



Message From the President

Policy Discussions with the Administration

Since the spring of this year, the TFA has been in discussion with the Administration on a number of policies (i.e., Social Media, Sexual Violence and Appointment of Academic Administrators (AAA)). Since the summer, those discussions have closed and those policies will be put forward for community consultation. Despite the consultation the Administration had with the Association on those policies, a number of concerns remain. With respect to the forthcoming Social Media Policy, this policy emerged from a grievance arbitration where Arbitrator Burkett ordered the University to create a policy and consult with the TFA after the Administration had severely interfered with an academic unit's academic freedom. The original drafts of this policy were steeped in corporate principles that undermine our academic environment and the TFA provided feedback to that effect.

While most of our feedback was eventually incorporated into these discussions, its one major failure was to recognize that academic units indeed have academic freedom when such units engage in collegial and democratic processes. When the community consultations occur on this policy, the TFA plans to attend and reiterate this important position that academic units have academic freedom. Not recognizing this interferes with our member's rights.

While Bill 26 created the change of the *Ryerson University Act, 1977 to Toronto Metropolitan University Act, 1977*, the same bill also mandated universities and colleges to enact policies and procedures with respect to sexual misconduct and allegations of sexual misconduct by July 1st of this year. The TFA was aware that this obligation was coming into effect for the Administration. Thus, on several occasions we sought out consultation on how



Jesmen Mendoza, President

they would respond to the legislation. After several months and several requests, the Administration finally invited us to a discussion in June. Surprisingly, we were not there to discuss proposed changes to the Sexual Violence Policy. Instead we were invited to provide feedback on Guidelines under the Sexual Violence Policy – Consensual Romantic or Sexual Relationships & Activities. They explained that the policy was coming up for review at the end of the year and would engage with us on the topic then. Their stance was that these guidelines coming into effect positioned them in compliance with the legislation. While we disagreed with their approach, we did engage and provide

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Important Dates

TFA General Meeting

December 5, 2023

* * *

TFA Drop-ins

November 21, 2023

&

December 12, 2023

TFA List Servs

If you are not receiving information sent out on rfa-announce, please advise the TFA Office by e-mail: tfa@torontomu.ca

We wish to keep you informed!

Thank you.



Retirees

Cyndy Baskin - Social Work

Marni Binder - Early Childhood Studies

Jacob Friedman - Mechanical & Industrial Engineering

Adrianna van Hilten - Global Management Studies

Joan (Joey) Power - History

Albert Smith - Architectural Science

Stephen Webber - Urban & Regional Planning

Tina West - Marketing

From the President....

feedback, ensuring that their definition of sexual misconduct was consistent with the legislation and adding language on the Administration's commitment to progressive discipline. While there are still problems with this document, our efforts are now being directed to the policy consultations occurring on the Sexual Violence Policy. We have been invited to a separate consultation with the policy managers of the Sexual Violence Policy and plan to propose language changes then.

In regards to the AAA policy, the general theme of the discussions between the TFA and the Administration has revolved around the role of the Committee Chairs and their relationship with the entire search committee. Several proposals had been made by the Administration to provide greater control to the Committee Chair and have reasoned that the Chair has final responsibility for the search process. The TFA sees otherwise. The TFA views the task of searching for the right candidate as a shared responsibility by the entire committee and not just squarely falling upon the shoulders of the Chair. This point is an important one to make as the person selected in this administrative role will no doubt have an impact on the work of all of our members. As such, the entire search committee should have greater say and thus greater responsibility in selecting the best candidate for the position. One other point to make about the AAA process and procedures is the regular use of Executive Search Consultants. Members have shared with the TFA how these consultants may sometimes interfere with process and curtail or foreclose debate and consideration of various candidates. While the current draft of the policy provides discretion to the Chair to utilize the services of a search firm and that the information provided by the search firm will be provided to the committee, we anticipate at some point we will need to advocate for a more prescribed role with regards to the use of such third parties participating in our collegial processes.

These three policies are or will be put forward for discussion to the broader community. The TFA would like to urge you all to attend and put forward your concerns about these policies. To assist you, we will be providing you with briefing notes that outline talking points that you can make, reviewing the shortcomings of these various policies. While we gladly advocate on your behalf, adding your voice to these policy discussions makes it difficult for the Administration to ignore all of us.

Office Updates

Three notable changes have occurred this year. The first is our newest Labour Relations Officer, Mina Rajabi Paak, joining our ranks since the spring. Mina comes to us from OCUFA where she was a policy analyst who conducted research on various issues related to postsecondary institutions and labour relations. She is well-versed and knowledgeable of the academic workplace and has expertise in collegial governance and equity. We are extremely fortunate to have her and she has already made an impact on the Association. Since the end of the summer, I'm happy to announce that Stacy Stanly has taken on the Acting Office Manager role. She has been the Association's Office Assistant since 2012. She has taken on the role with grace during this transition time for our office. The TFA is quite pleased that she has stepped up to this role. Again, we are fortunate to have her too. Finally, our newest addition to our office is Dave Bush, our Member Engagement and Communications Officer, who joined us at the start of this fall term. Dave comes to us from the Income Security Advocacy Centre and is an experienced labour organizer and activist. His background in journalism and experience organizing on university campuses makes him quite qualified for this position. Like Mina and Stacy, the TFA feels lucky to have him and has already hit the ground running. Additionally, as the TFA slowly returns back to its offices, I want to encourage all members to attend one of our TFA membership drop-ins. Take a moment to have a coffee with us, ask a question that you might have about your working conditions, or meet any of the wonderful Executives or Staff that attend. Come for five minutes or stay for the entire time, we would appreciate you dropping by.

