

**RFA Executive Committee**  
**MINUTES**  
 By Zoom Meeting  
**April 12 2022**

**ATTENDANCE:**

<i>Office</i>	<i>Officer</i>	<i>Yes/No/Regrets</i>
President	Ian Sakinofsky	Yes
Vice President Internal	Peter Danziger	Yes
Vice President External	Dave Mason	Yes
Treasurer	Anthony Francescucci	Yes
Secretary	David Naranjit	Yes
Health & Safety Officer	Habiba Bougherara	Yes
Chair, Grievance	Jesmen Mendoza	Yes
Chair, Professional Affairs	Rachel Berman	Yes
Chair, Equity Issues	Lila Pine	Yes
RFA Indigenous Repr.	Riley Kucheran	Yes
Member at Large	Corinne Hart	Yes
Member at Large	Donna Koller	Yes
Staff	André Foucault	Yes
Staff	Shiraz Valley	Yes
Staff	Agnes Paje	Yes

1. Order/Establishment of Quorum
  - Meeting began with quorum at 10.06AM
2. Approval of Agenda
  - Motion to adopt Agenda (Berman/Naranjit). Carried
3. Approval of Minutes
  - Motion to approve Minutes from March 29 2022 (Berman/Danziger).  
Carried
4. Matters Arising/Old business
5. Duties - General
6. XFA Officer Reports
  - a. President's report (Sakinofsky)

A report was provided of the VPFA update meeting that took place on April 6 2022.

Discussion took place about a petition objecting to the contents of a Sociology course. Questions of academic freedom are thought to be at stake, as well as concern being raised about the safety of the instructors - not only their physical safety but also safety from attacks on social media. It was resolved to monitor the

manner in which the Administration responded to the situation, and subject to the wishes of the instructor(s) to write to the Administration seeking a risk audit and advocating for enforcement of the Academic Freedom provisions.

b. Treasurer (Francescucci)

The Jan/Feb 2022 variance reports were presented to the members of the Executive for their information.

A discussion took place regarding the use of the Gender Transition Fund, now that coverage of Gender Affirmation is provided within the extended health care plan. Three options were raised: Return the funds to the Administration; use the funds for education; make the funds available to the Equity Committee. In the event of the third option the Administration would need to be informed.

c. Grievances (Mendoza)

Information was provided on XFA Grievance #2022.04 & 2022.05  
Unfair, Unreasonable and Arbitrary Treatment by Human Rights Services

Update on RFA Grievances #2017.05 & 2018.17 relating to Unjust  
Discipline and Failure to Investigate, in the Faculty of Community Services.  
The next hearing date is scheduled for Thursday April 14 2022.

d.. Vice President Internal (Danziger)

Defer to next meeting

e. Vice President External (Mason)

Dave Mason reported that he would be meeting with the XFA Political Action Committee (PAC) on April 25 2022, prior to meeting with OCUFA to discuss activities with respect to the Provincial election.

f. Health and Safety (Bougherera)

A report of the Covid numbers that was received by the Joint Health and Safety Committee and forwarded to the Executive, showed that both staff and student numbers were rising.

Regarding the sexual assault incident that had taken place on March 24 2022 on the campus, the JHSC had received an email from Teresa DuCroix, Director, Environmental Health and Safety (EHS) . Bougherara had told her that the email was somewhat late and that the JHSC would have liked it earlier. Bougherara will be making recommendations to the JHSC to expand the extent of the data reported.

- g. Equity (Pine)
- h. Professional Affairs (Berman)

A student event was taking place on that day ( April 12) on anti-racism in the classroom. Both the Equity Committee and the Professional Affairs Committee had provided support.

A public meeting on Anti-Racism in the Classroom has been organised by the Equity Committee and the Professional Affairs Committee, and is scheduled to take place on April 14 2022.

## 7. Items for Discussion

- a. March 24 Sexual Assault on campus

The School of Fashion had met that morning with Denise Campbell (Director, Community Safety and Security) and Farrah Khan (Manager, Consent Comes First, Sexual Violence Education and Support) to discuss community safety. At that meeting it was stated that Security is conducting an audit of security measures on campus. They expressed their disappointment at the fact that Toronto Police Services had approached people on campus for information. At this meeting they had not addressed the question of communication.

It was agreed that Habibia Bougherara would convey the content of the letter that the XFA Executive had sent to the membership, following this March 24 incident, to the Joint Health and Safety Committee. It was also concluded that the Executive will need to keep pushing on this front, and that at the next VPFA update meeting it should be asked what the Administration is doing on this front.

