



ANSUT Equity Committee Survey Results

November 2023

Summary

Ten faculty Associations/Unions at Nova Scotia universities responded to an ANSUT survey developed by the ANSUT Equity Committee about Equity, Diversity, Inclusion, and Accessibility (EDIA) activities, policies, committees, and administrative positions dedicated to EDIA. The survey represents a 100% response rate. Key findings indicate that:

- 7/10 report that their universities have a leadership position dedicated to EDIA (2 are Vice-Provosts, 1 is AVP, 3 are Human Rights & Equity Directors, 1 is an Advisor to the President and 1 is an Ombudsperson)
- Half (5/10) have a campus-wide EDIA committee (4 of which consist of Faculty, administration, staff, and students)
- Various leadership positions that crossover EDIA leadership positions include Black Student Advisors, Indigenous Student Advisors, Elders/Aunties-in-Residence, Managers of Accessibility Services, Special Advisor to the President on Aboriginal Affairs, and Harassment and Discrimination Advisors
- Actions universities have taken to address EDIA concerns are not consistent across all universities. Some include cluster hires, training for staff or faculty in diversity/anti-oppression, or training for sexualized violence prevention. Of the actions universities have taken, these are described as “minimal”, “very little”, or “piecemeal” while one says there are “tons of stuff”
- There are a range of policies in place at all 10 universities to improve equity in the workplace (including an Accessibility Policy, Anti-Harassment & Discrimination Policy, and a Sexual Violence Prevention Policy)
- 6/10 universities gather data about the diversity of the faculty (5 report that this is done through HR) but only 2 said they know how the data were used (e.g., for tracking federal contractor's program targets or for informing diversity hiring)
- 1/10 are aware of their university's strategies to respond to the *NS Dismantling Racism and Hate Act*
- 1/10 report that their faculty association/union was asked to participate or provide input into creating the strategy to respond to the *NS Dismantling Racism and Hate Act*
- 9/10 faculty associations/unions have an EDIA committee, an equity committee, or a committee of a different name that focuses on EDIA.

Suggestions from respondents for what the ANSUT Equity Committee could do include: sharing best practices and resources to enhance EDIA initiatives related to cluster-hiring, recruitment/hiring/retention of equity deserving faculty and staff; discussing current or appropriate language for use in Collective Agreements; sharing how to work with all stake-holder groups (e.g. faculty, students, administration and support staff) to address campus safety and inclusion on campuses, decolonizing universities and curriculum, and how to motivate colleagues to prioritize EDIA issues and initiatives.

Introduction

Through an online survey sent to faculty associations/unions at all public universities in Nova Scotia, the ANSUT Equity Committee gathered information about Equity, Diversity, Inclusion, and Accessibility (EDIA) activities, relevant policies, committees, and administrative positions.

This information, presented below, informs the ANSUT Equity Committee's plans for future actions/activities that ANSUT could initiate to promote equity in Nova Scotian universities and to facilitate information sharing among universities.

Ten universities are represented in the report: Saint Mary's University, Saint Francis Xavier University, Cape Breton University, Atlantic School of Theology, Mount Saint Vincent University, L'Université Sainte-Anne, University of King's College, Nova Scotia College of Art and Design University, Dalhousie University, and Acadia University.

Abbreviation guide	
SMUFU	Saint Mary's University Faculty Union
StFXAUT	St. Francis Xavier University Association of University Teachers
CBUFA	Cape Breton University Faculty Association
APPBUSA	Association des professeurs, professeures et bibliothécaires de l'Université Sainte-Anne
MSVUFA	Mount Saint Vincent University Faculty Association
ASTFA	Atlantic School of Theology Faculty Association
UKCTA	University of King's College Teachers' Association
FUNSCAD	Faculty Union of the Nova Scotia College of Art and Design
DFA	Dalhousie Faculty Association
AUFA	Acadia University Faculty Association

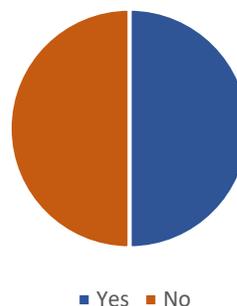
The survey consisted of 19 questions and was filled in by faculty members (e.g., FA Presidents) in summer 2023. The information reflects a certain moment in time (i.e., things change such as people leave positions, new positions are reorganized, new activities or policies are developed, committees change, and so on). Further, each question was completed to the best of the ability of the respondent and therefore the tone is not consistent (i.e., some use the first-person perspective).

