SPECIAL MEETING OF HOUSE COMMITTEE

Listening Forum

1. Round 1: **[Sharing/Listening]** We'll go around the room and give each person 1-2 minutes to **share** their understanding of the incident and its impact on them and their experience of the College. This is a chance for everyone to **listen** and hear from everyone else.

2. Round 2: **[Engaging/Relating]** We'll go around the room a second time, giving each person a chance to **engage** and comment on what they've heard, hopefully with the aim of finding points of convergence and constructive ways to **relate** to each to each other on the issue.

Action

3. Round 3: **[moderated discussion]** We'll shift into a moderated discussion on what actions should be taken

4. Round 4: **[developing a plan of action]** We'll consolidate what's been said into motions for house committee to vote on

House Committee Meeting Agenda

Saturday, September 30, 2017 – 1:00 PM

Round Room

All Fellows are welcome to attend.

I. Call meeting to order & appointment of secretary

II. Adoption of Agenda

III. Reports

a. N/A

IV. Reports of Special Committees

a. N/A

V. Continuing Business

a. N/A

VI. New Business

a. Racist incident at Massey College involving Senior Fellow Michael Marrus, Tuesday, September 26th

VII. Other Business

VIII. Adjournment

September 27, 2017

Dear Professor Segal:

The undersigned faculty write to express profound outrage over an incident that took place at Massey College Tuesday, September 26, 2017. We understand that in your presence, Senior Fellow Michael Marrus addressed a Black Junior Fellow of the College, with the words, "You know this is your master, eh? Do you feel the lash?".

We write to express our full support for the Junior Fellows who responded quickly to this incident of anti-Black racism on campus with calls for change. Towards that goal, they have articulated a list of demands (below) that offer steps towards redress, which we support wholeheartedly.

In our eyes, the very legitimacy of Massey College hinges on the effectiveness of your response to this incident. We encourage you to approach this moment with the seriousness it demands, and with the courage and vision to make this an occasion for fulsome transformation.

We reiterate our support for the demands made by the Junior Fellows:

1. The termination of Michael Marrus' association with Massey College as a Senior Fellow;
2. A formal public apology issued from Massey College;
3. The immediate title replacement of Master with a suitable alternative title to describe the head of Massey College;
4. Mandatory antiracist training organized by Massey for all Junior and Senior members of the Fellowship—specifically for members of the House Committee;
5. A formal meeting with Hugh Segal and the administration of Massey College to present their plan of action in response to this and other ongoing issues affecting racialized members of the College.

Sincerely,

[Don's Speech before Gaudy]

This past week, on Tuesday, September 26th, black Junior Fellows at Massey were subjected to comments that were racist, discriminatory, and intimidating. No attempt at 'humour' can disguise this terrible fact. A letter circulated among students and faculty identify Senior Fellow Michael Marrus as the one who made these remarks.

As your Don of Hall, I did not show proper leadership in the immediate days following the incident. I failed to disclose the details to you as a Fellowship, because I believed this incident to be within the purview of the College's administration to address. While the power to discipline still resides with the administration and Governing Board, I now recognize the necessity that we meet as a Junior Fellowship to discuss this incident, and the larger issue of systemic racism. This morning, I failed yet again in my response. I believed that the best response was to inspire calm. I see now that was entirely wrong. We need to be alarmed by racist comments; we should be angered when they are made in our midst; and we must have the courage, compassion, and focus to come together to address these issues. I invite each of you to consider how you are called to respond.

This is my response: there is no place at Massey College for racism, and as the Don of Hall I condemn the incident that occurred this past week. I will commit to working with the College administration and the Governing Board, on behalf of the Fellowship, to ensure that it is addressed with appropriate seriousness. And I commit to working with you, and on your behalf, towards dismantling the systems which enable, or even condone, racial, homophobic, sexist, or any other discriminatory behaviour.

And I commit to doing this together with all of you and with your assistance. I ask in return that you become engaged on these issues, especially this Saturday afternoon at the meeting; that you remain committed to one another and to this community; and that we always remember that we are a fellowship who at the end of the day must still come together for meals and for each other.

(Grace)

MASSEY COLLEGE
in the University of Toronto
4 Devonshire Place,
Toronto Ontario Canada M5S 2E1

Dear Members of the Massey Community,

In light of the incident that took place here at the College on Tuesday, September 26th I would like to issue the following statement:

1. I condemn the hurtful and completely inappropriate remarks made by Senior Fellow Michael Marrus to one of our Junior Fellows over lunch on Tuesday of this week. I would like to issue a formal apology to the Junior Fellow and other colleagues who were deeply affected by the incident. Words and statements like these in no way reflect the position of Massey College as a whole. We are committed to providing an open, welcoming and inclusive academic and residential community and will ensure that it is a safe space for all our Fellows in which this kind of encounter can never happen again.

