

Report for the Mount Royal Faculty Association Annual General Meeting 2014

Submitted by Carmen Nielson (Chair)

Membership (criteria revised September 13, 2013):

The MRFA Diversity Committee shall consist of:

- four (4) Regular Members to serve a term of two years and to be elected in odd-numbered years;
- three (3) Regular Members to serve a term of two years and to be elected in even-numbered years; and
- any other person recommended by the committee to serve in an advisory role, or to expand the diversity of representation, and appointed by the MRFA Executive Board to sit as a non-voting member for the remainder of the academic year
- For the 2013/2014 year our membership included:
 - Mohamed El Hussein
 - *Leah Hamilton
 - *Aliyah Mawji (Recording Secretary)
 - *Douglas Murdoch
 - Carmen Nielson (Chair)
 - Stefan Sikora
 - *Renaë Watchman (Representative on the Positive Space Committee)

*continuing for the 2014/2015 academic year

Summary of Activities:

1. In addition to the MRFA Committee Transition event on August 30, 2013, the Diversity Committee met on the following days: September 23, 2013; October 7, 2013; November 4, 2013; December 9, 2013; January 23, 2014; February 27, 2014; March 20, 2014; and April 17, 2014.

2. The Diversity Committee and the MRFA PD Committee held a joint Get Cracking session, “Diversity and YOU at MRU,” on January 24, 2014. The Diversity Committee facilitated a fulsome discussion with the session’s 16 attendees.

3. The MRFA sponsored Renaë Watchman’s attendance at the 2014 CAUT Equity Forum in Toronto from February 7-9, 2014. The theme of this year’s Forum was “Perpetual Crisis? Diversity with Equity in the Academy.” Renaë wrote and submitted a formal report for the MRFA, which is available for review. She will be doing a formal presentation of this report to the Diversity Committee in early Fall, 2014.

4. The Diversity Committee’s representative on Positive Space, Renaë Watchman, submitted a report on that group’s 2013-2014 activities.

5. The Diversity Committee made recommendations to the Negotiating Committee regarding the annual increment in the case of Maternity/Parental Leave and the duration of notice to administration required by women going on maternity leave.

6. The Diversity Committee prepared reports for the Executive and Negotiating Committees on equity policy clauses in Collective Agreements at Canadian Universities.

- The Diversity Committee conducted a survey of 54 Collective Agreements at universities across Canada, of which 23 had equity policy clauses. Based on our assessment of these policies, the Diversity Committee identified 4 principles and inclusions that feature in existing Collective Agreements that will be necessary for MRU to establish an equity policy: 1) General statement of commitment to the principle of equity; 2) Joint committee on employment equity; 3) Data collection, assessment, and reporting; 4) Equity training for faculty and administration.
- The Diversity Committee forwarded a report to the Negotiating Committee that included sample clauses regarding “in principle” statements (1 in above) from various Canadian universities’ collective agreements.
- The Diversity Committee forwarded a report to the Executive Committee that included sample clauses regarding all four principles and inclusions (above) from various Canadian universities’ collective agreements.

7. The Committee compiled a list of possible projects for the 2014-2015 Committee to consider for their agenda. These include: organize a CAUT workshop on equity issues; continue compiling a database of collective agreements with equity clauses (including, possibly, non-discrimination clauses); examine MRU institutional policies (not in the Collective Agreement) from a diversity perspective; provide the Executive with sample clauses from Canadian collective agreements dealing with maternity and parental leaves.