



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

**Meeting date: June 8, 2021**

(Approved August 25, 2021: Moved: Shelley Rathie, Seconded: Aida Patient.)

**Call to order:** A Diversity and Equity Committee transition meeting of the MRFA was held virtually through Zoom in Calgary, Alberta on Tuesday, June 8, 2021. The meeting convened at 2:02p.m., Chair, Maki Motapanyane, presiding.

**Members Present:**

Aida Patient

Audra Foggin

Derrick Antson

Jennifer McCormick

J.J. Fenez

Lee Easton

Maria Grillo Arbulu

Maryam Elahi

Milena Radzikowska

Shelley Rathie

Yasaman Amannejad

**Absent with Regrets**

Andrea Phillipson

Ghada Alatrash

Leah Hamilton

**Agenda**

The June 8, 2021 Diversity and Equity Committee transition meeting agenda was approved by consent.

**Minutes**

The minutes of the June 9, 2021 Diversity and Equity Committee Meeting were approved by consent.

**Business Arising**

1. Welcome from the President

In addition to the Welcome letter provided in the agenda package to members, outgoing committee members were thanked for their service and incoming committee members were welcomed to the committee. The president noted the importance of committee service and the role of committees, which contribute to membership that is strongly engaged and involved with the Association.

2. MRFA Draft EDI Plan

The committee was informed that the Executive Board would review the Draft EDI Plan on Friday, June 11, 2021. The committee was also informed that the draft Plan would be available for member consultation in the fall, on the members page of the MRFA Website. Committee members were encouraged to review the plan and submit comments/questions.

3. Religious Diversity



The committee revisited the discussion on religious diversity in the MRFA. Incoming committee members were provided a brief background to the topic, specifically in relation to the conversation regarding the Children's holiday party. The committee looked at hosting secular events as well as considered incorporating more religious diversity in events. The committee discussed the audience of events to inform the conversation. The committee discussed children's expectations of the holiday party and how presents, Santa and a Christmas tree are things that some children have come to expect and get excited about. Building on this, the committee discussed including more religious diversity for the children's holiday party to allow for parents to share their own religious and cultural practices with their children and others. The document on the Google Drive will remain open and the incoming committee members are encouraged to review his and make comments. The committee discussed the timeline for this item and were informed that the dates for the parties had been set. The committee will review this at its first meeting after the summer break, in August.

4. MRFA DEC Representative on the JDEC

The committee discussed appointing a member to sit on the Joint Diversity and Equity committee. The JDEC was responsible for the Pay Equity study. A question was asked regarding the time commitment required for serving on the JDEC and the committee was informed that the current MRFA members on the JDEC would be contacted regarding this.

Maryam Elahi put her name forward for consideration once the time commitments were known. The committee will make the appointment electronically, at a later time.

5. Committee Annual Report and Committee Charter Review

The Committee Annual Report and Charter were provided for information. The workload involved for this committee was discussed, specifically the events outlined in the Charter. The incoming members were informed of the discussion previously held regarding having two DEO's sit on the Executive Board

6. Appointment of Chair and Vice-Chair for 2021-2022

The committee decided to defer this item until the fall.

7. Initial Consideration of Event and Scheduling for the Subsequent Year

The committee will consider this at its next meeting.

8. Sign and Submit Confidentiality Agreements



Incoming committee members were provided with Confidentiality agreements and were asked to sign and submit these to the MRFA Administrative Assistant, J.J. Fenez.

7. Date for August Orientation Meeting: August 25, 2021, 12:00 – 1:00p.m.

Committee members were informed of the Orientation meeting on August 25, 2021 from 12p.m. to 1p.m. Members were also informed that calendar invitations for this meeting would be sent out in the coming days.

**Adjournment:** This meeting was adjourned at 3:32p.m.