

# Minutes

## 97<sup>th</sup> CAUT Council Meeting

**November 29-30, 2024**

Delta Hotel Ottawa City Centre  
101 Lyon St. N., Ottawa, Ontario

(Updated April 7, 2025)

### CAUT Elections and Resolutions Committee

Robin Vose	Speaker of Council
Carla Graebner	Deputy Speaker of Council
Martin Devitt	Member of Elections and Resolutions Committee

### Executive Committee

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

### Ex-Officio Member

David Robinson	CAUT Executive Director
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### Local Associations – Delegates

Chelsea Gardner	Acadia (AUFA)	Dory Nason	British Columbia (UBCFA)
Gordon Swaters	Alberta (AASUA)	Liz Clarke	Brock (BUFA)
Ushnish Sengupta	Algoma (OPSEU 685)	Melanie Thomas	Calgary (TUCFA)
Shandip Saha	Athabasca (AUFA)	Sylvain Leblanc	Canadian Military Colleges (CMCFA)
Doug Thorpe-Dorward	BCIT (BCITFSA)		
Gautam Srivastava	Brandon (BUFA)	Sahand Ashtab	Cape Breton (CUBFA)

Mayurika Chakravorty	Carleton (CUASA)	Viqar Husain	New Brunswick (AUNBT)
Ciprian Alecsandru	Concordia (CUFA)	Jacqueline Holler	Northern BC (UNBC-FA)
Robert Soroka	Concordia PT (CUPFA)	Rachel Schaaf	NOSM (NUFSA)
Glynis Price	Concordia U-C (CUEFA)	Ali Qadeer	OCAD (OCADFA)
Dominic Silvio	Dalhousie (DFA)	Daniel Paré	Ottawa (APUO)
Karen Harper	DALHOUSIE-CUPE 3912 (DU-CUPE 3912)	Barry Linkletter	PEI (UPEIFA)
Bob Graves	Grant MacEwan (GMUFA)	Mary Olmstead	Queen's (QUFA)
Lezlie Cunningham	Guelph (UGFA)	Jennifer Walinga	Royal Roads (RRUFA)
Ozden Sungur	Huron (HUCFA)	Cathy Conrad	Saint Mary's (SMUFU)
Gautam Das	Lakehead (LUFA)	Anne Sechin	Saint-Boniface (APPUSB)
Fabrice Colin	Laurentian (LUFA/APPUL)	Darryl Whetter	Sainte-Anne (APBUS)
Vincent Joseph	Laval (SPUL)	Liz Quinlan	Saskatchewan (USFA)
Christopher Burton	Lethbridge (ULFA)	Kumari Beck	Simon Fraser (SFUFA)
Erik Thomson	Manitoba (UMFA)	David Young	St. Francis Xavier (StFXAUT)
Joseph Varga	McGill (MAUT/APBM)	Nicholas Pagnucco	St. Mary's (StMUFA)
Evan Fox-Decent	McGill Professors of Law (AMPL)	Rob LeBlanc	St. Thomas (FAUST)
Bhagwati Gupta	McMaster (MUFA)	Wayne Dealy	Toronto (UT-CUPE 3902)
Neera Bhatnagar	McMaster Librarians (MUALA)	Terezia Zoric	Toronto (UTFA)
Ashrafee Hossain	Memorial (MUNFA)	Rahul Sapra	Toronto Metropolitan (TFA)
Hélène Albert	Moncton (ABPPUM)	Geoff Navara	Trent (TUFA)
Justin Maalouf	Moncton à Edmundston (APPUMCE)	Mike Eklund	UOIT (UOITFA)
Basile Roussel	Moncton à Shippigan (APPUMCS)	Lynn Marks	Victoria (UVicFA)
Dyala Hamzah	Montréal (SGPPUM)	David Porreca	Waterloo (FAUW)
Corrine Cash	Mount Allison (MAFA)	Johanna Weststar	Western Ontario (UWOFA)
Brenda Lang	Mount Royal (MRFA)	Rob Kristofferson	Wilfrid Laurier (WLUFA)
Tianyuan Yu	Mount Saint Vincent (MSVUFA)	Jennifer Hower	Windsor (WUFA)
		Peter Miller	Winnipeg (UWFA)
		Anna Zalik	York (YUFA)

### Local Associations – Absent

Atlantic (ASTFA)  
 Bishop's (APBU)  
 Hearst (APUH)  
 King's College (UKCTA)  
 King's University College (KUCFA)  
 Memorial-Lecturers' Union (LUMUN)  
 Nipissing (NUFA)  
 NSCAD (FUNSCAD)  
 Ontario Français (SPPUOF)

Osgoode Hall (OHFA)  
 Regina (URFA)  
 Renison (RAAS)  
 Saint Paul (PASPU/APPUSP)  
 St. Jerome's (SJU-ASA)  
 St. John's (SJCFA)  
 St. Thomas More (STMFU)

### Federated Associations – Delegates

Shauna MacDonald ACIFA  
 Michael Conlon FPSE-BC  
 Kevin MacKay - OPSEU/SEFPO

### Provincial Associations – Delegates

Scott Stewart ANSUT  
 Lee Easton CAFA  
 Monica Prendergast CUFA BC  
 Jean Sauvageau FNBFA  
 Allison McCulloch MOFA  
 Nigmendra Narain OCUFA  
 Britt Hall SOFA (Formerly SAUT)

