



Innis College

Innis College Council, 329th Meeting Friday, December 16, 2022, at 11:30am Events Room, Innis Residence/MS Teams

Minutes

Present: Mikaeel Abbas, Andrea Blacker (guest), Kelly Curran (designate of Madi Frost), Lydia Ghernaout, Karla Gouthro (guest), Ria Gupta, Kate Johnson (assessor), Atifa Karim (guest), Kyle Newcombe, Karen Reid, Raven Stoddart, Ben Weststrate (secretary), Shayla Anderson, James Cahill, Jannie Chien, Jason Daye, Rhea Gosain, Elijah Gyansa, Sana Imran, Denise Ing, Nina Kamal, Kimiya Karbasy, Suzanne Macintyre (assessor), Tony Mei, Archi Parikh, Daniela Pirraglia, Noel Simpson, Mary Stefanidis, Eilene Su, Ayaka Teshirogi, Bart Testa, Ryn Van Leeuwen, Andrea Williams, Cindy Yan

Regrets: Dan Adleman, Donald Boere (assessor), Joty Gill, Eva-Lynn Jagoe (assessor), Rhonda Liu, Steve Masse (assessor), Aditi Mehta, Mike Orr, David Roberts, Ishaan Shetty, Emil Stoykov, Sanam Syed, Joanne Uyede, Victor Zheng

1. Welcoming remarks

Weststrate opened the meeting.

2. Minutes of the previous meeting

A motion to approve [the October 5, 2022, meeting minutes](#) was moved (Chien), seconded (Stefanidis), and carried.

3. Business arising from the minutes

None reported

4. Guest speakers: Career Exploration & Education

Reid introduced three guest speakers from Career Exploration & Education (CxED): **Karla Gouthro**, director; **Atifa Karim**, assistant director – career education; and **Mary Stefanidis**, assistant director – employer recruitment and engagement.

Gouthro indicated that CxED is developing a five-year strategic plan for St. George Campus, and is grateful for any input from ICC. The process began May 2022. CxED aims to formalize their plan by the spring of 2023 and begin implementation in fall 2023. See the presentation introduction and outline in [appendix 1](#).

Gouthro described CxED's scope and highlighted priority programmatic areas, including access to the labour market for historically marginalized students and recent graduates. She highlighted recent structural changes to CxED (e.g., staffing changes), including those that focus on equity.

Gouthro identified themes that have emerged from the planning process, including the changing nature of the workplace and associated values; unique needs of equity-deserving students; intersection of equity, justice, reconciliation, and career; integration of academics with careers and employers; and experiential learning.

Karim pointed to immediate goals for CxED, including “anti-oppressive, hope-centred, self-directed career learning resources and experience” for equity-deserving learners, and integration of research experience into the Work Study Program.

Stefanidis added that CxED is emphasizing employer/community partner wayfinding and integrative academic-career opportunities.

Discussion with council members ensued.

Williams noted that the integration of CxED resources into Quercus is valuable for instructors.

Van Leeuwen recommended amplifying awareness of CxED services to the general study body.

Newcombe described a need, from his perspective as a student in finance, for programming that supports students navigating an increasingly challenging job market (i.e., fewer jobs available).

Ing noted that Cinema Studies students often describe feeling intimidated by professional networking, especial those who come from historical marginally communities. Reid reinforced this point, adding that it is experienced broadly at the University. Gouthro noted that the roles identity and barriers play in this dynamic is an explicit priority for CxED moving forward.

Stefanidis described information sessions that CxED commonly offers, where external employers come to campus to describe opportunities and advise on best application practices. [The CLNx events calendar](#) also lists CxED-led support sessions.

Gouthro added that another planned organizational enhancement is to co-locate CxED staff into an “Experiential Learning Commons” with [Arts & Science Internship Program](#) and [Engineering Career Centre](#) staff.

Karim added that awareness building is an identified space for improvement (i.e., marketing beyond the CLNx platform). She noted that Innis students can connect with [career educator Hannah Stevenson](#), the College's on location advisor, for Innis-focused opportunities.

Gouthro closed by welcoming any additional immediate or long-term input from council members.

Reid thanked Gouthro, Karim, and Stefanidis for their time and effort.

5. Principal's report

A. Council membership

Reid reported that, since our first council meeting, the ICSS has appointed three new student representatives to fill vacancies. She welcomed first-year Innis students **Archi Parikh**, **Ishaan Shetty**,

and Ryn Van Leeuwen to Innis College Council.

B. Staffing

Many HR-related updates were reported at the first ICC and College Affairs Board meetings. Since then, we have seen the following staffing changes.

- **Matthew Willis** was cross-appointed from the Division of University Advancement to Innis's Advancement Office as of November 7, providing part-time support of the College's fundraising efforts until the new associate director – advancement is hired.
- **Bradley Kulay** was recently hired as the assistant dean – student life on a six-month secondment from Hart House to cover Madi Frost's secondment. Bradley begins in the Office of Student Life on January 2.

C. Special events

Reid reported on a series of recent celebratory events at the College, including the 2022 Innis Student Awards Ceremony (Nov. 23) and annual Refugee Student Fund Benefit Concert (Dec. 9). On December 15, all alumni who graduated remotely in 2020 and 2021 were invited to a Convocation Hall ceremony, where Innis alumna Sharon Lewis (BA '89) delivered the keynote.

D. Renewal and Expansion

Reid reported that capital project planning is proceeding well with many recent meetings of various stakeholders. The plans will soon be submitted to the City for approval, and we are on track for "shovels in the ground" by fall 2023.