Range of Viewpoints of the Executive

Finally, as the spokesperson for the Executive, I am charged with representing its views and positions on several topics. However, there are times when the Executive is not of one voice. Recent debate within the Executive occurred with respect to the TFA's Equity Committee and its ability to put forward its views on the conflict in Palestine and Israel. While the Executive respects the TFA's Equity Committee's entitlement to put forward its views, some Executives are deeply concerned about these views. There are different positions, voices and lived experiences on the Executive, and this parallels our membership and to some extent, what is occurring in the world today. As world events keep unfolding, I anticipate that more difficult dialogues are still ahead of us. I encourage us all to continue to be in conversation with each other during these painful times.

Report from Chair, Negotiating - Ian Sakinofsky

As in so many other aspects of collegial university governance, this University's senior administration appears to have little talent for the negotiation of a collective agreement.

What is more frustrating in this round of negotiations is that there have been times at the negotiating table when the negotiating committee felt, at least to some degree, that they were being heard. However, the response invariably came back in the negative, with no meaningful reasons given and the distinct impression that the Vice Provost Faculty Affairs' hands are tied by the senior administration

The negotiation process has become one of the few places where the Administration and the TFA have the opportunity to address matters that are nagging at the University, and where the parties can introduce changes and developments that are needed by TFA members and are in the interests of the University. However, our Administration has shown little will to engage in this process.

Lead up to negotiations

It is more than a year since the TFA began its preparation for this round of bargaining. During the Fall 2022 semester we commenced our preparations by visiting each of the Schools/Departments at the University. We heard similar concerns from almost every department as our members expressed despair with respect to the teaching environment and pedagogical conditions as well as with respect to their workload and employment environment.

Items that were universally raised included:

- The state of classrooms, and the inappropriateness of classrooms – classrooms that are unsuited to teaching, and/or teaching particular subjects.
- Ill-equipped classrooms, and the standard and state of classroom technology, and the availability of timely technological support.
- The inadequate availability of non-academic administrative support.
- The cleanliness of the campus, the safety of the campus, and the health of the campus, including ventilation and air quality.
- Entry level salaries and cost of living.
- Inadequate faculty complement, large class sizes, and the incredibly high student faculty ratio.
- Vastly understaffed Counsellor complement.
- Inadequate TAGA resources.
- Scheduling hopelessness.
- Bizarre and ill-fitting budgeting process(es).
- Complete uncertainty and lack of resources regarding remote/hybrid/in-person alternatives, and the lack of technology to offer such.
- Overwhelming workload due to the volume of student accommodations and academic considerations in the absence of the necessary infrastructure to offer such.

The negotiation process itself

We have tried to address as many of the above issues as possible during the negotiation process.

Lengthy discussions were held on a few items that did result in some progress, particularly with respect to the provisions of Article 16 Librarians and Article 17 Midwifery Faculty. However, on other items no responses were forthcoming. Key items proposed by the TFA that remain in dispute include Hiring and Complement; Evaluation; Health and Safety; Workload; Pension and Benefits; Compensation; Terms and Conditions of Professional Counsellors; Appointment Process for Chairs/Directors; Brampton Campus.

Report from Chair, Negotiating...

20 bargaining sessions were held with the TMU administration, commencing on March 29, 2023, and culminating in a failed conciliation session facilitated by the Ontario Ministry of Labour on September 8, 2023. A “no-board” report was received from the Conciliation Officer on September 18, 2023.

Dispute Resolution - Arbitration

As per our collective agreement, if any issues remain unresolved at the end of the conciliation process, within seven days the parties are obliged to submit those issues to final and binding arbitration.

Arbitration is not new to us at this stage of our negotiations. In fact, the last time that the TFA and the Administration were able to come to agreement at the negotiating table, without resorting to the services of an arbitrator, was 2011. The 2015-18 collective agreement was reached after lengthy assistance from an arbitrator. The 2018-2020 and 2020-2023 collective agreements were reached in the form of arbitration awards.

The arbitrator in all of the above-mentioned rounds was William Kaplan. He was also the arbitrator for the 2001-2005 Collective Agreement, which is one that the TFA looks back on as a breakthrough agreement because it brought us closer to par with many other Ontario universities. He is once again the arbitrator that the parties have agreed upon for this round.

Arbitrator Kaplan has scheduled two days of mediation on Saturday, December 16 and Sunday, December 17, 2023. Following that the parties have been attempting to schedule further dates for an arbitration hearing, should it be necessary. Dates that were offered for early February and subsequently early April were not available for our Administration or their legal counsel, and the arbitration is now scheduled for April 27 and April 28, 2024.

Preparations for the mediation phase have already begun with our legal counsel. Depending on what transpires in December we will have some time to prepare for a more formal arbitration hearing. We are hopeful that as the situation develops we may be able to secure dates earlier than the above April dates to advance this process.

We have been diligent in preparing our positions for the bargaining table, and for conciliation. We will show the same diligence in our approach to arbitration and feel well positioned for our proposals and arguments to prevail.

Our current Collective Agreement expired on June 30, 2023. However as per Article 2.1.A of our Collective Agreement: “ In the event of Conciliation and/or arbitration, the Agreement shall continue in force until a new Agreement is reached.”

Acknowledgment of the work of the members of the Negotiating Committee

I want to acknowledge the work of the members of the Negotiating Committee. They are: Immaculate Antony (Counselling), Niushan Gao (Mathematics), Donna Koller (Early Childhood Studies), Jane Sprott (Criminology) and we are supported by Andre Foucault (Executive Director) and Mina Rajabi Paak (Labour Relations Officer). Jesmen Mendoza, the President of the Faculty Association is an ex officio member of the Committee.

They are permanently on-call and available, and have attended and continue to attend numerous lengthy meetings. On many occasions this process has proved to be both frustrating and dispiriting, however this Committee has demonstrated a strong spirit and a willingness to stay the course and secure an outcome that our membership can be satisfied with.

Report from Chair, Grievance - Corinne Hart

As a preface to this report, given current world events and differences in the positionalities, lived experiences and perspectives of members of the TFA executive and its committees, I want to clearly state that the grievance process will not be, nor should it be perceived to be influenced by geopolitical events in Israel/Palestine or any other political conflict around the world.

