

The background is a dark blue gradient with a starry texture. On the left side, there are several overlapping circular patterns. One prominent circle has a scale around its perimeter with numbers ranging from 140 to 260 in increments of 10. Other circles are partially visible, some with dashed lines and arrows indicating a clockwise direction.

SFUFA AGM

SFUFA EQUITY COMMITTEE

LJILJANA TRAJKOVIC, CHAIR

REPORT

NOVEMBER 30, 2023

SFUFA EQUITY COMMITTEE

- SFUFA website (new):
<https://www.sfufa.ca/about/>
- Human Rights and Equity
<https://www.sfufa.ca/about/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: TERMS OF REFERENCE

March 2023

https://www.sfu.ca/wp-content/uploads/2023/11/Equity_ToR_2023_final.pdf

- 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)

<https://www.sfufa.ca/about/human-rights-and-equity/>

- 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

COMMITTEE MEMBERS (2023)

- Leanna Jantzi (SFU Library)
- Mohsen Javdani (School of Public Policy and Urban Studies)
- Wenona Hall (Indigenous Studies)
- Krishna Pendakur (Department of Economics)
- Bidisha Ray (Department of History)
- Ouldooz Baghban Karimi (ex-officio, SFU Academic Women)
- Kumari Beck (ex-officio, SFUFA President)
- Jennifer Scott (support staff, SFUFA Executive)
- Ljiljana Trajkovic (Chair, Faculty of Applied Sciences)
Contact: <ljilja@sfu.ca>

SFUFA EQUITY COMMITTEE: MEETINGS

Monthly, 4th Thursday:

- January 26, 2023
- March 2, 2023
- April 6, 2023
- May 4, 2023
- June 1, 2023
- June 29, 2023
- July 27, 2023
- August 31, 2023
- September 28, 2023
- October 26, 2023

SFUFA EQUITY COMMITTEE: TOPICS (2021-2023)

- 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: PRIORITIES (2023)

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

SFUFA EQUITY COMMITTEE: PRIORITIES (2023)

- 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 2023-2024

SFUFA EQUITY COMMITTEE: RESOURCES

- SFUFA Equity Committee
<https://www.sfufa.ca/about/human-rights-and-equity/>
- SFUFA Equity Committee reports
<https://www.sfufa.ca/about/equity/>
 - April 27, 2022
 - November 23, 2021
 - April 29, 2021
- SFU and SFUFA Salary Anomaly Joint Committee recommendations and reports
<https://www.sfufa.ca/about/equity/>
Anomaly Joint Committee
Final Report, March 3, 2021

SFUFA EQUITY COMMITTEE: RESOURCES

- Invisible Struggles: Impacts of COVID-19 on SFUFA Members
<https://www.sfufa.ca/wp-content/uploads/2023/11/Invisible-Struggles-SFUFA-Members.pdf>
- Radical Inclusion report
Equity and Diversity Among Female Faculty at Simon Fraser University
A Report Produced by Academic Women of SFU, August 2020
<https://www.sfu.ca/academicwomen.html>

SFUFA EQUITY COMMITTEE: ACTION ITEMS

- Becoming a SFUFA Standing Committee
- Conducting a SFUFA membership survey
- Collecting anonymous feedback and concerns from SFUFA members

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?

SFUFA EQUITY COMMITTEE

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