



MASSEY
COLLEGE

Massey's Future

Massey College was a gift from the Massey Foundation to the University of Toronto in 1963 to “nourish learning and serve the public good.” Its motto is “Sapere Aude”, “Dare to know, Dare to be Wise.”

The mission and the motto are as relevant today as they were in 1963. Even more so. The challenges ahead are immense and the members of our community, as scholars and leaders, must be ready to embrace them. We want to continue to **nourish learning and serve the public good** in a way that speaks to our times. It is time to revisit how to best serve the mission for the years to come.



The present document offers a re-imagining of Massey that draws on the college's past successes while investing in a vision that embraces the realities of the XXIst Century and the new landscape of graduate education.

It is divided into two parts:

I. Empowering the Next Generation of Thinkers; and

II. Leveraging the Community for the Public Good;

Our vision is to re-energize our investment in the Junior Fellows to provide them with skills needed to optimize their contribution to the public good. It also proposes that the College's program be articulated more deliberately around certain themes to ensure that Senior fellows, Members of the Quadrangle Society, Visiting Scholars, and Journalism Fellows are kept informed of the latest developments in the world of ideas, and contribute to the resolution of the important issues of our day. This community has a lot to offer Canada and the world: over the years, it has recruited people of talent in all disciplines and all sectors of the economy. The purpose is to bring this community together in our pursuit of Massey's future.

I. Empowering the Next Generation of Thinkers

Massey has supported generations of scholars, graduate and professional students. The Junior Fellowship has expanded over the years, and it now counts 120 students spread across many disciplines. More than 40% of them self-identify as members of traditionally underrepresented communities (Indigenous, Black, Racialized, Sexual Minority, Disability); and 25% are international students.

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Most are pursuing a Ph.D., but many are in professional streams, whether MD, JD, MBA, or shorter Master programs which aim to launch the graduate into a non-academic setting. We also know that 40% of Ph.D. graduates will work outside academia.¹ Therefore, the traditional “Town and Gown” aspect of Massey College is of real benefit to the Junior Fellows and they recognize it.

The survey of Junior Fellows has identified that they want programs that allow them to develop skills that are less developed through their course of studies. They also want programs that differentiate them from other graduate students.²

It is great to have people come to discuss other venues for jobs. It would be very interesting to have different professional development groups at Massey, such as job talks based on interest and various career goals.

SURVEY RESPONDER JUNIOR FELLOW

Massey wants to support the University of Toronto’s achievements in recruiting the best and the brightest and maintaining its reputation of inclusive excellence.

To fulfill its obligation to “nourish learning”, Massey must articulate better the extraordinary program that it is already offering and constantly strive to develop and improve it. It should be

a program that attracts Junior Fellows and that has the respect of the academic, public and private sectors and the support of the University of Toronto.

1 10,000 Ph. D. Study (University of Toronto)

2 A survey of programs that support graduate experience reveals that the Canadian landscape has changed since 1963. The Trudeau Scholars are well supported financially and are thoroughly engaged in leadership skill development designed to produce “scholars who have impact”. The recently unveiled McCall MacBain scholarships support Master students at an unprecedented level while also providing them with mentorship, community support and access to a variety of skills development.

RECOMMENDATION:

Develop an ambitious program, the Massey Fellowship Program, designed to provide Junior fellows with the skills necessary to exercise intellectual leadership, now and throughout their career.

Massey has had a Mentorship program since 1999. It has also created opportunities for Junior Fellows to participate in career development courses, in organizing conferences, in developing their linguistic skills (French, Spanish, German, Arabic, and more recently Anishinaabemowin), and playing a major role in academic and media events. We propose a Massey Fellowship Program that builds on these strengths and is more systematic and ambitious.

Drawing on some of the programs already offered by the University of Toronto, the model will embrace learning and doing as a way to ensure that Junior Fellows have something to show potential employers. Massey would be a place of experimentation, as it has been for generations of previous scholars. The Massey Fellowship Program would provide the following portfolio of experiences to Junior Fellows and would be acknowledged by the College.

