



**Minutes of the Mount Royal Faculty Association
Diversity and Equity Committee Meeting
Meeting date: Tuesday, January 11, 2022**

(Approved electronically on January 2022. Moved:Audra Foggin, Seconded:Milena Radzikowska)

Call to order: A Diversity and Equity committee meeting of the MRFA was held virtually in Calgary, Alberta on Tuesday, January 11, 2022. The meeting convened at 12:05 pm, Chair, Milena Radzikowska, presiding.

Members Present: Andrea Phillipson, Leah Hamilton, Maryam Elahi, Milena Radzikowska, Audra Foggin, Joy Aigbe

Absent with Regrets: Ines Sametband, Shelley Rathie, Felix Nwaishi

Approval of Agenda: The agenda was approved by consent.

Minutes for Information: December 7, 2021, minutes of the Diversity and Equity committee meeting were approved online previously and provided for information.

Rolling Officer's Report

The Committee reviewed the Rolling [Officer's report](#) on a shared drive to keep track of the Committee's activities.

Unfinished Business

1. Feedback from Andrea and Audra regarding the facilities that are needed on Campus-
The item was moved to the next meeting.

New Business

1. DEC projects
 - a. Education (Audra and Leah)

The Committee was informed that Audra and Leah have narrowed the discussion down to Invisible labor. The Committee discussed the plans to have a virtual forum in March with three specialists on invisible work and plans to inquire about honorarium for those speakers. The Committee discussed the need to be mindful about how the advertising will look and make sure Aamina gets enough time to put it in the newsletter. It was added that the PD event is a way to explore the territory of invisible labor. The Committee was informed about the four types of labor- Invisible, Wasted, Undervalued, and Emotional labor. The Committee chairs will be meeting with Milena and Lee to discuss invisible labor.



We have heard concerns about stress and burnout among faculty

The Executive Board would like to understand how the Association can address this problem in its own organization

Conversations about work related to MRFA Committee work

The actual work-

Emotional work

Undervalues work

Unnecessary work

A short written report on your findings and discussion to facultyrelations@mfra.net

b. JDEC work on Systemic Racism

The Committee was reminded that one of the tasks of JDEC was to review systemic racism. JDEC will look at the issues and data connected with the grievances on systemic racism. The proposed date for the next JDEC meeting will be on Friday January 17 2022. JDEC has a high-level reporting structure, reporting to the MRU president, MRFA president and Chair of GFC. JDEC creates a list of recommendations and reports to the above-mentioned bodies.

Develop strategy for reporting / data gathering

b. EDI and the grievance process

The Committee was informed that there are a lot of grievances at MRU at the moment. The grievances have been broken down so that the Chair of Grievance Committee, Kelly and Vice Chair, Heather can look into different parts and work more efficiently. Issues related to systemic racism, discrimination or EDI will be sorted by Lee and Milena because those topics are initiators for the work of JDEC. The Committee also discussed the PSEC event that was held last Friday and the DEC Chair will be meeting with members who have concerns and would like to give feedback.

c. Communication channels between DEC and membership



The Committee discussed crafting a list of recommendations regarding how people who are going through the grievance process can be supported. Suggestions were made on having a trauma-informed approach for those going through a grievance process. The Committee also agreed to include some recommendations for the Negotiation Committee to look at.

Communications coming out from DEC

The Committee discussed some concerns heard regarding the reinforcement especially visibility of the patriarchal kind of hierarchy, they expressed concerns about the limited communication options and how DEC can create safer spaces.

The Committee suggested having direct access to mrfa.net and control to develop a session of the website to update issues related to DEC. The Committee also discussed getting increased access to the MRFA Facebook group.

2. Vice-Chairs roles and responsibilities

There was no comment on this item.

Adjournment: The meeting adjourned at 1:19 pm.