

ANNUAL REPORT
UWOFA EQUITY COMMITTEE
APRIL 2010

During the 2009-2010 year the following members served on the Equity Committee: Henri Boyi, Luiz Capretz, Rebecca Coulter (chair), Vickie Croley, Randa Farah, Chris Guglielmo, Marni Harrington, Denise Horoky, Erica Lawson, Gaile MacGregor, Susan O'Neill, Chantelle Richmond, Sara Seck.

Rebecca Coulter and Marni Harrington represented UWOFA on the Employment Equity Committee (EEC) established under the terms of the UWOFA and UWOFA-LA collective agreements and Rebecca Coulter was the UWOFA representative on the President's Standing Committee on Employment Equity (PSCEE). This year both committees met regularly each month with few exceptions.

In the fall term, the UWOFA Equity Committee reviewed and wrote a response to the Employment Systems Review Report released by the University administration. It was noted that there was little of surprise in the report, but that there were areas where action could and should be taken. The UWOFA response went to the EEC and to PSCEE.

The Equity Committee also reviewed and discussed reports from The Gender-Based Salary Anomaly Committee and from the Vice-Provost, Alan Weedon, on the hiring and retention of female faculty.

In the winter term the Equity Committee organized the March workshop, *Equity, Excellence and Evaluation: Thinking Differently About Difference*. It was jointly funded by UWOFA and the Office of the Provost. Dr. Dawn Martin-Hill, an anthropologist and Director of Indigenous Studies at McMaster, gave the opening address and break-out sessions provided an opportunity for discussion about the challenges of the academic culture at Western. These sessions highlighted the need for places where colleagues across the disciplines can talk together about topics such as the fairness of accountability measures such as teaching evaluations, the recognition of different understandings of and approaches to research, the impact of wider social contexts on work in the university setting, the perceived lack of openness and fairness in the application of university policies and procedures and other related issues.

This year the Equity Committee also has worked on completing its terms of reference which will be submitted for final approval to the Board this spring.

Respectfully submitted,

Rebecca Coulter, Chair, 2009-2010