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TO: Senate

FROM: Ms. Edyta Rogowska, Secretary-General

SUBJECT: Open Discussion on the Recommendations of the Report of the Principal's Task Force on Respect and Inclusion in Campus Life (Mission, Trust and Governance)

DATE: November 21, 2018

DOCUMENT #: D18-12

ACTION REQUIRED:  INFORMATION  APPROVAL/DECISION

ISSUE: Background documents and discussion questions in support of the open discussion are provided.

BACKGROUND & RATIONALE : Following a review of potential topics, the Senate Steering Committee selected to focus the November 21, 2018 Senate open discussion on the recommendations in the report of the Principal's Task Force on Respect and Inclusion in Campus Life. A Working Group was struck to frame the open discussion.

### CONTEXT

The Principal's Task Force on Respect and Inclusion in Campus Life was created in November 2017 and mandated "to recommend a set of concrete measures by which the University may ensure the full and effective operationalization of its core principles across all University activities but with particular consideration paid to student life at McGill."

The Task Force's work was informed by broad consultations with the McGill community and its final report was shared in May 2018. Members of the McGill community were asked to give the report a careful reading, to reflect on its proposals and think about how to build a more respectful and inclusive University.

The recommendations in the report are set out around five themes: Mission, Trust, Governance, Communications, and Space. The Senate Steering Committee and the Working Group suggested focusing the November 2018 open discussion on the themes of Mission, Trust and Governance. Subsequent to the meeting, in order to address the remaining two themes of the Task Force's report,

The Working Group reviewed the recommendations and associated action items for each of the three themes and agreed to frame the open discussion by focusing on key areas and questions that would benefit from Senate's input. As the Principal assigned a

### Theme 3: Governance (15 minutes)

- Introduction by the Chair

Senate Open Discussion on the  
Report of the Principal's Task Force on Respect and Inclusion in Campus Life  
(November 21, 2018)

An extract from the Report (summary of the recommendations of the Task Force and the associated action items for the themes Mission, Trust and Governance) is available below.

**THEME 1: MISSION**

The mission of McGill University is the advancement of learning and the creation and dissemination of knowledge, by offering the best possible education, by carrying out research and scholarly activities judged to be excellent by the highest international standards, and by providing service to society.

In fulfilling its mission, McGill University embraces the principles of academic freedom, integrity, responsibility, equity, and inclusiveness.

Recommendation:

The breadth and depth of services made available to the McGill community should be assessed to verify how well they map on to the University's Mission. This assessment will inevitably identify successful initiatives that can serve as a model, as well as identify missing services and programs.

Specific action items include, but are not limited to:

- a. Creating an inaugural "Realizing McGill's Mission" Day (a designated 'pedagogical day') in F - (e)-3.9.9 (

## THEME 2: TRUST

### Recommendation:

Those in leadership positions across all sectors and in all spheres of the University (students, staff, and faculty) should strive to lead by example in promoting a culture of openness.

Specific action items include, but are not limited to:

- a. Using effective communication channels in order for those in leadership positions to share their experiences and how they approach the challenges of value-based decision-making in their roles.
- b. Creating opportunities for members of senior administration to

- e. Promoting regular exchanges and identifying key channels of communication between senior members of the McGill leadership and members of student government at faculty and departmental levels.