6. Board reports

A. Academic Affairs

Weststrate reported the following highlights from an [October 12, 2022, board meeting](#):

- Jagoe was elected the moderator and Weststrate the secretary.
- Program enrolments in both college programs and at the CSI have increased in 2022/23. Notably, Urban Studies Program enrolment is up 17% from last year. The Innis One Program also has a slightly higher total enrolment than in 2021/22.
- Course changes requests for Urban Studies and Writing & Rhetoric (W&R) were predominantly minor (i.e., tidying up the A&S Calendar entries). W&R is switching two 400-level courses to 300 to make them more accessible to program students. One course, *Writing for Social Change*, will have an integrated experiential learning component.

B. College Affairs

Newcombe reported the following highlights from a [November 29, 2022, board meeting](#):

- Newcombe was elected the moderator and Weststrate the secretary.
- Kelly Curran was hired as the new student life coordinator (SLC) in the Office of Student Life. The assistant dean – community wellness and SLC are now permanently funded positions.

- College network upgrades have been completed, as have website migrations and updates for the academic programs and [Innis venues](#).
- Many enhancements (e.g., painting, ventilation) have been made to classrooms and college spaces. Screening venues have also seen technological upgrades.
- Innis Residence housed 47 Ukrainian students this summer. Fall/Winter occupancy is up to 93%. The first-ever winter break accommodation is being offered there.

C. Student Affairs

Chien reported the following from a [November 15, 2022, meeting](#):

- Chien was elected the moderator and Weststrate the secretary.
- ICSS reported on a successful orientation and boat cruise. New merchandise is for sale. In-person programming has resumed.
- IRC reported on a new website, logo, and merchandise. Productive residence forums with OSL staff took place and will continue next term.
- OSL reported on several successful fall-term programs, including Adulting 101 (Sept. 12-16), Insider mentorship, Cookbook Club (Oct. 4-Dec. 9), and Book Club (Oct. 14-Nov. 4). The Social Innovation Certificate returns in the winter term. A [Black Student Experience newsletter](#) was launched in November and will be published once per semester.
- OSL Community Wellness portfolio hosted the annual Mental Health Skills Certificate (Nov. 7-8) and offered drop-in support sessions. Its new “Anxiety 101: Prime Your Mind” series is coming up (Jan. 20-Feb. 10).
- Registrar’s Office reported that RAAC decided all leadership awards in May 2022. New and returning students received awards in the fall. New student enrolment is on par with previous years.

D. Equity, Diversity, Inclusion, and Accessibility Committee

Curran reported the following highlights from a [December 12, 2022, meeting](#):

- Segi Oduwole was elected the moderator and Curran the secretary.
- The Black Student Experience (BSE) Working Group reported on the college’s responses to the BSE’s calls to action, and they proposed restructuring and refocusing the Working Group itself. The changes aim to prioritize community-building programming for and among Black students.
- Innis and the Cinema Studies Institute (CSI) launched the [Arthur Hiller Award for Admission to the CSI at Innis College](#), which recognizes Black and/or Indigenous students entering a cinema program.
- The College’s Black History Month planning committee met and has forecasted a slate of February 2023 events, including a Wikipedia Edit-a-Thon (Library); Town Hall screening (Advancement); and a winter-term book club that will read the memoir of comedian Trevor Noah (OSL).

Reid noted that EDIA is a relatively new committee in ICC. The previous meeting focused heavily on the Black student experience, reflecting some recent, active work. But the scope of

the committee is broad, and more ideas and initiatives are welcome to the conversation.

7. Executive Committee

Gosain reported that Angela Treglia, director of U of T's [Sexual Violence Prevention & Support Centre](#), will join the next ICC meeting to speak about the recently published [Review of the Policy on Sexual Harassment and Sexual Violence](#).

ICC members are invited to suggest topical issues or administrative personnel for guest speaker consideration at our fourth ICC meeting.

8. Other business

Reid wished council members a productive term end and a restful, happy, and safe winter break.

9. Adjournment

A motion to adjourn the meeting was moved (Gosain) and carried. The meeting adjourned at 12:44pm.

Appendix 1: CxED introduction and presentation outline

Hello everyone,

Thank you for the invitation to join the Innis College Council meeting on Friday, December 16.

Career Exploration & Education (CxED) is currently moving through a strategic planning process. CxED works closely with Innis College and supports the career learning of Innis students and alumni; your input matters as we aspire to shape the next five-year direction. We look forward to sharing emerging insights from our process, and receiving your feedback and perspectives to help inform our future priorities.

Below, please find meeting goals, agenda, and discussion questions for you to consider in advance.

Meeting goals:

- Share CxED strategic planning process and forms of consultation
- Identify emerging themes and priority areas
- Invite dialogue and input to inform future direction

Agenda: 11:40am – 12:10pm

11:40 – 11:45am | Welcome, Brief Introductions

11:45 – 11:55am | CxED Vision, Priorities, Perspectives

11:55am – 12:10pm | Dialogue, Insights & Input

Guiding questions for dialogue and input:

1. What are 3-5 career needs or trends you are noticing amongst your peers/in your communities?
2. How might we better attend to the career needs of students and alumni from Indigenous, Black, racialized, disability, 2SLGBTQ+ communities?
3. What career supports do you wish you had as a student or recent grad, and why?
4. Is there anything else you wish to share to inform CxED's strategic plan?

I've attached an infographic showcasing a selection of accomplishments and contributions to provide a sense of our service, impact, and reach — with students, across the institution, and in the field.

Those joining from CxED are: Karla Gouthro (Director, Career Exploration & Education), Atifa F. Karim (Assistant Director, Career Education), and Mary Stefanidis (Assistant Director, Employer Recruitment & Engagement).

Thank you in advance for your time and valuable insight.

Warmly,

Karla

Director, Career Exploration & Education