2. While I do not have the authority to change my title unilaterally, I will set aside the title of Master, which has been associated with violence and the 'lash' in this week's incident. "Head of College" will be what my post should be called until the Task Force of the Governing Board can agree on an appropriate and permanent title and the course of action for changing it in the act of the Ontario legislature.

3. The Massey College administration will be working with the Equity Secretariat made up of Junior Fellows to provide a space for a town hall to address racism and come up with a robust process of preventing it. We will involve the University of Toronto's Anti-Racism and Cultural Diversity Office, to facilitate anti-racist education for all Junior and Senior Fellows and other members of the College.

4. My colleagues and I will formally meet with the Junior Fellows, who first issued the call for action, and discuss our next steps.

There is no place for overt, jocular or subtle racism here at Massey College.

Sincerely,

The Hon. Hugh Segal, OC, O.Ont
Head, Massey College

GLOBE AND MAIL

Massey College suspends 'master' title, apologizes for 'completely inappropriate' incident

SIMONA CHIOSE

Massey College, an independent residential college affiliated with the University of Toronto, has temporarily suspended the formal title of "master" to refer to its head, and apologized for an incident earlier this week that deeply offended and hurt members of the school.

"The remarks made this week by a member of our community were completely inappropriate and I deeply regret the distress they caused to members of our community," said Hugh Segal, the head of the college, in a statement. In addition, the University of Toronto has issued a statement condemning the "deeply offensive remarks."

The incident happened at a lunch that was attended by three junior fellows of Massey and emeritus history professor Michael Marrus, a senior fellow.

Read more: Massey College under pressure to cut ties with professor after comment denounced as racist

Hugh Segal, the head of the college, who has the formal title "master," decided to join the table. At that moment, Dr. Marrus remarked to a black junior fellow: "You know this is your master, eh? Do you feel the lash?"

Dr. Marrus, a noted scholar of the Holocaust, who is retired from the university but has a senior fellowship at Massey College, has not commented on the lunch. The students at the table have also not spoken out about their feelings and thoughts at that moment, but have lodged a written complaint with the college.

A petition supporting the students was signed by almost 200 faculty and students at the university. It asked for a formal public apology from the institution, the replacement of the title of master, and anti-racist training for all members of the Massey community.

"In our eyes, the very legitimacy of Massey College hinges on the effectiveness of your response to this incident," the petition stated. "We encourage you to approach this moment with the seriousness it demands, and with the courage and vision to make this an occasion for fulsome transformation."

The petition also demanded that the college sever ties with Dr. Marrus. That is the only action the college has not taken.

"Words and statements like these in no way reflect the position of Massey College as a whole," Mr. Segal said in a statement sent late Friday to members of the college. "There is no place for overt, jocular or subtle racism here," he wrote.

Others at the college said they will work on anti-racism initiatives: We "are deeply saddened by the incident," said a statement from the Diversity Committee sent to The Globe and Mail. "We will work with the administration to ensure justice is served, that this incident doesn't happen again and all options are explored to achieve this objective."

A task force at the college had already been examining whether the school should drop the title of master. A permanent decision will be made once the task force releases its findings. But Mr. Segal said he would not be opposed to such a change.

"The term is tied to Oxbridge and the idea of master of one's craft or art, not a master-slave reference. But we should be open to revision if it is no longer appropriate," he said in an interview.

The title "has been associated with violence and the 'lash' in this week's incident. "Head of College" will be what my post should be called until the task force of the governing board can agree on an appropriate and permanent title ...," he explained in his statement to the Massey community.

John Fraser, a master of the college for 19 years, said he also believes the title is no longer useful.

"If it has become such a divisive issue, it should be removed," Mr. Fraser said. "We can talk to the moon about the origins and that it was not racist, but my view is that if it hinders the college from doing what it does best, than they should do away with it," he said.

Massey is governed by a board that is independent of the University of Toronto, but U of T has also offered to help the college with its diversity training.

The "remarks are absolutely incompatible with the University of Toronto's commitment to equity, diversity and inclusion, and with our goal of providing an environment for our students, faculty and staff that is free of racism and other forms of discrimination," said Kelly Hannah-Moffat, U of T's vice-president of human resources and equity.

Dr. Marrus is a fellow of the Royal Society of Canada, the author of eight books on the Holocaust including *The Holocaust in History*, *Lessons of the Holocaust* and co-author of *Vichy France and the Jews*, and a former dean of the U of T's school of graduate studies.

Massey College was established in 1962 and its first master was author, critic and professor Robertson Davies.