

Appendix A: Terms of Reference

Standing Strong Task Force Terms of Reference

Prepared by the Office of the President

Last updated December, 2020



Terms of Reference

About Ryerson University

Urban, culturally diverse and inclusive, Ryerson University is Canada's leader in innovative, career-oriented education with more than 120 graduate and undergraduate programs and a vibrant school of continuing education.

Located in the core of the city, steps from the busiest pedestrian intersection in Canada, Ryerson is part of a diverse downtown environment.

[Ryerson's values](#) have long defined the university and are the basis upon which we have built our uniquely diverse, and inclusive culture. Ryerson's values are not simply aspirational statements, they are to be lived across all aspects of university life. Collectively, our values shape Ryerson's identity and provide the foundation for an education that equips our students to succeed.

Context

At the heart of the Ryerson campus is a 19-foot-tall statue of Egerton Ryerson that was erected in 1899, seven years after his death.

Over the past decade, the presence of the statue has become increasingly controversial. Ryerson students, faculty and staff, and the University's Aboriginal Education Council (AEC) have been involved in the process of reconciling Egerton Ryerson's connection to residential schools. That work has led to a number of actions, including an agreed upon 2010 statement about the role of Egerton Ryerson and, in 2018, the [installation of a plaque](#) next to the statue contextualizing Ryerson's role in the creation of Canada's residential school system.

At the time, the plaque and statement were significant steps in the university's journey toward reconciliation.

Public opinion in the world is shifting rapidly regarding historical monuments, especially those honouring figures who operated in and benefited from colonialism and racism. They are being judged through today's lenses and values of social justice, anti-oppression and anti-racism. Many Ryerson community members feel it is inconsistent and problematic that our campus is home to a symbol that is perceived to be counter to Ryerson University's values.

In the past few months, there have been multiple protests and the statue has increasingly become a magnet for activism. The statue is the subject of several petitions (one with over 10,000 signatures), an open letter signed by 600 community members, and several academic departments have submitted requests for the statue to be removed. More recently, the University has begun receiving demands from community members to change the name of the institution.

Presidential Task Force Overview

The Presidential Task Force has been formed to conduct detailed and expert historical research on the life of Egerton Ryerson and his legacy in order to develop standing principles that will guide the university on any recommended actions related to the statue, the name of the institution as well as future decisions of this nature.

The Task Force is co-chaired by Joanne Dallaire, Elder (Ke Shay Hayo) and Senior Advisor Indigenous Relations and Reconciliation, and Professor Catherine Ellis, Chair of the Department of History.

Internally, Denise O'Neil Green, Vice-President of Equity, Community and Inclusion (OVPECI) and Steven Liss, Vice-President of Research and Innovation (OVPRI) will provide executive leadership for this initiative as well administrative support to the Task Force.

Mandate

The Presidential Task Force will be tasked with the following:

1. Conduct thorough, open, transparent consultations with Ryerson students, faculty, staff, alumni and others;
2. Examine and more fully understand Egerton Ryerson's relationship with Indigenous peoples; his links to the education system in Ontario and to the development of residential schools in Canada and interpret these findings in both their historical and modern context;
3. Examine how other universities have dealt with the issues of statuary, memorials, and requests to rename to identify best practices;
4. Develop principles to guide the recommended actions that Ryerson could take to respond to Egerton Ryerson's legacy and the findings of the consultations;
5. **Provide a final report to the President with their Task Force recommendations and principles by end of summer, 2021**

Strategic Considerations

The approach, process, methods and work of the Task Force must reflect Ryerson University's values. This includes but is not limited to ensuring:

- Indigenous voices within and outside the Ryerson community are given every opportunity to be heard and engaged in inclusive and equitable ways;
- Diverse stakeholders are given every opportunity to be heard in inclusive and equitable ways

This issue has been studied and worked on for over a decade – the work that has been done by various Ryerson offices, committees, and individuals should not be overlooked and will be shared, where available, with the Task Force.

In line with Ryerson's mission, vision and values, the Task Force, under the direction of the co-Chairs, will provide updates to the Ryerson community via a micro-website that they will create and curate to keep the community apprised and engaged in the Task Force's important work.

The community updates will include notice on consultations for the purpose of ensuring that all community members have the opportunity to be included in the conversation and that a wide-array of stakeholders and diverse perspectives are heard.

The website will also allow for transparency of the process that the Task Force is undertaking and allow for communications best practices to be employed.