The ANSUT Equity Committee Members:

Susan Brigham (MSVU, Chair), Hamid Andishan (CBU), Birdie Bezanson (AcadiaU), Juan Carlos López (AcadiaU), Teresa Workman (ANSUT), and Gabriela Vellego (USainte-Anne).

1. Does your university have a campus-wide Equity Diversity Inclusion Accessibility (EDIA) committee?

SMUFU	No
StFXAUT	Yes
CBUFA	No
APPBUS	No
MSVUFA	Yes
ASTFA	No
UKCTA	Yes
FUNSCAD	Yes
DFA	No
AUFA	Yes



1a. If so, what is the composition of the committee (e.g. faculty only, administration plus faculty, or faculty, administration, staff, and students)?

SMUFU	N/A
StFXAUT	Faculty, administration, staff, and students
CBUFA	There was 1 committee (consisting of faculty, admin & staff) for a few years while an EDI audit was being conducted by an external agency that CBU hired. But it was dissolved. It was initiated by people in the Office of Research and Graduate Studies, several of whom moved on to different positions.
APPBUS	N/A
MSVUFA	Faculty, administration, staff, and students
ASTFA	N/A
UKCTA	Board of Governors Equity Committee (not functioning now), faculty only
FUNSCAD	Faculty, administration, staff, and students
DFA	N/A
AUFA	Senate Committee: faculty, admin, staff, student reps and EDIAR (Equity, Diversity, Inclusion & Anti-Racism) Council: Senate EDI Committee, Equity Officer, Black/Indigenous Advisor, & Elder in Residence

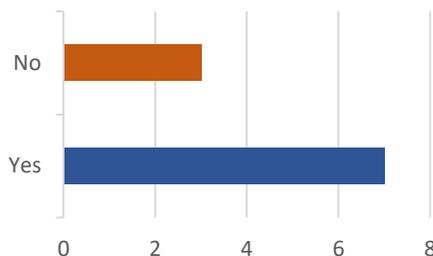
1b. How many people are on the committee?

SMUFU	N/A
StFXAUT	Not currently active, but 19 groups included.
CBUFA	Maybe 12 people in the "working group" (mostly admin & staff) and closer to 45 in the 'advisory group'
APPBUS	N/A
MSVUFA	About 20
ASTFA	N/A
UKCTA	Unsure
FUNSCAD	N/A

DFA	N/A
AUFA	16 to 30

2. Does your university have a leadership position that is responsible for EDIA issues?

SMUFU	Yes
StFXAUT	Yes
CBUFA	No
APPBUSA	Yes
MSVUFA	Yes
ASTFA	No
UKCTA	No
FUNSCAD	Yes
DFA	Yes
AUFA	Yes



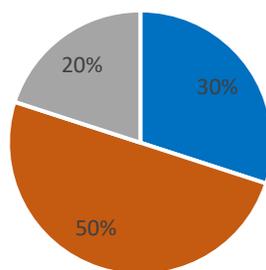
2a. If so, what is the position title (e.g. Vice-President, Advisor to the President, Officer, Director)?

SMUFU	There are 2: for the question below, I would like to indicate staff and administrator but can only select one an AVP Diversity Excellence and a Director, Diversity, Inclusion and Wellness.
StFXAUT	Human Rights & Equity Director
CBUFA	Human Rights & Diversity Officer kind of affiliated, but it's too much for 1 person & so challenged to get things done.
APPBUSA	There is an EDI agent who works within the HR department.
MSVUFA	Advisor to the President
ASTFA	N/A
UKCTA	We have various officers, like Equity Officer
FUNSCAD	Just hired an Ombudsperson who will take over this responsibility
DFA	Vice Provost of Equity and Inclusion
AUFA	Vice-Provost, Equity, Diversity, and Inclusion (currently vacant)

2b. If there is a position at your university, is it filled by a staff person, an administrator, or a faculty member?

SMUFU	Staff
StFXAUT	Administrator
CBUFA	Staff
APPBUSA	N/A
MSVUFA	Staff
ASTFA	N/A
UKCTA	Administrator
FUNSCAD	Administrator

DFA	Administrator
AUFA	Administrator



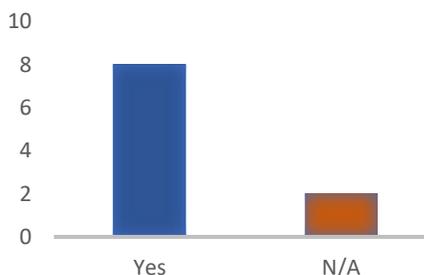
■ Staff ■ Administrator ■ N/A

2c. To whom does the position report?

