



**Mount Royal Faculty Association Bulletin**  
**February 22, 2021**

**Highlights this Week:**

**Black History Month**

**When Black History Month ends, the work isn't over**

Although Black History Month has been recognized in Canada for over 25 years, there is still significant work to be done. "We are still dealing with issues of racism, profiling and discrimination," University of Calgary Vice Provost Dr. Malinda Smith told [CTV Edmonton](#). "What this month is calling for people to do is actually think about the experience, the practice about what it looks like for a racial justice in our institutions, in our schools, in our curriculum."

With this message in mind, here are a few ideas to implement in your classroom, this month and beyond:

- Facilitate a deep discussion with your students about [the complicated reality of celebrating Black History Month in the absence of systemic change](#)
- Provide students with a list of anti-racist intersectional [resources](#)
- Learn more about how to develop a course that integrates more diverse material and inclusive practices at the February 26 [MRFA Professional Development Day: Developing a Course for Inclusion](#)

**Support for Faculty and Students on Campus**

*BIPOC Faculty Support Network*

The purpose of the BIPOC Support Network is to facilitate implementation of the strategies developed to advance the vision of MRU's brand pillars; the BIPOC Support Network was formed with the goal of supporting the institution's agenda to foster a sense of belonging on campus by providing a support network for faculty, staff and students who identify as Black, Indigenous or People of Colour. Members are may get in touch with the network by emailing Jacqueline Musabende – [jmusabende@mtroyal.ca](mailto:jmusabende@mtroyal.ca)

*How2BeU – BIPOC Student Support Network*

How to Be You (How2BeU) is a BIPOC Support Network student-oriented program that will support BIPOC students to study, grow, flourish and belong at MRU. Faculty members are encouraged to inform students of this support network where possible. Students interested in reaching out to the group may contact Orest Ndabaneze [ondab902@mtroyal.ca](mailto:ondab902@mtroyal.ca).

**Current resources and documentaries:**

- *John Ware Reclaimed* (Directed by Cheryl Foggo)
  - "... telling the real story of John Ware in John Ware Reclaimed can help us understand the Black Canadian experience today and Canada's history of racism."
  - Read more about the documentary [here](#) and watch it [here](#) (where it can also be licensed for home / class use).
- *Secret Alberta – The Former Life of Amber Valley*
  - "Winner of the 2018 Canadian Screen Award for Excellence in Digital Storytelling; About 100 km North of Edmonton is Amber Valley, one of the first all-Black settlements in Canada. Arriving in 1909, the pioneers of this community battled the elements and racism to not only survive but thrive."
  - A 13-minute video available on [youtube](#)
- A list of anti-racist intersectional [resources](#)

## CAUT

### Executive Board Nominations

- Click [here](#) to download the nomination form. The nomination Deadline is **March 1**.

### Education for All Campaign

- The Education for All campaign is a joint initiative of the [Canadian Association of University Teachers](#), the [Canadian Federation of Students](#), the [Canadian Union of Public Employees](#), the [Public Service Alliance of Canada](#) and the [National Union of Public General and Public Employees](#). Together, our combined memberships of more than one million students and workers are putting forward a vision of a more affordable, accessible, high quality, publicly-funded post-secondary education system in Canada; a system that is ready to take on the challenges of today and tomorrow. [Read more and support the campaign.](#)

### In Memoriam – Former MRFA President Leonard ‘Barry’ Pashak 1937-2021

#### Barry’s Mount Royal Years 1962-1986

Barry Pashak, a former instructor and MRFA President passed away recently. Barry Pashak taught mathematics and was deeply involved in the University and Faculty Association governance throughout his 25-year educational career. In his early years, Barry became actively involved in campus politics, participating in Mount Royal’s transition to a public college (1966), the creation of the Mount Royal Faculty Association (1966) and move to the Lincoln Park campus (1972).

