



# WLUF

Wilfrid Laurier University  
Faculty Association

WLUF Equity and Diversity Committee

Strategic Priorities 2017-2020

Presentation to the WLUF Executive – April 2018

## **WLUFA Equity and Diversity Committee**

### **Strategic Priorities 2017-2020**

#### **Organizational Background:**

In 2014, Rebecca Godderis (a founding member of this Equity and Diversity Committee) attended the CAUT E&D Forum and subsequently recommended that WLUFA establish a committee to ensure that the increasingly important equity and diversity issues can be discussed, debated, and addressed in a systematic way.

In 2016, the WLUFA Executive solicited volunteers for a new E&D Committee, which is constituted as a WLUFA-appointed committee. The organization appointed five inaugural members: Rebecca Godderis, Kari Brozowski, Chris Klassen, Laurie Jacklin, and Shanaz Khan (now retired).

Just as the committee began to comprehend the magnitude and complexity of the mission, Kofi Campbell spoke on behalf of a contingent of racialized WLUFA members and challenged the selection process, because it had resulted in a committee consisting of five predominantly white and able-bodied women. The committee responded by acknowledging the need to be as representative as possible. The committee promptly convened an Equity and Diversity Town Hall to ensure that all members had the opportunity to voice their opinions on the equity and diversity priorities for WLUFA and this committee.

#### **March 2017 – The first WLUFA Equity and Diversity Town Hall**

We were fortunate to enlist the support of Dr. Carl James (York University), who is a highly regarded scholar and expert on equity and 'the equity myth' in Canadian Universities. Carl graciously agreed to moderate our Town Hall and offer guidance to set the directions for our strategic plan.

A vocal and fair number of WLUFA members attended the Town Hall at both the Brantford and Waterloo locations. A lively and open discussion ensued on the equity and diversity challenges faced by our members. President Michele Kramer's article in the Advocate (see below) proclaimed the Town Hall as an "enormous success". Certainly, the WLUFA membership brought important issues to the table and the lively debate transformed critics into supporters and shaped our strategic initiatives.

The Town Hall also resulted in the recruitment of three new committee members: Hind Al-Abadleh, Ciann Wilson, and Joanne Oud.

