

March 2019

Report to CAUT Council

The Equity Committee has met twice this year. Our efforts have focused on providing input on tools to support member associations to advance equity, including policy statements (PS) and model clauses, and advice on policy positions to support CAUT's advocacy efforts with the federal government.

Support for Member Associations

- Equity Workshop – Some of the Equity Committee's current and past members participated in a day and half facilitator training last August, learning to deliver CAUT's revised Equity Workshop. The most recent iteration focuses on three main tools to advance equity – collective bargaining, grievances and political action. To date, three associations have booked equity workshops. Thank you to the member facilitators who have volunteered for this important work.
- The Equity Toolkit – this project aims to create an online hub of resources and action plans to support and inspire associations to address various equity issues. Thank you to all who dropped by our Equity Café and the Equity Information Session at last Council to discuss your associations' challenges and experiences. CAUT will be working hard to get resources online by next Council meeting, with support from the Equity Committee.
- We have drafted two new PS, one on mental health and another on racial justice, and reviewed the PS' on social justice and article processing fees. We are also beginning work on a policy statement on age discrimination, an issue raised at last Council.
- Planning has begun for the next Equity Conference, which will take place just under 10 months from now. Please save the dates for February 21-22, 2020.
- On behalf of the Equity Committee, Pat Armstrong presented at the Chief Negotiators Forum and will be presenting at an upcoming panel on pay equity for UTFA. Momin Rahman presented at the Harry Crowe conference and participated in the Advancing Indigenization Conference.

Advocacy on Equity

- On behalf of the National Union of CAUT, Pat Armstrong participated in various stakeholder discussions convened by the Canadian Labour Congress on the federal pay equity legislation, which could impact our sector through the federal contractors program. This legislation passed late last year.
- The Committee has provided feedback on the federal government's proposed Made-in-Canada Athena Swan Charter Principles which would provide profile to institutions that commit, monitor and report on equity action.

Meetings with Other Committees

- We met with the Academic Freedom and Tenure Committee last fall and with the Francophone Committee this spring to learn more about each other's work and explore challenges and opportunities.

Awards

- Tough decisions were taken as a number of high-calibre nominations were received for both the Sarah Shorten and Equity Awards.

As Co-Chairs, we would very much like to thank the Committee members for their tremendous contributions.

Respectfully submitted,

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