



**Minutes of the Mount Royal Faculty Association  
Diversity and Equity Committee Meeting  
Meeting date: Wednesday, August 25, 2021**

(Approved Electronically on September 10, 2021. Moved: Leah Hamilton, Seconded: Maryam Elahi. Motion carried.)

**Call to order:** A Diversity and Equity Committee meeting of the MRFA was held virtually through Google Meet in Calgary, Alberta on Wednesday, August 25, 2021. The meeting convened at 9:30a.m., Chair, Milena Radzikowska, presiding.

**Members Present:**

Aida Patient  
Andrea Phillipson  
Audra Foggin  
J.J. Fenez  
Leah Hamilton

Lee Easton  
Maryam Elahi  
Milena Radzikowska  
Shelley Rathie

**Agenda**

The August 25, 2021 Diversity and Equity Committee Meeting agenda was approved by consent. Moved: Aida Patient, Seconded: Shelley Rathie. Motion carried.

**Minutes**

The minutes of the June 8, 2021 Diversity and Equity Committee transition meeting were approved by consent. Moved: Shelley Rathie, Seconded: Aida Patient. Motion carried.

**Unfinished Business**

1. Appointment of a Diversity and Equity Committee representative on the Joint Diversity and Equity Committee.

The committee discussed appointing a member from the DEC to the JDEC. There was some confusion regarding this appointment. The committee decided that further clarification was needed and that this will be deferred to the next committee meeting for action. In the meantime, Milena Radzikowska will contact Jacqueline Musabende to inquire if Jacqueline would be interested in serving on the JDEC.

2. Appointment of a Diversity and Equity Committee Vice-Chair

The committee discussed the appointment of a Vice-Chair for the DEC. Background information was provided on the role of the vice-chair and how all committees are being asked to appoint vice-chairs. The committee discussed workload and commitments and considered appointing two vice chairs for the year. The committee discussed piloting having two vice-chairs and a formal recommendation may be made to the Executive Board by March, so that this can be considered for any Bylaw amendments. The committee was asked that the vice-chair(s) track workload as there are resource allocation considerations to be mindful of.



The committee appointed Audra Foggin and Leah Hamilton as Vice-Chairs of the Diversity and Equity Committee.

### 3. Review of EDI Plan

The committee was informed that the Draft EDI Plan is available on the Google Drive and the committee discussed making recommendations and/or comments to the plan. The Draft Plan will be converted to a Google Doc to facilitate this. The committee was asked specifically to look at the balance and structure of the plan. For example; sequencing, vocabulary (terms and language used), direction and whether there were any missing considerations.

**Action:** Committee members are asked to review the plan and make comments/recommendations by September 1, 2021.

### 4. Review Religious Diversity Google Doc

The committee was reminded of the Religious Diversity discussion which took place in the Winter/Spring 21. The committee discussed deferring this item until the next committee meeting with the view that committee members would review the document on the Google Drive and determine if any new or additional discussion is needed. The committee members were also asked to look at the recommendations and to comment in the hopes of creating a coherent document for reference.

## **New Business**

### 1. What do we want to/need to accomplish in 2021/22

- a. Pay Equity
  - i. What we have
  - ii. What we need in the future; moving beyond binary gender equity
- b. Hiring Equity

The committee discussed the results of the Pay Equity Study. The committee was informed that the original pay equity study focused on binary gender as the University does not have additional equity data. The committee discussed how the university is hoping to gather more equity data and the committee was reminded of its work on the MRFA Self Identity form, though this information is not shared with the employer. The committee discussed setting up a Google Doc to track information that we can use to get a better sense of what we need to do. Committee members were asked to track conversations and events they might engage with over the semester and write these in the Google Doc.

- c. Event planning
  - i. Equity in Education
  - ii. Supporting Women/Equity Seeking Groups in Leadership
  - iii. Other



This item was deferred to the next committee meeting

2. Other
  - a. Housekeeping

The committee discussed how meetings should begin. Committee members are asked to email Milena with any ideas they may have for how meetings should start, for example, with a land acknowledgement, a check in period, etc.

**Adjournment:** This meeting was adjourned at 10:55a.m.