Resources

The Task Force will be provided with:

- Part-time administrative support, including research assistance and website expertise, as needed;
- Support from an external communications agency with an expertise in running community consultations; and
- Access to Ryerson communications in order to communicate with faculty, staff and students.

Roles and Responsibilities

Presidential Task Force co-Chairs

The co-Chairs are accountable for fulfilling the mandate of the Presidential Task Force and in carrying out its roles and responsibilities. The co-Chairs provide leadership to the Presidential Task Force including scheduling, convening and chairing meetings, ensuring open and balanced debate that allow for the participation of all Task Force members, and drafting the final report and developing recommendations. The co-Chairs are the official spokespeople for the Task Force and will report on a monthly basis to the Executive Group on progress to date.

Task Force Membership

Members of the Task Force provide strategic guidance, counsel and input to support the Presidential Task Force. Members actively participate in all Task Force activities and to contribute their perspectives, experience, and skills in supporting the Task Force in delivering on its mandate.

Executive Leadership

The OVPRI and OVPECI will ensure that the Task Force has the resources that it needs to function, including Secretariat support to organize meetings and consultations, develop supporting materials, complete record-keeping functions and any other task necessary to support the Task Force.

Media

In the interest of keeping Task Force abreast on issues involving their work, the University, and

related issues – the University will provide each member with relevant media clippings via email.

In the event of a media request, Task Force members are to notify [Central Communications at Ryerson University](#) of any enquiries for comment on Task Force matters. The Co-Chairs are the official spokespeople for the Task Force and it is essential that the Task Force speak with a unified voice.

Meetings

The Task Force will meet regularly and, at the sole discretion of the co-Chairs, may permit others to join. Meeting communications, notes, and discussion items will be kept. Meeting agendas and materials will be distributed at least one week in advance of the meeting. Quorum for meetings will be 50% +1 (8 members present).

Given the current constraints imposed by the global pandemic, all meetings of the Task Force, consultations with the community, and monthly meetings with members of the Executive Group will be held via Zoom or other platforms.

The Task Force will strive to be consensus-driven. Where this is not possible the co-Chairs will hold final decision-making authority.

To support the consensus-driven model, the Task Force will require active participation of its membership through attendance at its meetings. Failure to attend a significant number of meetings, without appropriate notice or reason, may result in removal from the Task Force at the discretion of the co-Chairs.

With respect to confidentiality, so that everyone is free to provide their perspectives to the discussion, views shall not be attributed to individuals in the Task Force's meeting records. Task Force members agree to keep matters discussed at meetings confidential; neither the identity nor the affiliation of the individual may be revealed. Members agree that unattributed ideas emerging from Task Force discussions may only be disclosed with the prior permission of the co-Chairs.

Membership Changes

Resignation

The Task Force is composed of members who have expertise in fields relevant to the Task Force's mandate. If for any reason, a member wishes to resign from the Task Force, they should notify the co-Chairs and provide a written resignation notice.

Replacement

The Task Force co-Chairs will inform the President's Office of any changes in membership. The President's Office may invite individuals to replace Task Force members to ensure the appropriate representation of expertise and experience.

Legal/Regulatory Framework

Ryerson University is a corporation incorporated pursuant to the *Ryerson University Act, 1977*. As a corporation, the university has a bi-cameral governance framework consisting of the Board of Governors and the Senate. The President has the responsibility and authority for the

implementation, supervision and direction of the educational policy, general administration and property of Ryerson University. The Task Force has an advisory role to the President and reports to the President administratively.

Privacy and Confidentiality, Conflict of Interest

The Task Force is subject to all policies and procedures of Ryerson University including but not limited to the privacy policy and procedures, and conflict of interest policy and procedures. The Task Force is also subject to confidentiality obligations as set out in the [confidentiality agreement](#). Failure to abide by the privacy, confidentiality and conflict of interest provisions may result in removal from the Task Force, at the discretion of the co-Chairs.

Amendments to the Terms of Reference

Should amendments need to be made to the Terms of Reference, the co-Chairs will convene the Task Force and share a proposal that describes the change and outlines the rationale for why it is required. Task Force members will have the opportunity to discuss the proposal. The decision to make an amendment will nonetheless rest with the co-Chairs.