A) DISSEMINATION OF KNOWLEDGE

Fellows would participate and be educated in op-ed writing, podcast creation, documentary production, and media training.

There is also great interest in sessions on managing one's digital and social media profile.

B) ETHICAL LEADERSHIP & DIVERSITY EDUCATION

This segment would offer sessions about how to manage difficult conversations and include participation in organizing discussions about Indigenous reconciliation, Anti-Black racism, religious discrimination, addressing historical injustices, as well as sessions about financing and ethics of research, fundraising, conflict resolution, community organizing and development of action-centered and interdisciplinary proposals. Leadership training and ethics discussions will also be offered.

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It would be great that there be some training on interdisciplinary and intercultural public speaking (...) as often people from diverse educational and cultural backgrounds might need help expressing ideas eloquently (I see this as a need for myself).

SURVEY RESPONDER JUNIOR FELLOW

C) SELF-KNOWLEDGE AND CAREER DEVELOPMENT

The College has an Entrepreneurship Caucus and offers presentations on job opportunities. We also provide training on networking and interview techniques (academic and non-academic), time management and health and well-being. We will continue to support non-English language acquisition as well as artistic expression as a way to support individual growth.

D) INTERDISCIPLINARY CONNECTIONS

Many Junior Fellows want to work on interdisciplinary research ventures and be supported by Senior expertise. Several ideas are on the table: Science for Arts, Arts for Science and Engineering and promoting an articulation of work done in co-operation.

The development of themes, as discussed below, will foster interdisciplinary and intergenerational work among the community

Our Mentoring model will continue to adapt to respond to these objectives. We will need to recruit members who will be able to support our Junior Fellows in reaching their goals and developing their portfolios to demonstrate the skills that they have acquired at Massey while pursuing their graduate and professional degrees.

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This summer, I reached out to two other Junior Fellow and we created a small project to combine engineering, economics and medical expertise on mask production. It would be great to have a Senior Fellow or a member of the Quadrangle Society supervise us so that our work gets into the right hands and gets published or has impact.

JUNIOR FELLOW, OUTREACH CONSULTATIONS

II. Mobilizing the Community for the Public Good

Massey College benefits from a wide range of expertise, among the Senior Fellowship and the membership of the Quadrangle Society. We recognize the importance of engaging people from inside and outside academia to foster important and diverse conversations about the world in which we live.

The Massey Initiatives will serve to advance public knowledge and discussion. Existing fora within the Massey Community, from The Massey Grand rounds to the Walter Gordon Symposium, CBC Lecturers, the Massey lectures, will be leveraged to educate the community, decision-makers and the general public.

THREE THEMES ARE ALREADY UNDERWAY FOR THIS YEAR:

1. JUSTICE AND EQUALITY

The pandemic has shone a light on and exacerbated the profound inequities of our contemporary societies. From policing to education, health research to access to justice, all institutions and systems have the duty to confront issues of racism and inequality. In Canada, as a nation with an identity shaped by a history of violent and racist treatment of indigenous persons, the issues of respect for Indigenous laws and identities must be addressed. Massey has a special responsibility in this regard in honoring its relationship with the Mississaugas of the Credit First Nation and the reconciliation promise of the Chapel royal. It also has a duty to respond proactively to incidents of Anti-Black racism in its midst.

Many issues arise with respect to Justice and Equality research. Already, Massey has done an Indigenous Issues Series that could be made available to various institutions. The Janet Rossant Lecture by Dr. Sonia Anand focused on medical research and differential impact. Again a focus could be to make this available to a wider audience. The Massey Initiative would aim to both make the work that is done at Massey widely available and create opportunities for a next stage in the conversation, deepening our understanding, addressing shortcomings and challenges.