SMUFU	AVP reports to the VPAR and the Director of Diversity to our HR: AVP People and Culture
StFXAUT	Vice-President Finance and Administration
CBUFA	President, and Director of Student Services
APPBUSU	N/A
MSVUFA	President
ASTFA	N/A
UKCTA	Vice President
FUNSCAD	President
DFA	Provost
AUFA	Provost/VP Academic

2d. If there is a position at your university, is the position remunerated?

SMUFU	Yes
StFXAUT	Yes
CBUFA	N/A
APPBUSU	Yes
MSVUFA	Yes
ASTFA	N/A
UKCTA	Yes
FUNSCAD	Yes
DFA	Yes
AUFA	Yes



2e. If remunerated, how (e.g. paid salary, course relief)?

SMUFU	Salary
StFXAUT	Salary
CBUFA	N/A
APPBUSU	This will be a remunerated position
MSVUFA	Salary
ASTFA	N/A
UKCTA	Salary

FUNSCAD	Salary
DFA	It is a full-time senior admin position
AUFA	Full time senior admin position

3. Are there other leadership positions at your university that might crossover with EDIA issues (e.g. Elder in Residence, Accessibility Officer, Black Student Advisor, Auntie in Residence)? If so, please name them.

SMUFU	There is a Black Student Advisor and Indigenous Student Advisor, but retention has been a serious problem, and we've received reports that working conditions can be difficult and even toxic.
StFXAUT	Knowledge Keeper, Aboriginal Student Advisor, Black Student Advisor, Gender & Sexuality Diversity Advisor
CBUFA	Special Advisor on Indigenous Issues; Elders in Residence (2); Dean of Unama'ki College; Director of Donald Marshall Jr Institute; Manager of Accessible Learning; Sexual Violence Prevention & Response Advocate (new position); International Student Advisors; Development Officer for Students of African Nova Scotian and Canadian Descent; the Students' Union has, a) Pride & Ally Centre Coordinator, b) Women's Centre Coordinator, c) Multicultural Hub Coordinator, d) Ekkian Indigenous Students Centre Coordinator; HR is supposed to provide EDIA support, education, training, but doesn't do very much currently. We have a "Dean of the Library and Multicultural Learning" -- which sounds as though they would be involved in creating EDIA initiatives. We also have a new 2-year role as a Teaching Chair with a focus on Allyship and Decolonization of Educational Practices and there's another new 2-year Teaching Chair focusing on Culturally Responsive Teaching (for international students).
APPBUSA	No
MSVUFA	Manager of Accessibility Services, Black Student Advisor, Auntie in Residence, Special Advisor to the President on Aboriginal Affairs, Harassment and Discrimination Advisor, and the Faculty of Education has an EDIA committee, and there are some departmental ad hoc EDIA committees
ASTFA	N/A
UKCTA	Auntie in Residence, Sexual Violence Prevention and Response Officer, Equity Officer
FUNSCAD	N/A
DFA	Lots and not sure I could name them all. At least one Associate Vice Provost. Every faculty has an EDIA committee with chair or co-chairs. Lots of advising positions. Accessible work office. Indigenous & Black Student Advisors. Various EDIA themed caucus groups.
AUFA	Full time equity officer (staff), joint (3 admin/ 3 union) Employment Equity Committee, Black/Indigenous advisor, Elder in residence, Accessibility Office

4. What committees does your university have that address EDIA issues and at what level are they (e.g. university-wide, faculty-wide, departmental)?