**Special Affiliation - FQPPU**

Finn Makela FQPPU  
Madeleine Pastinelli FQPPU

**CAUT Staff Representatives**

Elizabeth Berman - Delegate  
Andrea Stuart - Alternate

**Local, Provincial and Federated Associations – Alternate Delegates**

Kristine Smitka	Alberta (AASUA)	Donna Sindaco	Northern BC (UNBCFA)
Maria Angerilli	BCIT (BCITFSA)	Brian Ross	NOSM (NUFSA)
Deena Rubuliak	British Columbia (UBCFA)	Alice Ridout	OPSEU 685 (Algoma)
Kent Donlevy	Calgary (TUCFA)	Leslie Jermyn	Queen's (QUFA)
Jennifer Garrison	Calgary (TUCFA)	Allison Muri	Saskatchewan (USFA)
Dominique Marshall	Carleton (CUASA)	Jennifer Scott	Simon Fraser (SFUFA)
Shelley Reuter	Concordia (CUFA)	Brian Green	Simon Fraser (SFUFA)
Michelle Malin	Grant MacEwan (GMUFA)	Jesmen Mendoza	Toronto Metropolitan (TFA)
Jillian Pratt	Grant MacEwan (GMUFA)	Marcus Harvey	Trent (TUFA)
Linda St Pierre	Laurentian (LUFA)	Christine McLaughlin	UOIT (UOITFA)
Aaron Chubb	Lethbridge (ULFA)	Nicoel Burnett	Waterloo (FAUW)
Victor Muniz-Fraticelli	McGill Professors of Law (AMPL)	Pierre Boulos	Windsor (WUFA)
Lisa Moores	Memorial (MUNFA)	Lisa McGifford	Winnipeg (UWFA)
Chantal Gagnon	Montréal (SGPPUM)	Ellie Perkins	York (YUFA)
Denis Lajoie	Moncton (ABPPUM)	Peter Johnston-Berresford	ACIFA
Sue Blair	New Brunswick (AUNBT)	Anita Arvast	OPSEU
		Annabree Fairweather	CUFA BC
		Jenny Ahn	OCUFA

**Local, Provincial and Federated Associations - Observers**

Rachel Narvey	Alberta (AASUA)
Brygeda Renke	Alberta (AASUA)
Kerri Froc	New Brunswick (AUNBT)
Jaye Horton	Carleton (CUASA)
Genevieve Robichaud	Concordia (CUFA)
Jack Brown	Dalhousie (DFA)
Ben Hubbard	Lakehead (LUFA)
Greg Flemming	Manitoba (UMFA)
Douglas Chivers	Saskatchewan (USFA)
Ryan Ladner	Wilfrid Laurier (WLUF)

**Guests and Observers**

Charlie Arseneault-Jacques	Syndicat des professeurs et professeures de l'Université de Sherbrooke (SPPUS)
Ted Binnema	Donald C. Savage Award Recipient
Dan Chalupiak	Saskatchewan Polytechnic Faculty Association (SPFA)
Sonia El Euch	Syndicat des professeurs et professeures de l'Université du Québec à Trois-Rivières
Terra Garneau	Equity Award Recipient
Christine Gauthier	Fédération nationale de enseignantes et des enseignants du Québec
Mariane Gazaille	Syndicat des professeurs et professeures de l'Université du Québec à Trois-Rivières
Melanie Hnidy	Saskatchewan Polytechnic Faculty Association (SPFA)
Robert Johnson	Association of Part-Time Professors of the University of Ottawa (APTPUO)
Matt Kriz	Bow Valley College Faculty Association

Rémi Labelle-Desrape	Syndicat des professeurs et professeures de l'Université de Sherbrooke (SPPUS)
Brad Lavigne	Counsel Public Affairs
Wendy Lemaigre	Saskatchewan Polytechnic Faculty Association (SPFA)
Margaret Levey	Association of McGill Academic Staff of the School of Continuing Studies (AMASCS)
Julie Myre-Bisaillon	Syndicat des professeurs et professeures de l'Université de Sherbrooke (SPPUS)
Derek Nystrom	Association of McGill Professors in the Faculty of Arts (AMPFA)
Charles Reeve	Scholars at Risk
Nora Vollmer	Carleton University
Dennis Wendt	Association of McGill Professors of Education (AMPE)

### CAUT Staff / Personnel de l'ACPPU

Maxim Baru	Organizing Officer
Karl Bélanger	Political Advisor
Tony Cantin	Director of Finance, Human Resources and Operations
Mona Chevalier	Senior Labour Relations Officer
Isaac Cockburn	Political Advisor to the Executive Director
Emilie Couture	Digital Communications Coordinator
Justine De Jaegher	Director of Political Action and Communications
Mafoya Dossoumon	Communications Officer
Avril Dymond	Legal Counsel
Sarah Godwin	Director, Labour Relations Services and General Counsel
Andrea Harrington	Senior Labour Relations Officer
Constance Hewitt	Executive Services Assistant
Caroline Lachance	Research Officer
Sophie Levert	Executive Services Assistant
Margaret McGovern-Poté	Head of Executive Services
Jeff McKeil	Senior Labour Relations Officer
Isabel Ojeda	Organizing Officer
Marcel Roy	Meeting & Event Planner
Natascha Schwartz	Executive Services Assistant
Chantal Sundaram	Senior Labour Relations Officer
Julia Thayer	Executive Services Coordinator
Christina Wallace	Senior Organizing & Education Officer
Catherine Wright	Research Analyst

## 01. Call to Order and Announcements by Speaker

The Speaker called the meeting to order and welcomed delegates and guests to the 97<sup>th</sup> CAUT Council meeting.

He began by acknowledging that we all do our academic work on specific Indigenous, First nations, and Métis territories. Some of these territories are governed by treaties, but some are still unceded. He asked members to reflect on the conditions under which we occupy these spaces, today and always. For those attending the meeting in person, he acknowledged the meeting is being

held on the traditional and unceded territory of the Algonquin Anishinaabeg People.

He made several announcements concerning the operation of the meeting.

## 02. Adoption of Agenda

**TRENT/WATERLOO: THAT** the agenda be adopted.

### AMENDMENT

**MOUNT SAINT VINCENT/SAINTE-ANNE: THAT** a new item 12-D concerning the employers delay in signing a Collective Agreement ratified in March 2024 be added to the agenda, under member resolutions.

**CARRIED**

### AMENDMENT

**MONCTON/MONCTON (EDMUNSTON): THAT** a new item 12-E concerning the IHRA definition of antisemitism be added to the agenda, under member resolutions.

**CARRIED**

The question was called on the main motion as amended.