2. Climate Change.

The Climate Change Crisis cannot be avoided. Many members of the community are deeply engaged in the scientific, social science, computer science, economics, engineering, philosophical, political and literary implications of climate change. The question remains: how can we respond effectively and comprehensively to changes in the climate? Junior Fellows are already engaged in developing AI for a better assessment of the risks posed by climate change.

We have organized a series on the responses of financial institutions to climate change. The Massey Initiative will aim to support the work of its scholars who want to collaborate in responding intelligently to the many challenges that climate change presents for our society.

3. ARTS AND COMMUNITIES.

How do we support the arts post COVID? Our collective consciousness is shaped by artistic and creative expressions that give meaning to our experiences. Well-being depends on the articulation and experience of this kind of meaning. What is the impact of digitalization on artistic production and distribution for Canada? Massey has a long tradition of supporting the arts and defining their central importance in our lives. It has celebrated culture as an element of public intellectual life. This role must continue.

Many of the College's members, from computer scientists to lawyers, from musicians to art historians are involved in projects that engage AI and the arts. Current programs include celebrating diversity in art production, reflecting on the role of the arts in health promotion and supporting our Junior Fellows who are artists themselves.

There remains interest in the community for Massey to be a place to exchange ideas in an informal manner in the "Common Room". We will continue to invite varied discussions of contemporary issues with a view to educating ourselves. Book launches and the Massey Dialogues help this function.

Massey's reputation, national and international, is essential to its success in recruiting the future intellectual leaders and supporting the University of Toronto's ambitions. We believe that a more ambitious partnership strategy and visitors program with national and international aspirations would serve Massey and the University of Toronto well.

CONSULTATIONS

Consultations have occurred throughout the summer and fall in various ways: the broader community was solicited for its views and ideas, Junior Fellows were surveyed, several consultation meetings and town halls were held. A small committee also worked to identify and survey the programs that compete with Massey College. External consultations were also held.

It is now time for the broad community to be heard. Please send us your comments.

- A. Do you think this direction is the right one for the College at this time?
- B. Is the program to support Junior Fellows of interest to you? Why? Are there particular skills that you would like to see developed in our future leaders?
- C. Are you interested in supporting our on-going series of book launches and Dialogues on current issues? What would you like to see?
- D. Do the themes for more sustained work resonate with you? What would you like to see in the context of this intergenerational and interdisciplinary work?

CONCLUSION

Massey is at a crucial juncture. It benefits from a great legacy that must be leveraged for the benefit of Canadian society and the University of Toronto.

In a world where ideas, bold ideas, are essential, Massey College, with its mission to support graduate education and work for the public good, is more necessary than ever. Whether we are considering adaptation to a pandemic-predisposed world, the struggles to end racism, the investment and transformation necessary to respond to climate change, or the thirst for culture and the arts to move minds and souls, all require an interdisciplinary approach. All require the possibility of dialogues between generations and all demand inclusive and informed discussions.

That is what Massey offers.



Chief R. Stacey La Forme
of the Mississaugas of the
New Credit First Nations



Prayer of Unity

We give thanks to the Creator for allowing this gathering, we ask that he guide us and forgive us when we falter and disappoint. For though we aspire to greatness, we are after all only human.

Grant us a clear mind, a pure heart, and courage. A clear mind to make well thought out intelligent decisions. A pure heart to make decisions that are without personal bias or desire, and the courage to use both a clear mind and a pure heart in our lives.

Let us set aside small differences, let us concentrate on the real issues. Let us not be bogged down in rhetoric, let us leave here with a feeling of accomplishment and pride. Most important let us remember we are not enemies, nor are we adversaries.

We share a similar past, a kindred spirit and a common heritage We must always remember the real reason we gather. To do the right thing for our people, for our children, for our future.

Massey College is grateful to Chief R. Stacey Laforme for providing this prayer for us in hopes that it will help to guide our way forward.



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