



Mount Royal Faculty Association
Equity, Diversity, and Inclusion Committee
Minutes
Meeting date: March 15, 2023

Call to order: A monthly meeting of the MRFA Equity, Diversity, and Inclusion Committee was held hybrid through Google Meet and in person in Calgary, Alberta on Wednesday, March 15, 2023. The meeting convened at 10:04am, Chair Milena Radzikowska, presiding.

Members Present:

Audra Foggin
Carolyn Bjartveit
Derrick Antson
Felic Nwaishi

Francine Amorado
Ines Sametband
Jebonessa Chapola
Maryam Elahi
Milena Radzikowska

Absent with Regrets

Marva Ferguson

Past Business

1. Update on EDI Training Pilot

Members were informed of the Pilot EDI training will be sent out for those willing to participate in its initial phase prior to being released to the general public. This pre-review will have 20 spots for Faculty, 20 spots for Management, 20 spots for member exempt and possibly 20 for staff. The purpose of this pre-review is so that the company doing the training can incorporate feedback with its official release. Members were reminded that this foundation is mandatory EDI Training with the Collective Agreement. Next item for specialized training will be with Indigenization and Colonization.

Action: Members to watch for/participate in pre-EDI training.

2. Highlighting Members

Action: To be done by Milena

Business Arising

1. AGM Deadline for Annual Committee Reports – April 21

Action: Milena to get started and see what was missed. Members will then review and provide feedback/list actions.

2. MRFA 2025 Document

Members were informed that the MRFA 2025 Working Group is working on making the MRFA 2025 Plan a living document. As part of the EDI work the Association does, this document provides a list of the work we have done, items we've missed, and items we've made progress on. Members noted that part of this document is outlining communities within the University that can provide specific lenses/experiences to help the intersection of work and identity.

Action: Members to review the MRFA 2025 Plan

3. Request from Faculty Evaluation Committee to review the following documents

- a. 2022 FEC Vexatious, Discriminatory & Other Inappropriate Themes
- b. the Chair Teaching Evaluation with EDID Feedback



c. the Peer Teaching Evaluation

Members were reminded to review the three noted documents and provide feedback through and EDI lens for the Faculty Evaluation Committee. Members questioned if Student feedback would be incorporated into any of these documents. Conversations on microaggressions should be embedded into the curriculum and faculty should be provided the training to proceed with these types of conversations, The Chair noted that there are conversations occurring dedicated to this topic.

Action: Members to review the following documents and provide feedback.

Agenda item for the next meeting: Conversations on these documents.

4. MRFA EDI Observances Calendar

Members were informed that the EDI Observances Calendar has been approved by the Executive Board with the exception of 2 events: Tamil Month and World Hijab Day. Members were asked on feedback/arguments for or against these 2 events. Members did not have specific arguments for these events, but noted that even though we are not able to include every cultural event, this is the Association's way of showing inclusivity. It was questioned if we should use events from both the Federally acknowledged calendar and the United Nations Calendar of events. Members noted that sticking to the one that the Canadian Government follows would be the best, it's a start and we are able to review to add other dates to the calendar.

Members discussed the purpose of the EDI Calendar as more of a resource for the Communications Committee and Social Events Committee to use as a guideline for events and communication through the Association and the University. It was agreed that it would not be the job of the EDI Committee to implement or export communication.

Action: Francine to shortlist EDI Calendar.

Adjournment: The meeting was adjourned at 10:54am.

Next Meeting: April 5 – 10:00 - 10:50am