



Canada's Capital University

The Board of Governors acknowledges and respects the Algonquin First Nation, on whose traditional territory the Carleton University campus is located.

**Minutes of the 623rd Meeting of the
Board of Governors**

**Tuesday, December 1st, 2020 at 3:00 p.m.
Via Videoconference**

PRESENT:	Mr. D. Fortin (Chair)	Mr. K. von Finckenstein	Dr. J. Malloy
	Dr. B.A. Bacon	Ms. F. Foroutan	Mr. N. Nanos
	Ms. D. Alves	Ms. M. Fraser	Ms. B. O'Connor
	Mr. N. Black	Ms. K. Furlong	Dr. B. Örmeci
	Mr. T. Boswell	Ms. G. Garland	Dr. E. Sloan
	Ms. B. Creary	Ms. C. Gold	Dr. P. Smith
	Ms. S. Davin	Mr. D. Greenberg	Ms. J. Taber
	Mr. P. Dion	Ms. L. Honsberger	Ms. C. Terrier
	Mr. J. Durrell	Ms. W. Horn-Miller	Ms. A. Tremblay
	Mr. G. Farrell	Ms. N. Karhu	Mr. A. Ullett
REGRETS:	Ms. Y. Baltacioğlu	Ms. L. Hayes	
STAFF:	Ms. S. Blanchard	Mr. T. Frost	Mr. M. Piché
	Ms. J. Chandler	Ms. A. Goth (R. Secretary)	Ms. K. Schwartz
	Mr. M. Charles	Dr. R. Goubran	Ms. B. Springer
	Ms. J. Conley	Mr. S. Levitt	Ms. C. Taylor
	Ms. R. Drodge		Dr. J. Tomberlin
	Dr. L. Dyke		

OPEN SESSION

1. CALL TO ORDER AND CHAIR'S REMARKS

The Chair called the meeting to order at 3:00 pm and welcomed all governors and attendees to the virtual Board of Governors meeting. The Chair acknowledged the Algonquin First Nation territory on which Carleton University is located. He welcomed observers and staff members as well as the new board members to the meeting.

The Chair also recognized those affected and lost due to COVID-19. On behalf of the Board, he thanked all those practicing physical distancing, and front-line workers who continue to work tirelessly to protect and support the community.

The Chair briefly reminded the members of the protocols for Microsoft Teams Board of Governor sessions.

2. DECLARATION OF CONFLICT OF INTEREST

The Chair asked for any declarations of conflict of interest from the members. None were declared.

3. APPROVAL OF AGENDA

The proposed agenda was circulated in advance. It was moved by Ms. Honsberger and seconded by Ms. Tessier that the open agenda of the 623rd meeting of the Board of Governors be approved, as presented. The motion carried unanimously.

4. APPROVAL OF THE CONSENT AGENDA

The following items were circulated in the open consent agenda for approval: the minutes of the previous meeting, business arising from the minutes and the Investment Policy on Non-Endowed Funds. The following items were distributed for information: Open Space Plan, Carleton Dominion Chalmers Centre-Master Planning, Ongoing Capital Projects Status Report and Capital Renewal, 2020/21 Ancillary Budget Update, Investment Report for the Endowment, Pension Plan Report, Election Process and Handbooks, Community-at-Large Advertisement, committee minutes, and minutes from Senate.

The Chair noted that the Investment Policy on non-Endowed Funds was pulled from the Consent Agenda and will be tabled at the March meeting.

It was moved by Mr. Greenberg and seconded by Dr. Sloan, that the items in the open consent agenda be approved, as amended. The motion carried with one opposed.

5. ITEMS FOR APPROVAL

5.1 2020/2021 Operating Budget Update and Discretionary Spending

An executive summary and presentation were circulated in advance.

Debra Alves, the Chair of the Finance Committee spoke to this item.

In September 2020, based on concerns regarding the potential impact of the pandemic on Carleton's finances, the Board placed a hold on the \$23M discretionary funding in the 2020/21 budget. Since then, enrolment has been closely monitored against projections with final summer and fall enrolment numbers having surpassed the optimistic revenue scenarios. As a result, management is projecting a tuition revenue in line with the original pre-pandemic budget projections. The university has sufficient reserves, including a COVID reserve and sufficient cash balances, to address unexpected expenses.

Based on this financial outcome, the Finance Committee accepted management's proposal and recommends to the Board the removal of the hold on the discretionary spending for the 2020/21 operating budget.