The *Duty of Fair Representation* is a legal obligation of unions and the fundamental principle underpinning all aspects of TFA grievance processes, and the work of the Grievance Committee. As Grievance Chair and the TFA Grievance Officer, I, and the Grievance Committee want to make explicit our commitment to ensuring that all members are represented in a way that is not arbitrary or discriminatory, and in good faith, and that all grievance processes occur in a fair and unbiased manner.

The Grievance Committee is working hard on behalf of our members. This year's committee is comprised of myself (Corinne Hart), Cecile Farnum, Tammy Landau, Tisha Ornstein, Diane Pirner, and our President Jesmen Mendoza, who serves as an ex-officio member. Andre Foucault, the Association's Executive Director of Labour Relations, and Shiraz Vally and Mina Rajabi Paak, our Labour Relations Officers, also serve on this committee.

I cannot emphasize enough how critical a role our Labour Relations Officers play in supporting both individual members, and the grievance process more broadly. They function as the first line of contact for members who are or may be involved in a grievance proceeding and support me, as Grievance Chair and the entire Grievance Committee through their representation of members.

Grievances and Awards

Over the summer we were able to settle a number of long-standing grievances, and currently have another in the last stages of an arbitration process. While we are glad that these grievances are now successfully closed, we were also compelled to file three new grievances between late September and early October. By the time you read this, we will likely have filed at least one more. Two of these grievances were the direct result of the refusal of the Administration to amend existing grievances to include issues that have emerged since the initial filing. Amending these grievances would have supported our members by circumventing the need for filing an additional grievance related to what was already a difficult situation and avoiding the very real stress that comes along with the grievance process.

At the time of writing, we have 16 grievances at different stages of the process, with seven of these scheduled for arbitration. These include a grievance related to the Administration's response to sexual assaults on campus, one related to TFA's position around who should be offered courses in the Navitas program, one around reasonable and customary benefits, and another focused on the Administration's refusal to move the academic facilitators into the TFA bargaining unit. The remainder of our upcoming grievance arbitrations are primarily related to flawed processes in HRS investigations, and unjust discipline. As the Administration regularly denies our grievances and consistently refuses to engage in any kind of creative grievance resolution, we will likely need to consider moving additional grievances to arbitration over the coming months.

The TFA continues to have deep concerns about the timeliness, processes and procedures related to HRS complaints. These concerns are at the heart of most of the grievances filed over the past few years. With the leadership of our Labour Relations Officers, we have developed a document that outlines a set of principles that the Association sees as fundamental to fair investigation and have begun sharing this when new investigators are hired by the VPFA and HRS to conduct an investigation. We are hoping that this document supports our members by allowing for greater consistency and transparency and a shared understanding of a fair investigation process, and as such, a decrease in the number of process-related grievances that we need to file.

To ensure that members' rights are not violated through flawed and often unfair processes and procedures, I remind everyone to please contact one of our Labour Relations Officers if you are asked to participate in an investigation, and/or receive a Notice of Investigation, and/or have concerns about your experiences around an investigation or any other HRS or HR process. Remember that you have the right, under the Collective Agreement, to have TFA representation at any meeting with your Dean, HRS, HR, the VPFA office or any other Administrative office at the University.

Explaining "Grievance"

Members have frequently asked about what constitutes a grievance and when a grievance might be filed.

Report from Chair, Grievance...

Below I provide a brief explanation.

Article 9.1 of the Collective Agreement states that “A grievance is a claim, dispute or complaint involving the interpretation, application, administration, or alleged violation of the (Collective) Agreement”. Article 9.1 also states that “The Grievor is the Association, which initiates a grievance on behalf of a member or group of members or itself”.

These two statements highlight important aspects of the grievance process. The first is that filing a grievance is a reactive, rather than proactive process that occurs only once a violation of the Collective Agreement has been claimed, disputed, or complained about. It is important to note that even when a member has experienced what they perceive as an injustice, not everything can be grieved. For example, a breach of a Senate policy, or a complaint about a colleague’s work or behaviour may not necessarily constitute a grievance. Instead, these would at least initially be addressed through other TMU processes and procedures.

The second thing to note is that grievances are not filed by members themselves, but by the TFA on behalf of a member, a group of members or the TFA on its own behalf. While the Labour Relations Officers and Grievance Officer work closely with members who feel that they may have a grievable issue the ultimate assessment of whether a grievance should be filed is made by the Grievance Officer, in consultation with the Labour Relations Officers, the grievance committee and when needed (for example if the situation is unclear or very complex), the TFA executive. This assessment considers, among other things, whether the issue is a labour relations issue rather than an academic matter, and whether the issue can be argued under the Collective Agreement. If a grievance is not deemed as the appropriate process, the member will be supported to direct their concern to the appropriate University office and will continue to be represented by the Labour Relations Officers as appropriate. If the situation changes, reassessment will always occur and the need to file a grievance reconsidered.

Grievances are generally grounded in the University’s responsibility to provide TFA members with “an administrative structure and climate in which effective teaching and Scholarly, Research and Creative activities may take place”, and in which “every opportunity will be provided for personal academic growth and development” (Article 7.2). Grievances may focus on relevant Articles under the Collective Agreement and/or breaches to University and/or other relevant policies and legislation, including the TMU Harassment and Discrimination Prevention Policy (DHPP), the Civility Policy, the Occupational Health and Safety Act, and the Provincial Human Rights Code. For example (and this is not an exhaustive list), a grievance might be filed when a member has:

- faced unjust discipline (Article 20, Article 7.2);
- been denied tenure or promotion (Article 5);
- experienced unfair processes, practices or procedures related to their workload (Article 10, Article 7.2);
- experienced a violation of their Academic Freedom (Article 14, Article 7.2, Civility Policy, DHPP);
- had complaints of harassment and/or discrimination ignored or discounted by the Administration and/or HRS (Article 7.2, Article 8; DHPP, Civility Policy, Human Rights Code).

