The Wilfrid Laurier University Faculty Association (WLUFA) is committed to fostering equity for members of marginalized groups, including but not limited to: Indigenous, Black, and other racialized peoples; differently-abled persons; Two-Spirit, LGBTQ, and all sexual orientations and gender identities; women; all persons whose first language is not English; immigrants; and WLUFA calls special attention to the purposely-created and unnecessary occupational marginalization of Contract Teaching Faculty.

The goal of equity is to achieve inclusiveness and social and economic justice through mutual respect, cooperation, understanding, representation, accountability, responsibility, and the development of balanced, healthy, and harmonious workplaces and communities. This commitment to equity spans the acknowledgement of inequities, identifying and eliminating systemic and institutional factors perpetuating those inequities, and seeking proactive redress for the harmful effects. WLUFA acknowledges its own complicity in the inequities at Wilfrid Laurier University and commits to change both within itself and the broader university community.

Realizing that equity, inclusivity, and economic justice are both individual and collective responsibilities, WLUFA commits to providing leadership that opposes systemic discrimination, removes barriers, and encourages inclusivity by promoting equity within WLUFA’s work and governance structures as well as holding Wilfrid Laurier University’s administration accountable by advocating for substantive, binding commitments to foster equity and inclusion. Success requires openness, transparency, and accountability in all aspects of the organization, including but not limited to all forms of anti-racism (concerning, but not limited to anti-Black racism, Islamophobia, anti-Semitism, Xenophobia),anti-discrimination, anti-harassment, employment and compensation equity, and accommodation equity.

[adapted from the OCUFA Equity statement]

Short version:

The Wilfrid Laurier University Faculty Association (WLUFA) is committed to fostering equity for members of marginalized groups by providing leadership that opposes systemic discrimination, removes barriers, and encourages inclusivity.