SMUFU	Several departments and the union itself have EDIA committees, but faculty-wide and university-wide committees tend to be ad hoc, and with little administrative accountability for whether or when their recommendations are fulfilled.
StFXAUT	Equity Advisory Committee - University-wide
CBUFA	There are 3 unions at CBU but only 1 union has an EDIA committee: CBU Faculty Association has a Committee for EDII (Equity Diversity, Inclusion and Indigenization). For a few years, the Office of Research Graduate Studies coordinated as EDI committee of staff, admin and faculty members but it didn't meet often (& was frustrating to be on because our advice was often ignored). Then it reformatted last year as a "working group" (mostly white cis female staff members and admin) and a bigger "advisory group" of staff and faculty. The advisory group was rarely consulted.
APPBUSA	Comité pour la prévention de la violence sexuelle sur les campus (a committee with representation from the different student, faculty and support staff groups).
MSVUFA	An EDIA committee (university-wide), L'Nu Circle (Mi'kmaq) (consisting of Mi'kmaq community members, faculty, staff & administration), various EDIA committees at dept or faculty level (e.g. Education, Business), Accessibility Advisory Committee (university-wide), Employment Equity Committee (chaired by someone in HR with 5 members who are staff & faculty), DIMENSIONS committee, International Student Advisory Committee and a Students of African Descent Advisory Committee (consisting of faculty, students, administration & staff). The Student Union has a Pride Centre but there is no committee.
ASTFA	None specific to EDIA though discussed in Senate and Faculty Council
UKCTA	University-wide Equity Committee that is defunct
FUNSCAD	University-wide
DFA	Technically every committee is tasked with having EDIA as a recurring theme. But there are probably dozens of faculty level, departmental, and Central committees, caucus groups, etc., that work on EDIA issues.
AUFA	Senate, Union/Admin, and several department committees working independently.

5. What actions has your university taken to address EDIA concerns (e.g. cluster hires, training for staff or faculty in diversity, sexual violence prevention, etc.)?

SMUFU	The latest CA contains provisions for a cluster hire on EDIA principles, but there is worry about institutional commitment to it. Hiring committees are all supposed to be trained in EDIA principles, but there is no enforcement. Recommendations from past committees dealing with decolonizing the university have largely remained unfulfilled. There has been substantial churn in Human Resources, including in the positions dealing with conflicts, abuse, and harassment. Last year, the Employer violated the CA requirement to report annually on working conditions for BIPOC and disabled workers and workers of marginalized genders, because of staffing churn. The administrative response to the scandal a few years ago surrounding a "rape chant" at a student event was minimal and ephemeral.
StFXAUT	Minimal EDIA educational opportunities, targeted hires

CBUFA	It's all very piecemeal; the School of Arts and Social Science *may* have tried cluster-hiring last summer, but I'm in a different School so I'm out of the loop; my department was hiring last spring and as the hiring committee chair, I asked HR for EDIA training for committee members, but HR said it was "in development" / not available. Most EDIA training for staff and faculty is volunteer only, so it's very "preaching to the converted". One exception was the "Learning about the L'nu Way" online module training that is required of new tenure track hires and was required for staff members 1 year, however, it was never required for already hired faculty members. CBUFA members from the Equity Committee and Policies/Issues Committee sometimes try to organize training. For example, I once led a successful initiative to hire LGBTQ+ community members to provide 3 training sessions on LGBTQ+ inclusion and safe spaces to faculty and staff. However, I got in trouble with my dean for doing this because he said I was "doing HR's job for them, rather than doing my own job."
APPBUSA	An EDI strategic plan has been prepared and the next step is the implementation of this plan.
MSVUFA	Cluster hires for Black Scholars (hired 4 scholars in 2020), Indigenous cluster hire (2 positions to start July 1, 2023), no specific training offered other than we have access to online CCDI resources but not sure how many people know about this.
ASTFA	Through our sister institution, EDI training required for participation on hiring committees (AST faculty on SMU committees).
UKCTA	Anti-oppression training, sexual violence prevention and response policy, diversity hires
FUNSCAD	Cluster hire, diversity training
DFA	Tons of stuff. Preferential hiring language, designated hiring programs, cluster hires, EDIA training for appointment and tenure/promotion committees, sexualized violence policy, racialized violence policy, mentoring initiatives, Indigenous advisory committee, several major reports.
AUFA	EDI workshops for all faculty (to be able to participate in hires and promotions), delivered by joint Employment Equity Committee. Some staff training through Equity Officer. Sexualized violence prevention to staff/students. A one-time cluster hire (3 Black and 3 Indigenous scholars with new Collective Agreement).

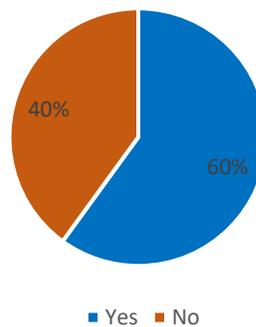
6. What policies are in place at your university to improve equity in the workplace (e.g. anti-discrimination, sexual violence prevention, accessibility, etc.)? List all that apply.

