SFUFA AGM
SFUFA EQUITY COMMITTEE
LJILJANA TRAJKOVIC, CHAIR
REPORT
NOVEMBER 23, 2021
COMMITTEE MEMBERS (2021)

- Ouldooz Baghban Karimi (SFU Academic Women)
- Kumari Beck
- Gordon Coleman
- Alissa Greer
- Suzanne Norman
- Jennifer Scott (SFUFA)
- Suzanne Smythe
- Ljiljana Trajkovic (Chair)

- Retired: El Chenier (SFU Academic Women)
The Committee is an ad hoc Committee of the Association

The SFUFA Equity Committee is committed to a collaborative and consultative process with the SFUFA Executive, Bargaining Committee, Academic Women, and other University committees, and to represent constituents to the relevant administrative bodies.
SFUFA EQUITY COMMITTEE: MANDATE (excerpts)

• Monitor equity issues, propose policy changes, and undertake appropriate initiatives on behalf of the membership
• Consult with other Canadian universities on equity issues
• Promote awareness of equity issues
• Work with appropriate SFU, BC, and/or National equity or equity designated committees/groups ...
• Coordinate with the Association Executive on equity issues
• Represent the Association on appropriate SFU committees
• Serve the Association as expert consultants on issues of equity
SFUFA EQUITY COMMITTEE: MEETINGS

Monthly, 4th Thursday every month
  • January 28, 2021
  • February 25, 2021
  • March 25, 2021
  • April 20, 2021
  • May 27, 2021
  • June 24, 2021
  • August 26, 2021
  • October 28, 2021
  • November 25, 2021
  • December 30, 2021
SFUFA EQUITY COMMITTEE: AGENDA (current)

• Reviewed:
  https://www.sfu.ca/academicwomen.html
  Radical Inclusion report
  Equity and Diversity Among Female Faculty at Simon Fraser University
  A Report Produced by Academic Women of SFU, August 2020

• Continue to review priorities for 2021
SFUFA EQUITY COMMITTEE: PRIORITY TOPICS

• Mitigating COVID-19 impact on faculty: gender, mental health, ...
• Supporting faculty in local EDI work: events, training, ...
• Hosting a panel of speakers: The limits of academic freedom
• Supporting members with disabilities: physical, invisible, ...
• Educating community about race and racism: best approaches
• Reviewing workload policies across SFU schools/departments
• Collecting data as the basis for cultural changes: gender, racialization, ...
• Preparing and recommending changes in the collective agreement
SFUFA EQUITY COMMITTEE: TOP TWO PRIORITIES

• Reviewing workload policies across SFU departments/schools:
  • official document/policy on courses assignments and committee duties
  • teaching load expectation: research vs. teaching faculty; online vs. in-person vs. hybrid; undergrad vs. graduate; class sizes; number of TAs; ...
  • consideration for field work, labs, or tutorials; preparations of new courses; releases for new faculty; course releases; teaching credit for study leaves; ...

• Requested information from VP Academic and Provost regarding:
  • October 2021: The outcome of data collection about the additional workload of faculty members during the COVID-19 pandemic
  • December 2021: Workload policies across SFU departments/schools
SFUFA EQUITY COMMITTEE: PRIORITIES

• Supporting members with disabilities:
  • Reviewing best practices at other Universities (Prof. Victoria Wyatt, UVic)
  • Initiating a broader community consultation
  • Suggesting changes for the next round of bargaining
As always, we encourage, solicit, and welcome your feedback and suggestions on how to make SFU a better place!