It was the leadership and administrative work with Mount Royal Faculty Association where Barry’s passion lay: he served as MRFA President in 1980-1982, and in many other capacities throughout his years at MRC. As a faculty representative on Academic Council and the Mount Royal Board of Governors, Barry presented a powerful voice for faculty participation in governance. Likewise, Barry learned valuable skills, which would serve him well when he became an MLA and entered the Alberta Legislature, in 1986.

Jerre Paquette, a former MRFA President remembers Barry as a mentor. He wrote, “I benefitted from his generous sharing of his intellectual power, the scope of his ethics and the grace of his condor. During difficult times as president of the MRFA Jerre found Barry offered “overarching, clear, grounded perspectives” which he found invaluable. “I never felt small in his company”, explained Jerre. Another former MRFA President, Greg Flanagan, shared his memories of Barry’s work on the Alberta Association of College Faculty. Greg chaired a committee charged with creating a new organization to replace the AACF. He recalls that Barry “was the most active and helpful member. He chaired the founding meeting while I presented the constitution for ratification. It was a complete success as all institutions joined and voted in favour of the constitution for the new Alberta Colleges and Institutes Faculty Association (ACIFA)”

In recognition of Barry’s service, those interested may visit the Mount Royal Archives, listen to a taped interview with Barry and consult the early yearbooks. Donald Baker’s book *Catch the Gleam: Mount Royal From College to University 1910-2009* also gives a thorough academic history.

Summary of Pat Roome’s (retired MRFA member) condolences to the Pashak Family

### MRFA Events Coming Soon:

- Feb 23, 12-1pm & 24, 4-5pm – **Compensation Town Halls** – [Register Online](#)
- Feb 24: 2:00-3:00pm - **Contract Hiring Information Session for Chairs** - [Meeting Link](#) (additional sessions will be held later in March)
- Feb 25 – **#stopPSEcuts Chalking Initiative** – [Sign up online](#) to participate
- Feb 26, 10:00–12:30 - **Winter PD Day - Enhancing EDI in the Classroom** - [Register Online](#).
- Feb 26, 1:30 – 2:30 - **MRFA Drop-in Session** – submit questions in advance [online](#) and attend on [zoom](#)



- March 2: **MRFA March Regular Meeting**, 9:30 – 11:30am. [Register Online](#).
- March 5: **Academic Freedom on the Table** – 11:00 – 11:50am – [event details](#) and [event link](#)

Regular Events:

- Members Rejuvenate on Friday Afternoons at 3:30pm on the following dates: March 12, April 16, May 21, and June 4. – attend on [zoom](#).
- Fridays at 6:00pm – **Faculty Centre Band Socials** – music lovers are still gathering for a drop-in music session each week. All are welcome to sing, play an instrument, or listen and enjoy. email [mholmgren@mtroyal.ca](mailto:mholmgren@mtroyal.ca) for the meeting url
- Wednesdays 3:00 – 4:00pm - **Tea with Lee** - on [Zoom](#).

### Question of the Week

**Do you plan to attend the MRU Town Hall on March 3?** [Yes](#), [No](#), or [I did not know about it](#).

The meeting on **Wednesday March 3 at 10 a.m.** will cover topics including the findings of the recent student and employee surveys, planning for Fall 2021 and the 2021/22 budget. The live stream can be accessed [through this link](#), and questions can be submitted in advance or during the Town Hall [using this form](#). A recording of the Town Hall will also be available for those who cannot attend.

**Of the 40 respondents to last week's question 73% indicated they were working during reading week and 27% indicated they were working and resting.**

### MRFA News

#### MRFA Town Halls regarding Compensation

At the January 29, 2021 MRFA Regular Meeting, the Negotiating Committee provided an update regarding the Board's compensation proposal (please consult the [Collective Bargaining Bulletin #7 - February 1, 2021](#) for more details). The Negotiations Committee is continuing to look for member input on this issue. These two town hall forums offer MRFA members an opportunity to provide feedback to and engage in discussions regarding the topic of compensation with the Negotiating Committee.

