racism on campus, and building a more inclusive and welcoming environment for all. As Interim Dean of the Faculty of Arts and Science, I am committed to continue working on heightening our collective awareness around issues of racism, equity, and diversity at Queen's. While this is my priority, it is also our priority and I ask that all of us join together.

6. Question Period

Ms. Davies thanked Mr. Smith for his statement and, noting that there is a cost to dealing with such events, asked if additional funds are to be allocated to the organizations that have been and will assist those hurt by recent as well as previous events. Interim Dean Smith agreed that this was an important issue. He noted that support of this type is a shared service and that recent budgeting has allocated some additional funding for shared services. He said he will take these concerns back to the administration.

7. Communications

There were no communications.

8. Curriculum Committee Omnibus Report – Appendix B - for approval

Moved by Ms. Reinholtz, seconded by Mr. Baga, and carried "that the Omnibus Report Part II be approved."

9. Fall Term Break Task Force – Consultation – Appendix A – for discussion

Ms. Teri Shearer, Deputy Provost and Ms. Rebecca Coupland Associate Secretary of the University presented an update from the Fall Term Break Task Force. A summary of the update can be found in the agenda attachment Appendix A.

Ms. Shearer reminded Faculty Board that the Task Force, formed in April 2016, was to provide a recommendation to the Principal by February 2017 on how best to implement a Fall term break, not whether or not to implement one. On the Task Force website (<http://www.queensu.ca/secretariat/senate/committees/fall-term-break-task-force>) is a survey that asks for feedback on a fall term break. Ms. Shearer noted that there were serious impediments to starting residence move in before the Labour Day weekend and that there is no leeway at the end of exam period, leaving six-seven orientation days and four pre-exam study days to work with. Following the overview of the structure of the Fall term and the factors to consider, there were suggestions and questions from Faculty Board.

Ms. Atkinson suggested distributing some of the material delivered during orientation would reduce the number of orientation days and enhance retention of the orientation material. In response, Ms. Knight felt adding orientation material on top of a student's normal weekly workload would be onerous, while some felt that students would not attend such sessions after orientation week ended. Ms. Fugarati reminded Faculty Board to consider the students that are orientation executives who work long hours already, making it onerous to hold orientation activities in the evening.

Mr. Jamieson felt that once a timetable that include a fall break was in place, some apparent limitations might adjust to accommodate - for example landlords might adjust lease agreements.

Ms. Shearer said surveys shows that some student find orientation too long and so some consideration was given to thinking about the structure of orientation but starting early is still an option to consider.

Ms. Knight remarked that students often write several exams in a short time and need the time after the term to get organized for their exams, making it important to keep the four days before exams intact. Ms. McDonald agreed and, noting the overlap between material presented during orientation, suggested working with the orientation days.

Ms. Atkinson asked, now that Queen's holds Sunday exams but does not use all the Sundays, would it help to use all the Sundays. Ms. Shearer replied that this only gives us one extra day three or four years out of seven.

Mr. Jamieson mentioned, that rather than add a reading break, consider implementing an academic amnesty period where there would no exam written or assignments due for some period of time, say a week. Ms. Shearer said that the Task Force is aware of the concept and it is still a consideration.

Mr. Beamish suggested that to make the Fall term similar to the Winter term and provide a real break that the students need, the term has to be 13 weeks.

Mr. Morelli first thanked Ms. Shearer for her work and leadership on the Task Force and then asked if it would useful if Senate tasks the Senate Orientation Activities Review Board (SOARB) to identify redundant activities and recommend how they might adjust orientation to a reduced number of days. Ms. Shearer replied that she would follow up on the idea.

Finally, Ms. Shearer reported that currently Arts and Science students are underrepresented on the survey. <http://www.queensu.ca/secretariat/senate/committees/fall-term-break-task-force>.

10. Other Business

10. From the floor Ms. King moved, seconded by Mr. Baga that,

“In light of recent events at Queen’s, including a party at which students perpetuated racist stereotypes of numerous cultures, be it resolved that:

1) Faculty Board endorses the joint statement by ASUS and Dean Smith and their explicit naming of these events as racist.

2) Be it further resolved that Faculty Board strongly recommends that the Faculty of Arts and Science commit to taking additional measures to address this culture of whiteness by allocating the necessary budget and staff to implement the recommendations of the 2011 Diversity, Anti-Racism and Equity Report. These measures include but are not limited to Long Term Recommendations E) and F) which call for diversification of the curriculum and a required course on themes of social justice or social difference.”

As this was a motion from the floor, Mr. Ascough explained that a 2/3 majority of those who vote (not including abstentions) is required for the motion to pass. In addition, a second vote on a motion from the floor is required and is normally voted on again one week later. However, Mr. Ascough suggested the vote take place in two weeks (December 9th) at the next regularly scheduled Faculty Board meeting.

Moved by Ms. King, seconded by Mr. McKenzie, and carried by a 2/3 majority that, “the motion be added to the agenda.”

