



**Mount Royal Faculty Association
Equity, Diversity, and Inclusion Committee
Minutes**

Meeting date: April 11, 2023

(Approved Electronically on April 13, 2023. Moved by Audra Foggin. Seconded by Ines Sametband. Motion Carried)

Call to order: A monthly meeting of the MRFA Equity, Diversity, and Inclusion Committee was held hybrid in the Peggy Brydon Boardroom and on Google Meet in Calgary, Alberta on Wednesday, April 11, 2023. The meeting convened at 1:04pm, Chair Milena Radzikowska, presiding.

Members Present:

Audra Foggin
Derrick Antson
Francine Amorado

Ines Sametband
Marva Ferguson
Milena Radzikowska

Absent with Regrets

Carolyn Bjartveit
Felix Nwaishi
Jeboonessa Chapola
Maryam Elahi

Past Business

1. Update on EDI Training Pilot
Members were informed that the EDI Training Pilot had launched and the spots were immediately claimed. For those who signed up to do the Pilot, it was a decent representation. Members were also informed that the Launch of the Pilot could be delayed.
2. Land Acknowledgement Training
Members were updated regarding a training session on Land Acknowledgements, funded by the EDI Committee.
Quorum was not reached; an Electronic Motion will be sent out for the members to vote on this.

Action: Send out a Motion to Approve the Land Acknowledgement Training Session

Business Arising

1. Request from Faculty Evaluation Committee to review the following documents
 - a. 2022 FEC Vexatious, Discriminatory & Other Inappropriate Themes – Members reviewed document and noted that with this form, the onus was on the faculty member impacted by comments to send in request for adjustments. It should be at an Institutional level to correct this form to avoid the harmful comments. Members questioned, why we are collecting this type of data, student evaluations should be more performative and not be used to evaluate your job. Members noted that as an institution, we are married to the idea of *evaluations*. Others wondered where did these student evaluations come from, who created them, and how are they used towards women/racialized women. It was noted that these evaluations tend to rate a white/cis-man/instructor higher than



racialized faculty. Student feedback should be used optionally by an instructor formatively to improve the course, or materials, but not have an impact on Tenure and Promotion, and reappointment where it is problematic. Members were asked on a definitive position on these evaluations, and it was noted that these evaluations can provide positive feedback that can be useful on what was learned, the experience of being in the course and that should be it. Members also agreed that the language behind these evaluations promotes certain folks but discounts and debilitates others, it's a challenge for equity groups. Members noted that these evaluations are colonial, its based on the students' experience, not what was taught in class or the materials.

- b. the Chair Teaching Evaluation with EDID Feedback- Members noted that this evaluation does not reflect indigenous ways of knowing. It was agreed that it was a very Eurocentric approach, the issues with diverse and racialized groups from a problem-based perspective and needs to be changed. It was brought up that it is a disservice to faculty who are being evaluated by something that is subjective and not objective.
- c. the Peer Teaching Evaluation-Members discussed how these evaluations need proper consultation with the University, and that it is time to undertake a thorough and engaged process/rethinking around faculty evaluation at the base level. This should be reviewed at a fundamental level on the word *evaluation*, the language in the evaluation, purpose of these, who's involved and how many times these are administered.

Action: Chair to draft a response to the FEC committee and members to review and add feedback.

Adjournment: The meeting was adjourned at 1:54pm.

Next Meeting: May 10 – 1:00 - 1:50pm