SMUFU	The university has policy statements on Employment Equity, as well as Sexual Harassment and Violence.
StFXAUT	Anti-Discrimination & Harassment Policy, Sexual Violence Policy
CBUFA	Respectful Campus Policy: https://www.cbu.ca/current-students/safety-security-respect/respectful-campus-office/respectful-campus-policy/ ; in the process of finalizing a new Sexual Violence Prevention & Response Policy
APPBUSA	Animal de soutien émotionnel; Conditions d'emploi des employés conditionnels; Engagement en matière de violence en milieu de travail; Milieu de travail et d'études respectueux; Prévention de la violence au travail

MSVUFA	Anti-Harassment & Discrimination Policy, Policy Against Sexual Violence, Accessibility Policy
ASTFA	Committee on accessibility on campus; Sexual Violence Prevention Policy (and articles in Collective Agreement related to Justice, Equity and Diversity).
UKCTA	Sexual violence prevention, increased accessibility, anti-oppression training
FUNSCAD	Policies do exist, whether they are effective is another matter. Policies are geared toward student support, not faculty and staff at present.
DFA	You name it, we likely have it. Employment Equity Policy for all employment groups, Sexualized Violence Policy, Racialized Violence Policy in development, Accessibility Audit, Indigenous Identity Policy in development.
AUFA	Gender Diversity Workplace Inclusion Policy, Policy Against Harassment & Discrimination, Sexual Violence Prevention Policy

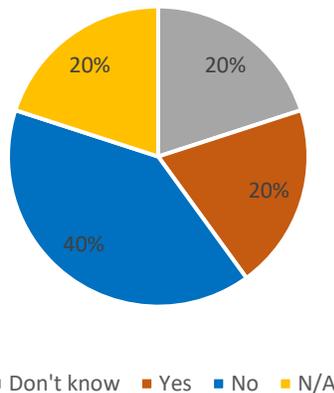
7. Has your institution done an EDIA pulse survey or campus-wide EDIA climate survey recently?

SMUFU	Yes
StFXAUT	Yes
CBUFA	Yes
APPBUSU	Yes
MSVUFA	Yes
ASTFA	No
UKCTA	No
FUNSCAD	No
DFA	No
AUFA	Yes



7a. If yes, have the results been shared with the campus-wide community?

SMUFU	No
StFXAUT	No
CBUFA	Yes
APPBUSU	Do not know
MSVUFA	Do not know
ASTFA	N/A
UKCTA	No
FUNSCAD	Yes
DFA	N/A
AUFA	No

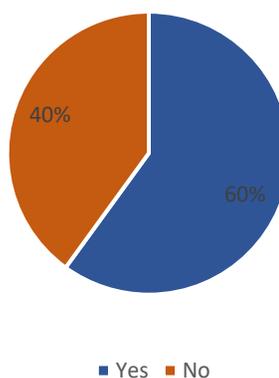


8. If your institution has an EDIA strategic plan, where can it be found (e.g. website, URL link)?

SMUFU	Not to our knowledge.
StFXAUT	Yes (https://www.stfx.ca/news/stfx-launches-first-multi-year-accessibility-plan) Accessibility Plan, President’s Action Committee on Anti-Racism (PACAR) Report
CBUFA	I’m unsure. In April, a copy was emailed from the President's Office to all employees. The CBU website is notorious for being hard to navigate; I just tried to locate it but failed.
APPBUSA	Yes https://www.usainteanne.ca/a-propos/equite-diversite-et-inclusion
MSVUFA	No, not yet (it is being developed) but EDIA is part of the Strat Plan: https://www.msvu.ca/wp-content/uploads/2020/12/MSVU-Strategic-Plan-2020-Strength-Through-Community.pdf
ASTFA	N/A
UKCTA	N/A
FUNSCAD	Website
DFA	I'm not sure there's a single overarching plan. If there were, it would need to be under the Vice Provost of equity and inclusion's website.
AUFA	No. It was an important theme in Collective Agreement negotiations, and the VP EDI position was created (now vacant).

9. Does your institution gather data about the diversity of the faculty (e.g. race, gender, disabilities, and so on)?

SMUFU	Yes
StFXAUT	Yes
CBUFA	No
APPBUSA	No
MSVUFA	Yes
ASTFA	No
UKCTA	Yes
FUNSCAD	No
DFA	Yes
AUFA	Yes



9a. If so, who collects it, and how are the data used?