On the recommendation of the Finance Committee, it was moved by Ms. Alves and seconded by Ms. Honsberger that the Board of Governors approve the release of the \$23 million 2020/2021 discretionary allocations currently on hold, as presented. The motion carried with two abstentions.

5.2 Framework for the 2021/2022 Operating Budget

An executive summary and presentation were circulated in advance.

Debra Alves, Chair of the Finance Committee, presented this item, outlining that the Finance Committee received the 2021/22 operating budget framework and key assumptions. Given the uncertainty surrounding 2021/22 enrolment, management presented three projections – an optimistic, a moderate and a pessimistic scenario. In the absence of a tuition framework from the Province of Ontario, the assumption is that domestic tuition fees will continue at the same level as 2020/21. Assumptions on international tuition fees are consistent with those a previously approved by the Board of Governors.

As the government has delayed implementation of performance-based funding for the next two-years, it is assumed that 2021/22 government grant funding will not be impacted by performance metrics. On the expense side, the university is subject to Bill 124 which limits public sector employee salary increases to 1% per year over a three-year period. Other central operating expenses are projected to increase by 3%. The faculties and operating divisions are developing operational priorities and strategic initiatives and the budget allocations will be consistent with the Strategic Integrated Planning directions.

A balanced operating budget is projected for 2021/22 with the biggest risks related to lower than projected enrolments, additional government funding reductions and/or poor investment returns from the endowment fund. However, management advises there are existing reserves that can address potential short-term shortfalls.

On the recommendation of the Finance Committee, it was moved by Ms. Alves and seconded by Dr. Malloy that the Board of Governors approve Carleton's planning framework for fiscal year 2021/2022, as presented. The motion carried unanimously.

5.3 Capital Proposal Form – Replacement Parking Structure

An executive summary, capital proposal form, pro-forma financials and presentation were circulated in advance. Beth Creary, Chair of the Building Program Committee presented this item.

The Building Program Committee and the Finance Committee met to consider the next steps in the development of a replacement parking structure for P9. The parking garage needs to be decommissioned in 2024. Due to the cost of maintaining the garage being prohibitive, the university developed various options for a replacement structure in conjunction with Moriyama Teshima Architects, with financial assessments by E.Y. Management. The committees are recommending to the Board that the university proceed with the preliminary design, cost estimate, schedule, and funding to build on the P4 lot a new structure with one parking level below grade and three levels above grade. The advantages of the location include: central campus location, potential for tunnel connection to the LRT and Athletics, options for revenue generation from commercial tenants, transit hub to connect multi-modal transportation options, and a high walkability score. The financial implications include construction cost in the range of \$40 –45M.

A member questioned whether this project’s funding of \$40-45M shouldn’t be directed towards supporting public transit projects instead of providing more parking structures on campus. In response it was noted that the proposed project does not add more parking spaces, but replaces some of the spaces that will be lost due to the decommissioning of P9 structure. Michel Piché, Vice-President (Finance and Administration), also noted that several initiatives at the university, including the Sustainability Plan, Outdoor Space Master Plan and Transportation Strategy are reviewing traffic flows on campus and that these initiatives promote alternative modes of transportation including public transit. However, due to Carleton’s location, parking will always be needed on campus, particularly for staff and visitors to campus and for accessibility needs. Mr. Piché also noted that parking at Carleton is funded by user fees, and not by tuition revenues.

On the recommendation of the Building Program and Finance Committees, it was moved by Ms. Creary and seconded by Ms. Alves that the Board of Governors approve that the university proceed with the preliminary design, cost estimate, schedule and funding of a replacement parking structure to replace the P9 garage by 2024, at an estimated cost ranging between \$40 – 45 million, as presented. The motion carried unanimously.

6. ITEMS FOR INFORMATION

6.1 Equity, Diversity and Inclusion Institutional Plan

An executive summary, presentation and report entitled *Public Draft 2 Recommendations for Equity, Diversity and Inclusion (EDI) Institutional Strategic Action* were circulated in advance.

The President provided introductory remarks regarding the activities of the Equity and Inclusive Communities (EIC) Advisory Group since Mr. Charles’ last presentation to the Board on September 29, 2020. After several months of broad and diverse consultations, a second draft of the EDI Institutional Action Plan was completed in November 2020. This draft was approved by the Vice Presidents Academic and Research Committee (VPARC) on November 18, 2020 and it was positively received by the Senate on November 30, 2020.

Mr. Michael Charles, Assistant Vice-President and University Advisor, Equity and Inclusive Committees presented this item.