While a grievance may focus specifically on an individual member’s issue or situation, it may also highlight and attempt to address University policies, practices and procedures that are fundamentally flawed and violate members’ rights to procedural fairness and natural justice. A recent grievance, for example, was directed at the HRS/Administration’s practice of hiring a single investigator from an external for-profit firm to both assess whether a complaint meets the threshold for a policy breach, and then to investigate that complaint. The TFA has argued that this inherently creates bias and is a conflict of interest, and as such, compromises the investigation process, not only for the individual member on whose behalf the grievance was filed, but for all members who are involved in HRS investigations. We have also filed grievances to address issues of procedural fairness and natural justice created by long delays in HRS and HR investigations.

While I have only touched the surface of the grievance process, I hope that it provides some insight into what is grievable under the Collective Agreement. Although not everything is grievable, our Labour Relations Officers can provide advice, clarification, and representation around your employment rights under the Collective Agreement, support you in dealing with unfair or flawed processes and procedures, and identify when a grievance should be filed. Please do not hesitate to reach out to them, and/or me, should you have any questions or concerns.

Report from Chair, Equity Issues - Lila Pine

The TMU Equity Committee is committed to intersectional critical anti-racism and anti-oppression practice and advocacy. As a committee our values are aligned with dismantling all forms of systemic and institutionalized oppression, and our work is embedded in frameworks of equity that intersect with but are not limited to racism, disability, and sexism. At the heart of our work is an understanding, acknowledgement, and responsibility to the continued impact of colonialism on Indigenous communities, the legacy and iterations of anti-Black racism, and the exigent need to rupture all forms of oppression. We recognize that critical anti-racism and anti-oppression work requires anti-colonial theoretical engagement and action-oriented practice. We are committed to collective care for our members and our communities, and we consciously work to demonstrate and uphold these values.

Campus Security Data

This year the Equity Committee partnered with a group of 4th year criminology students on a Community Engaged Learning & Teaching project in a seminar course, taught by Dr. Anne-Marie Singh, on Public Criminologies. Supported by Librarian Alison Skyrme, three students collated and analyzed campus security incident reports from 2000 to April 2023. They organized the data from 1058 reports by type of incident, time/date, location, gender of those involved, TMU affiliation, police involvement and action taken. The students found that nearly half of all incidents were recorded as assaults. Sexual assaults and indecent acts together accounted for one fifth of recorded incidents. Most of the recorded incidents occurred between 2:00pm to 4:00pm and took place on the street, not in campus buildings. The group also highlighted that security reports from 2016 to 2017 were not available and that campus security would not provide these to them. The students' report - *TMU Campus Security Incident Archival Data Collection Summary and Findings* - is housed in the Library Archives as resource material for the university community and the broader public. Please let the Equity Committee know if you have any difficulties locating the report.

Safety Survey

In response to reported incidents of sexual violence on campus the university called for police presence, as well as an increase in campus security officers. Concerned about how this might impact racialized members of the community, the Equity Committee and the Professional Affairs Committee sent out a survey to gauge members' comfort level with these measures.

We asked four questions:

1. How comfortable are you when interacting with the Toronto Police on Campus?
2. How comfortable are you interacting with campus security?
3. Does seeing officers from the Toronto Police make you safer or less safe on campus?
4. Does seeing officers from campus security make you safer or less safe on campus?

We received responses from 17.4% of TFA members, the majority of whom identified as women. 4% of respondents identified as Black, 1.5% as Indigenous, 5% as Arab/Middle Eastern, 6.4% as Asian, 1.9% as South Asian, 2.5% as Jewish, 1.5% as Latin-x, 4% as other and mixed race, 55.4% as White, and 16.8% did not specify. The survey did not provide any identity descriptors. Instead, respondents were asked to self-identify.

While most respondents feel somewhat or very safe with both the police and campus security, 100% of those who identified as Indigenous and 90% of those who identified as Black feel less safe with campus security and police presence on campus.

Town Hall

On May 5th we held a Town Hall to share the results of the survey and to brainstorm about different ways to make the campus safer for everyone.

Here are some of the ideas that emerged:

- Engage the community around us.
- Work with the City to establish good mental health facilities.
- Provide security teams with training in dealing with people with mental illness.
- Become good neighbours.

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- Make the campus a place of community gatherings and events.
- Address the toxicity inside our community against women and racialized members.
- Have a dialogue about the hollowing out of campus by switching to permanent hybrid models.
- Avoid evening classes.
- Add more staff or volunteers to the walk-safe program.
- Allow people to schedule a walk-safe in advance so that they can be assured that someone will be there after class.
- Organize and train student groups to do patrols.
- Reconsider building design.
- Crime prevention through environmental design.
- Implement a zero-tolerance policy for any violence on campus.
- Expand the offering of online and virtual learning in a way that in-person classes don't take place at times when there aren't many people on campus.
- Change the design of washrooms so that all are gender neutral with lockable doors on stalls.
- Provide clear guidelines on how to recognize borderline violations of the Sexual Violence Policy so that appropriate early intervention can take place.
- Men need to stop assaulting people.
- Engage men to talk to men about male violence.
- Implement a robust educational plan about rape culture and patriarchy.
- Develop grassroots safety practices that we can implement on our own as collectives and communities.
- Take back our campus by being on campus.
- Invite the Bear Clan Patrol to offer workshops on how they engage community to provide security for community.

Strategic Plan

The Equity Committee is in the process of creating a Strategic Plan, which we've put on temporary hold as we turn our attention to the crisis in the Middle East, which is having a tremendous impact on the world and in our community.

