

Report for the Mount Royal Faculty Association Annual General Meeting 2011

Submitted by Cynthia Gallop (Chair)

Mandate:

As a standing committee of the Mount Royal Faculty Association (MRFA), the MRFA Diversity Standing Committee shall advise the Faculty Association on principles and best practices in:

- continuing to build a more diverse faculty, academic, and institutional community;
- supporting and representing diverse groups more effectively;
- identifying gaps in policy, support, and services appropriate to the mandate of the committee.

Authority:

The Diversity Standing Committee is a standing sub-committee of the MRFA under section 10.12 of the MRFA Bylaws.

The committee may review the charter, and make changes and amendments as necessary, and submit revisions to the MRFA Executive for approval.

It is not within the mandate of this standing committee to deal directly with specific diversity/equity-related complaints from individuals.

Membership:

The MRFA Diversity Standing Committee shall consist of:

- Seven (7) Regular Members of the Association in good standing, specifically the MRFA Second Vice-President (ex officio), and six (6) elected representatives.
- For the 2010/2011 year our membership included:
 - **Qasim Syed** (MRFA Second Vice-President (ex officio)) – Faculty of Science and Technology
 - **Cynthia Gallop** (Chair) – Faculty of Health and Community Studies
 - **Ricardo Hoar** (Secretary) – Faculty of Science and Technology
 - **Liza Choi** - Faculty of Health and Community Studies
 - **Scott Murray** – Faculty of Arts
 - **Isha Sharma** - Faculty of Arts
 - **Khatija Westbrook** - Faculty of Health and Community Studies

For the 2010/2011 year the following work was conducted by the Diversity Committee:

- Two subcommittees were formed and charged with building a change plan to bring back to the committee for discussion.
 - The ongoing work of these committees includes, but is not limited to:

- Identifying existing barriers (and absence of language) around recruitment, employment, and promotion policies and procedures through formalized discussions with MRFA membership
 - Develop and administer a communication plan for all faculty about the importance of recognizing and supporting diversity and inclusive practices as they relate to academic staff at MRU
- It is anticipated that for the 2011/2012 year the following work will continue for the Diversity Committee:
 - Identify existing barriers (and absence of language) around recruitment, employment, and promotion policies and procedures
 - Evaluate other MRU policies surrounding diversity
 - Draft a diversity statement for the collective agreement with reference to other such statements from universities in Canada and
 - Make recommendations to the MRFA executive regarding where this diversity statement should be applied to best address the identified barriers, including but not limited to:
 - The Collective Agreement
 - The Promotion and Tenure Criteria
 - The Hiring Statement
- In addition, one member of the DC attended the one and only MRU Diversity Advisory Committee meeting in the fall 2010. Unfortunately, the MRU Committee's work has been suspended until further notice.
 - We attempted, unsuccessfully, to meet with the Executive Director of Student Affairs and Campus Life in order to inquire about the declining status of the University-wide Diversity Committee, and the processes used for appointing an acting replacement for the University's Diversity Officer.
 - Members of the MRFA Diversity Committee will continue to encourage and promote the importance of diversity and inclusion at MRU by supporting and collaborating with the various diversity groups and initiatives around MRU as they develop.