



**Minutes of the Mount Royal Faculty Association  
Diversity and Equity Committee Meeting  
Meeting date: Thursday, February 17, 2022**

(Approved electronically on February 24, 2022. Moved: Leah Hamilton, Seconded: Maryam Elahi)

**Call to order:** A Diversity and Equity committee meeting of the MRFA was held virtually in Calgary, Alberta on Thursday, February 17, 2022. The meeting convened at 2:34 pm, Chair, Milena Radzikowska, presiding.

**Members Present:**

Andrea Phillipson  
Maryam Elahi  
Milena Radzikowska  
Ines Sametband  
Shelley Rathie  
Joy Aigbe  
Felix Nwaishi

Leah Hamilton

**Absent with Regrets**

Audra Foggin

**Approval of Agenda:** The agenda was approved by consent.

**Minutes for Information:** January 11, 2022, 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 the shared drive to keep track of the Committee's activities.

. JDEC- Members were informed that the work of JDEC is crucial because of the increased grievance cases around EDI. There will be more updates on JDEC in the next meeting. Members also discussed the limited role of DEC in terms of pay equity. It was added that the labor of grievances issues can be distributed amongst the DEC members and some members can provide support in terms of helping to understand the grievance context.

a. MRFA 2025- It was reported that Milena and Lee updated and revised MRFA 2025 based on members' feedback. The biggest reframing has been in terms of data gathering and figuring out how to track membership in terms of EDI. The MRFA 2025 committee will be having a meeting in the following week. There will be more updates in the coming weeks.

b. Feden Abeda: Milena met with Feden Abeda from the office of Safe Disclosure and Feden has offered to meet with DEC. It was agreed that an invitation will be extended to Feden Abeda.



## DEC Projects

### 1. Invisible Labour: A Panel Discussion

Leah updated the Committee on the upcoming Invisible labor panel discussion. There will be three panelists; 1. Michelle Robinson 2. Ethel Tungohan; Canada Research Chair in Canadian Migration Policy, Impacts and Activism; Associate Professor, York University. 3. Brianna Wiens, Postdoctoral researcher in Communication Arts, University of Waterloo. The Moderators will be Audra Foggin and Leah Hamilton

The panelists will talk about invisible labor and how it affects BIPOC individuals, women, and other equity deserving groups. In this panel, three speakers will take an intersectional approach to deepen our understanding of the negative impacts of invisible labour and how these were exacerbated due to COVID-19. They will provide suggestions for structural changes that will help to ameliorate the weight of invisible labour.

The panel will take place via Zoom on Friday, March 4th from 11:00 am to 12:30 pm MST and the audience will be the MRU Community. The event can not be recorded based on MRFA policy. However, notes will be taken and there will be a debrief at the next meeting.

### 2. Retreat - Members should inform Andrea if they have concerns about the abstract.

**Action-** The Committee to look into the retreat logistics in the next meeting.

### 3. EDI and the grievance process- This item was moved to the next meeting.

4. Communication channels between DEC and membership- The Committee discussed various ways to communicate and amplify EDI on campus. There has been no clear way for DEC to talk about EDI. Milena has put together a proposed structure for a section of mrfa.net that has to do with JDEC. DEC members will need to start building content and figure out how to talk about the MRFA 2025 plan during the April Faculty Forum. It was suggested that members can write articles individually that will be published.

## Other Business

1. MRFA EDI Calendar- The EDI calendar will be made public, regularly updated and linked on the website, and remind members of the type of things to talk about once they happen. The calendar will help DEC to support communications and to plan outreaches. It was added that the committee does not need to start from scratch as there is already a document from the previous year. It was added that the Faculty of Science has enough information that can be used to support the DEC.

**Action** – Ask Maryam about her relationship with the Faculty of Science in the next meeting.

2. EDI moment- This item will be discussed in the next meeting

## New Business

1. Officer's release request- Members were informed about the intention to request an increase in the officer's release allotment. The chair also asked the members how best they can be supported. Members discussed labour and burnout. The Committee



recommended the above item and a motion was made. Moved by Andrea Phillipson, Seconded by Shelley Rathie.

2. Vice Chair – It was suggested that the committee can create a position for a Vice-Chair. However, the Bye-law would need to be reviewed.
3. CAUP and EDI support- The EDI Executive training has been completed. In the future, there will be a practical focus session on how to put what was learned at the training into action. It has been on pause because of the plans for the potential strike. The committee planned to brainstorm the kind of training that can be offered in terms of EDI.

**Adjournment:** The meeting adjourned at 3:59 pm.