Mr. Charles began his presentation to the Board by reviewing the timeline of the project, from the creation of the Advisory Group, the drafting and consultation process in the summer and fall, ending with the approval of the final document by VPARC on November 18, 2020. The process engaged approximately 1600 people through various forms of consultation and resulted in a balanced, evidence-based document with ten interconnected strategic actions. The presentation then focused on some of the major changes made to the plan since the first draft, and the areas of convergence with other initiatives, including Kinàmàgawin and the Coordinated Accessibility Strategy. Mr. Charles highlighted the innovative, integrated, holistic, flexible and ambitious features of the plan.

In response to a question from a member, Mr. Charles noted that a major challenge moving forward will be ensuring momentum, especially in the context of competing interests and priorities that will arise in the months and years to come. Senior leadership and Governors can play a role by adopting the EDI plan as a priority, and by empowering those at the grass roots level to take ownership of these strategic actions.

A member asked Mr. Charles to comment on the return on investment of this plan for students who are persons of colour, and the impact of the document. In response, Mr. Charles noted that universities function in a decentralized and collegial system of government which means that it is not practical for the plan to be overly directive. Instead, the community comes together around a common purpose and agrees to the actions and structures of the document. Regarding the return on investment of the plan, Mr. Charles noted that positive changes are already occurring in curricula and other areas at Carleton. For example, a number of EDI scholarships have been approved, and the Faculty of Arts & Social Sciences is developing a Critical Race Studies program. These are important examples of meaningful steps that over time will shift the culture at Carleton.

In response to another question, Mr. Charles indicated that the project has been successful so far due to the talent and dedication of the Advisory Group and the engagement of the Carleton community. Moving forward, the community will have a collective role to play in ensuring that this project succeeds in the long term.

A member asked Mr. Charles to comment on the balance between the need to remain flexible vs. the need for concrete measurable goals and accountability within the plan. In response, Mr. Charles noted that the flexibility of the plan allows departments and faculties to develop their own programs that align with the initiatives of the plan. Measurement and accountability provisions are included in the plan in areas such as the annual reports. In addition, a university-wide employment systems and culture review is planned for the end of Phase 2.

A member asked if there had been any progress in hiring a racialized-specific counsellor, as this had been discussed at the first presentation to the Board. Mr. Charles responded that the recruitment of a racialized specific counsellor has been approved.

In a second question, the member asked whether Mr. Charles had received firm commitments on diversity at leadership levels moving forward. Mr. Charles noted that the plan contains provisions around increased EDI capacity in leadership with commitments to consider representation as terms expire.

On the recommendation of the Executive Committee, it was moved by Mr. von Finckenstein and seconded by Ms. Alves that the Board of Governors receive the Carleton University Equity, Diversity and Inclusion Action Plan and that the Board thank the members of the Carleton Equity and Inclusive Communities Advisory Group for their work on this important initiative. The motion carried unanimously.

6.2 Internationalization Plan

An executive summary, presentation and *International Strategic Plan* were circulated in advance. The President introduced the item, noting that this is the first international strategy of its kind for Carleton. The plan encompasses academics, research, and international activities and exchanges, with specific goals and measurements for its implementation.

Karen Schwartz, Associate Vice-President Research and International, then provided Governors with a presentation on Carleton's new International Strategic Plan.

An overview of the Internationalization Committee's strategic vision and mission, as aligned with the SIP was provided with, a summary of Carleton's current global presence, including the following statistics:

- 153,000 alumni worldwide
- 4,575 international students
- 233 MOUs
- 169 students on exchange
- 100 students on internship
- 185 visiting scholars

The plan's international goals and objectives were then outlined under five broad categories: International Research and Funding, International Students, International Teaching Knowledge and Expertise, International Mobility and Experiential Learning, and International at Home. Dr. Schwartz then summarized how these goals are being modified successfully in the context of COVID-19.

The presentation focused on the project timeline and deliverables between September 2019 and the Fall of 2020. Based on feedback from Carleton community consultations, the objectives and metrics of the plan were finalized in the Summer of 2020 and presented to President's Advisory Group, VPARC, Senate and the Board between October and December 2020.

The presentation concluded with a detailed analysis of the progress made towards fulfilling each of the five goals, and a list of next steps. The plan will be posted on the website later in December 2020.

The Chair thanked Karen Schwartz for the presentation and for the work on this important initiative.

6.3 Healthy Workplace and Mental Health at Work

An executive summary, presentation and *Healthy Workplace Strategic Plan 2019 -2022* were circulated in advance.

