



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

Meeting date: Tuesday, March 15, 2022

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

Call to order: A Diversity and Equity committee meeting of the MRFA was held virtually/and in person in Calgary, Alberta on Tuesday, March 15, 2022. The meeting convened at 11:02am, Chair, Milena Radzikowska, presiding.

Members Present:

Andrea Phillipson
Maryam Elahi
Milena Radzikowska
Shelley Rathie
Leah Hamilton
Audra Foggin
Joy Aigbe

Derrick Antson

Absent with Regrets

Ines Sametband
Felix Nwaishi

Approval of Agenda: The agenda was approved by consent.

Minutes for Information: February 17, 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.

- a. **JDEC-** Members were informed that JEDI has regrouped. A new member will be joining because Rhonda Cooper Burgess is no longer at MRU.
- b. **MRFA 2025-** It was reported that the association is working towards a launch on March 25th. The team has been working with communications to strategize some ways of engaging members with the plan, have a Faculty Centre launch and enough content on the mrfa.net.

Action- Milena to ask whether Lee wants to do a formal response to all the feedback received.

1. Invisible Labour Debrief

Leah and Audra thanked the Committee for the support and reported it was a great event. 35 persons were present and there was lots of positive feedback. Milena reported that a piece of critical feedback was received, which has been acknowledged and invited into conversation.

2. Retreat- Update from Andrea

A proposal has been submitted and it is yet to be finalised. It is meant to be an open discussion and colleagues will be encouraged to talk about Invisible, physicalized labour and how to create a more equitable workplace. The Retreat agenda or schedule has not been finalised. Andrea may not be there because as a member of the PDC she would be facilitating a number of sessions at the retreat. Milena, Shelley, Leah, Maryam volunteered to assist during the retreat. The Committee also discussed a couple ways to make the retreat more inclusive.



Action- DEC will need some giant piece of paper, markers, and T-shirts.

Action - DEC members to prepare for the panel, including a summary of the invisible labour panelists' remarks

Action - DEC to ask Chantelle to share notes she took during invisible labour panel

3. Communication channels between DEC and membership

1. April Faculty Forum –

The April Faculty Forum will be fully dedicated to the MRFA 2025 plan with typically about six to seven articles in addition to the faculty form. Kim Williams will give history of the MRFA 2025, Lee will talk about the president's perspective. Andrea to talk a little bit about invisible labour and the proposed retreat. Possibly, the BIPOC network will be invited to write an article. Information like what is new on campus will also be included.

Audra shared a link to an [article](#) about indigenization regarding the work that needs to be done as indigenisation of inclusion or the completion of decolonization.

2. MRFA.net:

https://docs.google.com/document/d/1S1TZ5CEWyUCJQl5m6Tpf4We2XxNul-M_o9rvGy7oUjY/edit?usp=sharing

Action- Members to check the updated contents and give feedback.

New Business

1. Community agreements for feedback:

<https://docs.google.com/document/d/1GnB4wBXOPoJAQzm0hT33dxJEWcMerHLK/edit>

Action- Members to review the community agreements and give their feedback.

2. “From DEC” special acknowledgments

Action- Derrick to create a folder on google drive to let people know about special days. (Done and here is the [link](#)).

3. EDI Moment

There was no item on this agenda.

4. PD Event at MRFA Centre

There was a comment on a note on the MRFA newsletter regarding members bringing their families to events at the centre. The Committee discussed the possibility of providing paid childcare at the event, which would particularly help single parents with children.

Recommendation and Question- Paid childcare and food should be equally provided during events. Should the Association continue to pay for alcohol during events?

Next meeting

1. Scheduled visit from Feden



Adjournment: The meeting adjourned at 12:04pm