SMUFU	No. It should be, as this is a requirement in our CA, but the CA was violated this past year, and no data were collected. It is the responsibility of HR to ensure this is done.
StFXAUT	Human Resources – unknown
CBUFA	I think CBU HR is *planning* to start collecting this information because the CCDI's EDI assessment of CBU said this was a weakness.
APPBUSA	N/A

MSVUFA	Human Resources collects data. It is supposed to help expose where change is needed for more diversity in different units but not sure it is used.
ASTFA	N/A
UKCTA	Only in an ad hoc way, and in each program. It is distributed via email to faculty.
FUNSCAD	N/A
DFA	YES. It's called the <i>Be Counted Census</i> and it's for tracking federal contractor's program targets. HR runs it. We've demanded the individual data (for union defence of no-discrimination matters) but they've refused to share for reasons of privacy.
AUFA	YES. HR collects it and is used in hiring to favour, in some instances, underrepresented groups.

10. What are some EDIA initiatives your institution has taken (e.g. Indigenous lecture series, anti-racist training sessions, Dimensions) and what are the affiliations of those initiatives (e.g. Scarborough charter, Tri-Agency, Universities Canada)

SMUFU	Saint Mary's has signed the Scarborough Charter, but has made significantly less progress with any EDIA initiative or decolonization recommendation that requires more resources than verbal commitments and treaty/land acknowledgements. We are trying to enshrine more action in our contracts, but adherence to those contractual commitments has also sometimes been inconsistent.
StFXAUT	In progress - see PACAR report
CBUFA	The Office of Research and Graduate Studies secured a Tri-Council grant to hire an outside agency (the Canadian Centre for Diversity and Inclusion) to conduct an EDIA assessment/audit of CBU in about 2019. CBU called this the "Better Together" initiative. In April 2023, CBU released an Action Plan in response to the CCDI report (although people on the committee that wrote the plan say that CBU's lawyer got a hold of it and "took the teeth out" before it was officially released. CBU's research office periodically shares links to CCDI online training sessions, but they aren't well advertised. CBU created & ran 2 rounds of "Learning about the L'nu Way" online training modules. CBU hired Dr. Marie Battiste as Special Advisor on Indigenization and she gives a few talks every year, as well as guest lectures in classes.
APPBUSA	DIMENSIONS Charter and the creation of the EDI plan
MSVUFA	Black & Indigenous Lecture series (affiliated with the Research Office and the President's Office). MSVU signed onto the DIMENSIONS Charter (a federal equity, diversity and inclusion program to support the advancement of equity, diversity, and inclusion in research) and the Scarborough Charter (on Black Flourishing at Universities). The Teaching & Learning Centre has done various workshops/panels for faculty related to EDIA in teaching.
ASTFA	Lecture series Decolonizing Theology, regularly hiring an Indigenous scholar for summer teaching
UKCTA	Anti-racist training, but sporadically; new Mikmaw cohort for journalism, Indigenous lecture series, Indigenous Advisory Council, anti-racism training
FUNSCAD	There was a survey on diversity, though some questions about its accuracy. Not sure where that data are located or how they were used. Admin has a longstanding practice of manipulating data for its own ends.

DFA	Honestly, it's hard to keep track. Dal is all about EDIA and they've signed out to every charter, statement, benchmarking exercise that is out there. Mostly for optics, but Central admin certainly don't need to be pushed or encouraged to prioritize EDIA matters. Our problem is they do it without consulting the faculty association, and they will ignore the Collective Agreement if they feel that they have a better idea of way of doing things, forcing us at times to file grievances.
AUFA	Cluster hires was the largest to date. The Office of the VP EDI started several campus wide activities such as speaker series and talking circles. Many of the campus activities, such as Teaching and Learning, include EDIA activities. Research office is working on the EDIA mandates of CRC and we signed the Scarborough Charter.

11. Does your faculty association have an EDIA committee, or an equity committee?

SMUFU	EDIA Committee
StFXAUT	Equity Committee
CBUFA	EDIA Committee
APPBUS	Other
MSVUFA	Equity Action Committee
ASTFA	No
UKCTA	Equity Committee
FUNSCAD	Working to establish a committee
DFA	Equity Committee
AUFA	Employment Equity Committee

11a. If so, what sorts of activities does the committee do?