**CARRIED**

## 03. Adoption of Minutes of Meeting of April 25-27, 2024

**MEMORIAL/CALGARY: THAT** the minutes of the Council meeting of April 25-27, 2024 be approved.

**CARRIED**

## 04. President's Opening Remarks

The President welcomed delegates and guests to the 97<sup>th</sup> CAUT Council meeting. He recognized guests attending from the Association of Part-Time Professors of the University of Ottawa (APTPUO); the Bow Valley College Faculty Association (BVCFA); the Saskatchewan Polytechnic Faculty Association (SPFA); the Association of McGill Professors in the Faculty of Arts (AMPFA); the Association of McGill Academic Staff of the School of Continuing

Studies (AMASCS); and the Association of McGill Professors of Education (AMPE). He recognized members from the Syndicat des professeures et professeurs de l'Université de Sherbrooke (SPPUS) whose application for membership in CAUT will be addressed today in the meeting agenda.

He reported that in the past year we have seen coordinated attacks on academic tenure, the erosion of academic freedom, and attempts to undermine the fundamental importance of advancing research and teaching as necessary for an equitable society. Despite these attacks, we have actively defended our rights through member mobilization, by offering specialized training in building organizational capacity, collective bargaining, grievances and equity work.

The President highlighted the work CAUT is doing internationally, noting CAUT's participation at the Education International (EI) Higher Education Congress held July 29 to August 2, 2024, in Buenos Aires, Argentina. At the Congress, CAUT presented a motion to organize against political and ideological attacks on academic freedom which was passed unanimously by the 1,200 delegates in attendance.

He noted the very successful Aboriginal Academic Staff Conference, held October 4-5, in Regina, Saskatchewan, under the theme, *Beyond Words: Translating Indigenization of the Academy into Practice*, which was organized by CAUT's Aboriginal Post-Secondary Education Working Group (APSEWG).

He highlighted the 13-week strike of the Association of McGill Professors of Law (AMPL) which finally came to a positive resolution. He thanked associations who sent flying and driving pickets to provide on the ground support and associations who provided financial support. He congratulated AMPL for their stalwart efforts throughout.

The representative of the Association of McGill Professors of Law (AMPL), Evan Fox Decent, addressed Council and expressed gratitude to CAUT, to the Fédération québécoise des professeurs et professeures d'université (FQPPU), and to all associations who joined them on the picket lines during their lengthy strike.

## 05. Report of Elections and Resolutions Committee

#### A. Rules of order

The Speaker drew delegates' attention to the Rules of Order, which were included in the online meeting materials.

#### B. CAUT By-law Number 1

The Speaker drew delegates' attention to the CAUT By-law, which was included in the online meeting materials.

#### C. Primer on the Use of Parliamentary Procedure to Ensure Democratic and Efficient Meetings

The Speaker drew delegates' attention to the Primer, which was included in the online meeting materials.

#### D. Membership Applications

##### 1) Syndicat des professeures et professeurs de l'Université de Sherbrooke

**PRESIDENT/MANITOBA: THAT** the application of the Syndicat des professeures et professeurs de l'Université de Sherbrooke (SPPUS) for membership in CAUT be approved.

**CARRIED UNANIMOUSLY**

The President of the Syndicat des professeures et professeurs de l'Université de Sherbrooke, Julie Myre Bisaillon, thanked Council for its support.

### 06. Presentation and Discussion

Brad Lavigne, Counsel Public Affairs, presented on public attitudes towards post-secondary education and academic staff in Canada.

### 07. Report of the Executive Director

The Executive Director provided an overview of discussions and outcomes from the Executive Committee retreat held in June 2024.

#### A. State of the Profession

##### 1) Financing and Salary Trends

The Executive Director reported on university and college finances.

## B. Academic Freedom Issues and Cases

### 1) Research Security and Foreign Influence Registry

The Executive Director reported on the federal government's new policy on Sensitive Technology Research and Affiliations of Concern (STRAC). CAUT is collaborating in an initiative to collect views and experiences regarding academic freedom, racial profiling and open international research.

### 2) Access to Information Requests

The Executive Director reported that some associations have received requests to turn in documents through access to information requests by their administration. He explained that in the academic workplace, the customary practice is that records created by academic staff, with limited exceptions, are not in the custody or control of the administration. He reported on the arbitration decision in *U of Calgary v. AIPC 2024 ABKB 522*, an appeal of a freedom of information request for academic staff records.

### 3) Israel/Palestine

#### a) Extramural Academic Freedom

The Executive Director highlighted several reports on academic freedom in relation to the Israel/Palestine conflict in the context of Canadian post-secondary institutions: *No Debate: The Israel Lobby and Free Speech at Canadian Universities* (2011); *Anti-Palestinian Racism: Naming, Framing, and Manifestations* (Arab Canadian Lawyers Association, 2022); *Unveiling the Chilly Climate on Campus: The suppression of speech on Palestine in Canada* (Independent Jewish Voices, 2022); *Surveilled & Silenced: A Report on Palestine Solidarity at York University* (2024).

The Executive Director reported on the status of a report that is being drafted on the issue of academic freedom in times of conflict following the events of October 7, 2023. He noted the main themes arising relate to extramural academic freedom, institutional autonomy, and targeted harassment of academic staff.

#### b) Student Encampments



The Executive Director reported on the student encampments and issues of freedom of assembly on campus.

c) Langara College

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

4) University of British Columbia

C. Legal

1) Arbitration and Court Decisions

The Executive Director reported on *Alter v. University of British Columbia*, where the court found that it was within the university's authority to cancel an outside event because it has the legal right to regulate the use of the property it controls.

2) CAUT Arbitration Service

a) Bishop's University

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

b) Mount Royal University

The Executive Director reported on the case of Professor Frances Widdowson from Mount Royal University.

c) 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).

D. International Matters

1) Education International

The Executive Director reported that CAUT participated in the Education International 10<sup>th</sup> World Congress in Buenos Aires, Argentina, held July 29 to August 2, 2024. CAUT proposed a joint resolution supported by

the University and College Union (United Kingdom) and the American Federation of Teachers, *Organizing Against the Political and Ideological Attacks on Academic Freedom and Institutional Autonomy*, which was passed unanimously by delegates.

