**Status of Women and Equity Committee (SWEC) Report** (May 2019)

Submitted by Rebecca Godderis

The Status of Women and Equity Committee (SWEC) is a standing committee of OCUFA. The mandate of the committee is to act as a resource and advisory committee to both the OCUFA Executive and Board, as well as local faculty associations, about issues of concern to women and members of other equity-seeking groups. SWEC meets three times a year with faculty association equity representatives. Meetings usually involve half a day dedicated to business and the other half is an educational workshop. SWEC also holds an annual full day workshop (no cost) that is open to anyone who is interested in equity work within faculty associations.

I was Chair of SWEC this past year (2018-19) and acted as the WLUFA representative for the year. My previous understanding was that this dual role was a requirement; however, I have recently learned this is not the case, and that OCUFA will cover the cost of an equity representative from WLUFA to attend (separate from the chair). My apologies for the confusion. I was re-elected chair for the upcoming year (2019-2020), and **would request that the executive identify an WLUFA equity representative to sit on SWEC** for the upcoming academic year.

Key take aways from this past year are included below. Please contact me for additional details.

* Creation of SWEC resource bank with materials related to equity work within faculty association and in post-secondary education. This resource bank is housed on OCUFA’s website in the password protected members area. Anyone with a login can access the resource bank, and can access materials about specific topics on behalf of others. Note: the bank is populated by collectively identifying materials during SWEC meetings and does not provide an exhaustive list of all resources in a specific area.
* The annual fall workshop was lead by long-time Toronto-based labour activist and educator Jojo Geronimo. The workshop emphasized the importance and urgency of unions engaging in anti-racism education among their members. Activities also focused on doing faculty association “equity audits” that involved thinking systematically about the ways that practices and procedures make it easier and more inviting for some individuals to participate, while excluding others (for example, if meetings are early or late in the day, this can prevent individuals with children or other caretaking duties from being able to fully participate).
* September’s educational workshop focused on faculty associations’ role in addressing the calls to action from the Truth and Reconciliation Commission. A key message from the workshop was for executive members to build relationships with Indigenous staff and faculty on campus (for example by attending and/or organizing soup and fry lunches on their campus). In addition, faculty association executives were encouraged to think about the value and appropriate use of land acknowledgments to start of meetings.

For more information please see this article which provides the key lessons from the workshop: https://academicmatters.ca/the-role-of-faculty-associations-following-the-truth-and-reconciliation-commission/

* The February and May meetings of SWEC were focused on developing strategies to address the anti-equity implications of the current Ontario government’s budget and decisions made in relation to the post-secondary sector, such as performance-based funding.