



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

Meeting date: Tuesday, October 26, 2021

(Approved electronically on October , 2021. Moved: Leah Hamilton, Seconded:Audra Foggin)

Call to order: A Diversity and Equity committee meeting of the MRFA was held virtually in Calgary, Alberta on Tuesday, October 26, 2021. The meeting convened at 10:03a.m., Chair, Milena Radzikowska, presiding.

Members Present:

Andrea Phillipson
Derrick Antson
Joy Aigbe
Leah Hamilton
Maryam Elahi

Ines Sametband
Milena Radzikowska
Shelley Rathie
Audra Foggin
Felix Nwaishi

Approval of Agenda: The agenda was approved; Moved by Andrea Phillipson and Seconded by Audra Foggin.

Minutes for Information: The September 21, 2021, minutes of the Diversity and Equity committee meeting were approved online previously and provided for information.

Unfinished Business

1. Town Hall in October 2021 regarding the EDI Plan

The Committee was informed that the EDI Working Group had received the Committee's comments and begun working on them. The Committee was informed that the Association had begun EDI training for the Executive Board, the Grievance Committee and the staff, and that there will be four sessions and the first session was very interesting. The Committee discussed whether all MRFA Executive and committee members should take the EDI training. The Committee questioned if there was any role for DEC to provide support to the training. The Committee agreed to request that DEC could plan what path the future EDI training should take at the MRFA.

Action- Milena to keep everyone updated as the EDI training progresses.

Action: Staff to share the recommendations, change the acronyms to full names of the committees and present in the next meeting.

2. Appointment of DEC rep on the Joint Diversity and Equity Committee

Leah Hamilton, an Executive Board appointee to the JDEC and a member of this committee gave a pitch about JDEC. The ongoing pay equity study project was also discussed. The purpose of JDEC is to address the equity gap and ensure inclusivity. Milena volunteered to be the DEC representative on JDEC. The



Committee proposed that there should be quality EDI training for all DEC members.

3. Indigenous Faculty- A concern was raised about the National Day for Truth and Reconciliation (September 30) for Faculty and moving forward, the Committee should consult with diversity groups in other faculties.

4. MRFA 2025 Plan -

Milena informed the Committee that there are some interventions that the MRFA will be putting forward. The next stage would be to find out when, who, where the resources are coming from followed by the action plan.

Kim Williams has taken it back to make sure there are specific things around language, terminology, right definition to make sure the questions raised are right, and the sequence is clear. In summary, the document is ready and Lee Easton is working through it. There will be an information and feedback session.

It was added that the MRFA 2025 Committee is looking for people to lead the groups. People who are well positioned to be in that feedback space (someone ready to listen to MRFA plans on racism). The Committee suggested that there should be preparation (training) for those kinds of conversation to promote inclusion.

5. Food diversity at the centre-

The Committee talked about different menu offerings at the Faculty centre. Suggestions are currently being taken regarding the faculty menu to promote diversity. The Faculty Centre Coordinator, Bob, could pick once a month a special meal to showcase that particular culture. Bob will be receiving the recipe. They discussed the cost and agreed that members should make orders ahead. It was also added that the menu has to be inclusive and there should be meat free options.

6. Event planning (as per the [Committee Charter](#))

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

Action: Staff will send email to the committee members to decide what actual projects they will work with, take a look at the three categories -Google Docs and add at least one idea on each of the three project categories. A reminder should be sent a week before the next meeting to review documents and add comments.

Adjournment: The meeting adjourned at 11:20a.m.