

# Minutes

## **284<sup>th</sup> CAUT Executive Committee Meeting**

**September 27-28, 2024**

Hilton Garden Inn

361 Queen Street, Ottawa, Ontario

(Updated November 27, 2024)

### **Present**

#### **Executive Committee**

Peter McInnis, President (ST.FXAUT), Chair  
Robin Whitaker, Vice-President (MUNFA)  
Brenda Austin-Smith, Past-President (UMFA)  
Yalla Sangaré, Treasurer (APPBUSA)  
Michael Arfken, Chair, Academic Freedom and Tenure Committee (UPEIFA)  
Michael Shaw, Chair, Collective Bargaining and Organizing Committee (UMFA)  
Fabienne Cyrius, Co-Chair, Equity Committee (CUPFA)  
Susan Spronk, Co-Chair, Equity Committee (APUO)  
Jennifer Dekker, Chair, Librarians' and Archivists' Committee (APUO)  
Nick Papatheodorakos, Chair, Contract Academic Staff Committee (CUPFA)  
David Newhouse, Representative-at-large (Aboriginal) (TUFA)  
Patrick Noël, Representative-at-large (Francophone) (APPUSB)  
Chantale Jeanrie, Representative-at-large (Quebec) (SPUL)  
Marc Schroeder, Representative-at-large (General) (MRFA)  
Claudia Steinke, Representative-at-large (General) (ULFA)  
David Robinson, Executive Director

#### **Staff**

Tony Cantin, Director of Finance, HR and Operations  
Isaac Cockburn, Political Advisor to the Executive Director  
Justine De Jaegher, Director of Political Action and Communications  
Sarah Godwin, Director of Labour Relations Services & General Counsel  
Margaret McGovern-Poté, Head of Executive Services

### ***Opening Remarks and Territorial Acknowledgement***

The President welcomed members to the 284<sup>th</sup> CAUT Executive Committee meeting. He acknowledged the meeting is being held on the traditional and unceded territory of the Algonquin Anishinaabeg People.

#### **01. Approval of Agenda**

**CYRIUS/WHITAKER THAT** the agenda be approved as circulated.

**CARRIED**

#### **02. Approval of Executive Committee Minutes**

A. Meeting of June 20-22, 2024

**DEKKER/JEANRIE THAT** the minutes of the Executive Committee meeting of June 20-22, 2024 be approved as circulated.

**CARRIED**

#### **03. Business Arising**

A. Review of Action List

The action list was reviewed.

#### **04. Report of the President**

The President reported on his activities since the June Executive Committee meeting. He reported on his attendance at the Standing Committee meetings held August 23-24, in Ottawa. He noted CAUT has been working to reinvigorate its "Train-the-Trainer" program. A training session was held August 22, prior to the committee meetings, to provide an opportunity for volunteer trainers to learn the new online course modules. The focus will be to continue to identify additional trainers to add to the training roster.

He provided an update on the Association of McGill Professors of Law's (AMPL) strike activities since June noting that AMPL is in the 15<sup>th</sup> week of its strike. CAUT continues to send members to support the Defence Fund flying and driving pickets on the AMPL picket lines. He thanked members of the Executive Committee who have participated in the pickets.

## 05. Executive Director's Report

### A. Academic Freedom

#### 1) Issues

##### a) Research Security

The Executive Director reported on the implementation of the federal government's research security guidelines.

##### b) Special report on academic Freedom

The Executive Director reported that the first draft of the report has been sent to the review panel for review and comment.

#### 2) Cases

##### a) Langara College (Knight)

The Executive Director provided an update on the dismissal of Dr. Natalie Knight from Langara College.

##### b) Saskatchewan

The Executive Director reported on a case at the University of Saskatchewan involving extramural academic freedom.

##### c) Student Encampments and Protests

The Executive Director reported on the status of student encampments and protests on campuses in relation to the Israeli-Palestinian conflict.

