



**Minutes of the Mount Royal Faculty Association
Diversity and Equity Committee**

Meeting date: Wednesday, November 18, 2020

(Approved electronically on December 1, 2020. Moved: Ghada Alatrash and Seconded: Yasaman Amannejad)

Call to order: A Diversity and Equity Committee meeting of the MRFA was held in virtually, via Zoom, in Calgary, Alberta on Wednesday, November 18, 2020. The meeting convened at 12:33p.m., Chair, Maki Motopanyane, presiding.

Members Present:

Andrea Phillipson (until 1p.m.)
Derrick Antson
Ghada Alatrash (at 12:50p.m.)
Jennifer McCormick
J.J. Fenez

Maki Motopanyane
Maria Teresa Grillo Arbulu
Yasaman Amannejad

Absent with Regrets

Leah Hamilton

Approval of Agenda- The motion was made to approve the agenda with one addition: MRFA Professional Development Committee Request. Motion carried. (Moved: Andrea Phillipson and Seconded: Maria Teresa Grillo Arbulu)

Approval of Minutes

The minutes of the October 21, 2020 Diversity and Equity Committee meeting were approved electronically and were provided for information

Unfinished Business

1. MRFA Inclusion Training Update- for Information
The committee was informed that that in the future the Association will be delivering joint training with the Board related to equity, diversity, and inclusion. The Committee discussed who should be involved in developing this training, whether it should fall under the competence of the JDEC, which already has MRFA and Board members or another group. The committee further discussed how they might develop this type of training, if the Committee is asked to undertake it by the Executive Board. Additionally, the committee discussed how, if not asked to take on this task, how the DEC may provide supplemental training and support for the wider mandated training.
2. Confirm wording for the EDI@mrfa.net communications
The committee was presented with the following wording and a motion was made to approve the wording as presented.

"The MRFA Diversity and Equity Committee is interested in hearing from members. Correspondence may be sent to EDI@mrfa.net. Emails received are confidential within the Diversity and Equity Committee."

Motion THAT the wording for the Diversity and Equity Committee communications email (edi@mrfa.net) be approved as presented. Moved: Jennifer McCormick and Seconded: Ghada Alatrash. Motion carried.

3. Equity in Education/ Leadership activity for Winter 2021
 - a. Discussion and decision regarding theme
The committee discussed how to develop a theme for the upcoming Winter 2021 events. The committee discussed developing a theme out of concerns from various colleagues and hosting events at targeting these specific concerns. The committee focused the discussion on teaching, the classroom and what happens in the classroom. An event providing support for members when dealing with issues where students and instructors are in

disagreement (such as in content or in teaching method) was discussed as was teaching online and concerns around student and instructor engagement as well as support for instructors. The committee discussed hosting a panel discussion on these issues and finding speakers who have experience and tools for dealing with some of these issues. The committee decided to host an online event in the Winter 2021 term where panelists will be provided enough time for discussion as well as a question and answer period and speakers will be asked beforehand to come prepared to the event with concrete “take-away’s” of methods they have used, for attendees.

- b. Constitution of planning committee to work on the event details
The committee discussed whether there should be a smaller planning committee or if the committee as a whole should work on the planning of events. It was preferred that all committee members work collectively on this.

Action: JJ will set up a Google Document for planning, with headings, which all committee members will be able to add to and comment on. Items to consider are who to ask/ invite to speak, topics we want to see as part of the over all conversation and concrete methods/tools which may be offered as ideas for presenters.

4. Finalise Self-Identity Form: Discussion re Rationale, Ethnocultural Identity, Lists/Groupings and new questions (7 & 8) and Action
The committee discussed the suggested changes to the Self-Identity form. The committee discussed removing examples from the Accessibility question and adding a piece on whether the Association staff may contact individuals for more information. The committee also discussed the Ethnocultural Identity question. More discussion will be required and will take place online. The committee further discussed adding a question regarding accent. The consensus was that the committee does not like the term “accent” and the suggestion was brought forward to frame the question such as “Is English your first language?” The point was raised as well that there are native English-speaking members who also have accents and face discrimination because of this. More work will be done on this question prior to the next committee meeting. The committee was informed that Jennifer McCormick has contacted a member of the Iniskim Centre on campus for guidance on the Indigenous Identity question and will update the form with feedback once it is available.

Action: Committee members are asked to think about the accent/ familial status questions and make comments on the Google Document.

Chair/Working Group Updates

1. DEO/Chair Update
 - a. Scholars at Risk Program
The committee was updated on a meeting between Maki and Karim Dharamsi (Chair of General Education) regarding the Scholars at Risk program. The committee discussed the possibility of a remote fellowship under the General Education Department with the Scholars at Risk program. It was explained that the vision of this fellowship would not be about teaching but rather about research. The committee was asked to think, if they were in the same position as a Scholar at Risk, what would be useful from a temporary relationship and what would be easy for our institution to provide even though there would be no funding available. The committee will discuss this further at the next committee meeting.
2. Working Group Updates
 - a. Communication Working Group Update



No update was provided during this meeting. The update will be forthcoming in an email from Andrea.

- b. Covid-19 and Dependant Care Working Group Update
The committee was informed that this Working Group will be holding a forum for those who provide care on December 10, 2020.

New Business

1. Request from the MRFA Professional Development Committee
The MRFA Professional Development Committee has reached out to the DEC for suggestions for the Winter 2021 PDC Events. The full information provided follows these minutes. The main crux of the PDC request is for this committee to think of speakers with particular expertise in a variety of EDI areas.
2. MRFA Holiday Parties

The committee was informed there was a concern raised regarding the MRFA holiday parties and briefly discussed the religious nature of certain holiday celebrations. The committee decided to defer a full conversation of this until the next committee meeting.

Announcements

1. Rooting Out Racism Webinar
The committee was informed that there is an audio conference being held on November 26, 2020 titled "Rooting Out Racism: Practical guidance for employers and unions". This is a free webinar and JJ has requested an mp3 file of the webinar. Committee members were informed that if they are interested in attending the live webinar to contact JJ for registration.

Action: JJ will post notes/ mp3 on the Shared Drive once available.

Adjournment: The meeting was adjourned at 2:18p.m.



PDC Collaboration and Request

Text from the email from Andrea Phillipson to the DEC on November 10, 2020:

The MRFA Professional Development Committee has a question for you. We are planning the Winter PD Day and Get Cracking events, all of which will be themed "Teaching for Equity." We are looking for panelists and guests, and we're hopeful you will recommend people for the following:

PD Day, 3 panelists for topics:

1. Diversifying/decolonizing course content
2. Intentionally designing a course for access and inclusion
3. Building equity into assessment

Get Cracking, 2 guests who would be part of an informal discussion about facilitating productive classroom discussions about equity.

There will be another Get Cracking early in the term that deals with doing the hard, personal work of anti-racism and decolonization, but I think the Get Cracking subcommittee already has a couple of potential guests for that.

Follow-Up request from Chantelle Anderson to the DEC, read verbatim during this meeting.

The Specific expertise [the PDC is looking for Speakers on] is

1. Having an accessible course using universal design
2. Diversifying your course content · creating a syllabus built for equity · going beyond the rich white western European Male tradition - considering working outside of the cannon within your discipline and including voices in your syllabus which have historically been repressed in academia.
3. Assessment Considerations · assessment practices can be very colonizing and very exclusive in the way they are designed. · there are likely people out there who “create assessment practices that allow learners to succeed from diverse backgrounds”.