Appendix A: Members of the Presidential Task Force

Joanne Dallaire, Co-chair

Elder (Ke Shay Hayo) and Senior Advisor Indigenous Relations and Reconciliation for Ryerson University, chair of the Ryerson's Aboriginal Education Council, and co-chair of the Truth and Reconciliation directive. Joanne has been at Ryerson in many capacities for twenty years.

Joanne has educated and directed an Indigenous perspective with many organizations, such as the Ministry of Education, Legal Aid Ontario Prison Law Advisory Committee to the Board, Aboriginal Legal Services Toronto (Expert witness on Restorative Justice), Native Child and Family Services and Dr. Janet Smylie at Well Living House/St. Michael's Hospital.

Catherine Ellis, Co-chair

Chair and associate professor in the Department of History at Ryerson University and a faculty elected member on the Board of Governors

Catherine earned her DPhil from the University of Oxford and previously held research and teaching appointments at Dalhousie University, the University of Victoria and the University of Lethbridge.

T'hohahoken Michael Doxtater

Associate Professor, Creative Indigenous Practices in the School of Creative Industries at Ryerson

Michael has produced, directed and written award-winning documentaries and dramas for academic and public audiences at the NFB and CBC and has wide experience in facilitation, mediation and communication services in the Indigenous community at Six Nations, Canada and the U.S. Michael is Mohawk, from Six Nations of the Grand River.

Cecile Farnum

Liaison Librarian with the Ryerson University Library

Cecile has been with Ryerson for 15 years, serving for much of the time as Communications and Liaison Librarian as well as liaising with programs in the Faculty of Community Services.

Natasha Henry

President of the Ontario Black History Society

Natasha is an educator, historian, and curriculum consultant. The 2018 Vanier Scholar is completing a PhD in History at York University, researching the enslavement of Black people in early Ontario.

Tracey King

Indigenous Human Resources Lead, Recruitment and Retention, at Ryerson University Tracey King, Miigis Kwe (Little Shell Woman), is Pottawatomi and Ojibway, Otter Clan and a citizen of Wasauksing First Nation. For 30 years, Tracey has worked full-time in many Aboriginal programs and services in Toronto universities and Aboriginal organizations, while completing three university degrees.

Riley Kucheran

Assistant professor, Design Leadership in Ryerson's School of Fashion

In addition to teaching at Ryerson, Riley is a student in the Communication & Culture PhD program at Ryerson and York University, researching how Indigenous creative industries like fashion can mobilize cultural and economic resurgence. Riley is from Biigtigong Nishnaabeg (Pic River First Nation).

Gerald McMaster

Professor and Tier 1 Canada Research Chair in Indigenous Visual Culture and Curatorial Practice, and Director of Wapatah Centre for Indigenous Visual Knowledge OCAD University Gerald's area of expertise is curatorial studies, Indigenous visual history and aesthetics, and contemporary Indigenous art. He is a Plains Cree and a member of the Siksika First Nation.

Dennis Mock

Former Vice-President, Academic at Ryerson, former President of Nipissing University Dennis served for 30 years at Ryerson where he played a central role in steering the university through one of its most significant eras, when it earned full university status in 1993.

Heather Rollwagen

Undergraduate Program Director and Associate Professor in the Department of Sociology Heather's area of research study is housing, perceptions of crime and neighbourhood livability in urban areas. She is also a member of the Canadian Worlds of Journalism research team - an interdisciplinary research group collaborating with scholars from 63 countries to understand the professional roles and values of journalists.

Tay Rubman

History student at Ryerson University

Tay was elected to the Ryerson Board of Governors in 2020.

Amorell Saunders N'Daw

Partner and Equity, Diversity and Inclusion Lead at Knightsbridge Robertson Surette Amorell, a Ryerson alumna, is a leader in the field of academic search and recruitment. She has provided leadership and support to academic institutions and not-for-profit organizations, including a 12-year career at the University of Toronto Scarborough.

Julia Spagnuolo

Urban and Regional Planning student at Ryerson University

Julia is a student representative on the Ryerson University Senate. As an At-Large representative, she serves on the AGPC Committee, Senate Appeals Committee, Policy 46 Review Committee, Academic Standards Committee and the Nominations & Elections Committee.

Frank Walwyn

Partner, WeirFoulds LLP

A Ryerson graduate, Frank is a Fellow of the American College of Trial Lawyers and has been named as one of Canada's top lawyers in the area of corporate and commercial litigation by numerous legal publications. In addition to a Bachelor of Laws degree from Queen's University, he has a Certificate of Business Administration from Ryerson University.