

International Women's Day

March 8, 2022



International Women's Day, celebrated yearly on March 8, is a global observance to recognize women's and girls' social, economic, cultural, and political labour; to celebrate the progress that has been made towards achieving gender equality; and to spotlight the substantial work remaining to be done.

International Women's Day is a day of unity, celebration, reflection, advocacy, and action.



MRFA
MOUNT ROYAL
FACULTY ASSOCIATION

A Message from your Diversity and Equity Officer

Over the past few weeks I've been reflecting on the message I wanted to share with you on this important day—what I would want to hear from the MRFA on March 8 in addition to a reaffirmation of the ongoing work taking place through the Equity, Diversity, and Inclusion Committee, the MRFA Executive, the Joint Equity, Diversity, and Inclusion Committee, and the MRFA 2025 Group. Much of said work overlaps initiatives I referenced in my February note in celebration of Black History Month.

In my short time as the DEC-O, I have seen one question come forward more than any other: what's the status of pay equity at MRU? The answer we've been given is that the University is reviewing those individual files that were identified as anomalous through the salary review process to see how each person was initially placed on the grid at point of hire. We've received no date for when that process is to be concluded.

Given the fundamental nature of equal pay, to not yet have a satisfactory resolution to this questions—in of itself—is a frustration and a re-affirmation of systemic, persistent gender inequity at MRU.

In light of this, the MRFA will host a virtual panel on the role of unions in obtaining gender equality in April 2022. Please stay tuned for the details.

On March 7, you received the updated 2022 MRFA census. We've added new sections to this year's census in order to better understand, track, and address your experiences and realities, both at MRU and with the MRFA. The Association is committed to treating your labour in completing the census with the care and significance it deserves.

Finally, you can always email the EDI Officer (Milena) through edi@mrfa.net; schedule an online chat using the google calendar attached to that email address; or contact any of your Exec members or labourrelations@mrfa.net. MRU's Office of Safe Disclosure also offers important resources for action and support <https://www.mtroyal.ca/OfficeOfSafeDisclosure/index.htm>

IWD 2022
campaign theme:
#BreakTheBias

For International Women's Day (and beyond)

Imagine a gender equal world.

A world free of bias, stereotypes, and discrimination.

A world that is diverse, equitable, and inclusive.

A world where difference is valued and celebrated.

Together we can forge women's equality.

*Collectively we can all **#BreakTheBias**.*

- The Government of Canada's theme for International Women's Day (IWD) 2022 is *Women Inspiring Women*.
- The United Nations's focus is on advancing gender equality in the context of the climate crisis and disaster risk reduction (<https://www.un.org/en/observances/womens-day>).



#BreakTheBias: Gender Justice at the Intersections

Tuesday, March 8, 2022 | 12 - 1.30 p.m. MT

The Pandemics: Black Feminist Insights into Health Justice

Dr. OmiSoore Dryden

Why are we still fighting for change? Lack of progress on issues of inequity and racism in academia

Dr. Irene Shankar

Women's Charter Equality at the Supreme Court of Canada: Surprising Losses or Anticipated Failures?

Jennifer Koshan and Jonnette Watson Hamilton

[Register here](#)

Collections and Conversations presents: Stampede: Sex Tourism, Slut-Shaming, and Gender-Based Violence

Dr. Kimberly A. Williams

Wednesday, March 9, 2022 12:30pm - 1:30pm

Presented by the MRU Library

[Register Here](#)

Women in Sustainability: Appreciation with the Arts

This event is a part of the University of Calgary's Women's Week 2022

Join the Office of Sustainability, the Women's Resource Centre and YouCreate as we celebrate the women who have contributed to making the world a better place. Local artists and performers will bring awareness to the work women are doing through various creative mediums. Be part of the discussion, uplift the women in your community, and find inspiration by participating in the event.

Please note: *This will be a hybrid event. Therefore, all attendees (in-person & online) are required to register.*

Thursday, March 10, 2022 | 5 - 6:30pm MT

Blue Room at the University of Calgary Dining Centre -105

124 University Gate NW

[Register here](#)

The Nuances of Consent vs. Coercion: Understanding and Preventing Harm in the Grey Area of Consent

This event is hosted in conjunction with UCalgary's Women's Week 2022 and also a part of the [Ask First 2: Challenging Attitudes & Beliefs](#), funded by the SU Quality Money Project.

Friday, March 11, 2022 | 12 - 1 p.m. (MT)

[Register here](#)

In solidarity,

Dr. Milena Radzikowska, MDes
Diversity & Equity Officer for the Mount Royal University Faculty Association

She/Her

<http://www.milenaradzikowska.com>

<https://twitter.com/DrRadzikowska>