The President provided brief introductory remarks and introduced Ms. Cindy Taylor, Assistant Vice-President (Human Resources). Ms. Taylor brought the Healthy Workplace framework to Carleton over 10 years ago as part of the Office of Quality Initiatives. The President noted that striving for Wellness is a central part of Carleton's new Strategic Integrated Plan, and is supported by many projects at Carleton, including Healthy Workplace. In the context of the pandemic, these initiatives become even more important as vital supports for faculty and staff.

Ms. Taylor began her presentation with an overview of the history of Healthy Workplace (HWP) and the progress the program has made over the past ten years. HWP was established in 2009, and is an integral part of Carleton's workplace culture. In 2015, Mental Health at Work was added to the program. Carleton's HWP has been recipient of many Excellence Canada awards, including the Healthy Workplace Platinum award in 2017 and the Mental Health Gold award in 2019. Carleton is a leader in the university sector in supporting employee health and well-being.

The HWP Strategic Plan recognizes that there are various dimensions to wellness that impact well-being including mental, physical, social and professional. The four areas of focus that support a healthy workplace are: 1) planning and assessment; 2) faculty and staff engagement; 3) awareness, literacy and education; and 4) leadership.

HWP offers a large variety of programs to support health, including workshops, largescale events, monthly challenges, mental health training, lunchtime activities and more. Partnerships with internal faculty subject-matter specialists, student groups, and external organizations such as the Canadian Mental Health Association, provide support for broad-based and consistent programming. The Canadian Mental Health Association of Canada and the Mental Health Commission of Canada recognize Carleton University as "Trailblazers in Workplace Mental Health and for sharing Best Practices within this work".

The presentation next focused on HWP activities and strategies in the context of the pandemic. Although working from home has been a positive experience for some, many employees have found "living at work" stressful and challenging. Data from Canada Life, Carleton's health benefits provider, confirms that the pandemic has resulted in an increase in health insurance claims for both physical and mental health reasons. HWP has responded by updating online resources and creating a variety of new offerings including, check-in sessions for staff and managers, virtual workshops and training (managing stress, building resilience, supporting a colleague), a stress management group pilot with a certified psychologist and monthly well-

being challenges. HWP also partnered with the Centre for Indigenous Initiatives and Equity and Inclusive Communities to offer wellness sessions in response to racial injustice, and a safe space for healing and conversations on Allyship.

Over the course of the pandemic, HWP has seen a slight increase in participation in program offerings, particularly among faculty members. To keep the focus on mental health awareness at Carleton, HWP has presented at regular meetings of Carleton faculty and staff including the Academic Heads Roundtable, Strategic Integrated Planning Committee (SIPC), and Faculty Board meetings, among others.

Looking forward to Winter 2021, HWP is planning a number of outdoor winter challenges for faculty and staff, and will continue to leverage internal resources and expertise by offering a mental health speaking series. Faculty and staff need will continue to be identified through discussions with Deans and department heads. Communications to employees has been identified as key to bringing awareness to the many HWP offerings.

In Summer 2021, HWP will be applying for the Order of Excellence with Excellence Canada and the Platinum Level for Mental Health at Work.

In response to a question, Ms. Taylor confirmed that in the future more emphasis will be needed on substance use disorders and barriers to care. HWP will be investigating this area of mental health further in order to offer supports employees.

A member asked if gender pay equity has been recognized as a contributing factor in employee mental health issues at Carleton. Ms. Taylor responded that there is a growing recognition of gender issues related to the pandemic, and that Human Resources is working on a pay equity plan in parallel with HWP Mental Health initiatives to support.

The Chair thanked Ms. Taylor and her team for their dedication to this important program at Carleton.

6.4 Report from the Chair

The Chair thanked the members of the Board for their committee work over the last term and their continued collegiality, engagement and participation in the decision-making process. He also thanked the senior management team who continue to provide thorough and thoughtful analysis for Board consideration. He also wished everyone rest and health during the holiday break.

