

November 2020

Report to CAUT Council

The Equity Committee welcomed a new member, Kenzie Woodbridge from BCITFSA and thanked departing members, Weizhen Dong and Joanne Quirk, for their contributions. Our work has focused on informing an equity approach to CAUT's response to the pandemic, which is shining a spotlight on inequities in the academy and in society, and to anti-Black racism, which was highlighted following the murder of George Floyd in June.

10 Actions to Advance Equity During COVID-19

The Committee supported the compilation of various actions that associations could take to assist in mitigating the disproportionate impacts of the pandemic on Indigenous and equity-seeking members. These actions range from pressing for more equity data on workplace issues and pandemic impacts to enhancing mental health supports and improving access to childcare.

Townhall on Systemic Racism

The Committee supported two townhalls on systemic racism, one in French and one in English, to discuss issues of racism on campus and what can be done. Over 200 members participated in the townhalls, discussing their experiences and the role that academic staff associations can take to address inequities.

As a result of feedback, the Committee is consulting with member organizations about setting up of equity caucus meetings, starting with one for Black faculty.

Stakeholder Events

Co-Chair Momin Rahman participated in the National Dialogues on anti-Black racism, hosted by the University of Toronto Scarborough, which is working towards a Charter on anti-Black racism and inclusion, which all post-secondary institutions will be encouraged to endorse.

He also participated in the American Association of University Professors Summer Institute, discussing how to rebuild higher education around the pillars of equity, affordability, and quality, and a federal government consultation on its anti-racism strategy.

Equity Toolkit

The Committee continues to provide advice to CAUT on the development of tools to advance equity. The plan is to have an online hub or toolkit of resources and action plans to support and inspire associations to address various equity issues up in 2020. It will continue to develop and grow with your help. If you have examples of how your association has helped to advance equity or issues in need of support, please do reach out via the contact form on the CAUT website.

As Co-Chairs, we would very much like to thank all the Committee members, past and present, for their tremendous contributions this year.

Respectfully submitted,

Pat Armstrong, Co-Chair and Momin Rahman, Co-Chair