

*OCUFA's Status of Women and Equity Committee (SWEC) meeting. September 25, 2020
Attendee report by Laurie Jacklin.*

SWEC hosted its first meeting of 2020-2021 as a virtual session. Of note is the change in leadership. Rebecca Godderis served as the founding Chair and steered the committee since its inception, and she passed the baton at the end of last year. SWEC/OCUFA is planning a celebration to honour Rebecca's leadership and contributions and I will pass along the information when the announcement circulates.

OCUFA and SWEC presented progress reports on their equity-based initiatives and on-going advocacy campaigns. The key initiatives of interest are as follows.

The OCUFA-wide faculty opinion survey is coming this month

Interim Executive Director Mark Rosenfeld announced the OCUFA-wide opinion survey, which is scheduled to arrive at the Faculty Associations in October/November. In brief, the survey asks faculty and librarians about their experiences during the fall term and anticipated challenges for the winter term. The strategy for this survey addresses our request (on behalf of WLUFAs) for OCUFA to help the associations generate province-wide comparative data. In brief, each association canvasses their members, after which time each FA has data on their own members, as well as access to a province-wide view. A few highlights include:

- OCUFA hired professional pollster Navigator to design the survey.
- The questions are more granular than the CAUT surveys.
- Each faculty association is asked to survey their members for about ten days. I trust that OCUFA will provide details in our survey package.
- The WLUFAs Executive may want to consider incentives to encourage participation.
- OCUFA also made a fleeting mention of students, but it is unclear if students will be canvassed or if faculty/librarians interpret their experiences with students.

Combatting anti-Black racism in the academy: A primer for faculty.

SWEC invited all faculty association members to participate in the annual September training workshop. Black activist Paige Galette facilitated the event, which recorded the highest ever registration/attendees for an OCUFA event, suggesting the interest across the sector. The video is available at <https://youtu.be/ZZpigfHzX8>

Employment Equity project

A seven-person working group (including WLUFAs member Rebecca Godderis) is working on a resource for members. This resource is for strategies and directions to help associations address employment equity in their university. This resource will be a series of checklists that

examine the current practices and structures in the association and university and then identify gaps where improvements are needed.

Policy on Policing on Campus

OCUFA struck a small working group to draft a policy regarding policing on campus. This policy should be discussed further at the OCUFA Executive meeting this month.

A request to the SWEC Committee

In light of all the discussions surrounding the need to look at university governance structures through an equity lens, I asked SWEC to consider the question and a way to ensure that the university governance is held accountable for equity matters in the broadest sense. Staff member Mina suggested there might be an opportunity for SWEC to collaborate with OCUFA's University Governance committee. If an initiative materialises, I will bring the item back to WLUFAs and the D&E Committee for input/requests, as several of the members are very experienced in dealing with Laurier's governance structure.

Respectfully submitted,
Laurie Jacklin