

DURHAM COLLEGE OF APPLIED ARTS AND TECHNOLOGY

PUBLIC MEETING OF THE BOARD OF GOVERNORS

AGENDA

Date: Wednesday, December 12, 2018, 6:00 p.m.

Location: DC Boardroom, Gordon Willey Building, A-144

Learn More Series: Apprenticeship Reform at 4:30 p.m.

Dinner available at 5:15 p.m.

Pages

1. **CALL TO ORDER**
2. **INTRODUCTION OF GUESTS**
3. **ADDITIONS/DELETIONS TO THE AGENDA**
4. **CONFLICT OF INTEREST DECLARATIONS**
5. **PRESENTATIONS**
 - 5.1 Lisa Shepard, Dean, International to Present an Overview of DC's International Projects
 - 5.2 Alan Dunn, Associate Vice-President, Facilities and Ancillary Services to Present a Capital Projects Update
6. **CHAIR'S REPORT**
7. **CO-POPULOUS GOVERNORS' REPORT**
8. **CONSENT AGENDA**

The following items will be addressed through the Consent Agenda unless specifically removed for separate attention, by request.

Recommendation

That all items listed under the heading of consent agenda be adopted as recommended.

- 8.1 Approval of the Public Minutes of the Board of Governors Meeting of October 10, 2018

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Recommendation

That the public minutes of the Board of Governors meeting of October 10, 2018 be approved as read.

Recommendation

That BOG-2018-76, providing an update of the President's activities and significant college initiatives from October to November 2018, be received for information.

8.3 Election of New Student Governor

Recommendation

That based on the results of the student governor election, Navleen Kaur be confirmed as the student governor on the Durham College Board of Governors effective October 19, 2018 to August 31, 2019.

9. DISCUSSION ITEMS

9.1 Sexual Violence and Harassment Action Plan Implementation Report - December 2018 - A. Hector-Alexander 20 - 22

Recommendation

That Report BOG-2018-79, presenting an update on the Sexual Violence and Harassment Plan, be received for information.

9.2 Summary of Committee of President's Meeting from November 25, 2018 - D. Lovisa 23 - 26

Recommendation

That Report BOG-2018-77, providing a summary of the Committee of Presidents meeting of November 25, 2018 be received for information.

9.3 Durham College's Response to the General Motors Plant Closure - D. Lovisa (verbal)

10. OTHER BUSINESS**11. UPCOMING EVENTS**

- Holiday Hamper Packing - December 16, 2018, Gym
- Campus Holiday Closure - December 24, 2018 to January 2, 2019
- Board Team Building Event - January 10, 2019, Parkwood Estates (note: please arrive by 5:15 p.m., dinner starts at 5:30 p.m.)

12. MOVE TO IN-CAMERA SESSION**13. ADJOURNMENT**



**DURHAM COLLEGE OF APPLIED ARTS AND TECHNOLOGY
BOARD OF GOVERNORS REGULAR MEETING
DRAFT PUBLIC SESSION MINUTES**

Date: Wednesday, October 10, 2018

Location: DC Boardroom, Gordon Willey Building, A-144

Members Present: Paul Macklin, Chair of the Board
Ivan DeJong, Vice-Chair of the Board
Suzanne Beale
Elizabeth Cowie
Kevin Griffin
Kristi Honey (pending LGIC appointment) (via telephone)
Michele James
Gail Johnson Morris
Robert Lanc
Don Lovisa
Bart Lucyk
Debbie McKee Demczyk
Heather Quantrill
Gary Rose
Steve Stewart
Jim Wilson (pending LGIC appointment)

Members Absent: None.

Staff Present: Scott Blakey, Chief Administrative Officer
Paul Bishop, Executive Director/Registrar
Alan Dunn, AVP, Facilities and Ancillary Services
Linda Flynn, AVP, Office of Development and Alumni Affairs
Peter Garrett, Manager, Strategic Reporting and Government Relations
Barbara MacCheyne, Chief Financial Officer
Rebecca Milburn, AVP, Academic
Meri Kim Oliver, Vice-President, Student Affairs
Elaine Popp, Vice-President, Academic
Melissa Pringle, Corporate and Board Secretary

1. CALL TO ORDER

With quorum present, the meeting was called to order at 6:00 p.m.

New Governors Elizabeth Cowie, Gail Johnson Morris and Robert Lanc were introduced.