Teach-In for Palestine

In response to the horrific assault on Israeli citizens by Hamas, Israel launched a multi-pronged attack, not only on the perpetrators of the crime against its own citizens, but on an entire population. Israel did this with military support from the United States and the blessings of almost every Western Nation, including Canada.

We are now witness to the unfolding of a genocide in Palestine.

The explosion of this violence did not come out of the blue. There is a context. There is a history. A context and a history that mainstream media actively ignores.

That is why so many people are confused about what is happening.

That is why the TFA Equity Committee readily accepted the invitation from The Studio for Media Activism & Critical Thought to co-sponsor, along with the Yellowhead Institute and the Palestinian Cultural Club a teach-in for Palestine.

The event, moderated by Judy Rebick, brought together Palestinian, Jewish, Indigenous, Queer and feminist voices. The keynote speaker was TMU honorary doctorate recipient & medical doctor from Gaza, Dr. Izzeldin Abuelaish. Joining him on the panel were Dr. Megan Scribe from the Yellowhead Institute, activist & poet Leen Amarin, Dr Sedef Arat-Koc, Dr. Marusya Bociurkiw, journalist Rahaf Farawi, Marlylin Kanee from Jewish Women Against the Occupation, and Dana Masamra and Jana Alnajjar from the TMU Palestinian Cultural Club. Dr. Fahad Ahmad offered greetings from the TFA Equity Committee. Dr. Jacqui Gingras was the Zoom host. Darna provided Palestinian food.

The event was well attended both in person and online. The teachings were passionate, all calling for justice. Then peace.

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What We Learned

[Dr. Izzeldin Abuelaish](#) tells us that the minimum we can do is speak out: “It is time for each of us to get rid of everything called the other. Now is the time to advocate for humanity if we believe in it.... The most important thing in the universe is dignity and freedom. We as Palestinians, we are not living to fight, we are fighting just to survive and to be acknowledged as equal to others. We don’t want to delete anyone. We want to add to this world.... I am a gynaecologist who practised in Israeli hospitals. I delivered Jewish babies, Muslims, and Christians. I believe in the message of medicine.... I want to ask each of you, does the Palestinian life matter in this world? Does the Palestinian deserve freedom or not? What gives me hope is that this is man-made.” He asks: “What can each of us do to unmake it?”

Silence at this urgent time of crisis will not help to unmake it.

To be silent is to be complicit.

The ongoing silence around Palestine and the protracted brutalization of Palestinians is deafening. Providing context and history, like so many critical journalists and scholars are risking their lives and their careers to do, is not to justify the violence against Israeli citizens. Rather it is to refocus on the ongoing violence against Palestinian citizens who have been under besiegement for decades. On the [Al Jazeera podcast, The Take](#), Palestinian/American political analyst Omar Baddar, talks about butting his head up against the wall over and over again “trying to get people to see Palestinians as human beings who are deserving of the same coverage, of the same decency, of the same dignity and the basic human rights that Israelis get to enjoy.”

Demanding a ceasefire and an end to the evacuation is not an antisemitic demand. It is a humanitarian one intended to save lives. It is a prerequisite to demanding an end to the occupation so that everyone can live with dignity and freedom. To find a peaceful solution in Palestine/Israel it is necessary to confront the underlying injustice at the core of the issues. Israel controls every aspect of Palestinian lives. Palestinians have the right and the responsibility to resist occupation. They have the right and the responsibility to control their own water, electricity, and access to food. Israel does not have the right to deny the necessities of life to anyone, never mind an entire population.

The Israeli State occupation of Palestine and apartheid policies, modeled on the Canadian reserve system, is ultimately the driving force behind the violence. The recent order for the systemic destruction of Palestinians and Palestine society in Gaza, came directly from Israeli Defence Minister Yoav Gallant, who described Palestinians as “[human animals](#)”. This is eerily similar to attempts at dehumanizing Indigenous and Black people in Canada.

Who Benefits?

Apartheid is a manifestation of settler colonialism, which is itself a manifestation of Imperialism. European and US imperialism are complicit in the Israeli occupation of Palestine. Why else would President Biden, for example, throw his wholehearted support behind Israel to the tune of a 14-billion-dollar request for military aid?

Everyone knows that violence begets violence and war is not a path to peace. In the long run there are no beneficiaries of the current crises because there is no coming back from this. In the short term, the most immediate beneficiary of the Israeli invasion of Palestine is the American military industrial complex. On a meta level another beneficiary of the present situation is White Supremacy. The only way the West can protect its dominance in the world is through the lens of White Supremacy. Once populations begin to remove that lens the “master” narrative will crumble, and a new paradigm will emerge.

Black Lives Matter

This paradigm shift has already begun with the Black Lives Matter movement which encourages the world to view the Israel-Palestine situation through the prism of racial justice. Zionism is a particular kind of supremacy that gives the Israeli state permission to occupy Palestine. Without the racial hierarchy that is essential to Zionism, settler occupation would not be possible because the dispossession of Palestinians would be inconceivable. Without Zionism a different kind of relationship between Israelis and Palestinians would be made possible.

While the Israeli government and its U.S. supporters have challenged this notion, Jewish youth are beginning

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to see the world differently. In a recent [Decolonize Palestine Teach-In](#) Darryl Li spoke about the impact of Black Lives Matter on Jewish youth and the conflict this is causing between the youth and their parents around framing Zionism as a racist project. Jewish organizations like *Independent Jewish Voices*, *United Jewish People's Order* and *IfNotNow Toronto* have been organizing in Toronto to challenge the narrative that criticism of Zionism is antisemitic.

Mourning and Caring

The killing and forced displacement of the residents of Gaza have been condemned by Amnesty International, the United Nations, the World Health Organisation, and Action Aid. According to these organizations the collective punishment of Gazan civilians, which includes the killing of children, women, elders, aid workers, journalists, and medics, as well as the destruction of all infrastructure and life-sustaining resources, cutting off water, food, electricity, and medicine, amounts to a war crime.