#### 1. University of Toronto

The Executive Director reported on the Ontario Superior Court decision in *Governing Council of the University of Toronto v. Doe et al* in which CAUT intervened. The Court found no evidence of protesters engaging in hate speech, violence, or antisemitism as alleged by the University. However, the judgment upheld the University's petition based on property law – the protesters had no legal right to occupy University property.

2. University of New Brunswick

The Executive Director reported on a case at the University of New Brunswick involving a professor served with trespass notice for participating in an encampment and barred from the Saint John campus for 7 days. The province of New Brunswick *Trespass Act* provides an exemption for certain properties (including universities and colleges) if a person is: (a) engaged in a peaceful public demonstration, or (b) doing anything in connection with a lockout or strike. The Association of University of New Brunswick Teachers (AUNBT) grieved and reached a positive outcome.

3. University of Windsor

The Executive Director reported on an agreement between the University of Windsor and the University of Windsor Students' Association. He noted federal and provincial politicians have pressured the university to rescind the agreement.

4. Western University

The Executive Director reported that Western University had proposed a new policy on demonstrations that would require prior permission. Demonstrations were defined broadly as: "a public gathering of a person or group of persons to express a sentiment by explicit means including but not limited to picketing, marching, carrying signs, distribution of literature, and other related activities, usually in favour of or opposed to some action or opinion." The faculty association successfully pushed back against the policy, and it was withdrawn.

d) University of British Columbia/ University of Guelph

The Executive Director reported on cases at the University of British Columbia (UBC) and the University of Guelph involving professors investigated for their social media posts. Karen Pinder, a professor at UBC, has been placed on leave pending an investigation into social media postings she made about the attempted assassination of former US President Donald Trump.

## e) Dalhousie

The Executive Director reported on an access to information request for personal records of academic staff at Dalhousie related to "Gaza" "Israel" "Palestine" and "IDF". The Administration's privacy officer is insisting the records are in the custody and control of the University and should be produced.

## B. Arbitration Service

## 1) Bishop's (Stonebanks)

The Executive Director provided an update on the dismissal case of Dr. Christopher Darius Stonebanks at Bishop's University.

## 2) University of Ottawa

The Executive Director reported that CAUT is acting as Co-Counsel in a case involving alleged systemic discrimination at the University of Ottawa's Institute of Indigenous Research and Studies (IIRS).

## C. Court and Arbitration Decisions

## 1) Guelph v. University of Guelph Faculty Association, 2024

The Executive Director reported on a court decision, *Guelph v. University of Guelph Faculty Association, 2024* that involved the preliminary objection of an expert witness report on collegial governance. The objection was upheld on the basis that labour arbitrators are "extremely well versed in issues with collegial governance and its interaction with academic freedom."

## 2) Toronto Metropolitan v. Toronto Metropolitan University Faculty Association, 2024

The Executive Director reported on an arbitration award, *Toronto Metropolitan v. Toronto Metropolitan University Faculty Association, 2024*, following a collective bargaining impasse. On academic freedom, the Arbitrator determined that "one cannot objectively review the parties agreed-upon collective agreement definition of academic freedom and then conclude that it applies to Professional Counsellors when engaged in the myriad activities of their professional practice."

**06. Membership Matters****A. Sherbrooke**

The Executive Director reported that the Association des professeurs et professeures de l'université de Sherbrooke (APPUS) has applied for membership in CAUT. Their application will be considered at the Fall Council meeting.

**B. Ottawa (Part-time)**

The Executive Director reported the Association of Part-Time Professors of the University of Ottawa (APTPUO) will bring a motion to affiliate with CAUT to its next general membership meeting in November.

**C. Memorial**

The Executive Director reported that the Memorial University of Newfoundland Faculty Association (MUNFA) has requested assistance from CAUT to undertake a governance and operational review.

**D. Calgary**

The Executive Director reported on assistance that CAUT is providing to the Faculty Association of the University of Calgary (TUCFA).

**E. Simon Fraser**

The Executive Director reported that the Simon Fraser University Faculty Association (SFUFA) has been sued by a group of members over a motion adopted by members on the Israel/Palestine conflict. CAUT is providing legal advice and support.

