

The background is a dark blue gradient with a subtle pattern of white dots. On the left side, there are several overlapping circular elements. A large, semi-transparent scale is visible, with numbers ranging from 140 to 260. The scale has tick marks and is partially obscured by other circular patterns. There are also several smaller circles, some with dashed outlines and arrows, suggesting a sense of motion or rotation.

# 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)

# 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 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, 4<sup>th</sup> 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

# SFUFA EQUITY COMMITTEE

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