In speaking to the motion Ms. King noted the lack of action since the Report of the Principals Advisory Committee on Race Relations: Towards Diversity and Equity at Queen’s: A Strategy for Change (1991), the Henry Report on Systemic Racism Towards Faculty of Colour and Aboriginal Faculty at Queen's University (2003), the Diversity, Anti-Racism and Equity (D.A.R.E) Report (2011) and others.

Several attendees felt that mandating required courses was problematic or that the motion could be amended to make a required course workable.

Others noted that courses for degrees are mandated all the time, that such a course would improve the reputation of a Queen’s degree, that understanding Canadian history is fundamental to being a good citizen and that such a course aligns with one of the four pillars (Globalism, Diversity and Inclusion) of Queen’s academic plan. Some felt that this same goals could be accomplished by modifying our current courses or adding new courses.

Ms. Adams thanked Interim Dean Smith for his strong statement and noted that this was the first time that anyone in the administration had used the term ‘racism’ when addressing these types of issues. Faculty Board agreed. She also asked for a friendly amendment to remove the last sentence from the motion to highlight the motion’s intent and not get mired in the particulars. Ms. Naanam agreed stating that the recommendations of the D.A.R.E Report were comprehensive and were not just about a course, but concerned frosh week, how the institution operates, and how racist incidents are handled.

From the floor Mr. Morelli asked that the 2 clauses of the motion be split in to 2 separate

motions. This was done.

Mr. Ascough called the question on the new first motion originally moved by Ms. King, seconded by Mr. McKenzie, that “In light of recent events at Queen’s, including a party at which students perpetuated racist stereotypes of numerous cultures, be it resolved that: Faculty Board endorse the joint statement by ASUS and Interim Dean Smith and their explicit naming of these events as racist.”

The motion passed unanimously.

Discussion then continued on the second motion, Which read:

“In light of recent events at Queen’s, including a party at which students perpetuated racist stereotypes of numerous cultures, be it resolved that:

2) Faculty Board strongly recommends that the Faculty of Arts and Science commit to taking additional measures to address this culture of whiteness by allocating the necessary budget and staff to implement the recommendations of the 2011 Diversity, Anti-Racism and Equity Report. These measures include but are not limited to Long Term Recommendations E) and F) which call for diversification of the curriculum and a required course on themes of social justice or social difference.”

Mr. Morelli moved an amendment, seconded by Ms. Adams, that “the final sentence of the motion be deleted”. Several attendees felt that removing the last sentence had no effect on the motion as the sentence lists possible actions, one of several that have already been recommended and accepted by the university. Others felt that the goals can be achieving with other, more sophisticated means.

Mr. Ascough called the question of removing the last sentence of the motion. With a count of for:21, against:14, abstentions:1, the amendment failed to reach the required 2/3 majority and the motion was not modified.

Mr. Morelli moved an amendment, seconded by Mr. Ventresca, that “the word ‘whiteness’ be replaced with the word ‘racism’ ”. Speaking to the motion, Mr. Morelli felt that the word “whiteness” singled out a particular group and using the word “racism” and condemning it accomplishes the same thing. Mr. Ventresca agreed. Ms. McDonald noted that “whiteness” was the phrase used in the Henry Report but that the word referred not just to racism but to a general culture at Queen’s. Reading from the Henry Report, Ms. McDonald quoted, “White privilege and power continues to be reflected in the Eurocentric curricula, traditional pedagogical approaches, hiring, promotion and tenure practices, and opportunities for research.” Mr. Ascough called the question of replacing “racism” with “whiteness”. With a count of for:13, against:32, the amendment failed to reach 2/3 majority.

Ms. Viswanathan moved an amendment, seconded by Ms. King, that, “the preamble, carried from the original motion, be deleted”. With 5 abstentions, the motion carried unanimously.

Ms. Pinto moved an amendment, seconded by Mr. Aldo, that “the phrase ‘and a required course

on themes of social justice or social difference.’ be deleted”. With a count of for:25, against:15, abstentions:14 the amendment failed to reach 2/3 majority.

Mr. Epprecht moved an amendment, seconded by Mr. Walker that “the phrase ‘Faculty Board affirms its commitment to cultivating an environment in which all are welcome and experience equality, dignity and security.’ be added to the motion as a preamble”. With a count of for: 49, opposed:0 and abstentions:6, the motion carried unanimously.

Mr. Ascough called the question on the motion as amended, which read:

“Faculty Board affirms its commitment to cultivating an environment in which all are welcome and experience equality, dignity and security. Faculty Board strongly recommends that the Faculty of Arts and Science commit to taking additional measures to address the culture of whiteness by allocating the necessary budget and staff to implement the recommendations of the 2011 Diversity, Anti-Racism and Equity Task Force. These measures include but are not limited to Long Term Recommendations E) and F) which call for diversification of the curriculum and a required course on themes of social justice or social difference.”

With 6 abstentions including that of Mr. Morelli, the motion passed unanimously.

Richard Ascough
Chair, Faculty Board

Patrick Costigan
Secretary, Faculty Board