

Terms of Reference for the President's Implementation Task Force on Campus Expression, Antisemitism and Community Safety ("Implementation Task Force")

Toronto Metropolitan University (TMU) is establishing a time-limited Implementation Task Force with responsibility for reviewing the recommendations of the Justice Benotto external review ("Benotto External Review Report" or "Report") and responding with implementable policy, procedure and proposed actions.

Mandate and Objectives

1. The Implementation Task Force is to carefully consider and respond to every recommendation in the Benotto External Review Report.
2. The Implementation Task Force is to:
 - a. assess the risks, required resources and feasibility of each recommendation;
 - b. determine whether TMU accepts, accepts in part (accepts some of the recommendation or proposes a modified approach), or does not accept the recommendation, including the rationale;
 - c. Identify a feasible timeline for actioning each recommendation including which recommendations can be implemented immediately;
 - d. Consider which recommendations require university governance approval, student-union or other university stakeholder input, legal resolution, or institutional or structural shifts including but not limited to;
 - i. Senate approval;
 - ii. Board of Governors approval;
 - iii. Consultation and engagement with a third party (e.g. TMSU or another external body);
 - iv. Restrictions and limitations set out in law, collective agreements, and/or an existing governance process; and
 - v. Policy, procedural, staffing or financial change.
3. As necessary and appropriate, conduct consultations with TMU students, faculty, staff, and alumni;
4. Develop timelines for completion, status updates and reporting back to the University, and for the implementation of each approved action;
5. **Provide a final report to the University with the Implementation Task Force recommendations and an implementation blueprint, including proposed policy language, operational protocols, responsible offices, approval routes, resources and deadlines by March 15, 2027.**

Meetings

- The Task Force shall meet as needed, as determined by the Chair of the Task Force, virtually or in-person at a time and location of their choosing.

Confidentiality

- Task Force members must keep all internal deliberations (including attributing or disclosing individual member comments, opinions and positions), draft papers, and other task force materials and information strictly confidential. This obligation continues indefinitely after the Implementation Task Force and/or member's tenure but does not apply to the final report once it is finalized and approved for public release.

Task Force and Reporting

- The Implementation Task Force will report to the President and Vice-Chancellor who shall appoint a task force chair, vice-chair, and task force members.
- Provost and Vice-President, Academic Roberta Iannacito-Provenzano will serve as executive sponsor of the Implementation Task Force, providing senior oversight on behalf of the President and Vice-Chancellor.
- One external Chair shall be appointed to lead the mandate and work of the Implementation Task Force, coordinate activities, and chair meetings and discussions. The Chair will deliver all interim and final reports to the President.

Membership

- In addition to a Chair and Vice-Chair, the Implementation Task Force will be comprised of eight to 10 members with representation from:
 - University faculty;
 - Members of the Senate and Board;
 - Student representative, and
 - External experts