2. INTRODUCTION OF GUESTS

The Chief Administrative Officer introduced the following guests:

- Michael de Jocas, Education Consulting Services
- Tara Koski, Director, Co-operative Education
- Lisa Shepard, Dean, International
- Laura Barrett, Executive Assistant, Office of the President
- Charles Wilson, Durham College Students Inc.
- Brad Abel, Candidate, Student Governor Election

3. ADDITIONS/DELETIONS TO THE AGENDA

The Chair advised that Item 9.4, 'Program Suspension – Cake Decorating' would be withdrawn as it does not require Board approval.

4. CONFLICT OF INTEREST DECLARATIONS

None.

5. PRESENTATIONS

5.1 Michael de Jocas, Education Consulting Services to Present the Whitby Campus Master Plan

Michael de Jocas presented options for the Whitby Campus Master Plan and provided a decision framework to address the space allocation pressures and functional challenges currently experienced at the Whitby campus.

The Board questioned Michael de Jocas.

5.2 Tara Koski, Director, Co-operative Education to Present an Overview of Corporate Council

The Director, Co-operative Education presented an overview of Corporate Council stating the Council's objectives are to exchange information and share practices; to identify opportunities to promote Durham College's business and industry services; to foster a culture of trust among Durham College employees that supports an atmosphere of confidence when referring business and industry contacts and to provide a seamless and timely response and support to business and industry.

5.3 Alan Dunn, Associate Vice-President, Facilities and Ancillary Services to Present a Capital Projects Update

The Associate Vice-President, Facilities and Ancillary Services provided a capital projects update highlighting the geothermal project, the Simcoe Village office development project, the D-Wing project and the Stellar Drive entrance alterations at Whitby Campus.

6. CHAIR'S REPORT

The following items were discussed:

- Being the first meeting of the 2018-2019 Board year, the Chair reviewed the purpose and use of a consent agenda.
- Governors were encouraged to respond to the invitation to attend convocation on October 25, 2018.
- Volunteers were requested to form a Retreat Planning Committee; Governors Beale, Honey, James and Johnson Morris volunteered.

7. CO-POPULOUS GOVERNORS' REPORT

Governor Wilson advised he attended a joint meeting of the UOIT Board and Academic Council and he attended Board orientation. It was reported the UOIT Board is onboarding seven new Governors.

8. CONSENT AGENDA

Moved By Governor DeJong

Seconded By Governor Stewart

"That all items listed under the heading of consent agenda be adopted as recommended." CARRIED

8.1 Approval of the Public Minutes of the Board of Governors Meeting – June 11, 2018

That the public minutes of the Board of Governors meeting of June 11, 2018 be approved as read.

8.2 Report of the Governance Review Committee - September 26, 2018

That all actions taken at the Governance Review Committee of September 26, 2018 be adopted as recommended as the minutes be approved as read.

8.3 Durham College Students Inc. 2017-2018 Audited Financial Statements and 2018-2019 Operating Budget

That Report BOG-2018-57, providing the 2017-2018 Durham College Students Inc. audited financial statement and 2018-2019 operating budget, be received for information.

8.4 President's Report - July to September 2018

That Report BOG-2018-58, providing an update of the President's activities and significant college initiatives from July to September 2018, be received for information.

8.5 Program Advisory Committee Semi-Annual Report (October 2018)

That Report BOG-2018-59, providing the Program Advisory Committees semi-annual report, be received for information.

8.6 Establishment of the Election Dispute and Election Appeal Committee

That an Election Dispute Committee and Election Appeals Committee be established for the duration of the nomination, campaign, election, disputes and appeals period plus ten (10) business days as outlined in By-law No. 4 (Section 4) for the Student Governor election starting October 1, 2018.

9. DISCUSSION ITEMS

9.1 Domestic and International Enrolment Update - Fall 2018

The Executive Director/Registrar and the Dean, International presented the fall 2018 enrolment update for domestic and international students. It was reported the fall semester had been successful with total applications up 1.54%, first choice applications up 4.26%, confirmations up 2.62% and registered students up 0.54%. With respect to international students, enrolment was targeted at 15% of the total college enrolment. Figures at Day 10 reflect a total of 15.66%, representing an increase of 755 students from 64 different countries.

The Board questioned the Executive Director/Registrar and the Dean, International.