If the international community stands by and watches these crimes against humanity continue, then the international community has already lost its humanity.

As an educational institution whose mission it is to protect freedom of expression and to foster equitable access to education, we must also stand for freedom of life and the right of existence.

Without life there can be no equity.

Let us together refuse inhumanity. Let us together mourn the tragic loss of life. Let us together care for the living and make a public demand from our governments to call for a ceasefire, an end to apartheid and the release of all hostages and civilian prisoners.

After the Teach-In

Panelists, organizers and some attendees received a mountain of hate mail after the teach-in. In fact one faculty member has been receiving daily threats of racialized sexual violence, since before the teach-in. Equity Committee members took turns sitting in her classes to offer support and act as witness, until finally, in accordance with the Sexual Violence Policy, the University agreed to suspend her classes for the remainder of the term.

There is a Chill in the Air

We were alarmed to hear Ontario Minister of Colleges and Universities Jill Dunlop speak in the Legislature on October 17 stating that the Ontario government will be monitoring statements made by student and faculty groups on campus regarding events in Israel and Gaza. She further accused several Ontario professors by name of "celebrating" terrorism and of being antisemitic. She urged university administrations to hold the professors to account.

That is why the TFA Executive issued a statement unequivocally supporting all members' right to academic freedom.

[In a letter addressed to The Honourable Jill Dunlop, CAUT David Robinson Executive Director writes:](#)

"It is highly unusual for allegations of misconduct on the part of professors to be made in any legislature in Canada, and for good reason. By statute, universities are granted institutional autonomy so they may fulfill their mission and conduct their internal affairs free from interference of political or other special interests. Such autonomy is necessary to maintain academic integrity and uphold academic freedom."

Our own students from the Faculty of Law are under investigation for supporting Palestine. We call on our employer to step up and defend students, faculty and staff who are facing reprisals, doxing, and threats for supporting Palestine.

The TFA Equity Committee stands firmly against the expulsion or reprisals of any kind against our students in the Law School, most of whom are racialized women.

In closing, I would like to thank the following people for their hard work and dedication to the TFA Equity Committee: Dr. Anne-Marie Singh, Dr. Alireza Khatami, Dr. Fahad Ahmad, Dr. Layal Shuman, Dr. Rai Reece and Alison Skyrme (on sabbatical).

Report from Health & Safety Officer - Alex Ferworn

Hello fellow TFA members. My name is Alex Ferworn. I am a faculty member in the Department of Computer Science and the new Health and Safety Officer (HSO) serving the TFA and its members.

The HSO sits on the University's Joint Health and Safety Committee (JHSC) made up of representatives from both management and workers from the various unions at the University. There is a legal requirement for every Ontario "business" with 20 or more regular employees to have a JHSC in place. Unfortunately, TMU has only one of these committees and the University is a rather big place.

What I have learned is that our JHSC has several challenges which you should be aware of. The first is that it was discovered after an audit that the JHSC has no Terms of Reference (TOR). As you can imagine, this may have caused some dysfunction in the past and may explain why inspecting the University for health and safety hazards is very far behind schedule. Fortunately, the committee is now working on developing its TOR and making good progress apart from a penchant for calling everyone a "leader", "senior leader", or other term not actually in any collective agreement I am aware of.

Another challenge is the sheer size of TMU. There are approximately 6000 rooms to inspect. Each must be inspected at least once per year by a worker member of the JHSC. As there are relatively few members on this committee, the task of completing all the required inspections has been overwhelming. Some of you may have seen me walking around, with my clipboard, a comically large number of keys, and a tiny name tag, busy inspecting the approximately 500 rooms I have been tasked with inspecting. These rooms are often hidden and sometimes difficult to find or even non-existent (other than being on my list).

Clearly, conducting this many inspections is a daunting task for each inspecting member of the JHSC to complete and has led to the common desire amongst both management and worker members of the JHSC to form a second committee. Obviously having more members available to inspect rooms would reduce the inspection load. However, forming a second committee requires the approval of the Ministry of Labour. We will be seeking such approval shortly. If the Ministry agrees and a second committee is permissible, the TFA will be seeking volunteers to help with safety inspections. Fear not, volunteers will be issued a similar name tag to mine and can avail themselves of the comically large number of unlabelled and randomly placed keys on industrial-sized key rings.

While there are potentially many health and safety concerns on our largely open campus, I have been advocating for safer spaces—primarily dealing with air quality. I am sure many of you have dealt with the portable air filters that have been locked into place in many classrooms. While these are welcome additions contributing to improving the quality of the air we breathe while we work, they are problematic in the sense that it is unclear if they are all working and effective when there are many (many) people in a room--as tends to happen when we teach. So far, my experience has been that our administration is slow to act on legitimate concerns from our members who seek evidence that the classrooms they teach in are safe.

I look forward to meeting you all (eventually) as I make my way around the campus with my clipboard. Please feel free to identify hazards to me or simply start up a conversation. I took this job because I want our workplaces to be healthy and safe. I am sure you would like these outcomes as well.

Report from Chair, Professional Affairs - Rachel Berman

The Professional Affairs Committee takes a leadership role in promoting creative and collegial exchange amongst members and between members and other professionals; supports the professional development of members through seminars; and adjudicates faculty award submissions.

TFA Faculty Awards

The TFA was pleased to recognize three outstanding colleagues at the TFA Spring AGM held on May 8th. Dr. Kristopher Alexander, Assistant Professor of Media Production at the Creative School (a.k.a. professor of video games) was awarded the TMU Person of the Year. Dr. Khaled Sennah, Professor in the Department of Civil Engineering, and Dr. Songnian Li, also a Professor in the Department of Civil Engineering, were both recipients of the Career Achievement Award. The submissions were adjudicated by PA committee members Dr.s Rachel Berman, Kristin Snoddon, and Jacqui Gringras. Please look out for the next call for TFA Faculty Association awards in early March 2024.