## 2) UN Special Rapporteur on the Right to Education

The Executive Director reported that the United Nations (UN) Special Rapporteur on the Right to Education released her *Report on Academic Freedom and the Right to Education* on June 26. The UN High Level Panel on the Teaching Profession is recommending a revision of the 1997 UNESCO *Recommendation Concerning the Status of Higher Education Teaching Personnel*.

## 08. Guest Speaker

Dr. Charles Reeve, Ontario College of Art and Design (OCAD), and Norah Vollmer, Manager of Faculty Affairs at Carleton University of the National Steering Committee of Scholars at Risk Canada Section, presented on the work and initiatives of Scholars at Risk.

## 09. Labour Relations and Legal Update

### Legal Report

S. Godwin, Director of Labour Relations Services & General Counsel, reported on the case of Frances Widdowson (Mount Royal University).

S. Godwin reported on the case of Christopher Darius Stonebanks (Bishop's University).

She reported that CAUT has issued several legal updates, including: (1) *Estate of Mahmoud Eid v University of Ottawa*; (2) *Humber College Institute of Technology and Advanced Learning v OPSEU, Local 562 (Reynolds)*; (3) *USFA v University of Saskatchewan (Falkner)*; (4) *Canada Christian College v PEQAB; Privacy Complaint Report P121-000001*; (5) *Third-Party Sick Leave Administration: Mount Allison Faculty Association v Mount Allison University*; (6) *"Facilitating Student Accommodations: What Academic Staff and Academic Staff Associations Need to Know; Calculating chair/director stipends: Laurentian University Faculty Association v. Laurentian University, 2024 CanLII 27997 (ON LA)*.

## Research Report

S. Godwin reported on the survey on Indigenous Academic Staff Members' Experiences at Post-Secondary Institutions, launched October 8.

## Collective Bargaining Report

S. Godwin reported on strike activity since June 2024, highlighting the Association of McGill Professors of Law (AMPL) strike that ran over 13 weeks (92 days). She reported on the status of collective bargaining across the country.

## 10. Political Action and Communications Report

### A. *Unlock Education*: CAUT's Federal Election Campaign

I. Cockburn, Political Advisor to the Executive Director, provided an overview of CAUT's Federal Election Campaign, under the theme *Unlock Education*.

He reported on government relations activities including planning for a Constituency Week for January, and meetings with targeted MPs and party platform leads.

### B. Communications

I. Cockburn, Political Advisor to the Executive Director, reported that the November/December issue of the CAUT *Bulletin* has just been published. He thanked those members who have contributed to recent editions.

## CAUT Journal

R. Whitaker, CAUT Vice-President, provided an update on the activities of the CAUT *Journal*. The next issue of the journal, *The labour activism of post-secondary education information workers*, edited by Jennifer Dekker (University of Ottawa), is being finalized for publication and should be published by mid-December. The special edition, *Shaping Equity as Labour Justice: successes, stumbles and setbacks*, edited by Dr. Alison Hearn (Western University) and Dr. Momin Rahman (Trent University), is in the review stage and is expected to be completed this winter.

### C. Policy and Government Relations

J. De Jaegher, Director of Political Action and Communications, reported that CAUT's policy and government relations work has focused on the Capstone research agency, international student visas, foreign interference legislation, and Francophone post-secondary education.

She highlighted advocacy support provided for provincial associations during elections in British Columbia, New Brunswick, Saskatchewan, and Nova Scotia.

#### D. **Organizing**

J. De Jaegher highlighted local organizing and campaign efforts, including Fair Employment Week held October 21-15, 2024.

#### E. **Education**

J. De Jaegher highlighted CAUT's educational offerings on collective bargaining, climate action, grievance handling, communications, equity, organizing, and strike preparation. She reported on plans to introduce regional schools in the next fiscal year.

### 11. **CAUT Policy Statements**

#### A. Service

**CO-CHAIR EQUITY (SPRONK) /OTTAWA: THAT** the revised Policy Statement on Service be approved.

**CARRIED**

#### B. Appointments to More Than One Unit

**CHAIR, CONTRACT ACADEMIC STAFF /BRITISH COLUMBIA: THAT** the revised Policy Statement on Appointments to More Than One Unit be approved.

**CARRIED**

#### C. Distance (including Online) Education

**PAST PRESIDENT/MANITOBA: THAT** the revised Policy Statement on Distance (including Online) Education be approved.

#### **AMENDMENT**

**MANITOBA/WINNIPEG: THAT** the title of the policy statement be amended to “**Policy Statement on Distance and Online Education.**”

**CARRIED**

The question was called on the main motion as amended.

**CARRIED**

D. Research Misconduct

**VICE-PRESIDENT/WATERLOO: THAT** the revised Policy Statement on Research Misconduct be approved.

**CARRIED**

E. Renewal of Academic Staff

**VICE-PRESIDENT/MANITOBA: THAT** the revised Policy Statement on Renewal of Academic Staff be approved.

**AMENDMENT**

**MANITOBA/WINNIPEG: THAT** the proposed draft be amended such that paragraph 4 is reverted to its original language.

**DEFEATED**

The question was called on the main motion.

**CARRIED**

F. Employer-led Investigations

**CHAIR, ACADEMIC FREEDOM AND TENURE /MOUNT ROYAL: THAT** the new Policy Statement on Employer-led Investigations be approved.

**AMENDMENT**

**MANITOBA/WINNIPEG: THAT** paragraphs 18 and 19 be amended such that “academic staff association and/or support person” be amended to “academic staff association representative according to the relevant provincial laws, as well as any support person required by a duty to accommodate.”

**DEFEATED**

The question was called on the main motion.

**CARRIED**

G. Departmental Statements and Academic Freedom

**CHAIR, ACADEMIC FREEDOM AND TENURE /BRANDON: THAT** the new Policy Statement on Departmental Statements and Academic Freedom be approved.