6.5 Report from the President

The President provided the following updates for the Board:

- Virtual graduation celebrations were held for Carleton's Fall graduates on November 14th. 752 undergraduates and 484 graduate students graduated this Fall, bringing the total number of graduating students in 2020 to over 6,200. The President thanked Chair Dan Fortin and Chancellor Yaprak Baltacioğlu for their inspiring messages, and

- encouraged all Board members to visit the graduation website to view all of the graduation videos.
- The official deadline from the Provincial government for the 2020-21 enrolment statistics was November 1st. Overall, enrolment numbers increased by 1.9% for a total of 32,112 students, which is a new high for Carleton. First year undergraduate enrolment was down slightly, partly because of the pandemic, but the two-year retention rate increased by almost 3% to 83.4%. Other statistics of note include a new high for graduate student enrolment of more than 4,200 students.
 - The beginning of the winter term will be delayed to January 11, 2021, to allow extra time for students and faculty to rest and also to prepare for the next term. The Chair noted that since Carleton announced this decision, other universities have followed suit and are delaying the start of their winter terms as well.
 - Winter courses for 2020 will be online, but a limited number of pilot projects on campus will be considered as they are proposed by the Faculties. These will be optional activities in small groups and will follow strict guidelines and protocols to ensure the safety of all participants.
 - Following the launch of Carleton's new Strategic Integrated Plan in September, Carleton's sustainability plan "Strive for Sustainability" was launched on November 4th. Carleton is currently ranked the second most sustainable campus in Canada. This broad and ambitious plan will further position Carleton as a leader in this field.
 - The 16 Days of Activism Against Gender-Based Violence has begun, and is focussed around the anniversary date of December 6th in commemoration of the brutal murder of 14 women in Montreal at the Ecole Polytechnique in 1989. This year, the Faculty of Engineering and Design will lead a virtual event to mark this occasion on Friday December 4th.
 - On December 8, an announcement will be made that our research funding for the year will be over \$80M, which is a significant increase over the \$70M from last year. This represents an increase of more than 50% from the plateau of \$55M that Carleton showed a few years ago. The Chair congratulated all of Carleton's researchers and research teams for these results, which will bolster Carleton's reputation nationally and internationally.
 - December 1st is Giving Tuesday and many Carleton-led initiatives are featured on the Future Funder website. The Chair thanked all champions for these initiatives, including Board members and all who have contributed to them so far. Gifts began at midnight, with the university matching every donation. Donations began at 12:03 am, and will continue through the day right to midnight. \$1,111,000 has been raised so far, which marks an unprecedented positive result.
 - Jennifer Conley, Carleton's Chief Advancement Officer, was invited to speak and she thanked the Board for their support for major projects on inclusion, equity and diversity, accessibility, mental health and athletics. She noted that within the first 10 minutes of Giving Tuesday over \$50,000 had been donated, and participation this year is particularly strong, averaging 150 guests per hour. The President concluded by thanking all of the champions for these projects and any Board members who have donated.

- The President referred the Board to his written report for more information and highlights on academics, research, and student initiatives.

6.5 Committee Reports

6.5.1 Building Program Committee Report

Beth Creary, Chair of the Committee, reported on the November 17th Building Committee meeting and the joint meeting with the Finance Committee. The committee received two reports – the Outdoor Space Master Plan (OSMP) and the Carleton Dominion Chalmers Centre (CDCC) Master Planning Project. The OSMP was developed in consultation with the community through user group meetings, community open houses and an online survey. Consultations with members of Carleton’s Indigenous community took place throughout the process. The plan highlights the university’s landscape setting as a catalyst for learning and sustainability, promotes regenerative campus design goals and will help direct campus development. Preliminary planning and budgeting considerations were provided to allow Carleton to continue to lead in sustainability, which is an integral part of the Strategic Integrated Plan.

Mara Brown, Director of the CDCC, presented the CDCC master planning project. The presentation included preliminary planning ideas and goals for the CDCC. To plan for the future of the centre a master planning process was started in 2019 and, following a competitive process, CS&P Architects were selected in January 2020. CS&P has researched the building, the history and local area, conducted consultations, and hosted community-wide presentations throughout 2020. The presentation outlined the current aspirational view and the feedback and reflection from the committee. In the coming months CS&P will be working with Carleton to develop a final package outlining proposed business planning, reflections, renovations, phases and budgets. No decisions are being made and there are no financial implications at this time.

The committees also received an update on major capital projects and deferred maintenance. Capital projects totaling \$147.9M are currently underway and \$85M has been spent on these projects as of end of October 2020. The Co-generation Facility is expected to be completed in Fall 2020. The Nicol building is expected to be completed in June 2021 with occupancy scheduled for April 2021, and a scheduling consultant is working with the contractor to keep the project on schedule. The Engineering Design Centre is proceeding with excavation underway, is expected to be completed in September 2021. The new Student Residence design and construction documents are completed with the project being on hold due to the pandemic.