Moved By Governor Griffin

Seconded By Governor Rose

“That Report BOG-2018-60, providing an enrolment update for Fall 2018 at day 10 of classes, be received for information.” CARRIED

9.2 Cannabis on Campus Update

This item was discussed as part of 9.3, ‘Smoke-Free Campus’.

9.3 Smoke-Free Campus

President Lovisa provided an update on the plan to move forward with declaring Durham College campuses smoke-free, noting the discussion has been ongoing for a few years and with the legalization of cannabis and the provincial government’s announcement to allow the smoking of cannabis wherever smoking tobacco is permitted, it was important to make the change effective immediately. It was reported other colleges such as St. Lawrence, Algonquin and Georgian had recently made similar announcements.

The Board questioned President Lovisa.

Moved By Governor DeJong

Seconded By Governor McKee Decmzyk

“That Report BOG-2018-61, providing an update on the plan to become a smoke-free campus effective October 15, 2018 be received for information.” CARRIED

9.4 Program Suspension - Cake Decorating

This item was withdrawn from the agenda as it does not require Board approval.

9.5 Program Suspension - Insurance & Accounting and Payroll

The Vice-President, Academic presented a recommendation to suspend two programs: insurance and accounting and payroll due to low applications and enrolment.

The Board questioned the Vice-President, Academic.

Moved By Governor Quantrill

Seconded By Governor James

“That in accordance with Report BOG-2018-56, the following two programs be suspended, effective Fall 2018:

- Insurance, Ontario College Diploma, (MTCU Code 52803/APS 01233); and
- Accounting and Payroll, Ontario College Diploma, (MTCU Code 50104 /APS 01231).” CARRIED

9.6 New Program of Instruction - Carpentry and Renovation Technician

The Vice-President, Academic and Associate Vice-President, Academic presented a proposed new Carpentry and Renovation Technician Ontario College Diploma program offered by the School of Skilled Trades, Apprenticeship and Renewable Technology that aligns with Durham College’s commitment to develop programs that will produce graduates with the relevant knowledge and skills required by employers. The new program environmental scan identified current and future needs for skilled carpenters because of an aging workforce and shifts in the housing market as more homeowners opt for renovating instead of purchasing a new home. The program also aligns with several objectives in the college’s 2017-2020 strategic plan and strategic mandate agreement.

The Board questioned the Vice-President, Academic and the Associate Vice-President, Academic.

Moved By Governor Rose

Seconded By Governor Lucyk

“That in accordance with Report BOG-2018-54, the proposed Ontario College Diploma program of instruction listed below be approved:

- Carpentry and Renovation Technician.” CARRIED

9.7 Quality Assurance Accreditation Process Update

The Vice-President, Academic provided an update on the quality assurance accreditation process noting the college completed its site visit on March 30 and 31, 2018 and over 100 individuals participated in the visit. A preliminary audit report was provided on July 5, 2018 and the college successfully met the 6 standards and 31 of the 32 requirements. The one requirement not met had already been self-identified by the college in the self-study and is with respect to mapping learning outcomes to vocational outcomes. The panel applauded the college for consistency in using quality assurance language, the commitment to professional development and a strong culture of collaboration. A final report will be received in November and the college will be required to prepare an 18-month follow-up report.

The Board questioned the Vice-President, Academic.

9.8 First Business Plan Update for 2018-2019

President Lovisa presented the first business plan update for 2018-2019, noting the business plan is reported on three times annually and is sent to the Ministry of Training, Colleges and Universities. It was reported most activities for the twenty-four (24) objectives are tracking well for completion with nine (9) items completed to date, four (4) items facing timeline challenges due to changes in student association leadership and scheduling of events within the new building and one (1) item is on hold awaiting a response from the Ministry regarding the strategic mandate agreement.

Moved By Governor Beale

Seconded By Governor Lanc

“That Report BOG-2018-62, providing the first update on the 2018-2019 Business Plan, be received for information.” CARRIED

9.9 Government Relations Update

The Manager, Strategic Reporting and Government Relations provided a summary of the government relations activities that occurred since June 2018 and a summary of candidates running for regional chair and mayor across Durham Region in the 2018 municipal election. The Manager, Strategic Reporting and Government Relations also reviewed the government relations strategy and business plan.

Moved By Governor McKee Demczyk
Seconded By Governor Johnson Morris
“That Report BOG-2018-63, providing an update on government relations activities, be received for information.” CARRIED

9.10 Whitby Campus Master Plan Briefing Notes

President Lovisa highlighted the Whitby Campus Master Plan briefing notes included in the Board package, noting the briefing notes are intended to build the case for the expansion of the Whitby campus and are aligned to federal and provincial priorities.

