

Committee:	Working Group - Equity Review of Governance and Operations
Committee Sponsor:	Mount Royal Faculty Association
Date Last Revised:	October 14, 2020

Purpose

In the June 2020 Statement on Racism, the Association committed to review its organization, including its bylaws and processes with a view to ensure they are accessible and equitable to all our MRFA members. This review acknowledges that historically unions have either actively discriminated against their equity seeking members or utilized policies/practices that facilitated inequity in the workplace. [Accordingly, we will conduct this review using an Equity Diversity and Meaningful Inclusion \(EDI\) framework, which understands our experiences are situated on relations of race, gender, gender expression and identity, sexuality, disability, and age.](#) This review aims to enhance conditions for fair and equitable representation and participation within the MRFA.

Membership

The Equity Review of Governance and Operations Working Group shall consist of:

- The MRFA President, who shall be Chair,
- The MRFA Past President,
- One Member appointed from and by the Executive Board,
- One member appointed by the Diversity and Equity Committee, and
- One faculty member to serve as a member at large, preferably from an equity seeking group, appointed by the Executive Board.

Tasks

1. Attend an MRFA “organizational checklist for equity” session.
2. Review other universities or relevant organizations for best practices
3. Review MRFA Bylaws, Plans and Policies and Procedures to identify instances of systemic exclusions and propose potential solutions, with particular attention to anti-Black and anti-Indigenous racism.
4. Identify instances of discriminatory provisions and/or barriers to inclusion in the Association for members of BIPoC communities and other equity-seeking groups.
5. Recommend changes to MRFA By-laws, Plans, Policies and Procedures to remove instances of systemic racism, anti-Black racism, and barriers to inclusion.
6. Recommend steps to encourage participation of BIPoC faculty in the Association.

Timeline

1. Interim Report to the MRFA’s Bylaws and Governance Committee by January 8, 2021
2. Final recommendations to the MRFA’s Bylaws and Governance Committee by February 5, 2021
3. Bylaws and Governance Committee to Submit Recommendation to the Executive Board by March 1, 2020
4. Recommended Bylaw changes to be brought forward for Membership Approval at the May 14, 2021 Annual General Meeting