



**Minutes of the Mount Royal Faculty Association
Equity, Diversity, and Inclusion Committee
Meeting date: Tuesday, September 27, 2022**

Call to order: An Equity, Diversity, and Inclusion Committee meeting was held by hybrid method, via Google Meet and in person, in Calgary, Alberta on October 14, 2022. The meeting convened at 1:02p.m., Equity, Diversity, and Inclusion Officer, Milena Radzikowska, presiding.

Marva Ferguson

Members Present: Carolyn Bjartveit Maryam Elahi
Derrick Antson (he/him) Felix Nwaishi Milena Radzikowska (she/they)
Ines Sametband,
Jebunnessa Chapola, J.J. Fenez **Absent with Regrets**
(she/her) Audra Foggin

Approval of Agenda: The Agenda was approved by consent.

Approval of Minutes: The minutes of the September 6, 2022 Equity, Diversity, and Inclusion Committee meeting were approved by consent.

Standing Business

1. Officer's Report

Committee members were reminded that a link to the Officer's report is available in the agenda. Members were informed of highlights from the report including the appointment of Jebunnessa Chapola to the Equity, Diversity, and Inclusion Training Committee and the appointment of Audra Foggin to the Joint Equity, Diversity, and Inclusion committee. Committee members were informed that the Inclusion, Diversity, Equity and Accessibility (IDEA) Council, outlined in the MRFA 2025 plan, has had its terms of reference approved by the Executive Board and is now looking for memberships. Committee members were also informed that the MRFA has opportunities for member directed working groups, particularly for groups outlined in the MRFA 2025 plan. One such working group is the 2SLGBTQ+ working group which will be hosting a Queer Meet up for folks to come together. Members were informed of the Indigenous Faculty Collective working group as well. This group operates with MRFA support and access to resources but will not be MRFA Executive directed.

Action: J.J. to add a link to the [Member Directed Working group](#) information.



Unfinished Business

1. Community Agreement Pilot Project

Committee members were provided a brief background on the community agreements and were reminded that the previous year's committee agreed to participate in the pilot of this project. A suggested list of agreed principles/values coming from the MRFA and UNLRN project were discussed, additional suggestions came from committee members and included that decisions will be based on consensus rather than majority. This form of decision making will provide for fruitful discussion and for all points of view to be considered. A discussion took place regarding when decisions must be made but consensus may not be achieved. The committee will **aim** to make decisions by consensus, including a right of members to withdraw or abstain. The committee also discussed the agreement that committee meetings and events are brave, safe spaces. Included in this was a discussion regarding the suggestion that the committee "assumes that this is a trauma informed space". There was concern raised regarding this suggestion as trauma informed spaces require specialized knowledge. The committee agreed to consider the list of agreements further and discuss again if required and approve the list of agreed terms at the next committee meeting.

2. Budget for 2022-2023

Committee Members were informed of the budget for the 2022-2023 year is \$5000. Members were further informed that some of that budget was used to host the Pride luncheon in the Faculty Centre in September and some was used as part of a donation to the SAMRU Pride Centre. Members were also informed that part of the donation to the SAMRU Pride Centre came from the sales of specialty food items from the MRFA Bistro.

3. [Direction from the Executive Committee of the MRFA](#)

This item was provided for information for committee members.

Business Arising

1. Grievance Reference Tags

Committee members were informed that the Association is looking at the Grievance process and parts of the process that the Association can change, as some things are outside of MRFA control. Members were informed that part of these changes includes how grievances are tagged or grouped. A linked document was provided with suggestions for tagging and grouping structures to date.



Members were asked to review the linked document and provide feedback and or suggestions.

Action: Members are to review the Grievance Reference Tag document and provide suggestions or feedback on the existing references. The **deadline** for this is October 24, 2022.

2. Planning for Events

a. Appointments: Vice Chairs & MRFA Working Group

Committee members were reminded that in the EDI committee charter, the committee is tasked with hosting two events each year. One event relating to education and one relating to Equity in Education and one relating to supporting Women and Equity Seeking groups in Leadership. The committee also discussed having vice-chairs take on the event planning role for the committee. It was decided instead to create an event planning sub-committee. The members who put their names forward for the [event planning sub-committee](#) were approved by consensus of the committee. These members are Carolyn Bjartveit, Felix Nwaishi, Jebunnessa Chapola, and Maryam Elahi.

The committee was asked to appoint members to the MRFA 2025 Working group as well. Ines Sametband and Marva Ferguson put their names forward and were approved by consensus.

b. Event Brainstorming

With the creation of the event planning sub-committee, this item was deferred. The committee was informed however, that there is an [event planning document](#) on the committee drive for members to add items if they think of anything.

c. EDI Communication, Events and Observances

Committee members were informed of the [Events and Observances](#) document on the committee Google Drive. Members were asked to review the existing events and observances and add anything that may be missing. The committee discussed adding events and observances taking place on MRU's campus but also include things in the community. The committee also discussed how to compensate individuals who work during observed times. An example was given for members who observe the Saturday Sabbath but who may have to attend meetings or events on this day for MRFA business. Further discussion will take place once the list



has been reviewed and recommendations for actions, if any, will be discussed by the committee at a later date.

Items to carry forward

1. Non-Gender Specific Washrooms

Committee members were informed that Milena Radzikowska developed a map of campus which provides information on the non-gender specific washrooms on campus. A comment was made to put the MRFA logo on the map and Milena consented. An additional comment was made regarding the number of non gender specific washrooms available. A brief explanation was provided that Occupational Health and Safety guidelines and regulations provide for a set number of toilet facilities in a workplace. The question was posited on whether the University has a sufficient number of non-gender specific washrooms on campus. A more fulsome discussion on this will take place at the next meeting.

Action: MRFA staff will review legislative requirements and provide a summary at the next committee meeting.

2. Organising an EDI Exhibition around Arts

This item has been referred to the Events Planning sub-committee for review and action, if decided.

3. EDI Moment: Felix Nwaishi

Felix Nwaishi shared the EDI moment. This EDI moment was about Indigenous research, what it means, and the challenges faced by western researchers with building trust and relationships with members from Indigenous communities, given the colonial history and mistrust of Western scientists.

4. Dr. Jebunnessa Chapola's Dissertation

A brief discussion took place about sharing Dr. Chapola's dissertation and research at an event in the Winter. It was suggested that this would fit within one of the event themes in the Charter. This has been referred to the Events Planning Sub-Committee for further discussion. Dr. Chapola consented to have this dissertation shared with the committee and the link is available [here](#).

Items for information

Several items were linked for reference including the [2021-2022 Committee Annual Report](#), the [MRFA 2025 plan](#), [Confidentiality Agreements](#)- which are to



be signed and returned to office@mrfa.net , and previously recommended reading from Audra Foggin; [Decolonizing Wealth](#) by Edgar Villaneuva.

Adjournment: This meeting was adjourned at 2:42p.m.