**MOTION TO SUBSTITUTE**

**CONCORDIA/ALBERTA: THAT** the wording of the Policy statement be substituted with the following:

**1**

As individual members with the rights of academic freedom and freedom of association, academic staff have the right to make statements espousing beliefs about political or social issues. Academic freedom includes the right to such extramural speech and freedom of expression. Academic staff and collectives of academic staff do not speak on behalf of the institution unless specifically authorized to do so.

**2**

These are individual rights; institutions, departments and other academic units do not enjoy academic freedom.

**3**

Academic freedom can be endangered by compelled association. Members of departments or sub-units have an obligation to consider the primacy of individual faculty members' academic freedom and to ensure that a climate of compulsion or implied coercion is not created. Because of potential power imbalances, particular care should be taken to protect the individual academic freedom of students, pre-tenure, and contract academic staff.

**4**

Calling for votes on political statements within departments or sub-units creates such a climate of compulsion or implied coercion; this practice

undermines the academic freedom of individual members by silencing and, ultimately, ostracizing viewpoints that do not comport with those a departmental statement espouses.

## 5

The outcome of such a vote can thus create disharmony, casting an enduring chill within the department or sub-unit. Students may fear that deviating from these positions could impact their grades, while faculty and staff may perceive that the political stance is part of how they are professionally evaluated, affecting the opportunities available to them.

## 6

As no subset of a department or academic unit has the authority to take political positions in the name of the whole department, votes on departmental political statements must not be taken. Rather, a diversity of viewpoints and even controversial discussion must be encouraged and facilitated.

### **MOTION TO REFER TO COMMITTEE**

**CUPE 3912/CAFA: THAT** the draft Policy Statement on Departmental Statements and Academic Freedom be referred to the Academic Freedom and Tenure Committee.

**CARRIED**

## **12. Resolutions from Member Associations**

### **A. Motion**

**MOVED BY: Association of the University of New Brunswick Teachers (AUNBT)**

**SECONDED BY: York University Faculty Association (YUFA)**

**WHEREAS** Dr. Hassan Diab is a Canadian citizen and academic who has taught at various universities in Canada, the United States, and elsewhere;

**WHEREAS** Dr. Hassan Diab was wrongfully extradited from Canada to France in 2014 in connection with a 1980 attack in Paris, and his extradition was based solely on a fundamentally flawed handwriting “analysis” that

compared his handwriting to five words in block letters on a hotel registration card;

**WHEREAS** the extradition judge, Robert Maranger, wrote that France had presented “a weak case” and that “the prospects of conviction in the context of a fair trial seem unlikely”; however, Canada’s extradition law, with its very weak protections, left him no choice but to commit Dr. Diab for extradition;

**WHEREAS** following his extradition on 14 November 2014, Dr. Diab was imprisoned in a French maximum-security prison, without formal charge or trial, for over three years in near-solitary confinement, while the investigation by anti-terrorism investigative judges (juges d’instruction) into the 1980 attack continued;

**WHEREAS** Dr. Diab was released unconditionally on 12 January 2018 by order of two of France’s most experienced and respected investigative judges, Jean-Marc Herbaut and Richard Foltzer who, after conducting meticulous examination of all relevant facts and evidence, concluded that there was no evidence to justify putting Dr. Diab on trial;

**WHEREAS** after Dr. Diab returned to his home in Canada, Prime Minister Justin Trudeau stated on 20 June 2018 that “we have to recognize first of all that what happened to [Hassan Diab] never should have happened... this is something that obviously was an extremely difficult situation to go through for himself [Hassan], for his family”, and promised to “make sure that it never happens again”;

**WHEREAS** after an appeal by the French Prosecutor, Dr. Diab was nevertheless tried in absentia in the Paris Special Court of Assizes in April 2023, based on evidence discredited even by the French investigative judges, while crucial exculpatory forensic and alibi evidence was ignored; secret, anonymous “intelligence” (inadmissible in Canada) was accepted as accurate in the Special Court of Assizes trial, and journalists who were not witnesses of the 1980 attack were called to provide their opinions which were used as “evidence” for the prosecution;

**WHEREAS** the investigative judges, Jean-Marc Herbaut and Richard Foltzer, testified at the Special Court of Assizes trial in 2023 and reiterated that there was no valid basis for the trial, let alone a conviction;



**WHEREAS** in a mind-boggling irony, the Special Court of Assizes trial in 2023 relied on the intelligence that France had withdrawn from the Canadian extradition hearing in 2011 to declare Dr. Diab guilty and sentence him to life in prison, and the Court discarded the handwriting analysis that was used to commit him to extradition in 2014 due to its unreliability;

**WHEREAS** Dr. Diab may now be facing a second wrongful extradition request from France, a possibility that the Canadian government refuses to confirm or deny, which leaves Dr. Diab in a state of indefinite limbo;

**WHEREAS** the Canadian government has the power to bring an end to the harm and suffering that Dr. Diab and his family continue to experience on a daily basis as a result of this travesty of justice;

**BE IT RESOLVED THAT** the Canadian Association of University Teachers (CAUT) urge Prime Minister Justin Trudeau and Minister of Justice Arif Virani to give clear assurances that the Government of Canada will:

1. protect Dr. Hassan Diab and end the uncertainty and suffering that he and his family are enduring on a daily basis, and
2. formally declare that Canada will refuse any second request from the French Government for the extradition of Dr. Hassan Diab in connection with the 1980 Paris attack.

**CARRIED**

**B. Motion**

**MOVED BY: University of Western Ontario Faculty Association (UWOFA)**

**SECONDED BY: Brock University Faculty Association (BUFA)**

**WHEREAS** a significant portion of CAUT education/support is offered primarily in an online format.

**WHEREAS** in-person engagements remain essential for building relationships between CAUT staff/volunteers and member associations.

**BE IT RESOLVED THAT:**

CAUT Council direct the CAUT Executive Director / Executive Committee to take all reasonable steps to ensure that CAUT staff/volunteers are available to provide local in-person support/education to member associations.

Adequate funds are to be allocated to secure sufficient staff/resources for local in-person CAUT support/education for member associations.

Priority for in-person support be given to member associations requesting these services during and six (6) months prior to/after collective bargaining.

