



**Minutes of the Mount Royal Faculty Association
Diversity and Equity Committee Meeting
Meeting date: Friday, March 26, 2021**

(Approved electronically on April 8, 2021. Moved: Leah Hamilton, Seconded: Maria Teresa Grillo Arbulu)

Call to order: A Diversity and Equity Committee meeting of the MRFA was held virtually in Calgary, Alberta on Friday, March 26, 2021. The meeting convened at 12:32p.m., Chair, Maki Motapanyane, presiding.

Members Present:

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

Lee Easton
Maki Motapanyane
Maria Teresa Grillo Arbulu

Absent with Regrets

Yasaman Amannejad

Approval of Agenda: The agenda was approved by consent.

Minutes for Information: The February 12, 2021 Diversity and Equity Committee Meeting minutes were approved online previously and were provided for information.

Business Arising

1. DEO/Committee Chair Update

Committee members were reminded that there are “[End of Year](#)” tasks on the DEC Google Drive to be completed, such as the elevator pitch and the recommendations for changes to the Committee Charter and the DEC Webpage on the MRFA Website.

Action: JJ will create a Google Doc for resources and recommendations for the DEC Webpage.

The committee informed that the MRFA Executive and this committee have been requested to work with the BIPOC Network on campus. The Executive board is looking at how to formalise this relationship and ensure continuity as membership of all three bodies changes. The committee discussed the BIPOC Network’s involvement with this committee specifically and it was suggested that an invitation be extended to members of the BIPOC Network to attend each DEC meeting as a guest.

The committee was also informed of a request by the Executive Board for Covid related observations and recommendations. The Executive Board will be reviewing this at their April 9, 2021 meeting and the list is to be complete by April 6, 2021.

Action: JJ will create a Google Doc for Covid Observations and Recommendations.

Action: Committee members are to add their observations and recommendations to the document by April 6, 2021.

2. Committee Affair- April 27, 2021

The committee was informed that Maki Motapanyane will be attending the Committee Affair on April 27, 2021 as the Diversity and Equity Committee Representative.

Unfinished Business

1. EDI Training for the MRFA: DEC recommendation that the MRFA Solicit a proposal from the UNLRN PRJCT

The committee discussed EDI Training for the MRFA. The committee agreed that although there are many experienced members on campus who could contribute to



training development, it was expressed that this work should be performed by an external organisation trained in this type of work so as to not contribute to overburdening faculty. The committee discussed the suggestion that the UNLRN PRJCT could be contacted regarding this training as the organisations founder previously worked at MRU and knows the campus culture. The committee discussed the optics of soliciting a proposal from only one organisation and decided to solicit proposals from a few organisations. The committee will review these organisation proposals at its next meeting and make a recommendation to the Executive Board.

Action: JJ will set up a Google doc for the list of items to be in the proposal.

Action: Committee members to add items to be included when soliciting proposals from organisations. Committee members are also tasked with thinking of organisations that the DEC can solicit proposals from.

New Business

1. IHRA Definition of Anti-Semitism Discussion

The committee was informed that a request has been made, from a faculty member to the Executive Board, to pass a motion to reject the International Holocaust Remembrance Alliances definition of Anti-Semitism. The committee discussed this request, and a concern was raised about not consulting with affected communities on campus. The committee discussed hosting an event with Mark Ayyash (ARC representative) to facilitate discussion and have members engage with this topic. The committee discussed hosting this event prior to the AGM on May 14 and felt the best time to host the event would be the week of May 3, 2021.

The motion was made to recommend that the DEC and the Executive Board host an event on the IHRA definition of Anti-Semitism. Motion carried. Moved: Leah Hamilton and Seconded: Ghada Alatrash.

Action: Maki will confirm if Mark is interested in attending/ speaking at this event.

2. BIPOC Faculty Retention Discussion

The committee was informed that there have been several faculty resignations from BIPOC Faculty, particularly Indigenous faculty, which is raising concerns. The committee was informed of a meeting held with Lee Easton, Maki Motapanyane and Tim Rahilly. At this meeting two suggestions were put forward to address the concerns with BIPOC faculty resigning from the institution. These recommendations included voluntary exit interviews, providing resources, and funding for EDI research and projects available for application to faculty. The committee was informed that the Grievance committee would be looking at faculty retention at its meeting on Wednesday, March 31, 2021.

Action: JJ to set up a Google Doc regarding funding and resources.

Action: Committee members are tasked with adding what resources and funding might be necessary to ensure faculty retention. Committee members are encouraged to be as robust in the 'asks' as possible.

3. Other

a. Faculty Age and Return to In Person Teaching

The committee was asked whether age has been taken into consideration during return to working in person discussions. There is a concern amongst faculty in vulnerable groups, such as older faculty members, regarding Covid and plans for teaching on campus. The committee discussed how age is a protected category under discrimination and that age is important to be considered for returning to in person teaching plans.



Action: Maria will develop language on this and bring it back to the committee for review.

Adjournment: The meeting was adjourned at 2:40p.m.