



Mount Royal Faculty Association
Executive Board Planning Session Part II – Minutes
Strategic Directions and Action Plan
October 16, 12:30 – 4:30pm (Via Zoom)

Members Present:

Anupam Das
Carlton Osakwe
D.A. Dirks
Frank Cotae
Heather McLellan
Irene Shankar

Kirk Niergarth
Lee Easton
Maki Motapanyane
Melanie Peacock
Absent with Regrets
Rafik Kurji

1. Welcome and Review
2. Review 2019-2020 Goals Chart
The Executive Board reviewed the priorities from 2019-2020 and determined which ones would be carried forward and/or focussed on in the year ahead.
3. MRFA EDI Initiatives
The Association has a lot of initiatives at the moment relating to EDI matters and these have been compiled for the Executive Board to review in a holistic manner. At a later date, the MRFA will communicate about the holistic approach and strategy we have taken to address EDI concerns on campus.
Regarding the Organizational Review Session:
 - There was a request submitted to open up this session to all members; however, the session is designed specifically for members currently actively engaged in MRFA committee work. If there is sufficient interest in this session for a broader audience this will be considered further.
 - The Executive Board discussed this event's representation in the media and related concerns; however, due to other high priority matters being dealt with at this time, the Executive determined that we do not have sufficient time to dedicate to engaging in this matter publicly.
 - Regarding the citation concern in the event announcement, it was noted that in a workshop blurb it is not standard practice to cite the content: the source for the content will, of course, be cited in the workshop itself.
4. Coordinating Communications
A calendar will be developed outlining planned communications from various committees with the underlying considerations relating to bargaining, 2030 and 2022 issues. This will be brought back to the Executive Board for review and approval, and will then be shared with Committee Chairs.
5. 2030 Advocacy Plan Going Forward
The Executive Board discussed the negative impacts of vocationalization of education and the commercialization of research and the related gendered impacts. The MRFA will continue to lobby the government and work through CAFA to try to influence the outcome of the 2030 review; however, the Executive Board acknowledged that the best interests of students will not likely influence the direction that the government takes in its 2030 PSE review. If this ends up being the case, the MRFA will advocate that our representatives leave the guiding coalition and submit a minority report.
6. Planning 2022 Certification
At this point the MRFA exists as a deemed trade union by virtue of legislation, and we do not know what the government will do prior to the expiry of our deemed union status in 2022: they may allow us to remain a deemed trade union or they may or may not allow us to certify. The benefit of certification is self-determination and the removal



of de-designation as a threat to our members. As this is a province wide concern, CAFA should take the lead on developing a toolbox to which local Faculty Associations can refer as we approach the 2022 deadline. Lee will refer this to the CAFA Executive and will report back in February 2021.

7. Summary 2020-2021 Goals

The MRFA Executive Board is focusing on three main areas this year:

1. Enhancing and developing a coordinated approach to MRFA communications,
2. Building a supportive, inclusive and engaged membership, and
3. Enhancing internal advocacy issues and building relations within the MRU Community

Adjournment: The meeting was adjourned at 3:45pm