The point needs to be made that the membership is asking for something that is way overdue, and which other campuses already have. The Faculty Association needs to keep pressing.

- b. Maintaining a safe campus as Covid measures relaxed

It was reported that at the last VPFA update the VPFA was informed that with the Covid restrictions being loosely applied, and about to be lifted, while at the same

time students, faculty and staff appeared to be contracting Covid at a noticeable, there seem to be uncertainty as to how faculty were to respond in this situation. The VPFA's guidance was that if faculty members did not feel safe, they should not come to campus.

- c. Setback in Fall 2022 rollout of the ASEC (Assessment of Student Experience in a Course)

It was reported that at the VPFA update meeting when the Faculty Association had raised the need to commence preparing faculty members for the introduction of the ASEC in Fall 2022, the VPFA advised that the Administration was re-thinking their commitment to the ASEC due to uncertainty regarding the mode and format of teaching that was going to be employed in Fall 2022, and due to the cost of ASEC.

This was startling news for the Faculty Association, and a complete turnaround by the Administration, after more than a year's collaboration on this project. The VPFA's explanation was completely unpersuasive and not all convincing.

- d. Administration/SunLife proposal to reduce Reasonable and Customary limits on certain insured benefits

A meeting is scheduled for Thursday April 21 between the Administration and the Faculty Association and their respective legal counsel, and representatives from SunLife to discuss the pending notification from the Administration that the Reasonable and Customary limits for certain health care benefit reimbursements are to be reduced. The Faculty Association finds these reductions to be without merit and to represent a reduction in our members' benefits, and to be a violation of our Collective Agreement. These reductions will be to the financial benefit the Administration

- e. Request from OVPRI for XFA representation on 'SRC Chair Policy Committee (this might be confused with 'academic chairs')

The Faculty Association had been approached by the Office of the Vice Provost Research and Innovation (OVPRI) to provide a representative to serve on an 'SRC Chair Policy Committee' The purpose of the proposed policy would be to address the absence of a comprehensive and transparent governance and accountability framework for Chairs.

There was some confusion regarding the request from the OVPRI and it was resolved to seek clarification on what the OVPRI meant by the term "SRC Chair" which they had employed in their request.

It was also pointed out by members of the Executive that in the case of the Policy 63/171 Advisory Committee, which had included a representative from the

Faculty Association, there had been both a steering committee and an advisory committee. It was resolved to inquire whether that will be the case here too, and if so what would be the composition of the respective committees. That would determine who the Executive suggests be our representative on the Advisory Committee.

- f. Staffing-HR committee meeting etc.(communications officer, short-term staffing needs)

A report was provided on the progress of the XFA HR Committee on reviewing the staffing needs of the Faculty Association.

- g. Indigenous Faculty Committee (required by MOU26 Hiring and Evaluation of Indigenous Faculty Members and Librarians)

At the update meeting with the VPFA on April 06 2022 the VPFA had suggested that it may be helpful for her to meet with the XFA Indigenous Faculty Representative to discuss the resource needs of the Indigenous Faculty Committee that was provided for in MOU26. Riley Kucheran indicated that he was agreeable to meeting with the VPFA, but that the meeting might be a degree challenging because the Indigenous Faculty Council had yet to hold their retreat, at which they were going to discuss the resources that they will need.

- h. General Meeting in May

It was agreed that the General Meeting on May 09 would be run in the same fashion as the December 2021 General meeting and that Donna Koller would chair the meeting and other members of the Executive would monitor the Chat/. It would be made clear to the attendees that the Speakers would not be following the Chat themselves, nor responding to it.

- i. Composition of Senate

This item was deferred to the next meeting.

- j. Third Party Support for DHC in Faculty of Arts

The Executive agreed to provide support for the idea that a facilitator be appointed to provide support to a particular DHC in the Faculty of Arts to assist that Committee in its decision making process. The role of the facilitator would be to facilitate the process and not to provide any settlement. The XFA's support is

conditional upon the XFA being informed of the identity of the proposed facilitator.

k. Coordination of a faculty transfer in School of Law

The Executive was informed that a request had been made to transfer a faculty member from another Faculty in to the School of Law. The request transfer did not appear to be consistent with the University's policies, the necessary procedures did not appear to have been followed, and there were Conflict of Interest concerns that had yet to be addressed.

7. New Business

8. Adjournment (1.07 PM)