TFA Scholarships

The TFA student awards are adjudicated through University Advancement and students apply via AwardSpring. There are five undergraduate awards, which include: an Indigenous student award, two full-time student awards, a part-time student award, and a leadership award. There is also an Indigenous graduate student award. The deadline for these awards was October 30th.

New Faculty Orientation

On October 19th from 1:30-3:00 p.m., the PA committee hosted an orientation on Zoom for our new members. Nine new members participated along with several members of the executive. The executive members introduced themselves and talked about the role of the faculty association and highlighted areas of the Collective Agreement. If you are a new TFA member who was unable to attend, please log in to the password protected section of our website and find this posted under "member news." The TFA guide *Working at the University: Guide for new members of the Faculty Association* was emailed out to all new members and is also posted on the TFA website.

Upcoming Events

Starting in winter 2024, the Professional Affairs Committee, in conjunction with David Bush, the TFA's newly hired Membership Engagement and communications Officer, will be holding a series of lunch and learns on topics such as collegial governance, the tenure process, and advocacy and member advising. Please look out for invitations to these sessions in the new year.

Professional Affairs Committee

Dr. Rachel Berman, Chair, and Dr. Dawn Onishenko.

There is still space on the committee. Please reach out to the TFA office if you are interested in serving on this committee.

Memoriam



Agnes Paje

The TFA Office Manager, Agnes Paje, passed away this summer. The sad news about Agnes left the Executive and staff in shock and in sorrow. For those who might not have been aware of who Agnes was, she ran the day-to-day administrative office operations for our organization. Agnes has been a key, behind-the-scenes player in all of our organization's major projects and initiatives. Executives and some of our members would describe her position in the TFA as almost being like the glue of our work. Some of our members and Executive have also described Agnes as a warm, funny and always helpful person; a beautiful human; and a kind soul. She is deeply missed by the us all.



Dale Carl

With great sadness, we announce that Dr. Dale Carl passed away suddenly on October 12, 2023. Brother of Al Carl (Sue), Judy Milling (Steve), Heather Rahilly (Mike) and Brian Carl. Predeceased by parents Emmard and Verena Carl and sister Nancy Carl. Also missed by nephew Mike (Jenise), nieces Jen Corkum (Colin), Elisha Lopez (Paul) and Serena Delaney (Mike), and 6 great-nieces.

Dale attended the Royal Military College Saint-Jean and Royal Military College Kingston and served in the Canadian Navy. Dale participated in many different operations, was assigned to the Royal Yacht Britannia during the 1976 Summer Olympics and performed the duties of aide-de-camp for two Governor Generals for three years.

After retiring from the Canadian Navy, Dale had a distinguished career with the Canadian Foreign Service, in the US, Norway, Pakistan, East Africa, and the Middle East and was Chargé D'Affaires of the Canadian Embassy in Baghdad during the 1990 Gulf Crisis. He also worked on a variety of international projects, mainly in the Middle East.

Dale was Associate Professor of International Marketing at the Ted Rogers School of Business Management for 23 years. He also held the position of Director of Research, the Director of Graduate Students, and the Coordinator of International Programs.

Memoriam



Thomas Schneider

It is with profound sadness that we announce the sudden passing of Thomas Ervin Schneider on Saturday June 3, 2023. Tom leaves behind the love of his life, Susan Smith, and cherished daughter Ella. He will be lovingly remembered by his parents, Jane Schneider and the late Frederick Schneider and as a beloved son-in-law to Patricia and William Smith. He is mourned by siblings, Peter Patel-Schneider (Sandhya), Dan Schneider (Rhona), Anne Fontana (Fabrizio), Peggy Schneider (Gareth), his nieces and nephews, Ella's partner Nick Yungblut, as well as countless dear friends and colleagues.

Tom lived life to the fullest and had many passions. He loved hiking, mountain biking, downhill skiing, paddling and music. He took any opportunity to strap on his cross-country skis and knew how to stretch the season long after others had stored their gear. Tom had a very special relationship with his farm. The trails will feel empty without him. He loved nature, travel, and good food. Dropping in to visit Tom and Sue was like an oasis of good cheer, surrounded by birds, forests and friends. Music was always a part of Tom's life, and his voice could light up a room.

Tom's academic journey was impressive and spanned music (opera), business (MBA Wilfrid Laurier), and accounting (PhD University of Waterloo, CPA, CMA). He was a faculty member at the University of Alberta before joining Toronto Metropolitan University as an Associate Professor of Environmental and Social Accounting. Tom's passion for environmental protection and ethics informed his many academic contributions and collaborations, including membership on the United Nations Expert Group on Resource Management.

Tommy was the boy who always smiled. His magnetic personality gathered lifelong friends everywhere he went. Friends loved spending time with him and he made everyone feel included. We will miss his warm and easy smile, his natural laughter and the twinkle in his eye.

Citation: (2023). *Obituary*. Erb&Good Family Funeral Home. <https://erbgood.com/tribute/details/16593/Thomas-Schneider/obituary.html#content-start>



Kristin "Kris" Marie Smith



A lifelong activist and amazing human being.

A beautiful mind and heart who will be deeply missed by all who crossed their path.

With profound sadness we announce the peaceful passing of Kristin on Thursday, October 19, 2023. Survived by parents Lynne and Brian, brother Michael, special Aunties Jude and Tina and all the McHugh Clan. Kristin will be deeply missed by friends and colleagues. Special thanks to the exceptional team at Casey House for the care our family received.

Donations to Casey House would be greatly appreciated. Celebration of Life details to be announced.

