



**Minutes of the Mount Royal Faculty Association
Diversity and Equity Committee Meeting
Meeting date: Tuesday, June 1, 2021**

Call to order: A Diversity and Equity Committee meeting of the MRFA was held virtually in Calgary, Alberta on Tuesday, June 1, 2021. The meeting convened at 11:32a.m., Chair, Maki Motapanyane, presiding.

Members Present:

Derrick Antson
Ghada Alatrash
J.J. Fenez
Leah Hamilton
Maki Motapanyane

Maria Teresa Grillo Arbulu
Yasaman Amannejad

Absent with Regrets

Jennifer McCormick
Andrea Phillipson

Approval of Agenda: The agenda was approved by consent, with one addition; EDI Plan Discussion.

Minutes for Information: The March 26, 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 provided an update regarding the IHRA definition of anti-Semitism that this group discussed at the last committee meeting. An event was held on May 14, 2021 and was well attended. Speakers included MRFA members as well as an external guest, Mira Sucharov. The committee was informed that the Executive Board passed a motion to oppose the proposed definition. This will be available on the MRFA website. As part of this motion, the Executive Board provided a reference to the Jerusalem declaration. This was to address concerns regarding misuse or misinterpretation of the motion.

Unfinished Business

1. EDI Plan for the MRFA

The committee was reminded that there is a draft of the MRFA Equity, Diversity, and Inclusion plan available on the committee Google Drive. This plan was developed in part with the guidance of the Equity Governance Review working group. Committee members were encouraged to review the plan and make comments or ask questions. This discussion will be finalised at the next committee meeting.

2. EDI Training proposals

The committee reviewed the proposed organisations for providing EDI training. The next step is to contact the organisations and solicit RFPs. The committee discussed carrying this over to the fall 2021 semester instead of rushing through before the summer. Derrick Antson volunteered to work on this over the summer as this training is also a requirement for the Grievance committee.

3. BIPOC Faculty Retention

The committee discussed the BIPOC Faculty Retention document created on the DEC Google Drive. The committee discussed using this document as an initial memo to the Executive board, providing issues and concerns for the Executive Board to consider. The committee was informed that a preamble was added to the top of the document and that the BIPOC Support Network has provided input into the document as well as this committee. The committee discussed recommending to the Executive Board to send this



memo to the Grievance committee as well, to inform their work related to BIPOC issues in the grievance process.

4. Religious Diversity in the MRFA

The committee discussed whether this conversation should be looking about religious diversity in social events or whether religious diversity should be discussed in a broader way. The committee concluded that religious diversity in a broader sense would align more with EDI principles and that religious diversity in social events would follow under those principles. The committee discussed leaving this open for further discussion and the possibility of making a recommendation for policy creation. The committee was informed that policies now go through a member consultation process and that more voices would be captured through this process. The recommendation was also made to have this policy review/consultation occur annually.

Action: Maki will inform the MRFA Executive Board that this is still under consideration.

5. Faculty Age and Return to Campus

The committee discussed the concerns regarding older faculty returning to campus and the vulnerability of this cohort to Covid-19 and the equity concerns this raises. The committee discussed actions moving forward and it was suggested for the research gathered to be sent to the Negotiating Committee for the MOU on Covid sub committee to consider.

Adjournment: This meeting was adjourned at 12:06p.m.