

**RFA Executive Committee**  
**MINUTES**  
 By Zoom Meeting  
**October 25, 2022**

**ATTENDANCE:**

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

1. Order/Establishment of Quorum
  - Meeting began with quorum at 10.05AM
  
2. Approval of Agenda
  - Motion to adopt Agenda (Mason/Berman). Carried.
  
3. Approval of Minutes
  - Motion to approve Minutes from October 11, 2022 (Sakinofsky/Berman). Carried.
  
4. Matters Arising/Old business
  - i. Determination of Chair of Election for the Association
    1. Moved to appoint Dave Mason to be the Chair of Election for the Association this year (Mendoza/Sakinofsky). Carried
  - ii. Election results of the XFA renaming process and next steps
    1. TFA had the most votes of the top three choices for the new name of the Association. Membership would be informed this afternoon. Discussion occurred on next steps to be taken (e.g., changing contact information, securing new website domains)

- iii. Indigenous Members' response to recent announcement of Leadership Change regarding the Provost, the VPFA, and the Special Advisor to the President, Equity, Diversity, Inclusion and Decolonization (EDID) curriculum
  - 1. The general feedback received from our Chair, Equity was the lack of consultation with our Indigenous community, and the impact that a Special Advisor position will have on the curriculum. Feedback also centred on how the Special Advisor position should have considered an individual who is an Indigenous language speaker.
  - 2. In a recent meeting between the Association and the President of TMU, the President of TMU indicated that he would make himself available to speak to our Indigenous members about this Special Advisor position. It was mentioned in this meeting that our Indigenous members may also like to speak to the Special Advisor, Jennifer Simpson, about their concerns on Indigenizing the curriculum at TMU.
- iv. Holiday Party
  - 1. Discussion on whether the annual Association Party should resume this December 2022. In light of current public health concerns and the current position of the TFA Executive where we are continuing to perform Association work in a mostly remote fashion, the Executive agreed to continue to postpone the return of this annual tradition and will explore the possibility of holding an in-person gathering sometime in the New Year.
- v. Posting of Material on the TFA website
  - 1. Recent posting of the New Faculty Orientation meeting and its zoom video recording led to a review of practice. Discussion occurred on the value of posting such a recording, as well as concerns raised with regards to keeping members' information private while maintaining the Association's ability to ensure confidentiality of any matters shared.
  - 2. It was agreed that any concerns with a video recording being posted would be raised with the Executive member who is posting the recording. We would continue with the practice of informing members that the meeting they would be attending was also going to be recorded. Efforts would be made to edit out any member participation that was considered private and specific before posting on the TFA website.

5. Duties - General

None

6. XFA Officer Reports

- a. President's report (Mendoza)
  - i. Retainer Agreement with our Legal Counsel
    - 1. The Executive requested that the proposed rates of our Legal Counsel be shared prior to this meeting for continued discussion.
    - 2. The Executive discussed the possibility of exploring an ease of exclusivity with our counsel.
  - ii. Meeting with the Interim-VPFA at the most recent Executive Update Meeting
    - 1. The Interim-VPFA clarified that she would take over all responsibilities and committee work that the previous VPFA had left behind before ascending into the Interim-Provost role.
    - 2. The Interim-VPFA described how she was committed to working with the Association and the Association shared the many outstanding issues that remain since the leadership shuffle that occurred at the end of September 2022.
- b. Treasurer (Francescucci)
  - i. None
- c. Professional Affairs (Berman)
  - i. See v. in Matters Arising section.
  - ii. The New Faculty Orientation Meeting was a success and the turnout was robust. Some feedback was provided to the presenters at the New Faculty Orientation where they were encouraged to make an effort to include Professional Librarians and Professional Counsellors in their presentations and responses to questions by our Members.
- d. Equity (Pine)
  - i. see iii. in Matters Arising section.
  - ii. The Equity Committee is on track to screening the performance documentary of “Kaali” by Leena Manimekalai. This solidarity screening is in protest of the withdrawal of the film and its artistic censorship at TMU’s “Under the Tent” series on multiculturalism. As the film is controversial, attendance at the screening has required registration.
- e. Grievances (Hart)
  - i. Nothing to report.
- f. Negotiating (Sakinofsky)
  - i. Tabled to Next Meeting for priority discussion.
- g. Vice President Internal (Danziger)