**F. Lee Lorch Award**

B. Austin-Smith, Past President, reported that the jury does not have a candidate to recommend.

**07. Labour Relations and Legal Services Report****A. Collective Bargaining****1) Recent Settlements**

S. Godwin, Director of Labour Relations Services & General Counsel, provided an overview of collective agreements reached by member associations since April 2024 and on current collective bargaining trends. She highlighted assistance to support the Association of McGill Professors of Law (AMPL) during its ongoing strike.

She reported that the team continues to organize the CAUT National Collective Bargaining Update check-ins on a bi-weekly basis, hosted by the Chair of the Collective Bargaining and Organizing Committee.

## B. Legal

### 1) Legal Updates

S. Godwin reported on the dismissal case of Frances Widdowson at Mount Royal University. The arbitration decision, delivered July 2, 2024, found that Widdowson was wrongly suspended and wrongly terminated, but concluded that the employment relationship is no longer viable. Monetary damages, in lieu of reinstatement, are to be awarded.

S. Godwin reported on the case of Christopher Darius Stonebanks at Bishops University. Stonebanks is a tenured professor dismissed on November 16, 2021, for allegedly being too vociferous in his claims of racism within the university.

## C. Research

S. Godwin reported the CAUT research staff are supporting the preparation of a survey on Indigenous Academic Staff Members' Experiences at Post-Secondary Institutions to be launched in early October. The 2023 Librarian and Archivist Salary Survey (LASS) results are due to be released in the coming weeks.

## 08. Political Action and Communications Report

### A. Political Action

#### 1) Federal Budget 2025

J. De Jaegher, Director of Communications and Political Action, reported CAUT prepared a submission to the Federal Government's pre-budget consultation process for Budget 2025. CAUT's submission is based on four policy areas: affordability – increase to grants over loans; quality –

national post-secondary education strategy; reconciliation - \$650 million to close the Post-Secondary Student Support Program (PSSSP) gap; transparency – funding for data collection; and research – emphasis on investigator-led and independent research.

2) Federal Election

Robin Steudel, Creative Director & Partner with *Metric Strategies*, joined the meeting to provide an overview of a proposed CAUT election campaign. The aim would be to launch the campaign in late November.

3) Tri-Council Restructuring

J. De Jaegher, Director of Political Action and Communications, reported CAUT has raised concerns with the proposed new Capstone superagency. Concerns expressed include whether the new body will shift emphasis from investigator-led research, further sideline of social sciences and humanities disciplines, and weaken the independent peer review process.

4) Employment Equity Act

J. De Jaegher reported on CAUT's response to task force recommendations on updates to the *Employment Equity Act* (EEA).

B. CAUT Education Program

1) Fall Schedule

J. De Jaegher reported on CAUT's Fall/Winter education schedule.

2) Train-the-Trainers Program

J. De Jaegher reported that a "Train-the-Trainer" session was held at the CAUT office on August 22. The goals of the "Train-the-Trainer" program are to create opportunities for members to learn from other members; to provide increased post-course support to members; to support in-person team building opportunities that are facilitated by members who understand that region; and to support and encourage association-level training where leadership can provide on-the-ground training to their members. She indicated that as we implement this program, we will need to bolster recruitment of new trainers ensuring regional representation and language coverage.



The Executive Director recommended that given the political uncertainty over a potential early election, as well as the difficulty of securing meetings late in the work week, that CAUT's annual Parliament Hill Day be cancelled this year and substituted with a Constituency Week early in the new year.

C. Campaigns and Organizing

1) Fair Employment Week

J. De Jaegher updated on plans for *Fair Employment Week* to take place October 21-25.

D. Publications Report

I. Cockburn updated on the *CAUT Advocate's* subscriber growth and performance since January, noting an increase in Francophone subscribers.