10. OTHER BUSINESS

None.

11. UPCOMING EVENTS

The following events were highlighted:

- Fall Convocation - Thursday, October 25, 2018 - 5:00 p.m. - Tribute Communities Centre
- Higher Education Summit - Saturday, November 24, 2018 to Monday, November 26, 2018
- Governor Appreciation Event - Thursday, November 29, 2018 - 6:30 p.m., Centre for Collaborative Education

12. MOVE TO IN-CAMERA SESSION

Durham College By-law No. 1. provides for the Board of Governors to address, in-camera, items of corporate business respecting human resources or litigation matters, confidential items covered under the Freedom of Information and Protection of Privacy Act and, items that the Board deems to be confidential to the College.

Moved By Governor Cowie
Seconded By Governor Stewart
“That the Durham College Board of Governors move in-camera after a short recess.”
CARRIED

The Board recessed at 8:09 p.m. and reconvened in-camera at 8:18 p.m.

The Board rose from the in-camera session at 9:05 p.m.

During the in-camera meeting, the Board discussed recommendations from its Standing Committees, executive compensation, the status of Durham College Students Inc., international enrolment and the Board's work plan for 2018-2019.

13. ADJOURNMENT

Moved By Governor James

Seconded By Governor Rose

"That the October 10, 2018 meeting of the Durham College Board of Governors be adjourned." CARRIED

The meeting adjourned at 9:06 p.m.

Report Number: BOG-2018-76

To: Board of Governors

From: Don Lovisa, President

Date of Report: November 5, 2018

Date of Meeting: December 12, 2018

Subject: President's Report – October to November 2018

Purpose

The purpose of this report is to provide an update of the President's activities and significant college initiatives from October to November 2018.

1. Our Students

MAD students produce 50 short films in the 48-Hour Film Challenge



Imagine having to write, shoot and edit a short film in under 48 hours. It may sound impossible, but for students from the School of Media, Art & Design (MAD) at Durham College (DC), this is just a regular assignment and the goal of the 3rd annual 48-Hour Film Challenge.

On October 9, more than 400 MAD students spanning five programs were placed into 50 teams and each given a line of dialogue, prop and hero type that had to be included in their final submissions. Second-year and graduate-program students participating as veterans were also required to take on the role of producer or director to make the competition more challenging for them. On October 12, the films were screened at the Cineplex Odeon Theatre in Oshawa and judged by a panel of industry professionals.

Lords make history with fourth straight softball championship



The Durham Lords women's softball team reached a pair of milestones on October 20 by winning the 2018 Ontario Colleges Athletic Association (OCAA) championship. DC not only became the first program to win a 20th OCAA league sport championship, it also became the first women's softball team to win four straight OCAA gold medals.

The Lords went undefeated in the four-team championship, defeating Humber College 8-3 before defeating St. Clair College twice by scores of 4-1 and 6-2.

DC Culinary Management students take home awards in 2018 Student Chef Challenge

On October 23, two teams of second-year students in DC's Culinary Management program took home multiple awards at the 2018 Student Chef Challenge, hosted at DC's W. Galen Weston Centre for Food.

Sponsored by Ontario Sheep Farmers and Mushrooms Canada, the challenge brought together students from DC, Fleming College and Centennial College to prepare and present three internationally-inspired lamb and mushroom dishes to a panel of industry judges.



All recipes from the competition will be featured in a future cookbook jointly-published by Ontario Sheep Farmers and Mushrooms Canada, with the students receiving credit for their contributions.

DC Hosts screening of student-produced documentary about the Kenya Education for Employment Program



On November 15, DC's International Office, in collaboration with CICan (Colleges and Institutes Canada), rolled out the red carpet for the premiere of the Kenya Education for Employment Program (KEFEP) Documentary.

More than 120 guests from the college and local community, including the principal secretary from Kenya's State Department of Vocational and Technical Education and the deputy high commissioner of Kenya to Canada, gathered in the Centre for Collaborative Education's Global Classroom for the screening of the film.

Captured, scripted, edited and produced by four DC students and two faculty, the crew spent three weeks in Kenya documenting KEFEP, a five-year initiative focused on strengthening and supporting technical and vocational education and training in Kenya, funded by the Government of Canada through Global Affairs Canada.

