



**Mount Royal Faculty Association
EDI Committee Meeting**

Meeting date: January 24, 2023

(Approved Electronically on January 25, 2023. Moved by Maryam Elahi, Seconded by Carolyn Bjarveit. Motion Carried)

Call to order: The first meeting of 2023 for the Equity, Diversity and Inclusion Committee was held hybrid through Google Meet and in person in Calgary, Alberta on Tuesday, January 24, 2023. The meeting convened at 12:06p.m., Officer Milena Radzikowska, presiding.

Members Present:

Carolyn Bjartveit
Felix Nwaishi
Francine Amorado

Jebunnessa Chapola
Maryam Elahi
Milena Radzikowska

Absent With Regrets

Audra Foggin
Derrick Antson(he/him)
Ines Sametband
Marva Ferguson

Approval of Agenda – The agenda for the January 24, 2022, of the EDI Committee was approved by consent.

Approval of Minutes

The minutes of the December 16, 2022, of the EDI Committee was approved by consent.

Officer's Report

Members discussed how the support for the collaboration between MRU and MRFA with EDI training, noting that the foundations first round had taken place. There is also a question of how soon the pilot will be ready. It was noted that the 2025 MRFA Working Group will be working closely with the EDI Committee.

Past Business

1. Crisis and critical incident communications draft guidelines

Members were asked if they had a chance to read the guidelines, for which no one had done so. A motion was raised to read the guidelines and include feedback by Friday, January 27, 2023. It was asked for the committee to read the guidelines with an EDI lens to spot concerns, or if there was anything unaddressed or problematic. Members questioned when reading the guidelines, are we steering away from actions and primarily looking at the language of it? The response was yes, we need to see if any communication coming from the MRFA is not reflected or supported by direct action that could be operational action or the way we operate and what were committed to or engaged with and any statement that goes against the MRFA. Members asked should the MRFA be making statements without any actions attached to it. I.e., With Black Lives Matter in 2020, there was a statement made but no action followed like donating to a specific organization but added energy and resources into the EDI was committed through training reflected the statement of the MRFA – it was not an empty statement.

Action: Members to review the guidelines and provide feedback by January 27, 2023.

2. Embedding DI into all aspects of the Association

Members were opened to the subject that the Executive Board was asked to look at the role being



held, not the person, but the role. Board members were questioned on what they can do in their role in order to advance EDI through the MRFA and the University. We as a committee can input what we imagine should be the responsibility of each role. Members agreed that “what should they be doing” is a good starter question, EDI can not be the role of a single person because it is ineffective.

Action: Members to look into the roles of the Executive Board and provide thoughts and feedback on what EDI should mean for the next meeting.

3. Update on Events from Sub-Committee

Members were updated on the meeting with the MRU EDI. A collaboration was proposed between the MRFA EDI and MRU EDI to split the cost of the EDI training event. Members questioned if the MRU EDI did not want to collaborate, would we still go ahead. The response was 1. The Association is not interested in paying for the full amount of \$1300 if the event is public to the University. 2. To have a tangible conversation with the MRU EDI and get a response and to confirm the timeline. If it is not possible then the event will be held in the Faculty Centre exclusive to faculty members to save costs. Members noted other ways to save costs would be to invite faculty members to be on the panel discussion.

Action: For the Administrative Specialist to remind Milena Radzikowska to follow up with the MRU EDI.

4. Events

Members discussed the EDI training pilot plan was to be ready for February, and if the Pilot launch will be ready for reading week. The response was that the training committee is still debating and negotiating how many people will get to look at the pilot. It is proposed for 3 target groups and preferably 5 people from each group would provide that feedback. Members suggested that the pilot should be open to the faculty during a specific timeframe and closed on a certain date, that way anyone willing to provide feedback can do so without instructing specific people to give feedback. This could potentially offer more perspectives.

Members discussed a proposed budget to set aside for highlighting books published by faculty members. Last year a budget was given and a lot of books were bought that intersect with EDI communities on campus.

Agenda Item: Call out should be made on the website or bulletin for books, journal articles, crafts and physical works of art to be highlighted.

Action: Milena Radzikowska will propose to the Training Committee that the pilot be open to faculty to provide feedback.

Adjournment: The meeting was adjourned at 12:48 p.m.