1) CAUT Bulletin

J. De Jaegher reported on the CAUT Bulletin.

2) CAUT Journal

The Vice-President provided an update on the activities of the *CAUT Journal*. She reported on an upcoming special issue, *The labour activism of post-secondary education information workers*, edited by Jennifer Dekker (University of Ottawa). Submissions have gone through the peer review process and are being finalized for publication and should be published in November. She provided an update on the special edition of the journal, *Shaping Equity as Labour Justice: successes, stumbles and setbacks*, that will be edited by Dr. Alison Hearn (Western University) and Dr. Momin Rahman (Trent University). This issue is expected to be completed this winter.

Upcoming issues being considered include a special issue looking at the Laurentian debacle; papers from the Aboriginal Academic Staff Conference (October 4-5, Regina, SK); papers from the Harry Crowe Conference (February 7-8, 2025, Calgary, AB); and the issue of workspace allocated to contract academic staff (CAS) members.

She encouraged members to bring forward names of possible volunteer peer reviewers.

## 09. Financial and Administrative Matters

### A. Financial Report: Year Ending June 30, 2024

Y. Sangaré, Treasurer, presented the year end report of June 30, 2024.

It was recommended that CAUT consider reviewing its policies about providing financial assistance for legal/arbitration/grievance cases. A subgroup was established to consider this matter comprised of: Y. Sangaré, M. Shaw, M. Schroeder, and T. Cantin.

### B. Financial Requests

#### 1) International Civil Liberties Monitoring Group (ICLMG)

The Executive Committee considered a financial request from the International Civil Liberties Monitoring Group (ICLMG).

**SPRONK/PAPATHEODORAKOS: THAT** the Executive Committee approve a contribution of \$25,000 to the International Civil Liberties Monitoring Group (ICLMG) to support its ongoing work.

**CARRIED**

#### 2) Anti-Racist Initiative – SFU Faculty of Education Program to support Chinese Canadian Scholars

The Executive Committee considered a request from the Simon Fraser University (SFU) Labour Studies Program and the SFU Morgan Centre for Labour Research to conduct research into the impact of research security requirements on Chinese Canadian academics.

**SPRONK/WHITAKER THAT** the Executive Committee approve a contribution of \$15,000 to the Simon Fraser University (SFU) Labour Studies Program and the SFU Morgan Centre for Labour Research.

**CARRIED**

#### 3) National Association of Graduate Teachers (NAGRAT)

The Executive Committee considered a financial request from the National Association of Graduate Teachers (NAGRAT) to support its *Action Towards Building Women's Leadership Capacity* project.

**WHITAKER/DEKKER: THAT** the Executive Committee approve a contribution of \$25,000 to the National Association of Graduate Teachers (NAGRAT) to support its *Action Towards Building Women's Leadership Capacity* project.

**CARRIED**

4) Canadian Union of Public Employee Local 3902 (CUPE 3902)

The Executive Committee considered a financial request from the Canadian Union of Public Employees Local 3902 (CUPE 3902) that CAUT make a financial contribution towards legal fees incurred related to the injunction that the University sought against an encampment during the People's Circle for Palestine in King's College Circle.

The Executive Director was instructed to follow-up with CUPE 3902 to get more information.

5) Canadian Health Coalition (CHC)

The Executive Committee considered a financial request from the Canadian Health Coalition (CHC).

**SPRONK/NEWHOUSE: THAT** the Executive Committee approve a contribution of \$1,250 to the Canadian Health Coalition to support its ongoing work.

**CARRIED**

## **10. Review of the Policy Statements**

### **A. 5-Year review**

1) Academic Freedom in the Assignment of Student Grades

The Executive Committee reviewed the Policy Statement on Academic Freedom in the Assignment of Student Grade as part of a 5-year review of CAUT policies and recommended that the policy be retained as is and scheduled for review in 5 years.

## 2) Outsourcing

The Executive Committee reviewed the Policy Statement on Outsourcing as part of a 5-year review of CAUT policies recommended that the policy be retained as is and scheduled for review in 5 years.

## 3) Prior Learning Assessment and Recognition (PLAR)

The Executive Committee reviewed the Policy Statement on Prior Learning Assessment and Recognition as part of a 5-year review of CAUT policies recommended that the policy be retained as is and scheduled for review in 5 years.