**DEFEATED****C. Motion****MOVED BY: Dalhousie Faculty Association (DFA)****SECONDED BY: Mary's University Faculty Union (SMUFU)**

**WHEREAS** the civil war in Sudan enters its second year, the two warring factions remain locked in a deadly power struggle.

**WHEREAS** since the conflict began on April 15, 2023, almost 15,000 people have been killed, and more than 8.2 million have been displaced, among them Sudanese academics, students and researchers.

**WHEREAS** the war has created immeasurable damage, destroying critical institutions across the country. Amongst these are Sudanese higher education and cultural institutions, which have faced not only the destruction of critical facilities but also the mass displacement of researchers and knowledge keepers.

**BE IT RESOLVED THAT** CAUT stands in solidarity with Sudanese scholars and condemns all forms of violence against civilians in Sudan, the destruction of all educational institutions (universities, schools, libraries, archives, and museums), publishing houses, hospitals, and heritage sites, and calls for an immediate and permanent ceasefire in Sudan and an end to further destruction of cultural institutions and institutions of learning. That CAUT provides financial and/or other support for Sudanese scholars and their families.

**CARRIED**

**D. Motion**

**MOVED BY: Mount Saint Vincent University Faculty Association (MSVUFA)**

**SECONDED BY: Cape Breton University Faculty Association (CBUFA)**

**THAT** the Canadian Association of University Teachers (CAUT) formally condemn the abusive actions of the Employer at Mount Saint Vincent University (MSVU) for delaying the signing of the Collective Agreement ratified in March.

**FURTHERMORE, THAT** CAUT explore all available options to support MSVUFA in its efforts to ensure the Collective Agreement is signed without further delay.

The President of the Mount Saint Vincent University Faculty Association (MSVUFA), Tianyuan Yu, reported that the Employer has signed the collective agreement yesterday, after the motion was submitted.

**AMENDMENT**

**MOUNT SAINT VINCENT/ REPRESENTATIVE AT LARGE**

**(FRANCOPHONE): THAT** the CAUT affirm the Mount Saint Vincent University Faculty Association's position that the delaying tactics of the Employer at Mount Saint Vincent University in signing the Collective Agreement are unacceptable to ensure that such tactics do not set a precedent nationwide.

**CARRIED**

The President of Mount Saint Vincent University Faculty Association further reported that the delay in signing the agreement depleted the association of their resources, prolonged processes, caused emotional distress, and undermined union solidarity.

## E. Motion

**MOVED BY: Association des bibliothécaires, professeures et professeurs de l'Université de Moncton (ABPPUM)**

**SECONDED BY: Association des professeures et professeurs de l'Université de Moncton, campus Edmunston (APPUMCE)**

**WHEREAS** CAUT wholeheartedly supports the academic freedom of university and college academic staff, and

**WHEREAS** CAUT vigorously opposes antisemitism, Islamophobia, anti-Palestinian racism, anti-Black racism, anti- Indigenous racism, and all forms of discrimination, racism, and hatred, and

**WHEREAS** CAUT in 2021 unanimously passed a motion against the adoption of IHRAWDA at Canadian universities and colleges, and the definition has been broadly rejected by the academic community given the danger it poses to academic freedom. (CAUT resolution of November 26, 2021; OCUFA declaration of October 28, 2020; FNEEQ resolution of June 4, 2021; FQPPU resolution of March 13, 2023; and some forty union resolutions across the country);

**WHEREAS** the IHRAWDA poses a significant threat to academic freedom at Canadian universities and colleges and has already been used on a number of occasions to censor and impede the academic freedom of teachers and researchers who have developed anti-racist and decolonial perspectives on the policies and practices of the state of Israel, and through many of its examples conflates criticism of the policies of the State of Israel with anti-Semitism;

**WHEREAS** the Canadian government has nonetheless included the IHRA in its antisemitism strategy and as of late October 2024 has made available a "Canadian Handbook on the IHRA Working Definition of Antisemitism";

**WHEREAS**, in response to the October 2024 handbook civil society organizations and political parties in Canada have recently reiterated their opposition the implementation of the IHRA Working Definition of Antisemitism given its ability to silence legitimate criticism of Israeli state institutions and their actions;

**WHEREAS**, over the past year, every university in Gaza has been destroyed by Israeli airstrikes, leaving a devastating impact on students, faculty, and staff members, a process described as 'scholasticide'

**WHEREAS** in the past year, 18 (**OR 17 as not sure if ACCLE is CAUT**) University Faculty Associations in Canada passed motions calling for boycott, divestment and sanctions against the state of Israel given its ongoing military assault on Gaza and now Lebanon, the West Bank and Syria Syndicat général des professeures et professeurs de l'Université de Montréal (SGPPUM) (March 2024); Windsor University Faculty Association (WUFA) (April 2024); Wilfrid Laurier University Faculty Association (WLUFA) (April 2024); Renison Association of Academic Staff (RAAS) (April 2024) ; Emily Carr University Faculty Association (ECUFA) (April 2024); University of Saskatchewan Faculty Association (USFA) (May 2024); Toronto Metropolitan University Faculty Association (TFA) (May 2024); Dalhousie Faculty Association (DFA) (May 2024) ; Athabasca University Faculty Association (AUFA) (May 2024); Ontario College of Art and Design Faculty Association (May 2024); **Association for Canadian Clinical Legal Education (ACCLE - is this a CAUT member)** (May 2024); Saint Mary's University Faculty Association (May 2024); McMaster University Faculty Association (MUFA) (June 2024); Simon Fraser University Faculty Association (SFUFA) (June 2024); Trent University Faculty Association (TUFA) (June 2024); Memorial University Faculty Association (MUFA) (September 2024); Carleton University Academic Staff Association (CUASA) (October 2024); York University Faculty Association (YUFA) (November 2024).

**BE IT RESOLVED:**

**THAT** CAUT reiterate its categorical rejection of the IHRA Working Definition of Antisemitism including the use of the Canadian Handbook on the IHRA Working Definition of Antisemitism on our campuses;

**THAT** CAUT fully stands behind the 18 Faculty associations that have passed motions calling for boycott and/or divestment and/or sanctions of the State of Israel.