Enactus DC's Grassroots project breaks ground at St. Mary Catholic Secondary School

On November 12, five DC students put the field back in field trip as they traveled to St. Mary Catholic Secondary School in Pickering to break ground on the first phase of the Grassroots project, guiding high school students as they built micro-greenhouses and planted a fruit tree orchard.

Part of Enactus DC and in partnership with the Durham District Catholic School Board (DDCSB), Grassroots is an initiative that aims to educate elementary and secondary school students about food-related issues in a sustainable outdoor education environment.



Cold frames for the micro-greenhouses were designed by students in DC's Horticulture – Food and Farming and Building Construction Technician programs and use passive solar energy to absorb heat from the sun and built-in vents to regulate temperature, extending the growing season of produce and encouraging students to develop their own sustainable social enterprise and connect with their community year-round.

DC students create a new public art mural in Oshawa's Civic Square

DC and its TeachingCity partner, the City of Oshawa, are excited to announce that a new public art mural designed by DC students has been installed on the retaining wall in front of City Hall on Centre Street in Civic Square.

Part of a community mural project which installs artwork at City Hall every other year, the theme of the vinyl mural is human rights, which augments the City's first-ever Diversity and Inclusion Plan.



Sixteen Fine Art students in DC's School of Media, Art & Design created the work in their Community Collaborations course. In addition to creating the final product, students also received first-hand experience working with City staff on creative placemaking, public art projects and incorporating community consultation.

DC hosts second free dental clinic with Health Mission Outreach



Good oral health is strongly linked to overall systemic health – and without dental care, many Canadians may be at risk for other diseases like respiratory disorders, heart disease and stroke.

To help combat this and assist those without dental insurance, students in DC's School of Health & Community Services and School of Justice & Emergency Services spent their Saturday providing free dental care to over 100 of Durham Region's vulnerable community members on November 24.

This free clinic is the second in six months that DC has hosted with Health Mission Outreach (HMO) – a medical charity organization that provides health care services to the disadvantaged – and the largest dental outreach initiative in the region, having helped over 260 people between the two events.

2. Our Business

Durham College receives more than \$2 million in applied research funding



The Office of Research Services, Innovation and Entrepreneurship (ORSIE) has been approved to receive \$2.24 million in funding from the Natural Sciences and Engineering Research Council of Canada (NSERC), through the council's College and Community Innovation (CCI) Program and College and Community Social Innovation Fund (CCSIF).

Two million of the funds will be used over five years to further enhance the capacity of the college's Hub for Applied Research in Artificial Intelligence for Business Solutions (the AI Hub). Having already established itself as a leader in AI through a number of innovative applied research projects and the creation of the college's new graduate certificate program, Artificial Intelligence Analysis, Design and Implementation, the grant will allow the hub to engage more faculty, students and industry partners in collaborative projects to improve business innovation, develop talent and contribute to local technological advancement.

A second applied research grant, focusing on developing a unique and scalable housing model for youth living on their own in Durham Region, will receive \$240,000 in CCSIF funding over a two-year period. Established in partnership with the Regional Municipality of Durham, Durham District School Board, Durham Mental Health Services and the John Howard Society of Canada, DC will work to develop a ground-breaking, youth-designed housing hub model, while also investigating best practices and determining ways to improve the coordination and collaboration of services for Trusteed Youth.

The goal of the CCI Program is fostering partnerships between colleges and the private sector, to encourage business innovation, locally, regionally and nationally. CCSIF grants are intended to support college social innovation research projects in partnership with local community organizations.

DC signs agreements to further international opportunities at two German post-secondary institutions

DC signed two General Agreements of Cooperation (GAC) on October 31 with German post-secondary institutions Friedrich Alexander University Erlangen-Nuremberg (FAU) and Technische Hochschule Nürnberg Georg Simon Ohm (THN).



The GACs will provide opportunities to promote international development and stimulate educational, professional and intercultural activities and projects among students and employees within FAU's Department of Mechanical Engineering, THN's School of Engineering and DC's School of Science & Engineering Technology.

Durham College once again named one of Canada's Top 50 Research Colleges



DC was named one of Canada's Top 50 Research Colleges by Research Infosource Inc., a Canadian research and development intelligence company. This is the sixth consecutive year the college has been included on the list, which is informed by data on research income, research intensity, research partnerships and projects at

colleges across the country.