- i. Reps Council meeting is scheduled to occur today, on October 25, 2022. Those Executives able to attend were encouraged to do so.
- h. Vice President External (Mason)
  - i. The position statement on Support for the People of Iran by CAUT was obtained. This statement will be circulated to the Executive for their consideration in the issuing of a statement of solidarity.
- i. Health & Safety (Bougherara)
  - i. The consultant, retained by the Administration to audit the current policies and practice of the JHSC, met with the Committee who shared the scope of their review. Members of the JHSC indicated that they were interested in scrutinizing data used by the consultant, and the consultant was encouraged to have a wide consultation with respect to worker concerns. The consultant indicated an interest to do so, and to perhaps propose appropriate amendments to the policy and terms of reference.
  - ii. The union representatives on the JHSC also reviewed the selection of the consultant and came to the conclusion that the subcommittee who reviewed the candidates and proposal offers on the review and audit of the JHSC, its policy and terms of references, had performed their due diligence and selected the right candidate who seemed to offer more than others being considered.
  - iii. Since the review of the subcommittee's work on selecting a consultant by worker representatives of the JHSC has occurred, the tone of the Administration seems to have decreased.
  - iv. Discussion amongst the JHSC worker representatives is occurring on who the co-chair of the Committee ought to be.
- j. Secretary (Naranjit)
  - i. None.

## 7. Items for Discussion

- A. Concerns raised by a few Members from the Indigenous Faculty Council regarding the Administration
  - a. A presentation was made by Hayden King, Anne Spice, Jennifer Meness, Damien Lee, Scott Franks and Lynn Lavallée to discuss concerns raised by the Indigenous Faculty Council regarding the Administration.
  - b. The group indicated that the Council was in discussion with regards to their internal governance but had not selected a Chair and a representative to the TFA at this time. Thus, the Council was currently acting in a

collective fashion in the meantime. The group asked to attend a meeting of the Executive to express three areas of concerns:

- i. Lack of Support for Indigenous Curriculum Development.
  1. The group indicated how the Council does not agree with the Infusion model of Indigenizing the curriculum at TMU.
  2. The group suggested that Indigenizing the curriculum should take a structural approach (e.g., more Indigenous Faculty hires, Recognition of Indigenous Studies as its own discipline, and Indigenous Studies considered part of education at TMU).
- ii. The Administration's inappropriate approach to decolonization via Senior Administration appointment of a Special Advisor
  1. Lack of consultation with Indigenous faculty on curricular transformation, and how the Special Advisor ought to have been an Indigenous Language Speaker.
  2. Questions on who will educate the Special Advisor on Indigenous education and curricular transformation as there is difficulty with the direction she is taking (i.e., Infusion model).
  3. Council expressed frustration and anger at the appointment of a non-Indigenous person into the position of Special Advisor.
  4. Concern raised on how consultation with Indigenous faculty will be more about knowledge extraction as opposed to curricular transformation. Experience with School of Medicine consultations seems to reflect this observation.
- iii. MOU 26
  1. The MOU has created a burden, like at other institutions, on vetting Indigenous identity. The group suggested that the language in the MOU is in need of revision and the Council is interested in working with the Association, through its internal processes, on making changes before the next round of negotiation talks occur.
  2. The group also suggested that accommodations ought to be considered when the MOU cannot be executed under certain circumstances.
- c. The Association conveyed to the group how the Chair, Negotiations was interested in meeting with the Council at any time in regards to MOU 26,

and would be consulted with officially in January 2023, alongside other Standing Committee consultations that occur in that month.

- d. The Association agreed to consider the group's presentation today, respond and then invite them at another meeting of the Executive for further discussion.

B. Years of Service (Special University Event – Tabled to the Next Executive Meeting )

C. Possible REB Concerns (Tabled to the Next Executive Meeting)

8. New Business

- a. Concerns raised with respect to the recent appointment of a Chief Strategy Officer as well as the purpose of this appointment.

9. Adjournment

Motion to adjourn. (Mendoza/Ferworn). Carried at 1:00pm