**MOTION TO SUBSTITUTE**

**CONCORDIA/WATERLOO: THAT** a motion to substitute be considered.

**WHEREAS**, CAUT wholeheartedly supports the academic freedom of university and college academic staff, and

**WHEREAS**, CAUT vigorously opposes antisemitism, Islamophobia, anti-Palestinian racism, anti-Black racism, anti-Indigenous racism, and all forms of discrimination, racism, and hatred, and

**WHEREAS**, a BDS motion would undermine the principle of institutional neutrality;

**WHEREAS**, a BDS motion would undermine academic freedom;

**WHEREAS**, a BDS motion undermines our solidarity;

**WHEREAS**, CAUT has a duty of fair representation to all its members;

**WHEREAS**, wading in on geopolitics is not CAUT's role.

**BE IT RESOLVED: THAT** in the spirit of promoting solidarity and fostering a collegial, inclusive environment where all CAUT members feel respected and valued regardless of their views on matters that fall outside the Association's remit, CAUT shall adopt a formal policy of institutional neutrality. This policy shall be defined as the practice of refraining from taking official positions or making official statements on issues that do not directly pertain to the express purposes of CAUT, as per CAUT's own policy on academic freedom.

**CHAIR RULED MOTION TO SUBSTITUTE WAS IN ORDER.**

**TORONTO/REPRESENTATIVE-AT-LARGE (FRANCOPHONE): THAT** the Chair's acceptance of the motion to substitute be challenged.

**CHAIR IS OVERRULED. MOTION TO SUBSTITUTE IS RULED OUT OF ORDER.**

**AMENDMENT**

**MONCTON/MONTREAL: THAT the** resolution be amended as follows:

**WHEREAS** CAUT wholeheartedly supports the academic freedom of university and college academic staff, and

**WHEREAS** CAUT vigorously opposes antisemitism, Islamophobia, anti-Palestinian racism, anti-Black racism, anti- Indigenous racism, and all forms of discrimination, racism, and hatred, and

**WHEREAS** CAUT in 2021 unanimously passed a motion opposing the adoption of IHRAWDA at Canadian universities and colleges, and the definition has been broadly rejected by the academic community given the danger it poses to academic freedom. (CAUT resolution of November 26, 2021; OCUFA declaration of October 28, 2020; FNEEQ resolution of June 4, 2021; FQPPU resolution of March 13, 2023; and some forty union resolutions across the country);

**WHEREAS** the IHRAWDA poses a significant threat to academic freedom at Canadian universities and colleges and has already been used on a number of occasions to censor and impede the academic freedom of teachers and researchers who have developed anti-racist and decolonial perspectives on the policies and practices of the state of Israel, and through many of its examples conflates criticism of the policies of the State of Israel with anti-Semitism;

**WHEREAS** the Canadian government has nonetheless included the IHRA in its antisemitism strategy and as of late October 2024 has made available a "Canadian Handbook on the IHRA Working Definition of Antisemitism";

**WHEREAS**, in response to the October 2024 handbook civil society organizations and political parties in Canada have recently reiterated their opposition the implementation of the IHRA Working Definition of Antisemitism given its ability to silence legitimate criticism of Israeli state institutions and their actions;

Whereas the International Court of Justice has ruled that Israel is committing a plausible genocide in Gaza, and the Special Rapporteur on the situation of human rights in the Palestinian territories occupied since 1967, Francesca Albanese, has released two reports (March, 2024 and October,

2024) indicating that “there were reasonable grounds to believe that Israel had committed acts of genocide in Gaza.”;

**WHEREAS**, over the past year, every university in Gaza has been destroyed by Israeli airstrikes, leaving a devastating impact on students, faculty, and staff members, a process described as ‘scholasticide’;

**WHEREAS** in the past year, 18 University Faculty Associations in Canada passed motions calling for boycott, divestment and sanctions against the state of Israel given its ongoing military assault on Gaza and now Lebanon, the West Bank and Syria: Syndicat général des professeurs et professeurs de l'Université de Montréal (SGPPUM) (March 2024); Windsor University Faculty Association (WUFA) (April 2024); Wilfrid Laurier University Faculty Association (WLUFA) (April 2024); Renison Association of Academic Staff (RAAS) (April 2024) ; Emily Carr University Faculty Association (ECUFA) (April 2024); University of Saskatchewan Faculty Association (USFA) (May 2024); Toronto Metropolitan University Faculty Association (TFA) (May 2024); Dalhousie Faculty Association (DFA) (May 2024) ; Athabasca University Faculty Association (AUFA) (May 2024); Ontario College of Art and Design Faculty Association (May 2024); Saint Mary's University Faculty Association (May 2024); McMaster University Faculty Association (MUFA) (June 2024); Simon Fraser University Faculty Association (SFUFA) (June 2024); Trent University Faculty Association (TUFA) (June 2024); Memorial University Faculty Association (MUFA) (September 2024); Carleton University Academic Staff Association (CUASA) (October 2024); York University Faculty Association (YUFA) (November 2024).

**BE IT RESOLVED: THAT** CAUT opposes the adoption of or reliance on the IHRA Working Definition of Antisemitism and the Canadian Handbook on the IHRA Working Definition of Antisemitism as a basis for defining what constitutes antisemitism or for otherwise suppressing speech deemed as controversial, troubling, or offensive in Canadian universities.

**THAT** CAUT fully stands behind the 18 Faculty associations that have passed motions calling for boycott and/or divestment and/or sanctions of the State of Israel.



**AMENDMENT**

**MONCTON/REPRESENTATIVE-AT-LARGE (FRANCOPHONE): THAT** the resolution be amended to add the following text on final resolution: '**and that therefore CAUT defends their academic freedom**'.

