

The background features a dark blue gradient with a subtle pattern of white dots. On the left side, there are several overlapping circular elements. A prominent one is a large circle with a scale around its perimeter, marked with numbers from 140 to 260 in increments of 10. Other circles are partially visible, some with dashed lines and arrows, suggesting a technical or scientific theme.

# SFUFA AGM

SFUFA EQUITY COMMITTEE

LJILJANA TRAJKOVIC, CHAIR

REPORT

APRIL 27, 2022

# SFUFA EQUITY COMMITTEE: TERMS OF REFERENCE

(April 2020)

- The Committee is an ad hoc Committee of the Association
  - The SFUFA Equity Committee is committed to a collaborative and consultative process with:
    - SFUFA Executive Committee
    - Bargaining Committee
    - Academic Women
    - 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: RESOURCES

- Report:

<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



# SFUFA EQUITY COMMITTEE: RESOURCES

- Report:
  - SFU-SFUFA Salary Anomaly Joint Committee
  - Final Report
  - March 3, 2021

# SFUFA EQUITY COMMITTEE: PRIORITY TOPICS (2021-2022)

- 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 PRIORITIES (2022)

- 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 past information from the Deans:
  - October 2021: The outcome of data collection about the additional workload of faculty members during the COVID-19 pandemic
  - December 2022: Workload policies across SFU departments/schools

# SFUFA EQUITY COMMITTEE: TOP PRIORITIES (2022)

- Supporting members with disabilities:
  - Reviewing best practices at other Universities:
    - Prof. Victoria Wyatt, UVic: December 10, 2021
  - Initiating a broader community consultation
  - Suggesting changes for the next round of bargaining
- Continue to review priorities for 2022



# SFUFA EQUITY COMMITTEE: OF INTEREST

- SFUFA website:  
<https://www.sfu.ca/about/committees-and-advisors/>
- Human Rights and Equity  
<https://www.sfu.ca/what-we-do/human-rights-and-equity/>

SFUFA has a committee dedicated to human rights and equity. Its mandate is to address issues related to faculty across all sectors of the university and within the Association, propose policy changes, advise the SFUFA Executive Committee on any matters requiring attention, acquire and share relevant information, and conduct member-engagement initiatives as appropriate.

# SFUFA EQUITY COMMITTEE: SOLICITING YOUR FEEDBACK

- Data collection:
  - Collecting official documents and policies on courses assignments and committee duties in individual departments/schools/faculties.
- Questionnaire:
  - Does your department/school have clear written policies for measuring teaching and service workloads (granting teaching releases, accommodations for new faculty or faculty with a disability, weight of service work, ...)?
  - Do you perceive that teaching and service workload are equitably allocated across your department/school?



# COMMITTEE MEMBERS (2022)

- Kumari Beck (Faculty of Education, SFUFA President)
  - Gordon Coleman (SFU Library)
  - Alissa Greer (Criminology)
  - Suzanne Norman (Publishing, SFUFA Director)
  - Suzanne Smythe (Faculty of Education)
  - Ouldooz Baghban Karimi (SFU Academic Women)
  - Ljiljana Trajkovic (Chair) (Faculty of Applied Sciences)
- Contact: <ljilja@sfu.ca>

# SFUFA EQUITY COMMITTEE: MEETINGS

Monthly, 4<sup>th</sup> Thursday every month:

- January 27, 2022
- February 24, 2022
- March 30, 2022



# SFUFA EQUITY COMMITTEE

As always, we encourage, solicit, and welcome your feedback and suggestions  
how to make SFU a better place!