

Task Force: Equity, Diversity and Inclusion @ MRU

Background

Article 24.3 in the CA between the MRU BOG and the MRFA describes the Joint Equity, Diversity and Inclusion (JEDI) committee, of which Article 24.3.4(iv) allows the committee to “Establish additional terms of reference and review as required.” An agreement between the Provost and Vice-President, Academic and the MRFA President has tasked the JEDI committee:

- to create a framework for a process to explore, identify and make recommendations about how to address the institutional aspects of [racism at MRU].

In referring to these questions to the JEDI, the University and the Association agree that:

- racism in any form (e.g. direct and systemic) is unacceptable at MRU
- racism is occurring/exists within the Mount Royal workplace environment
- there is level of conflict within the MRU workplace that contributes to occurrence of racism but
- does not fully encompass it;
- MRU’s experiences of racism are not unique to the university: postsecondary institutions have elements of racism present in their workplace environment due to their colonial structures;
- That a task force/working group which includes representation from other employee groups (e.g. staff and management/exempt) work under the auspices of the JEDI.

Therefore, the JEDI Committee is sponsoring a Task Force to *assist* with the creation of a framework for exploring, identifying, and addressing racism at MRU.

Sponsor:

The EDI Task Force is sponsored by the Joint Equity, Diversity and Inclusion Committee.

Term:

The EDI Task Force is a temporary working group formed to address the activities listed below, with a timeframe of completing the various activities by October 1, 2022.

Group Membership:

The composition of the task force needs to represent equity-deserving folks who have been faced with racism at MRU. In terms of number of individuals, there are to be nine total members. Three task force members will represent the staff (MRSA), faculty (MRFA) and management and exempt employee groups. Each group will determine the process by which representatives are to be selected from their own group.

MRSA Representative	To be appointed by the MRSA
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MRFA Representative	To be appointed by the MRFA
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Management / Exempt Representative	To be appointed by the Provost and VP-Academic
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Mandate:

To provide an interim and final report to the JEDI committee providing an assessment of racism at MRU with recommendations for MRU to adopt to address the ongoing racism.

Activities:

The activities of the task force and the JEDI committee include:

The task force will undertake to gather information and then make recommendations where the Task Force is of the view it is appropriate to do so, regarding racism at Mount Royal. The following are possible activities the Task Force may use to gather information:

- The Task Force will determine among itself the kind of lead or co-lead structure that will help support the work of the Task Force; and communicate this to the JEDI co-chairs..
 - The co-leads will liaise with the JEDI Co-chairs as required, including for any matters where a potential COI or item of concern with the work of the committee emerges.
- Meet with representatives of the MRSA and MRFA to collect information about member complaints regarding racism or discrimination:
 - if data is available, collect such data including (number of inquiries that lead to a complaint, number of inquiries that did not proceed to a complaint)
 - if details of the complaints may be appropriately shared (without violating confidentiality), collect such details (including, nature of the complaints)
 - seek to determine whether the grievance process has been used (or not used) any why, regarding situations where racism has occurred
- Meet with representatives of HR, and the Safe Disclosure Office, to:
 - learn about the process for complaints

- collect data, if available, on complaints made via each of the available processes (Human rights, harassment, complaints against individuals, complaints against systemic barriers, etc.)
- Review the membership survey of Black, Indigenous and People of Colour members from the MRFA
- Review the document, “A Review of the Cultural Landscape at MRU”; author: Dr. David Este (University of Calgary).
- Create an opportunity for collecting individual experiences where individuals experiences racism:
 - what was the situation (or situations)?
 - did they share previously this situation with anybody at MRU?
 - if they shared it, were they encouraged to report the situation? if not, what were they told? or was the sharing considered a “reporting”, and if so, did they receive any followup?
 - if they were not encouraged to report, were they discouraged? and if so, for what reason were they given?
- Host sharing circles or safe spaces for racialized folks to share their experiences:
- Review data, where available, regarding employees at MRU: (Or ask for collection of such data)
 - Actively identify gaps in data and capturing this information so that systems can be put into place to capture this information in the future
 - Review data where available. Examples could include:
 - Number of employees in the MRSA, MRFA, management, and exempt employee groups who are racialized (non-white members)
 - Leadership Composition based on race at the University, Faculty, and Department Levels
 - % of BIPOC in various job categories (e.g. Maintenance, Staff, Faculty)
 - Membership on hiring committees (at department, division, and senior administration levels); number of Black, Indigenous and People of Colour, and what percent of the committee were these members?
 - Tenure and promotion committee composition
 - Waiting time for promotion for Black, Indigenous and People of Colour versus White faculty
 - Internal and External Profiling of Faculty Accomplishments
 - Employee departures: data on number of white individuals, and number of Black, Indigenous and People of Colour
 - Grant allocations (research, scholarship, teaching & learning):
 - Application and success rates by individuals based on race
 - Adjudication committee membership

- HREB applications: data on success rates of individuals by race
- Internal award/accolade applications
 - Application and success rates by individuals based on race
 - Adjudication committee membership
- Pay equity (intersectionality with gender and race)
- Assess SPOTs between BIPOC faculty and White faculty
- Trends over time (last 5 years)
- Distribution of List A funds
- Other data as requested by the Task Force

Joint Equity, Diversity and Inclusion Committee activities:

- Strike the working group who will provide an interim report by September 30 along with *interim recommendations* including those that can be implemented as soon as Aug. 15, 2022.
- Guide and support the Task Force's activities
- Drawing the findings and recommendations from the Task Force, create an interim report to the MRU President and MRFA President, as outlined in Article 24.3 by September 30, 2022.
- Create a final report with recommendations and implementation timelines no later than November 30, 2022.

DRAFT Timelines for the Task Force:

Details	From	To	Process	Resources
First meeting: Overview of MRU situation	Week of May 16		JEDI to welcome the Task Force	Overview provided by JEDI
Build consultation plan: Start consultations	May 16	June 12		
Meeting: Make plan for Aug. 15	By June 15			
Continue / complete consultation	Aug 15	Sept. 1	The Task Force may use various tools to collect information, including surveys (which JEDI may assist with), focus groups, interviews, etc.. The Task Force will determine this.	Office of Institutional Analysis / JEDI
Analysis of the survey's results and interviews from groups consultation	Sept. 1	Sept. 15		
Writing Interim report including interim recommendations (short term)	Sept. 15	Sept. 30	Based on the analysis, the Task Force will write an interim report	JEDI provide a report template (10 page report)
JEDI reviews the report by JEDI / Creation of Interim Report to MRU President and MRFA President (JEDI)	Oct. 1	Oct. 15	Organised sessions with JEDI to review the preliminary report	
Final report development (including JEDI comments)	Oct. 15	Nov. 1	Integrate JEDI comments/feedback	Task Force and JEDI collaboration