## 4) Research Misconduct

The Executive Committee reviewed the revised Policy Statement on Research Misconduct as part of a 5-year review of CAUT policies.

**NOËL/NEWHOUSE: THAT** the Policy Statement on Research Misconduct be approved, as amended, and referred to Council for consideration.

**CARRIED**

## 5) Renewal of Academic Staff

The Executive Committee reviewed the revised Policy Statement on Renewal of Academic Staff as part of a 5-year review of CAUT policies.

**WHITAKER/NOËL: THAT** the Policy Statement on Renewal of Academic Staff be approved, as amended, and referred to Council for consideration.

**CARRIED**

## 6) Tenure

The Executive Committee approved editorial revisions to the Policy Statement on Tenure and scheduled the next review of the policy in five years.

## B. New and Revised

### 1) Employer-led Investigations

The Executive Committee reviewed the new Policy Statement on Employer-led investigations.

**ARFKEN/WHITAKER: THAT** the new Policy Statement on Employer-led investigations be approved as amended and sent to Council for consideration.

**CARRIED**

### 2) Departmental Statements and Academic Freedom

The Executive Committee reviewed the new Policy Statement on Departmental Statements and Academic Freedom.

**ARFKEN/JEANRIE: THAT** the new Policy Statement on Departmental Statements and Academic Freedom be approved as amended and sent to Council for consideration.

**CARRIED**

### 3) Collegial Governance and Contract Academic Staff

The Executive Committee reviewed the new Policy Statement on Collegial Governance and Contract Academic Staff.

**PAPATHEODORAKOS/WHITAKER: THAT** the new Policy Statement on Collegial Governance and Contract Academic Staff be referred to the Governance Committee for review.

**CARRIED**

### 4) Use of AI and Contract Academic Staff (CAS) Work Conditions

The Executive Committee reviewed the new Policy Statement on the Use of AI and Contract Academic Staff (CAS) Work Conditions.

**PAPATHEODORAKOS/DEKKER: THAT** the new Policy Statement on the Use of AI and Contract Academic Staff (CAS) Work Conditions be referred to CAUT Standing Committees for review.

**CARRIED**

It was recommended that CAUT prepare a bargaining advisory on AI in the meantime.

5) Teaching Intensive Appointments

The Executive Committee reviewed a discussion document on Teaching Intensive Appointments. M. Schroeder, Representative-at-large (General), will consult with members of the Committee and prepare revisions.

## 11. Committee and Working Group Reports

### A. Standing Committee Reports

1) Academic Freedom & Tenure

M. Arfken, Chair of the Academic Freedom and Tenure Committee, reported on the work of the committee.

a) Milner Award Terms of Reference

The Executive Committee reviewed the revised Milner Award Terms of Reference.

**ARFKEN/SPRONK: THAT** the revised Milner Award Terms of Reference be approved and referred to Council for consideration.

**CARRIED**

b) Harry Crowe Conference (February 2025)

1. Review conference agenda

The Executive Committee reviewed the draft agenda of the Harry Crowe Conference (February 2025).

**NOËL/PAPATHEODORAKOS: THAT** the Executive Committee approve the draft agenda of the Harry Crowe Conference (February 2025).

**CARRIED**

## 2. Review of draft budget

The Executive Committee reviewed the draft budget of the Harry Crowe Conference (February 2025).

**ARFKEN/AUSTIN-SMITH: THAT** the Executive Committee approve the draft budget of the Harry Crowe Conference (February 2025).

**CARRIED**

## 2) Collective Bargaining and Organizing

M. Shaw, Chair of the Collective Bargaining and Organizing Committee, reported the committee has finished the revision of the CAUT strike manual and is presently reviewing the collective bargaining manual. The committee is working on developing contract language around academic freedom and artificial intelligence.

He reported the committee has requested that some website resources be available on the public website.

The committee also recommends that there be more systematic data collection from associations as they go through bargaining.