SMUFU	SMUFU's EDIA Committee has just been reconstituted in the past year, and is currently at work in a Research Lecture series and various clean air/workplace safety initiatives, including making masks, tests, an air filtration device, and air quality/CO2 monitors available to members via the union office.
StFXAUT	Equity analysis, public awareness, lobby admin for Equity hires, analyze Collective Agreement with an Equity lens
CBUFA	Provide advice to the Faculty association Executive Committee; we sometimes organize training/education sessions; we recently gave feedback on CBU's proposed new Sexual Violence Prevention & Response policy; try to hold the Human Rights & Diversity Officer accountable when he falls short on promises for more EDIA education, training, etc.; attend EDIA conferences and share what we learned; I've arranged for an Indigenous academic to give an invited talk for this coming fall semester
APPBUS	There is one member of the association who sits on the multi-stakeholder university-wide committee.
MSVUFA	Brings in guest speakers for pre-FA meetings, hosts workshops on for example EDIA and Research, and met with the Registrar to propose stopping Eurocentric/colonial practices

	at convocation like kneeling in front of the Chancellor who is a Sister of Charity member (this practice was stopped).
ASTFA	No answer
UKCTA	None right now
FUNSCAD	We are small, issues are dealt with by the union executive.
DFA	Kind of a brainstorming and a think tank group. The Faculty Association Executive consults the group when issues intersecting equity arise. We have a separate Indigenous Caucus.
AUFA	Joint committee with admin that does equity workshops for faculty, revises self identification and workforce survey forms, assigns equity reps in all full-time hires, deals with EDIAR issues brought forward by faculty

12. What are some key concerns/topics related to EDIA that your faculty association has addressed?

SMUFU	Accessibility; the dire need for targeted and cluster hires, advocating for more meaningful EDIA on campus
StFXAUT	Lack of support for Equity measures, lack of awareness
CBUFA	Improving Collective Agreement language for pregnancy/paternal leave
APPBUSA	The prevention of sexual violence on the campus has been an important objective of the faculty association. They have communicated with the administration and have named a member to sit on the stakeholder committee.
MSVUFA	We are working on addressing EDIA issues in the CA (e.g. language, practices), and decolonizing the CA (e.g. the language) in this round of bargaining which began with Letters of Understanding (LoU) committees that each involved 2 faculty and 2 administrators.
ASTFA	Concern about lack of gender balance on faculty, which hasn't been ameliorated
UKCTA	Lack of diversity in curricula and among faculty and student body, more diversity representation in curricula and in hires
FUNSCAD	Cluster hire provisions
DFA	Lots. Mostly related to bargaining. Pay equity, designated hiring language, equity in hiring language, recent survey on student accommodations satisfaction, expanding recognition of Traditional Ways of Knowing, diverse forms of scholarship, consultations around Indigenous identity.
AUFA	Many over the years, pay equity for a long time. With the presence of equity reps some discriminatory hiring practices are being revealed and addressed.

13. What are some key concerns/topics related to EDIA that your faculty association plans to/would like to address?

SMUFU	Targeted and cluster hires and a more meaningful commitment to EDIA at our institution that goes beyond mere language and social media events being posted
StFXAUT	Lack of administrative support for individuals in under-represented groups

CBUFA	Better protection, pay and rights for contract faculty members; improving disabilities rights and protections (including visible & invisible disabilities); recruiting and retaining BIPOC faculty and staff
APPBUSA	Prevention of sexual violence has been the subject in the past, but this subject will have to be brought forward within the association
MSVUFA	Anti-racism, decolonizing the Collective Agreement, applying equity lenses to policies and practices, developing ways of ensuring that there are more diverse perspectives included in curriculum and in university governance structures (e.g. Board of Governors), equity tax
ASTFA	EDIA in the curriculum
UKCTA	We would like to address the diversity of the syllabus of our first year 'Foundation Year' program and would like to advocate for more tenure track diversity hires.
FUNSCAD	The problem of policies being at odds with admin actions
DFA	Accessibility and accommodations for employees, and ensuring Indigenous identity policies are fair and reasonable.
AUFA	Most members are in agreement with the idea of equity and inclusion, however, in practice many barriers are still present in the way we evaluate and value experiences, people and knowledge that are not mainstream.

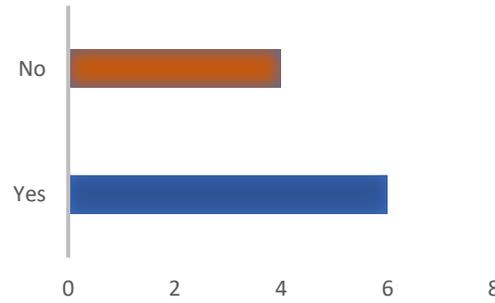
14. What policies are in place at your faculty association to improve equity in the workplace? List all that apply.

