



Minutes of the Mount Royal Faculty Association

Meeting date: October 21, 2020

(Approved electronically on October 30, 2020. Moved: Leah Hamilton Seconded: Ghada Alatrash)

Call to order: A Diversity and Equity Committee meeting of the MRFA was held virtually through Zoom in Calgary, Alberta on October 21, 2020. The meeting convened at 12:31p.m., Chair, Maki Motopanyane presiding.

Members Present:

Andrea Phillipson
Derrick Antson
Ghada Alatrash
Jennifer McCormick
J.J. Fenez
Leah Hamilton

Maki Motopanyane
Maria Teresa Grillo Arbulu
Yasaman Amannejad

Agenda Approval

The October 21, 2020 Diversity and Equity Committee Meeting Agenda was approved by consent, with three additions under New Business.

Minutes

The minutes of the October 9, 2020 Diversity and Equity Committee Meeting were approved online on October 14, 2020 and were provided for information.

Unfinished Business

1. Equity Self-Identity form

The committee was provided a first draft of the revised MRFA Self Identity Form. The topics on the form include Accessibility, Ethnocultural Identity, Gender Identity, Indigenous Identity, and Sexual Identity. The comment was made to add a family status element to this form as well. The form will be uploaded on to the DEC Google Drive for committee members to make comments and edit. This will be finalised before the next committee meeting.

The committee was informed that past practice had been to collect this information from members, through committee nominations forms, when nominations were sought. Once a final form is complete the committee will discuss how to encourage member participation.

Action: Committee members will review the Self Identity form on the Google Drive and make comments and edits. This will be done in advance of the next DEC meeting.

Business Arising

1. DEO/Chair Update

Maki has reviewed the CCDI webinars and has confirmed that these align with DEC/MRFA values. She will be attending a session on October 22, 2020 and will report back at the next committee meeting. Members of this committee are encouraged to attend CCDI workshops if possible. Committee members were asked take note of any session attended, for the annual report, as well as record any notes or 'take-away's that may be useful to the committee and add these to the DEC Google Drive. Committee members were informed that they can subscribe to the CCDI newsletter to be notified of new workshops/sessions.

Action: If a committee member attends a workshop/Webinar, take note of the webinar attended and any take-away items from the sessions. Add these to the Google Drive.

The committee was informed that an additional update will be sent via email.

Action: Maki to send the full Chair's Update via email.

2. Working Group Updates

a. Communications Working Group

The committee was informed that Milena Radzikowska, from the MRFA Communications Committee will be working with this group moving forward, and that the next working group meeting is October 30, 2020. The committee was also informed that the working group has sent out information and recommendations for action, through the MRFA Bulletin, regarding International Pronouns Day.

The working group was asked to develop messaging regarding the CCDI workshops/resource that could be taken to the Executive Board encouraging MRFA committee participation in the CCDI workshops as well as messaging for the general membership to be made aware of this resource as well.

Action: Develop messaging regarding the CCDI workshops and bring to the next committee meeting.

b. Covid-19 and Dependent Care Working Group

This working group had no update to report on at this time.

3. MRFA Inclusion Training Update

This item will be discussed at the next committee meeting

4. MRFA DEC Email Update

This item will be discussed at the next committee meeting.

New Business

1. Guest- Anupam Das (VP Negotiations)

The VP Negotiations, Anupam Das, attended this meeting. An in-camera discussion took place.

2. [Rooting Out Racism Webinar](#)

This item will be discussed at the next committee meeting

3. Scholars at Risk program

This item will be discussed at the next committee meeting

4. Equity in Education/ Leadership activity for Winter 2021

This item will be discussed at the next committee meeting

Adjournment: The meeting was adjourned at 2:02p.m.

Next Meeting: November 18, 2020; 12:30 – 2:00p.m. via Zoom