



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

Meeting date: Tuesday, December 7, 2021

(Approved electronically on December 9, 2021. Moved: Audra Foggin, Seconded: Ines Sametband)

Call to order: A Diversity and Equity committee meeting of the MRFA was held virtually in Calgary, Alberta on Tuesday, December 7, 2021. The meeting convened at 10:03a.m., Chair, Milena Radzikowska, presiding.

Members Present:

Andrea Phillipson

Derrick Antson

Joy Aigbe

Maryam Elahi

Ines Sametband

Milena Radzikowska

Shelley Rathie

Audra Foggin

Felix Nwaishi

Absent with Regrets

Leah Hamilton

Approval of Agenda: The agenda was approved by consent.

Minutes for Information: The October 26, 2021, minutes of the Diversity and Equity committee meeting were approved online previously and provided for information.

Rolling Officer's Report

The Committee was informed about using the [Rolling Officer's report](#) on shared drive to keep track of the Committee's activities. Below are the items listed:

DEC-O Activities

1. Nov. 23- 3rd of four EDI training sessions took place. The final session is on Dec. 14.
2. Dec. 8- MRFA 2025 group is meeting and we will address feedback on the plan gathered through info sessions and direct member communication.
3. Dec. 15— Lee, Audra, and DEC-O are meeting with dr. linda manyguns.
4. Dec. 3—Lee and DEC-O are attending the BIPOC Support Network's meeting.
5. MRFA representatives on JDEC have met and Lee has followed up with the Provost. There's no further news.
6. The MRFA Weekly Bulletin will now include information about / from DEC.
7. DEC-O and Anupam Das have been appointed to the Step 3 Grievance Taskforce (on systemic racism). Together with administration representatives, they will establish a Terms of Reference document. No further news to report.
8. Lee, Derrick, and Kelly (in consultation with DEC-O) are examining how the MRFA can better support members through the grievance process while not replicating / reinforcing existing harm. This work is currently on-going.



The Committee agreed to add their individual activities to the shared drive to enable everyone keep track of their EDI work. The Committee suggested monitoring the changes made by the University regarding the signed Scarborough Charter and where the Committee will like to push. It was agreed that this item should be added to the January agenda and members should do some brainstorming before the next meeting in January and how the questions can be answered. The [link](#) to the Charter was provided on drive.

Action: Joy to remind Committee to add their items a week before the next meeting.

Unfinished Business

MRFA Events

1. Feedback from Executive Board on the draft list of [recommendations](#) by DEC for making MRFA events and spaces more inclusive

The Committee were informed that the recommendations were accepted by the Executive Board and are being implemented. It was suggested that an audit can be done regarding the type of washrooms on campus. The Committee suggested having the said item on JDEC agenda. It was also suggested that accessible washrooms for nursing mothers should be considered.

The Committee discussed the structure of the MRFA Spring PD days to ensure Contract faculty can attend. It was discussed that Contract faculty should be reminded that they have access to PD Funds.

Recommendation: Review the pricing structure for PD events to consider change in fees based on full-time vs contract appointment, sliding scale payments, or other options that create more access to MRFA paid events.

Action: Audrea and Audra should coordinate a document that bullet points facilities that are needed on Campus and Committee members will add their ideas.

Invisible labor:

The Committee discussed the impacts of invisible labor. It was suggested that DEC should partner with PDC to discuss Invisible labor in the Committee. The Committee were informed that the Bylaws and Governance Committee will be meeting in December and January to finalize the code of conduct for MRFA events.

2. MRFA 2025 Plan

The Committee were informed that MRFA 2025 team will meet December 8 and any feedbacks received will be discussed. Some language changes were received including response from BIPOC and the team will think through the feedbacks in the next meeting.

3. EDI Training

The Committee were informed that the last session of the EDI Training is on the 14th of December and will be updated in January.



4. Projects

- i. [Equity in Education](#)
- ii. [Supporting Women/Equity-Seeking Groups in Leadership](#)
- iii. [Other](#)

The Committee discussed the suggestions added to the above three categories.

Action: Shelley to find out plans for International women's day.

New Business

1. Category 1 Exception Requests - possible education campaign for MRFA members.

The Committee discussed having educational campaign for MRFA members. The Committee suggested adding an EDI and occupational safety campaign particularly on ecological health and workplace bullying/harassment. The Committee discussed figuring out who the audience are. It was agreed that the Committee should have a conversation with the Wellness office and find out the criteria used to approve or decline Category 1 requests.

2. Communication" or "education" campaigns DEC would want to run, support, or organize.

The Committee discussed having more verbal communications and specific sessions on member's right. The Committee was informed that the Chair will ensure the above items are captured in the MRFA 2025 plan.

3. Vice-Chairs roles and responsibilities

There was no comment on this item.

4. Security and Death threats

The Committee were informed that Lee, Audra, and DEC-O are meeting with dr. linda manyguns in the following week. The Committee discussed how the MRFA can support people especially women who are in leadership positions.

Adjournment: The meeting adjourned at 11:32 a.m.