Members are asked to [register in advance](#) for a session to ensure sufficient facilitators are available during the sessions. We offer two sessions to facilitate your schedule. The content presented by the Negotiating Committee at each session will be the same.

- Town Hall #1 - Tuesday, February 23, 2021; 12:00-1:00 p.m.
- Town Hall #2 - Wednesday, February 24, 2021; 4:00-5:00 p.m.

#### MRU Event - FaculTEA Session on Indigenous Languages with Bruce Starlight and Alice Kaquitts

These introductory sessions are designed to help Faculty members build relationships and learn a bit more about the various Indigenous Cultures within Treaty 7. Grab some tea, settle in and enjoy a virtual visit with some of our beloved Elders talking about culturally significant topics in a relaxed setting! \*\*\* Please listen with respect, we are very fortunate to have Elders share their knowledge with us. Treat this as a visit with your grandparents. This is a time to sit and listen more than to talk and share.\*\*\* **Friday February 26th 10-1130am**. Seats are limited to a max of 30 people. Register [here](#).

### MRFA Upcoming Events

#### Equity, Diversity and Inclusion in the Learning Environment - PD Series

The MRFA's Professional Development and Diversity and Equity Committees are co-hosting a series of sessions relating to equity, diversity, and inclusion in the learning environment. Additional information on



each session will be available closer to the date and registration will be required for each session – [Register Online](#).

- **Feb 26**, 10:00–12:30, Winter PD Day - Enhancing EDI in the Classroom
- Mar 19, 8:30 –10:00, Get Cracking - Difficult Conversations in the Classroom
- April 26, time TBD, Spring Retreat Panel - Inclusive Online Learning Environments

### **MRFA Drop in Sessions – You Have Questions? We Have Answers!**

Do you have questions about grievances, faculty evaluation, tenure processes, PD funds or other topics? Ask your President, and other Association Officers, at regularly scheduled MRFA drop in sessions:

- Friday **February 26**, 1:30 – 2:30
- Wednesday March 23, 11:00-12:00
- Friday May 28, 12:00 – 1:00

Can't make it to any of the scheduled sessions? Submit your question [online](#), and it will be answered in the session and notes will be provided later. Members who submit questions online will be entered to win one of five 10\$ Starbucks gift cards. (draw to take place in May). Join a session: [zoom.us/j/93961554098](https://zoom.us/j/93961554098)

### **Contract Hiring Information Sessions**

Sessions are being offered jointly by the MRFA and Academic Affairs to provide an overview of appointment processes and important information with respect to the use of SPoTs during the pandemic. Sessions for Chairs are will be held on **February 24**: 2 – 3pm ([Meeting Link](#)) and on **March 9**: 2 – 3pm ([Meeting Link](#)). A session for Contract faculty members will be held on **March 10**: 3 – 4pm ([Meeting Link](#)).

### **Pre-GFC Drop in Meetings**

The MRFA Academic Liaison Committee's pre-GFC meetings are held a day in advance of GFC meetings, from 1:00 – 2:00pm, on the following dates:

- Wednesday, **March 10**, 2021: 4-5p.m.
- Wednesday, April 21, 2021: 1-2p.m.
- Wednesday, May 26, 2021: 2-3p.m.

Zoom Links for all meetings are available in the MRFA Calendar ([www.mrfa.net/calendar](http://www.mrfa.net/calendar))

## **CAFA News**

### **CAFA Awards 2021 - Nominations are Open**

The Nomination Form and information can be found [online](#).

## **Calls for Statements of Interest**

### **Additional Members for the MRFA Equity Review of Governance and Operations Working Group**

The MRFA is calling for statements of interest to fill three positions which have been added to the MRFA's current Equity Review of Governance and Operations Working Group. These positions will assist the working group in the development of a five year equity, diversity and inclusion plan for the Association. All MRFA members will be invited to a series of consultation sessions throughout the development of the plan and it will be brought to the membership for discussion at the April Regular Meeting.



