

UWOFA Equity Committee  
Meeting February 24, 2009  
10:30-11:15 a.m.

*Minutes*

*Present:* Luiz Capretz, Denise Horoky, Liz Mantz, Bonnie MacLachlan  
*Regrets:* Vickie Croley, Susan Rodger

It was an informal meeting, assessing where we had come and where we saw the committee going.

We began with a review of the Ageism Workshop on January 21<sup>st</sup> (formal summary attached in the email). All members felt that it had been extremely useful. The question of what follow-up there could be was raised, but we did not come up with a specific strategy.

Luiz' question about Pay Equity and gender factors will be being handled through UWOFA, under "gender anomalies."

Bonnie reported on the CAUT Equity Forum, and shared the draft recommendations that have just been released. (These are attached to the email.) The committee raised questions about some of these recommendations, particularly the language of 'violence' attached to the grievance and arbitration process. There was also a question raised about the comment (p. 5) that administrators should not be recognized as 'stakeholders' in the university community. The very fact that the university is defined as a "community" invites this question. (There will be an occasion after mid-March to give feedback to these recommendations on the CAUT website, before these take final form.)

As for future priorities for the committee, the question of *enforcement* of equity initiatives (such as the use of the Employment Equity brochure) was recognized. That "equity" should be understood as entailing responsibilities as well as rights was acknowledged. We agreed that there is a need for more minority groups to be in positions of responsibility, so as to model this for other members of this population. We also agreed that *mental* disability needs to have more discussion and attention on the equity agenda.

Bonnie will be on sabbatical next year, and the question of a successor as chair of this committee needs to be addressed.