Good morning!

I am writing with an update from the Diversity and Equity Committee (DEC). Up until now we have primarily been communicating with the WLUFA Executive via Kari Brozowski because she is a member of both the Executive and the DEC. At our last meeting we discussed that this had been more challenging over the past few months since Kari has been on sabbatical and thought that, while we want to keep this line of communication open, it might also be valuable to identify an additional person on the DEC to act as a liaison with WLUFA Executive. The more communication, the better!  As you might have guessed, I have been identified as the person on the DEC to take up this liaison role.

There are likely a number of different conversations that would be valuable to have in order to update everyone on the work we have been doing, but I do have three specific, and more immediate, requests to start off with if that is okay!

(1)     The first is just some clarification about who is the best person on the WLUFA Executive for me to be in regular communication with. **Who might the WLUFA Executive like to have appointed as the liaison with DEC?** We thought it may be whomever is in the role of VP, Internal, but weren’t entirely sure (and we also aren’t sure who that person is right now).

(2)     The committee had a long conversation about the **request from the Freedom of Expression Task Force for submissions and wanted to inquire about whether the WLUFA Executive was considering making a submission that focused on Academic Freedom, and to emphasize how this is protected by the CA.** We understand that commenting on other issues connected to free speech and equity is more challenging given that the WLUFA Executive is required to represent all of its members, but we did feel that it would be appropriate and valuable for a submission from WLUFA to comment on the issue of academic freedom, particularly to emphasize that it is protected within the CA so any statement and/or principles that were created would not override the rights and responsibilities that are granted to faculty in relation to academic freedom. If the Executive has not considered making a submission, as a committee we would like to encourage the Executive to do so in order to emphasize this point. I would be happy to chat further with someone, if that would be helpful. Please note, the deadline for submissions is February 23rd.

(3)     The **committee is keen to come in and meet with the Executive and share a draft of a strategic plan we are working on**. We were hoping to come sometime in March, and wanted to connect with you about how this might work best. We know it would be quite a few people, but we were thinking we would like as many members from the committee to attend as possible in order to do some relationship building (but we may need to talk about what space looks like?), and we would like to first give you a bit of an introduction to the committee and a sense of the overall plan. In the plan there are more specific action items which likely will require more detailed conversations. We thought that, perhaps after this first introductory meeting (maybe 10-15 mins of the Executive’s time), one or two individuals may come back to a different meeting to discuss a particular action item in more detail. Of course, these are just suggestions of how things might be organized and we are open to changes/thoughts about what would work best for you. We are cognizant of the fact that we know there is a lot to get through every Executive meeting, and balancing the need to fit into already established agendas with the fact that some of the items we want to discuss will be more complicated and require dedicated time.

Hope all is well! And look forward to being in more regular communication.

All the best,

Rebecca

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