The working group charter is available [here](#) and the current members of the committee are listed [here](#). These appointments will be made by the MRFA Executive Board as early as January 20 in accordance with the appointments process within the MRFA's Policy and Procedures Manual. The MRFA encourages expressions of interest from members with a diverse range of backgrounds, expertise, and experiences within the fields of equity, diversity, and inclusion. Members interested in serving on this working group are invited to submit a statement of interest to [office@mrfa.net](mailto:office@mrfa.net) by **January 19**. Statement of Interest guidelines, as well as the optional self-identification form, are available [online](#).

### Committee Vacancies

The MRFA is calling for statements of interest for the following positions. These appointments will be made by the MRFA Executive Board in accordance with the MRFA's Bylaws, Policies and related committee charters. The MRFA encourages expressions of interest from members with a diverse range of backgrounds and experiences. Members interested in serving in either of these positions are invited to submit a statement of interest to [office@mrfa.net](mailto:office@mrfa.net). Statement of Interest guidelines, as well as the optional self-identification form, are available [online](#). Eligible candidates must not be anticipating a leave from the University of more than 60 days during the term of membership on the committee.

- **Academic Liaison Committee** - Health, Community and Education Representative: 1 position for 2020 -2022. Eligibility: candidate's home department must be in the Faculty of Health, Community and Education.
- **MRFA Contract Representative on the Transportation Advisory Committee**: 1 position for 2020 - 2022. Eligibility: must be Contract faculty
- **MRFA Professional Standards and Ethics Committee**: 1 position for January 1 2021 – June 14 2021. Eligibility: all members are eligible

### MRFA Reminders

#### Volunteer List to Support Members Isolating or in Quarantine

MRFA members have volunteered to provide support to colleagues who are isolating or under quarantine due to the pandemic. This support may vary but could include things such as grocery delivery. Members who are isolating and needing support are welcome to contact any of the members, listed [online](#), to get the support you need.

#### MRFA Comment Form

The MRFA is seeking members' input on any matter relevant to the MRFA: currently we are soliciting members' input specifically related to members' experiences working from home and transitioning to remote delivery. Members are welcome to use this [online form](#) to submit their feedback on MRFA initiatives, communications, and any other matters the MRFA may or should be involved in.

#### Connect Online on Fridays

The MRFA is hosting monthly open zoom meetings, **Members Rejuvenate on Friday Afternoons**, 3:30 – 6:00pm, for members to get together. Please refer to the [MRFA google calendar](#) (Click on the "+GoogleCalendar" so you can easily access it anytime) for links to MRFA zoom meetings.

#### Faculty are Asked to Complete a Profile Demonstrating the Value of PSE

Even amidst the current challenges, we need to continue to advocate for PSE. The MRFA Advocacy Committee plans to showcase the value of the work being achieved, thereby illuminating the damaging consequences of diminished funding and support for the post-secondary landscape. If you would like to volunteer to be highlighted as part of this initiative, please fill out the [online faculty profile form](#) or contact our Advocacy Officer Frank Cotae ([fcotae@mtroyal.ca](mailto:fcotae@mtroyal.ca)). The Advocacy Committee will also be





## Contact Us

- [Office@mrfa.net](mailto:Office@mrfa.net) – All inquires can be directed here.
- [LabourRelations@mrfa.net](mailto:LabourRelations@mrfa.net)– All inquires relating to the Collective Agreement and Grievances can be directed here.
- [President@mrfa.net](mailto:President@mrfa.net)– All inquires related to Association governance and external affiliations can be directed here.
- [EDI@mrfa.net](mailto:EDI@mrfa.net)– All inquires and comments relating to equity, diversity and inclusion matters can be directed here.
- [Communications@mrfa.net](mailto:Communications@mrfa.net)– All inquires relating to MRFA communications can be directed here
- [Negotiations@mrfa.net](mailto:Negotiations@mrfa.net)– All inquires relating to collective bargaining can be directed here