**CARRIED****MOTION TO TABLE THE MAIN MOTION:**

**MANITOBA/BRANDON: THAT** the main motion be tabled.

**DEFEATED**

*\*\* the Speaker informed members that the requirement for a 2/3 vote on the motion to table was an error. The motion had actually passed with a simple majority.*

**CARRIED****MAIN MOTION IS TABLED**

*On further consultation with the Elections and Resolutions Committee, the Chair announced a new vote would be taken on the previous motion to table Item 12-E.*

**Chair called the question on the motion to table the main motion.**

**DEFEATED**

*The Speaker advised we would move to **Council item 17. Report on Administration and Finance** as there were essential items that needed to be addressed at this meeting. Following that we will resume the debate at item 12-E.*

*Following discussion at Item **17. Report on Administration and Finance**, debate at **Item 12-E** resumed.*

**MOTION TO DIVIDE**

**MCGILL PROFESSORS OF LAW/REPRESENTATIVE-AT-LARGE (GENERAL) SCHROEDER: THAT** the motion be divided into 2 parts.

**CARRIED**

**(PART 1 of the division of the resolution clauses)**

**BE IT RESOLVED: THAT** CAUT opposes the adoption of or reliance on the IHRA Working Definition of Antisemitism and the Canadian Handbook on the IHRA Working Definition of Antisemitism as a basis for defining what constitutes antisemitism or for otherwise suppressing speech deemed as controversial, troubling, or offensive in Canadian universities.

**CARRIED****(ABSTENTIONS: ANSUT, MOUNT SAINT VINCENT)****(PART 2 of the division of the resolution clauses)**

**THAT** CAUT fully stands behind the 18 Faculty associations that have passed motions calling for boycott and/or divestment and/or sanctions of the State of Israel and therefore that CAUT defends their academic freedom.

**AMENDMENT TO THE AMENDMENT**

**OTTAWA/WATERLOO: THAT** the words 'and therefore that CAUT defends their academic freedom' be deleted.

**CARRIED****AMENDMENT TO THE AMENDMENT**

**MANITOBA/CALGARY: THAT** the clause be amended to add after the word 'Israel' the following: ', because unions and associations possess the right to govern themselves democratically and hold political and even partisan positions'.

**CARRIED**

**The question was called on the main motion as amended.**

**CARRIED****13. Report from the Fédération québécoise des professeures et professeurs d'université (FQPPU)**

Madeleine Pastinelli, President of the Fédération québécoise des professeures et professeurs d'université (FQPPU), reported on the activities of the Federation.

#### 14. Report from the Fédération nationale des enseignantes et des enseignants du Québec (FNEEQ-CSN)

Christine Gauthier, Vice-President of the Fédération nationale des enseignantes et enseignants du Québec (FNEEQ), reported on the activities of the Federation.

#### 15. Committee Reports

##### A. Standing Committees of Council

##### 1. Academic Freedom and Tenure Committee

This item was not reported.

##### a) Milner Award Terms of Reference

This item was not reported.

##### 2. Collective Bargaining and Organizing Committee

This item was not reported.

##### 3. Contract Academic Staff Committee

This item was not reported.

##### a) Contract Academic Staff Committee Terms of Reference

**CHAIR, CONTRACT ACADEMIC STAFF/OPSEU: THAT** the revised Contract Academic Staff Committee Terms of Reference be approved.

**CARRIED**

##### 4. Equity Committee

This item was not reported.

##### 5. Librarians' and Archivists' Committee

This item was not reported.

**16. Reports of Working Groups and Committees of the Executive****A. Aboriginal Post-Secondary Education Working Group**

This item was not reported.

**B. Francophones' Committee**

This item was not reported.

**C. Governance Committee**

This item was not reported.

**17. Report on Administration and Finance****A. Financial Report (year ending June 30, 2024)**

The Treasurer, Y. Sangaré, presented the financial results for the year ended June 30, 2024.

**B. Auditor's Report****1. Report to the Audit Committee**

The Treasurer reported that the Audit Committee met to review the audited financial statements.

**2. 2023-2024 Audited Financial Statements**

The Treasurer presented the audited financial statements.

**TREASURER/ANSUT: THAT** the audited financial statements for the fiscal year ending June 30, 2024, be accepted.

**CARRIED**

**C. Financial Report – 3 months ending September 30, 2024**

The Treasurer presented the financial results for the first quarter ending September 30, 2024.

#### D. Consolidation of CAUT Charities

The President reported that financial resolutions are required before the transfer of funds to the CAUT Foundation, as part of the consolidation of CAUT Charities.

##### 1. Resolution of the J.H. Stewart Reid Fellowship Memorial Trust

- a) Ordinary Resolutions of the Council of CAUT approving amendment of Declaration of Trust

**TREASURER/MANITOBA: THAT** CAUT Council adopt the resolutions in 17-D-1-a.

**CARRIED**

- b) Ordinary Resolutions of the Council of CAUT authorizing the dissolution and transfer of assets by gift agreement

**TREASURER/MOUNT ROYAL: THAT** CAUT Council adopt the resolutions in 17-D-1-b.

**CARRIED**

### 18. Reports of Affiliated Organizations

#### A. National Union of CAUT

This item was not reported.

#### B. CAUT Defence Fund

This item was not reported.

#### C. CAUT Foundation

This item was not reported.

**19. Report of Executive Committee Meetings****A. Meeting of February 23-24, 2024**

The minutes of the meeting of February 23-24, 2024, were circulated for information.

**B. Meeting of April 23-24, 2024**

The minutes of the meeting of April 23-24, 2024, were circulated for information.

**C. Meeting of June 20-22, 2024**

The minutes of the meeting of June 20-22, 2024, were circulated for information.

**20. Other Business****21. President's Closing Remarks**

The President thanked Council delegates and guests for their participation in this 97<sup>th</sup> CAUT Council meeting. He thanked and acknowledged the contributions of staff who assisted in putting the meeting together.

*The meeting was adjourned at 5:00 pm.*

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**WEIGHTED VOTES FROM NOVEMBER 2024 COUNCIL MEETING****Agenda item 12-E (Vote #1)**

YES = 156.3

NO = 131.5

ABSTENTIONS = 2

2/3 VOTE = 193

**Agenda item 12-E (Vote #2)**

YES = 120.3

NO = 128.5

ABSTENTIONS = 5.1

2/3 VOTE = 169