

STLHE/SAPES Equity committee Report – February 16, 2022

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The new Equity Committee has met twice as the whole committee. During these meetings, we agreed to the following:

- to edit the proposed draft Terms of Reference to reflect several long discussions about what ‘EDI’ work was, how we would go about it, how to negotiate differences, etc. The new draft has been submitted for Board approval;
- to change the name of the committee from EDI to Equity. There was much discussion about this popularly used acronym and some concerns raised around it; ultimately, everyone agreed with the new name as the ‘Equity’ Committee (concurring that it captured the goals of the committee while avoiding the potentially contentious pitfalls of most other names);
- to divide up the larger committee into three subgroups, each with a different focus. These include:
 - 1) policy and governance – including but not limited to issues such as remuneration, creating content for a new Equity Committee space on the STLHE/SAPES website, exploring membership issues and growth;
 - 2) awards, conferences, and events – including but not limited to issues such as committee composition, criteria, practices at conferences and events;
 - 3) post secondary education more broadly – including but not limited to issues such as building curricular and classroom practices resources and education for the membership and beyond.

The subgroups have begun meeting and identified some issues to work on, prioritizing how they will do this work. All ideas and recommendations will come back to the committee as a whole for further discussion and agreement before being moved on to the Board level for approval and implementation.

Our next meeting of the whole committee is March 8 – so look for any recommendations to follow shortly after that.

Some notes:

- 1) We have decided for now to not have an official ‘chair’ of the committee, but instead to appoint someone the ‘Board liaison’ person; that person is Ann Braithwaite.
- 2) The subgroups will each identify who will be their main person to keep them on track for particular tasks.
- 3) Several people volunteered to be main note takers and poll initiators for the whole committee; subgroups have also each identified notetakers for their meetings.

4) The aim behind this diffuse organizational structure is to spread the work around, ensure that everyone can both participate and be responsible for the work of the committee as a whole. Everyone agreed that running a committee of this size was too much for any of us busy folks to take on.

A personal note: The committee is full of eager and enthusiastic people, and seems to be working really well together! If the above structure stops working for us, we have all agreed to revisit it.

/end