



Brandon University Faculty Association

BUFA Equity Policy

The Brandon University Faculty Association (BUFA) is committed to securing equity for members of historically marginalized, excluded, and oppressed groups who have been systemically disadvantaged by the Association and the university environment. For the purposes of defining members of equity groups, BUFA shall consider the four designated groups identified in legislation, which are as follows: women, Indigenous persons, disabled persons, and racialized persons. BUFA also considers gender, sex, and sexuality minoritized persons (e.g., members of the 2SLGBTQIA+ community) as equity-deserving members. In addition to these groups, the Association is committed to anti-discriminatory actions, both adverse effect and direct, related to the aforementioned identities as well as those related to culture, age, nationality, ethnic origin, colour, and ability. We recognize that these identities intersect and may compound in their modalities of exclusion, discrimination, and disadvantage. BUFA also commits, through engagement with the VP Equity, the Equity Committee, the Equity Member at Large, and the membership to revise these identity categories as definitions evolve, and as research and understandings of equity progresses.

BUFA recognizes the principles of equity benefit all members of the Association. Discrimination can be both an impersonal property of environments, systemically reproduced through practices and procedures over time, as well as intentional unfair treatment. In BU's environment, systemic discrimination has manifested itself in the unequal distribution of access to resources, time, involvement, respect, and acceptance, and has disadvantaged and disproportionately impacted member employment, career progress, remuneration, governance, inclusion, and well-being for equity group members (as evidenced by Status of Women Review Committee 2019 Reports, Statistics Canada Labour Force 2023 Survey, and Employment Equity Annual 2022 Report). We acknowledge that historically, our Collective Agreement, BUFA's actions, policies, procedures, and past practice have played a role in these inequitable outcomes for our membership.

As such, BUFA commits to actively removing existing barriers to inclusiveness, involvement, and representation within the Association's policies and practices for equity group members. BUFA commits to taking the following actions to remove existing barriers and effect reparations within the Association for equity members:

1. The VP Equity will work with the employer's Diversity and Human Rights Advisor and Learning and Organizational Development Officer to jointly develop EDIDR Training for the entire BU community;
2. The Equity Committee of BUFA will work with the Equity Review Committee to monitor and promote initiatives and best practices towards equity and diversity among our membership;
3. The Association will openly communicate about the results of equity inquiries and equity actions in relation to the membership to promote a culture of inclusivity and transparency;
4. The Association will address equity dimensions for all member issues and grievances when they concern a member from an equity group, unless otherwise requested by the member;
5. The Equity Committee will undertake a data-driven annual review of the Association's policies and make recommendations to the executive regarding the improvement of practices relating to proactive identification of barriers to achieving justice and equity in the Association;
6. The Association will develop a BUFA-specific training module for matters related to the CA required for all executive members to complete by April 2025;

7. BUFA will actively seek out expertise and training and make it freely available to the membership;
8. All members of the executive will be required to take the equity module to ensure education of key BUFA-related issues to inform an equity-committed leadership;
9. The Association will be proactive in making all meetings and materials available to the membership in accessible ways (e.g., hybrid formats, closed captioning, low vision formatted documents);
10. BUFA will lead a by-member and for-member mentorship/allyship program for the membership to support them at all stages of their careers;
11. BUFA will support prospective members with equity minded representation and consultation during hiring processes;
12. The Equity Committee will report on progress towards best practice on a yearly basis; and
13. The Equity Committee will review and revise the indicators on a yearly basis.

BUFA submits the following indicators of success for the 2024-25 academic year:

1. Review and revise the policy by March 31, 2025 to align with the implementation of the new CA
2. Completion of the jointly developed EDIDR training by September 1, 2024
3. Increase representation of equity groups on the BUFA Executive
4. Complete the development of the BUFA-specific equity training module for all BUFA executive members by April 2025
5. Offer one or more training sessions by outside experts to BUFA members by end of academic year
6. That BUFA Executive members will complete all training sessions by end of academic year
7. That all BUFA trainings and materials will be offered in accessible formats
8. Enrolment of members in the for-member, by-member mentorship programme by September 1, 2024
9. Report on progress towards best practice for the Association at fall and spring AGM 2024-25

Appendix: Definitions of Equity, Diversity, and Inclusion

Equity refers to the creation of opportunity for equal access and success for the designated groups in terms of their proportional participation in all levels of the Association, including access to its resources and representation. Equity also demands equity-mindedness, which is the demonstration of an awareness of and willingness to address equity issues in all areas and activities, at all levels of the Association.

Diversity refers to the recognition and celebration of individual differences (e.g., personality, learning styles, physical or cognitive abilities, and life experiences) and/or group/social differences (e.g., Indigeneity, race/ethnicity, class, gender, sex, sexuality, country of origin, as well as cultural, political, religious, or other affiliations).

Inclusion refers to the active, intentional, and ongoing practice of increasing the compositional number and success levels of all equity-deserving members in the Association's activities, and the development and maintenance of a psychological and behavioural climate that benefits equity group members.