Capital Renewal/Deferred Maintenance projects were outlined for the Steacie Building, Social Sciences Research Building and Herzberg Building Renewal.

A presentation was received on financing options for upcoming major capital projects and capital renewal projects including a proposed financing plan.

A member asked if committee members had discussed possible lower fees for the new residence, as this is an area of concern for many students. Ms. Creary responded that all discussions related to the new residence have been suspended as the project is on hold; once the project is able to move forward, discussions on all issues may resume.

6.5.2 Finance Committee Report

Debra Alves, Chair of the Finance Committee, reported on the meetings held on November 17, 2020. An update was received by the committee on the 2020/21 Ancillary Budget. As had been previously reported to the Board, the Ancillary Services have experienced dramatically reduced revenues due to the pandemic and the lack of on-campus attendance, with the biggest impacts felt in Housing, Dining and Conference Services, Athletics and Parking. It is projected that the deficit will reach \$35.9M by year-end. The accumulated surpluses of the Ancillary Budget from 2019/20 are anticipated to be sufficient to cover projected year-end deficits, however increased financial support will be needed for future capital renewal projects should the pandemic conditions continue into the summer season. Management has developed an optimistic scenario (i.e. return to normal in 2021/22 and recovery of current losses over a three-year period) and a pessimistic scenario (i.e. the pandemic continues into 2021/22 which will require eight years to recover losses). Under either scenario, financial support, ranging from \$30M to \$57M will be required. A formal request for financial support is expected by the end of the fiscal year.

The committee received the Endowment Investment Report which assists the Finance Committee in its oversight role of the Investment Committee for the fund. The Fund is comprised of three subsidiary funds – the General Endowment which is where most donations to the University are directed, and two smaller, single-manager funds, the Sprott Bursary fund and the Jarislowsky Chair in Water and Global Health. The Combined Endowment Performance for periods ending September 30, 2020 had a market value \$328.9M. Returns over the last five years continue to be in excess of the market benchmarks and also over the 5% absolute return objective. General Endowment funds are invested with large and well-respected global investment managers. The allocation of assets is consistent with the policy asset mix, except for Infrastructure which is under-invested by 12.5% and a corresponding overweight in Global Equities. All of the policy constraints have been met. A full report is provided to the Board in the Consent Agenda.

The committee also received an update on the Investment of the Pension Fund which had a market value of \$1.4B as at September 30, 2020. The report provided a refresher on plan governance, regulatory environment and the financial position of the plan considering recent investment performance. The valuation shows that the financial position of the Plan has improved since the last valuation in 2016. The Plan is 93% funded on a going-concern basis with a deficit of \$59.3M and 87% funded on a solvency (wind up) basis with a deficit of \$121.0M as at July 1, 2019. The plan is invested in a broad range of assets and as of September 30, 2020 are well within the Statement of Investment Policies and Procedures investing limits. The long-term investment objective for the Fund is to achieve a real return of 4.1% net of fees. The investment policy recognizes that there will be volatility of returns and that the 4.1% real return may not be achieved in every year. The Fund underperformed the benchmark for the one-year ending June 30, 2020. Capital markets were volatile during the year, as markets declined due to the pandemic in March and April, then recovered in the second quarter of 2020. Returns for longer periods outperformed the benchmarks. No special pension contributions are required from the university. A more detailed report including highlights of the actuarial evaluation is contained in the Consent Agenda.

A member asked for an update on conversations regarding divestment from the fossil fuel industry. The Chair agreed that this is an important issue for the Board to discuss. Governors were reminded that this item was tabled for the next meeting of the Board. In the interest of good governance, the Chair asked that Governors be given ample time to review materials related to this item and then to return for a fulsome discussion of the issue at the meeting in March.

7. OPEN-OTHER BUSINESS

A member posed a question to the President regarding a recent event at the University of Ottawa in which a faculty member used offensive language. The member asked the President what he would say to Black students at Carleton if a similar event were to happen at Carleton University. The President thanked the member for the question and noted that any institution can be vulnerable to this type of situation. Carleton has policies and expertise in place to address situation. The member was referred to the President's public statement on this issue for further details.

8. OPEN-QUESTION PERIOD

No additional questions were brought forward.

9. END OF OPEN SESSION AND BRIEF BREAK

There being no further business, it was moved by Mr. Ullett and seconded by Ms. Davin to adjourn the Open Session of the Board of Governors at approximately 5:30 p.m. The motion carried unanimously.