He also noted that Statistics Canada collects data about types of academic staff appointments in institutions. The survey includes a "other" category that is not well defined. The committee is recommending that more details about this category be collected.

## 3) Contract Academic Staff

N. Papatheodorakos, Chair of the Contract Academic Staff Committee, reported on the work of the committee.

### a) Committee Terms of Reference

The Executive Committee reviewed the revised Terms of Reference of the Contract Academic Staff Committee.

**PAPATHEODORAKOS/JEANRIE: THAT** the revised Terms of Reference of the Contract Academic Staff Committee be approved and referred to Council for consideration.

**CARRIED**

## 4) Equity

F. Cyrius, Co-Chair of the Equity Committee, reported on the work of the committee.

**SPRONK/DEKKER: THAT** CAUT adopt the language of 2SLGBTQIA+ (Two-Spirit, lesbian, gay, bisexual, transgender, queer, intersex, asexual and additional sexually and gender diverse people).

**CARRIED**

## 5) Librarians' and Archivists'

J. Dekker, Chair of the Librarians' and Archivists' Committee, reported on the work of the committee. The committee is organizing a "listening tour" aimed at gathering insights from librarians and archivists. They are also planning to host a webinar on a topic of interest in May 2025. The committee will meet virtually in October to resume planning for the October 2025 Librarians' and Archivists' Conference.

## B. Committees of the Executive Reports

## 1) Francophones'

P. Noël, Representative-at-Large (Francophone), reported on the work of the committee.

He indicated the committee has expressed a desire to hold a meeting in person.

**NOËL/JEANRIE: THAT** CAUT allocate resources towards developing a campaign in advance of the next Francophones' Conference (2026) looking at the inequities of Francophone academic staff in a minority context, especially in the context of the review of the Modernization of the *Official Languages Act*.

## 2) Governance

M. Schroeder, Co-Chair of the Governance Committee, reported that the committee is in the process of finalizing the new governance library and aims to launch the tool in the Fall.



### C. Working Group Reports

#### 1) Aboriginal Post-Secondary Education Working Group

D. Newhouse reviewed the October 2024 CAUT Aboriginal Academic Staff Conference agenda.

### D. Ad-hoc Working Groups

#### 1) Climate Justice

R. Whitaker and M. Schroeder provided an update on the ad-hoc working group on climate justice.

## 12. International Matters

### A. Education International

#### 1) EI World Congress Report

The Executive Director reported that the Education International (EI) World Congress was held July 26 to August 2, in Buenos Aires, Argentina. CAUT, the American Federation of Teachers (AFT) and the University and College Union (UCU) in the United Kingdom presented a joint resolution on academic freedom that was passed unanimously by the congress.

### B. Report of the UN Special Rapporteur on the Right to Education

The Executive Director reported the United Nations (UN) Special Rapporteur on the *Right to Education Report* on academic freedom was released June 26.

### C. Emergency Committee of Universities in Gaza

The Vice-President reported on the Emergency Committee of Universities in Gaza, formed by Palestinian academics and staff interested in resuming teaching and study.

## 13. Meetings, Conferences and Coalitions

### A. Meetings Attended

#### 1) Coalition of Contingent Academic Labour (August 8-10, Gatineau)

N. Papatheodorakos, Chair of the Contract Academic Staff Committee, reported he was unable to attend the Coalition of Contingent Academic Labour Conference (COCAL) held August 8-10, in Gatineau, Quebec. He noted that Robert Soroka attended the meeting and that it went very well.

2) Committee Meetings (August 23-24, Ottawa)

B. Upcoming Meetings and Conferences

The President reported on the following upcoming events:

- 1) Aboriginal Post-Secondary Education Working Group (October 3, Regina)
- 2) Aboriginal Academic Staff Conference (October 4-5, Regina)
- 3) CAUT Defence Fund AGM (October 19, Montreal)
- 4) Western Regional Conference (October 18-20, Victoria)
- 5) CAUT Executive Committee Meeting (November 26-27, Ottawa)
- 6) CAUT Council (November 29-30, Ottawa)

## **11. Affiliated and Related Organizations**

A. Harry Crowe Foundation

The President reported that the Directors of the Harry Crowe Foundation met September 28 to discuss the consolidation of CAUT charities into the new Canadian Association of University Teachers Foundation ("CAUT Foundation").