Durham College to host artificial intelligence summit in June

DC's Hub for Applied Research in Artificial Intelligence for Business Solutions (AI Hub) is pleased to announce plans for the inaugural Enable AI Summit, a one-day conference to be held on Thursday, June 6.

Attendees will hear from industry experts, participate in master classes, and receive certification in specialized applications, while an awards ceremony and gala will take place at the conclusion of the summit, allowing for rich networking opportunities.



The announcement came during the AI Hub's third Tech Talk on November 30, which featured a presentation from Mohsen Azari, senior cyber security lead at Walmart Canada, and a panel discussion with Farooq Naiyer, chief information security officer at ORION, and Danish Arshad, executive director at the International Council of E-

Commerce Consultants, the world's largest cyber security technical certification body. The sold out event, part of a larger speaker series that occurs throughout the year, explored cyber security and AI's disruption of the threat landscape.

3. Our Community

Durham College Celebrates Centre for Collaborative Education grand opening



On October 2, DC hosted more than 200 guests for the grand opening of the Centre for Collaborative Education (CFCE). Located at the college's Oshawa campus, the multi-level, 75,000-square-foot facility is home to signature learning spaces, including the 360insights Entrepreneurship Centre, Global Classroom, First Peoples Indigenous Centre and Durham College

Spa, which is open to the public.

The milestone grand opening event featured demonstrations and tours of the new building; a traditional Indigenous ceremony performed by Troy White of the Mi'kmaq First Nation; official ribbon cutting; unveiling of the donor wall and installation of a time capsule that is intended to be opened in 2067, DC's 100th year.

Durham College and the University Of Ontario Institute Of Technology announce interim smoke-free policy



The health and safety of DC's and the University Of Ontario Institute Of Technology's campus communities are of the utmost importance. With this in mind, both institutions implemented an interim smoke-free campus policy.

As of October 15, smoking and/or vaping of any type, including tobacco, cannabis and shisha, is prohibited anywhere on the shared north Oshawa campus, DC's Whitby campus and the university's downtown campus location. This includes all student residences. The policy applies to all members of the campus community, including students, faculty, staff, visitors and contractors.

4. Our People

DC hosts Young Women in Science, Technology and Trades Conference



On October 22 and 23, DC, in partnership with Ontario Power Generation, hosted over 550 girls in Grades 7 to 9 from several regional school boards for a program of exploration and inspiration aimed at connecting young women with careers in science, technology and skilled trades.

The two-day conference featured keynote presentations from serial inventor and speaker Ann Makosinski and entrepreneur and HGTV designer Jo Alcorn. Students participated in hands-on workshops while taking advantage of DC's industry-grade facilities and innovative learning spaces.

A selection of unique programming was offered throughout the conference, including workshops that allowed attendees to write code, test out a welding simulator, build robots, create a sheet metal candle holder, patch and plug a tire and frame a wall. The students also had opportunities to perform scientific experiments in industry-grade laboratories that included conducting an acid-base titration and testing water to simulate how water plant operators test chlorine levels in our drinking water.

DC professor helps create terrifying looks at Canada's Wonderland's Halloween Haunt

During the day you will find professional makeup artist Rachael Authors teaching in front of a group of students in DC's new Cosmetic Techniques and Management program. At night for the month of October, she's using her talents to create zombies, evil clowns and ghouls for Canada's Wonderland's annual Halloween Haunt, which she has done for the past 12 years.



She recently brought that artistry to DC when she gave the college's chief administrative officer (CAO), Dr. Scott Blakey, a Halloween-inspired monster makeover.

While special FX makeup isn't currently part of the course curriculum, Rachael incorporates a lot of those techniques into her classes. From colour matching to determining which tools to use and learning how to communicate with clients, the only real difference between both settings is the end result; one is decidedly less gory!

Report Number: BOG-2018-78

To: Board of Governors

From: Allison Hector-Alexander, Director, Student Diversity, Inclusion & Transitions

Date of Report: December 6, 2018

Date of Meeting: December 12, 2018

Subject: Sexual Violence and Harassment Action Plan Implementation Report – December 2018

1. Purpose

The purpose of this report is to provide an update on the Sexual Violence and Harassment Action Plan.

2. Recommendation

It is recommended to the Durham College Board of Governors:

That Report BOG-2018-79, presenting an update on the Sexual Violence and Harassment Plan, be received for information.

3. Background

On March 8, 2016, the government passed the *Sexual Violence and Harassment Action Plan Act (Supporting Survivors and Challenging Sexual Violence and Harassment)*.