SMUFU	We have no formal policy as a union.
StFXAUT	Not much
CBUFA	Articles in Collective Agreement
APPBUSA	I am not familiar with any specific policies that are of the Faculty Association specifically.
MSVUFA	Articles in Collective Agreement
ASTFA	Articles in Collective Agreement
UKCTA	Sexual Violence Prevention and Response Policy
FUNSCAD	N/A
DFA	None within the FA itself, aside from the Equity Committee, and Indigenous Caucus. We strive for diverse representation on our various committees, being mindful of the burden on individuals who are often asked to do this type of work.
AUFA	There are no particular policies at the union level, however, the Nominating Committee has always strived to have an Executive that reflects different academic ranks and lived experiences. In both the Constitution of the union Executive as well as the working sub committees.

15. Are you aware of the Dismantling Racism and Hate Act?

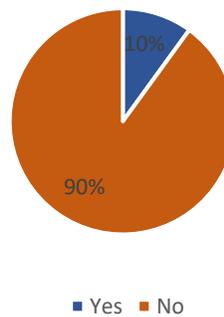
SMUFU	Yes
StFXAUT	No
CBUFA	No
APPBUSA	Yes

MSVUFA	Yes
ASTFA	No
UKCTA	No
FUNSCAD	Yes
DFA	Yes
AUFA	Yes



16. Are you aware of the strategy that your university is creating in response to the Act?

SMUFU	No
StFXAUT	No
CBUFA	No
APPBUSU	No
MSVUFA	No
ASTFA	No
UKCTA	No
FUNSCAD	No
DFA	Yes
AUFA	No



17. Has your faculty association been asked to participate or provide input into creating the strategy?

SMUFU	No	
StFXAUT	No	
CBUFA	No	The administration usually doesn't collaborate with faculty members and increasingly makes unilateral decisions, consulting with us only after we complain / after-the-fact. They may be developing something but have not said anything.
APPBUSU	No	A letter has been prepared and sent by the Faculty Association to the university's administration; however, no written response indicating what the institution is doing has been shared with the association.
MSVUFA	No	
ASTFA	No	
UKCTA	No	
FUNSCAD	No	Faculty Association requested participation in these discussions but was excluded
DFA	Yes	We've been advised it is in development and that we will be consulted but we have no timeline or details yet.
AUFA	No	

18. Please share recommendations or suggestions that the ANSUT Equity Committee could work on for next year.

SMUFU	It would be great to have a compilation of union equity policies and any resources that unions can use to enhance and support the improvements on EDIA.
StFXAUT	No response.
CBUFA	Collective Agreement language around cluster-hiring, recruitment/hiring/retention of BIPOC faculty and staff, what is working well at other Atlantic universities? (e.g., I've heard that DFA has set up an Elders' Council -- would like more details and ideally to set up something similar at all Atlantic universities). Maybe tips for motivating highly privileged colleagues to care about / prioritize EDIA issues and initiatives would be helpful.
APPBUSA	How to work with student and support staff associations on campuses to, in a conjoint manner, address campus safety and inclusion on campuses. As a community of associations and university administrations these issues are a campus community issue and require a campus community solution.
MSVUFA	A series of workshops or guest speakers, a conference on bringing EDIA actions into universities (e.g., hiring, retention of equity-deserving groups), decolonizing universities and curriculum.
ASTFA	Best practices in the area of EDIA
UKCTA	No response.
FUNSCAD	No response.
DFA	No response.
AUFA	Look at strategies in the different institutions discussing what has worked and what hasn't.

19. Additional comments? Please share any activities, policies, procedures, events, designated funds available that have been undertaken to promote EDIA and decolonization at your university?

SMUFU	No additional comments.
StFXAUT	Canada Research Chairs Equity, Diversity and Inclusion Action Plan https://www.stfx.ca/sites/default/files/documents/Strategic_Plans-Accessibility%20Report%20FINAL%20PDF.pdf
CBUFA	No additional comments.
APPBUSA	No additional comments.
MSVUFA	No additional comments.
ASTFA	No additional comments.
UKCTA	No additional comments.
FUNSCAD	There is a lot of discussion and good intentions on these issues.

DFA	We should just chat sometime. Honestly it is impossible to keep track of everything related to EDIA on campus. This poses a challenge in itself both for the DFA but also for coordination and consistency within the administrative classes.
AUFA	There is a Joint Committee called the IABC (Indigenous Association Board Council) consisting of AUFA members, the VPA and Indigenous representatives whose mandate is to develop recommendations for an Indigenous employment strategy for Faculty members.