



Committee: *MRFA 2025 Working Group*

Committee Sponsor: Mount Royal Faculty Association

Date last Revised: September 8, 2021

Mandate

The Equity Review Group shall facilitate consultation on the *MRFA 2025* plan, integrate final amendments to the plan, and submit the plan to the Executive Board for approval by October 6. This committee shall further be tasked with initializing implementation of the plan and developing an annual report card to assess progress. At the conclusion of the time period denoted in the plan, the working group shall submit recommendations to the Executive Board on the Plan moving forward.

Background

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. In 2020-2021 the MRFA struck a working group to review the governance and operations of the Association. This review acknowledged that historically unions have either actively discriminated against their equity seeking members or utilized policies/practices that facilitated inequity in the workplace. Accordingly, this review was conducted 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 resulted in the creation of a 4-year EDI Plan which aims to enhance conditions for fair and equitable representation and participation within the MRFA.

Membership

The Equity Review Group shall consist of:

- The MRFA President, who shall be Chair,
- The MRFA Diversity and Equity Officer,
- Three members appointed by the Executive Board, at least two of whom will preferably be from equity deserving groups.

Tasks

1. Facilitate consultation on the *MRFA 2025*,
2. Integrate final amendments to the plan,
3. Submit the plan to the Executive Board for approval by October 25,
4. Initialize implementation of the plan,
5. Develop an annual report card to assess progress,
6. Submit annual report cards by April 15
7. Submit final recommendations on April 15, 2025.

Timeline

1. Facilitate consultation prior to October 15, 2021
2. Submit final Plan to the Executive Board by October 25, 2021,
3. Refer elements of the Plan to committees/individuals to action as deemed appropriate,
4. Submit a proposed report card template to the Executive Board for approval by December 14, 2021,
5. Annually, submit a completed report card to the Executive Board by April 15 for inclusion in the AGM package, and
6. Submit to the Executive Board by April 15, 2025 recommendations on the Plan moving forward.