The action plan outlines concrete steps to provide more supports for survivors and make campuses both safer and more responsive to complaints of sexual violence and harassment. In particular, the Action Plan calls for postsecondary (PSE) institutions “to report publicly on [the] incidence of sexual violence, as well as initiatives underway to address sexual violence and harassment, and their effectiveness.”

Amendments made to the *Ministry of Training, Colleges and Universities Act*, 1990, and the *Private Career Colleges Act, 2005*, in March 2016, include a requirement for PSE institutions to:

-
- (1) Have sexual violence policies (completed in 2015) and
 - (2) Participate in a survey of students' related to sexual violence*

In 2017, all colleges and universities in Ontario were actively engaged in meetings, focus groups and webinars, with the Ministry of Training, Colleges and Universities (MTCU) and CCI Research Inc. CCI Research Inc. conducted the Student Voices on Sexual Violence survey on behalf of MTCU, colleges, private career colleges, and universities in Ontario. The study was intended to provide information about how students perceive, understand and respond to sexual violence, as well as how institutions address sexual violence. The intended outcome was that the survey results would provide colleges and universities with valuable data to help further improve support services for survivors, update standalone sexual violence policies, and identify relevant issues on campus.

A Research and Ethics Board (REB) application for the study was submitted through the Office of Student Diversity, Inclusion & Transitions to Durham College's REB board on December 14, 2017. Approval was received on February 13, 2018. Beginning March 5, 2018, students at participating colleges were invited to participate in Ontario's Student Voices on Sexual Violence campus climate survey with an expectation that over 675,000 students would complete the survey. The survey was available to students over a 30 day period and was completed by 160,000 college and university students province-wide. A little over 600 Durham College students completed the survey.

4. Discussion/Options

Colleges across the province experienced significant challenges throughout the REB process for the Student Voices on Sexual Violence study. The survey was not developed nor was being administered by colleges. Yet, there was an expectation for staff to complete the application and act as the co-investigator with CCI Research Inc. To date, nothing has been communicated with regards to who owns or will manage the data. Colleges were informed that CCI Research Inc would be engaged in analysing the data, cleaning the data, purging directly identifying information, applying suppression rules to reports and data, setting up and preparing reports and data files over the summer months. The expectation was that the reports and data would be available in the fall. To date, there have been no updates on the release or reports on the data.

Our students were also under considerable stress related to strike recovery plans. There were a number of students who had concerns of being triggered about the nature of the questions used in the survey. Students continue to inquire about the results of the survey.

Further, the staff teams who support students who were triggered by the survey, were under considerable pressure to deliver on many other administrative changes and were struggling to meet their obligations. The increase in student needs for support was yet another layer of challenge for these teams. Staff teams have been unable to adequately create responsive programming or make the appropriate amendments to the policy due to the unavailability of the data.

5. Financial/Human Resource Implications

The implementation of the *Act* has required dedicated time from every employee on campus in order to be compliant. It has also required significant time from two Directors for the continued management of all components of the *Act*.

The implementation of the Student Voices on Sexual Violence Campus Climate Survey created additional demand on the College's Research and Ethics Board, the Office of Research Services, Innovation, & Entrepreneurship, the Communications and Marketing department, Information Technology Services, and the Office of Student Diversity, Inclusion and Transitions. The recent change in government and delays to the release of data from the survey are also resulting in a stalemate on next steps in the process.

6. Implications for the Joint Campus Master Plan

There are no implications for the joint campus master plan.

7. Implications for UOIT

UOIT was also required to submit the Sexual Violence and Harassment Action Plan Incident report and to take part in the Student Voices on Sexual Violence Campus Climate Survey. This study was approved by the UOIT Research Ethics Board on January 23, 2018. The survey was open to university students on February 26, 2018.

8. Relationship to the Strategic Plan/Business Plan

This subject pertains to the "our people" and "our students" pillars in the strategic plan, to ensure that Durham College achieves Bill 132 compliance.



Nov. 28, 2018

**Summary of the Committee of Presidents meeting
Nov. 25, 2018**

Decision items:

Free speech policy

The Committee of Presidents (COP) approved a free speech policy for the system that will be posted at each individual college by Jan. 1, 2019, the deadline set by the provincial government.

The policy was developed by a system task force of senior leaders from the colleges and by representatives from Colleges Ontario, the College Employer Council, the College Student Alliance and a law firm.

