

**TERMS OF REFERENCE FOR TASK FORCE ON MISOGYNY, SEXISM AND HOMOPHOBIA
IN DALHOUSIE UNIVERSITY FACULTY OF DENTISTRY**

WHEREAS in December 2014, the President of Dalhousie University learned that 13 members of the fourth year class in the Faculty of Dentistry were members of a Facebook group (the "DDS 2015 Facebook Group") which contained disturbing and degrading comments about their female classmates and other women;

AND WHEREAS the disclosure of the postings by the DDS 2015 Facebook Group raises concerns about misogyny, sexism and homophobia within the Dalhousie University Faculty of Dentistry;

AND WHEREAS such misogyny, sexism and homophobia is inimical to Dalhousie University's culture and values, including its commitment to a diverse, inclusive, non-discriminatory and safe environment for all students, staff and Faculty members;

AND WHEREAS, as set out in its Statement on Prohibited Discrimination, Dalhousie University commits itself to safeguard its students and employees against all forms of prohibited discrimination in the course of work or study or participation in University-sponsored organizations, activities and programs;

AND WHEREAS the President has determined that the culture within the Faculty of Dentistry must be investigated and, if systemic misogyny, sexism and homophobia is found to exist, steps must be taken to eliminate it;

THE PRESIDENT HEREBY ESTABLISHES A TASK FORCE ON MISOGYNY, SEXISM AND HOMOPHOBIA IN DALHOUSIE UNIVERSITY'S FACULTY OF DENTISTRY, ON THE FOLLOWING TERMS:

1. The Task Force will consist of a Chair and two other members.
2. The Chair will be appointed by the President of Dalhousie University. The Chair will be an individual with expertise in equality and equity issues and be a member in good standing of the law society of a Canadian province or territory. The Chair will not have any affiliation with Dalhousie University.
3. The other two members of the Task Force will be chosen jointly by the Chair and the President. They will have experience within the administration of a Canadian university or college, experience in dealing with equality and equity issues and no affiliation with Dalhousie University.
4. The President will also appoint a person within the Dalhousie University administration to assist the Task Force in obtaining information about policies and practices, and to act as a liaison between the Task Force and past and present Faculty members and students.
5. The Task Force may also mandate an investigator to assist obtaining information.
6. In the course of its investigation, the Task Force will:
 - (1) Review all documents in the University's possession which provide any information in respect of the facts under investigation;
 - (2) Interview any persons whom it believes have or ought to have information relevant to the investigation, and who consents to be interviewed;
 - (3) Receive and review any submissions from present or former Faculty of Dentistry students and Faculty; and

- (4) Review all University policies and practices relevant to the investigation as well as relevant policies and practices in professional faculties at other Canadian universities.
7. The Task Force will consider in particular the following questions, as well as any other factual issues that it deems essential to carry out its mandate:
- a) When was the DDS 2015 Facebook Group created? For what purpose?
 - b) Are there currently other similar groups currently within the Faculty of Dentistry? Have there been such groups in the past?
 - c) What are the policies and practices of the Faculty and the University in respect of:
 - o Tolerance for misogynistic, sexist and homophobic conduct?
 - o Sanctions for such conduct?
 - o Communication by the Faculty and students of incidents which could violate expected standards of conduct?
 - d) What training, if any, is given to students and Faculty in the Faculty of Dentistry on the standard of conduct expected of them in general and with respect to equality and equity issues in particular?
 - e) Do any of the current teaching or clinical practices within the Faculty tolerate or promote misogynistic, sexist and homophobic views and practices?
 - f) Do all students currently within the Faculty consider that they have the same academic and clinical opportunities? If not, why not?
 - g) Do students currently within the Faculty believe that they have the ability to complain about misogynistic, sexist and homophobic practices and policies and obtain meaningful remedies as a result of such complaints?
 - h) What policies, standards and practices are in place at other Canadian universities to address the issues of misogyny, sexism and homophobia?
 - i) What policies and practices could be put into place to permit University administrators to investigate anonymous complaints of harassment and discrimination and conduct investigations into allegations of systemic discrimination and harassment?
8. In the course of its investigation, the Task Force may propose changes to these Terms of Reference to the President, which the President has the discretion to accept or reject.
9. The Task Force will convene in Halifax, although meetings may also be held in Ottawa.
10. Following its investigation, the Task Force will prepare two reports. The first report will set out its factual findings and recommendations with respect to policies and practices within the Faculty of Dentistry. The second report will set out any additional recommendations with respect to policies and practices within Dalhousie University.
11. The Task Force reports must be delivered to the President by no later than June 30, 2015.
12. The Task Force reports will be publicly disclosed subject to redaction of personal information about individuals mentioned in the reports and information that could lead to the discovery of personal information.

Dated this Friday, January 9, 2015

Richard Florizone