B. National Union of CAUT (NUCAUT)

R. Whitaker, President of the National Union of CAUT (NUCAUT), reported on the activities of NUCAUT. The next meeting of the Canadian Labour Congress (CLC) Canadian Council will be held next week.

C. CAUT Defence Fund

M. Shaw, President of the CAUT Defence Fund, reported that the CAUT Defence Fund Annual General Meeting will be held October 19 in Montreal.

He noted the ongoing strike support for the Association of McGill Professors of Law (AMPL).

D. J.H. Stewart Reid Trust

The President reported that the Trustees of the J.H. Stewart Reid Memorial Fellowship Trust met September 28 to discuss the consolidation of CAUT charities into the new *Canadian Association of University Teachers Foundation* ("CAUT Foundation").

She further reported that the Trustees met in July to review applications received for the 2024-2025 scholarship. The winner of this year's scholarship is Lou Raisonnnier, a PhD candidate from the University of Ottawa.

E. CAUT Refugee Foundation

The President reported that the Directors of the CAUT Refugee Foundation met September 28 to discuss the consolidation of CAUT charities into the new *Canadian Association of University Teachers Foundation* ("CAUT Foundation").

F. CAUT Foundation

The President reported that the Directors of the CAUT Foundation met September 28 to discuss the consolidation of CAUT charities into the new *Canadian Association of University Teachers Foundation* ("CAUT Foundation").

## 12. Coalitions and Partnerships

A. International Civil Liberties Monitoring Group

J. De Jaegher reported on the International Civil Liberties Monitoring Group (ICLMG) 20<sup>th</sup> anniversary publication, its ongoing work on the Hasan Diab case, and policy monitoring and influence on online harms legislation.

B. Canadian Consortium for Research

J. De Jaegher reported on pre-budget work with the Canadian Consortium for Research (CCR).

C. Public Education Network

J. De Jaegher reported that the Public Education Network (PEN) - representing national teachers' unions and federations (K-12 and post-secondary) in Canada - will be meeting in-person in Montreal at the end of November.

**13. Items for Information**

A. *New Policies Suppress Pro-Palestinian Speech*, Radhika Sainath, Inside Higher Ed, September 16, 2024.

**14. Other Business**

There was no further business.

**15. Staff Matters**

A. Report of the Personnel Committee

B. Austin-Smith, Chair of the Personnel Committee, provided a report on the meeting of the Personnel Committee held September 27.

B. Management Relations **(in camera)**

**WHITAKER/SCHROEDER: THAT** the meeting move in camera.

**CARRIED**

**SANGARÉ/PAPATHEODORAKOS: THAT** the meeting move out of camera.

**CARRIED**

**19. Adjournment**

There being no further business, the meeting adjourned at 5:20 pm

---

## Executive Decisions between Executive Committee Meetings

-----

*By electronic vote conducted October 1, 2024, the following motion was approved by the Executive Committee:*

### **EDUCATION INTERNATIONAL URGENT ACTION APPEAL: Solidarity with teachers and students in Palestine**

**WHITAKER/AUSTIN-SMITH: THAT** CAUT donate \$25,000 to the EducationInternational urgent action appeal to assist teachers and students in Palestine.

**CARRIED**

-----

*By electronic vote conducted October 21-22, 2024, the following motion was approved by the Executive Committee:*

### **EDUCATION INTERNATIONAL URGENT ACTION APPEAL: Financial support to assist to assist unionists, teachers, and students in Lebanon**

**WHITAKER/AUSTIN-SMITH: THAT** CAUT donate \$10,000 to Education International's Humanitarian Appeal to assist unionists, teachers, and students in Lebanon.

**CARRIED**