"Oh rise up and show your power"

Citation: (2023). *Obituary*. Basic Funerals. <https://www.basicfunerals.ca/obituaries/kristin-smith>

New Faculty Members - We extend a warm welcome to our new colleagues:

Ted Rogers School of Management

Mehak Bharti - Marketing

Nadia Nandlall - Health Services Management

Arash Saghafi - ITM

Vess Stamenova - ITM

Brendan Strejcek - Human Resources Management &
Organizational Behaviour

Xingwei (Nancy) Yang - ITM

Aoran Zhang - Finance

Faculty of Community Services

Travonne Edwards - Child & Youth Care

Claire Dion Fletcher - Midwifery

Laura Istanboulian - Nursing

Bon Woo Koo - Urban & Regional Planning

Andrea Moraes - Nutrition

Olawale Olubowale - Child & Youth Care

Merrick Pilling - Disability Studies

Adriana Rodriguez - Midwifery

Faculty of Engineering & Architectural Science

Jennifer Esposito - Architectural Science

Babak Gheynani - Mechanical & Industrial
Engineering

Dustin Valen - Architectural Science

Faculty of Science

Gurpaul Kochhar - Chemistry & Biology

Preeti Raman - Computer Science

Frances Wong - Chemistry & Biology

Counselling

Payal Bhole

David McNeill

The Creative School

Viola Ago - Interior Design

Heather Diack - Image Arts

Charlie Wall-Andrews - Creative Industries

Faculty of Arts

Anke Allspach - Criminology

Iloradanon Efimoff - Psychology

Jessica Evan - Criminology

Avideh Gharehgazlou - Psychology

Salmaan Khan - Criminology

Shirin Khayambashi - Sociology

Hoa Nguyen - English

Ryan Persram - Psychology

Natasha Rajah - Psychology

Daniel Rubio - Philosophy

Alisha Salerno-Ferraro - Psychology

Sara Singh - Politics & Public Administration

Moriah Sokolowski - Psychology

Shaun Tanaka - Sociology

Library

Tanis Franco

Christina Kim

Michelle Schwartz

Lincoln Alexander School of Law

Okechukwu (Jake) Effoduh

Martha Priscylla Monteiro Joca Martins

The TFA Executive for 2023/2024 is composed of the following members:

President	Jesmen Mendoza
Vice President ,Internal	Peter Danziger
Vice President, External	Dave Mason
Treasurer	Vacant
Secretary	Vacant
Chair, Grievance	Corinne Hart
Chair, Negotiating	Ian Sakinofsky
Chair, Professional Affairs	Rachel Berman
Chair, Equity Issues	Lila Pine
Health & Safety Officer	Alex Ferworn
Indigenous Faculty Representative	Jennifer Komorowski
Members At Large (2)	Jacqui Gingras
	Susan Silver

TFA General Meeting

December 5, 2023 at 12:00 - 2:00 p.m.

Via Zoom Video Conferences

The Agenda Package will be sent out shortly

* * *

TFA Drop-Ins

November 21, 2023 at 10:00 a.m. - 12:00 p.m.

&

December 12, 2023 at 2:00 - 4:00 p.m.

Disclaimer

Statements made and the views expressed in this publication are those of the authors and do not represent the position of the TFA unless so specified.

THANK YOU

We would like to thank all contributors to this issue.

Editor: David Bush

Produced by: Stacy Stanley

TFA 2023 - 2024 Representatives' Council Members

Accounting	Dongning Yu	ITM	1. Vacant
Aerospace Engineering	Seyed M. Hashemi		2. Vacant
Architectural Science	1. Umberto Berardi	Interior Design	Vacant
	2. Vacant	Journalism	Marsha Barber
Chemical Engineering	Chil-Hung Cheng	Languages, Literature & Culture	Julián Zapata
Chemistry & Biology	1. Joseph McPhee	Law & Business	Michael Baumtrog
	2. Vacant	Law School	Alexandra Mogyoros
	3. Vacant	Library	1. Lisa Levesque
Child & Youth Care	Petra Roberts		2. Nora Mulvaney
Civil Engineering	1. Darko Joksimovic	Marketing	Rishad Habib
	2. Vacant	Mathematics	1. Kathleen Wilkie
Computer Science	1. Elodie Lugez		2. Vacant
	2. Sophie Quigley	Mechanical & Industrial Engineering	1. Aliaa Alnaggar
Counselling	Miriam Reese		2. Jamy Li
Creative Industries	Vacant		3. Vacant
Criminology	Tammy Landau	Midwifery	Vacant
Disability Studies	Eliza Chandler	Nursing	1. Joyal Miranda
ECS	Janelle Brady		2. Diane Pirner
	Sejal Petal		3. Vacant
Economics	1. Vacant	Nutrition	Rena Mendelson
	2. Vacant	Occupational & Public Health	Aida Haghighi
Electrical, Computer & Biomedical Engineering	1. Vadim Geurkov	Performance	Owais Lightwala
	2. Lev Kirischian		Tanya Evidente
	3. Vacant	Philosophy	Vacant
English	1. Sarah Bull	Physics	Aidan Brown
	2. Rahul Sapra	Politics	1. Vacant
Entrepreneurship & Strategy	Vacant		2. Vacant
Fashion	Danielle Martin	Professional Communication	Opeyemi Akanbi
Finance	Carene Boucher	Psychology	1. Jason Deska
Geography & Environmental Studies	1. Brain Ceh		2. Tisha J. Ornstein
	2. Emmanuel Kyeremeh		3. Vacant
Global Management Studies	Hossein Zolfagharina	Real Estate	David Scofield
Graphic Communications	Kris Krystosiak	Retail	Juan Marcele Gomez
Health Services	Vacant	RTA	1. Marusya Bociurkiw
History	David MacKenzie		2. Vacant
	Jenny Carson	Social Work	1. Dawn Onishenko
Hospitality & Tourism	Vacant		2. Susan Preston
HR & Organizational Behaviour	Peter Fisher	Sociology	1. Amina Jamal
Image Arts	1. Lia Langworthy		2. Paul Moore
	2. Izabella Pruska-Oldenhof	Urban & Regional Planning	Nemoy Lewis