It is primarily based on the University of Chicago's statement of principles on free expression and incorporates aspects of the policies at Yale University, the University of Toronto and Wilfrid Laurier University.

The policy adopted by Ontario's colleges has five core elements:

- 1) A definition of freedom of speech.
- 2) A commitment to open discussion and free inquiry.
- 3) A statement that it is not the colleges' role to shield students from ideas they disagree with.
- 4) A statement that people can express their own views but they must also respect the rights of others.
- 5) An affirmation that speech that violates the law – including the Ontario Human Rights Code – is not allowed. The policy says that speech that constitutes harassment, a threat or hate speech is not allowed.

The policy also describes the process for collaborating with student groups to address complaints and a commitment that unresolved complaints will go to the Ontario Ombudsman.

Colleges Ontario's governance structure

COP approved a more open process for electing presidents to Colleges Ontario's executive positions. The former process of nominating presidents based on geographical location will be replaced with a new system that uses a skills matrix to determine eligibility for the executive positions such as membership on the Committee of President's executive (COPEX).

Colleges Ontario's nominating committee will recommend a slate of candidates and presidents can also nominate other candidates from the floor. If there are more nominated candidates than available positions, presidents will vote to elect the executive.

The new structure will provide more opportunities to address factors such as the gender balance on the executive. There will continue to be a northern representative and a francophone representative on COPEX.

Discussion items:

Stand-alone nursing degrees

Kathryn Sullivan, a senior research and policy adviser at Colleges Ontario, provided presidents with a summary of recent discussions with the provincial government about a proposal to allow colleges to offer stand-alone nursing degrees.

She said the proposal may align with the Conservative government's interests in cutting red tape in the broader public sector and improving access to health care.

The issue dates back to a provincial regulatory change from 2000 that required registered nurses to obtain a bachelor of arts degree from a university. Prior to that change, colleges were producing about 70 per cent of the registered nurses in Ontario. Once the change came into effect, colleges that wished to continue delivering the programs had to enter into joint-program partnerships with universities.

In recent years, Ontario's colleges have argued they should have the option to offer their own stand-alone nursing degrees. Many colleges already deliver the majority of the curriculum in the joint programs and there are two colleges that deliver 100 per cent of the curriculum.

Providing colleges with the option to offer nursing degree programs that are independent of university partners would reduce administrative paperwork. It would also reduce costs for students and taxpayers, particularly in cases where students have to study in two different communities to complete their programs.

The proposal has been supported in recent years by the Registered Nurses' Association of Ontario, the Ontario Nurses' Association, the Registered Practical Nurses of Ontario, and many college students.

Partnerships with private career colleges

David Fulford, the vice-president of research and policy at Colleges Ontario, provided an update from the sector task force examining partnerships between public colleges and private career colleges for the delivery of some programs.

The provincial government recently confirmed that six Ontario colleges that have existing partnerships with private colleges may continue those partnerships with enrolment capped at 2017 levels while details for the future of the partnerships are worked out within the next year.

Meanwhile, the task force has examined criteria for the future development of those partnerships and for colleges considering new partnerships. The task force has had four meetings and exchanged a number of communications, looking at three areas of focus:

- 1) Quality assurance – Ensuring the public colleges’ reputation for delivering quality programs is maintained.
- 2) Contract planning – Developing a “franchise package” structure for colleges that want to enter into new partnerships with private career colleges.
- 3) Enrolment management – Determining what the market demand is for programs that might be jointly offered by public and private colleges.

COP recommended the task force continue with its work and look at a range of other issues, such as whether the partnerships could extend beyond Ontario. The sector will also continue to communicate to the federal and provincial governments that work permits for international students should only be provided by public colleges.

Presidents were asked to provide Colleges Ontario with any other questions they would like the task force to consider.

Employment Ontario services

The colleges will be urging the provincial government to put colleges in charge of administering adult training in Ontario.

The letter follows the government's recent announcement about planned reforms to social assistance. The government is looking at options to improve the coordination of social assistance and employment training. Colleges welcome the opportunity to work with the government to better drive outcomes for social assistance recipients.

Many Employment Ontario job-training services are delivered at colleges. In fact, colleges are the only Employment Ontario providers that deliver a one-stop service with the full range of necessary programs: literacy and basic skills upgrading, career counselling and related services, and training.

The letter will recommend the government consolidate the delivery of adult education through colleges.