

RFA Executive Committee
MINUTES
 By Zoom Meeting
July 02, 2020

ATTENDANCE:

<i>Office</i>	<i>Officer</i>	<i>Yes/No/Regrets</i>
President	Ian Sakinofsky	Yes
Vice President Internal	Peter Danziger	Yes
Vice President External	Dave Mason	Yes
Treasurer	Anthony Francescucci	Yes
Secretary	David Naranjit	Yes
Health & Safety Officer	Habiba Bougherara	Yes
Chair, Grievance	Jesmen Mendoza	Yes
Chair Negotiating	Brian Ceh	Yes
Chair, Professional Affairs	Rachel Berman	Yes
Chair, Equity Issues	Lila Pine	Yes
Member at Large	Corinne Hart	Yes
Member at Large	Donna Koller	Yes
Staff	André Foucault	Yes
Staff	Shiraz Vally	Yes
Staff	Agnes Paje	Yes

1. Order/Establishment of Quorum
 - Meeting began with quorum at 10:06 AM
2. Approval of Agenda
 - Motion to adopt Agenda (Hart/Berman). Carried
3. Approval of Minutes
 - Motion to approve Minutes from June 16 (Bougherara/Koller). Carried.
4. Matters Arising/Old business
 - Membership of Standing Committees and Elections Committee

It was pointed out that there were currently two vacancies on the Professional Affairs Committee, two vacancies on the Equity Committee, one vacancy on the Grievance Committee, and that the Elections Committee needed to be appointed.

It was noted that as two calls for nominations had already been issued for these vacant positions, it now fell to the Executive to appoint members to fill the vacancies.

The members of the Executive were asked to turn their minds to this so that every effort could bring each Committee to full strength by the start of the Fall semester.

It was also pointed out, by the Chair of the RFA Equity Committee, that in accordance with the motion that was passed at the RFA General Meeting on May 5 2020 it was necessary for the Executive to take the necessary steps such that an Indigenous Faculty Representative on the Executive be elected by the Indigenous Faculty Council, and subsequently endorsed by RFA members through their ballot. It was further noted that for this to occur, as per 11.C of the RFA Bylaw, it may behoove the Executive to appoint members to the Indigenous Faculty Council.

The Chair of the RFA Equity Committee undertook to look into the matter and report back at the next meeting of the Executive.

- Refreshment of Grievance Committee laptop

A motion was approved (Mendoza/Sakinofsky) for the purchase of a new laptop for the use of the RFA Grievance Committee. The purchase price was not to exceed \$2,500

- Recommendations from Covid-19 Task Force

A motion (Mason/Berman) was approved asking the Executive to send a copy of the Final Report of the RFA Member Covid-19 Task Force to the Ryerson President, President Lachemi, and to request that he meet with members of the RFA executive committee to discuss the Report.

A motion (Mason/Berman) was approved asking the Executive to write to the members of the RFA Covid-19 Task Force, expressing the Executive's appreciation of the effort that they had put in to conducting the survey and producing the Report

- Extension of MoA for Faculty of Law

It was reported that the first five members of the Ryerson's new Faculty of Law had already been appointed, with effect from July 1 2020. However, the governance structures of the new Faculty had not yet been established. More specifically there was not in place a DHC, DEC, FTC, FPC, amongst other things.

It was agreed that Ian Sakinofsky and Andre Foucault would convene a meeting of all the faculty members in the Faculty of Law, including those who have been cross-appointed from existing departments. At this meeting support would be sought for extending the current Memorandum of Understanding which provided for a temporary DHC in the Faculty of Law, which was due to expire on August 1 2020. Support would also be sought for the expansion of that MoA to include the creation of a temporary DEC.

5. Item For Discussion

- Representation from the Racialised Women Faculty Group (RWFG)

At 10.28 a.m. Camille Hernandez-Ramdwar, Anne-Marie Singh, Nicole Neverson and Amina Jamal, joined the meeting, as representatives of the Racialized Women Faculty Group (RWFG).

The four representatives of the RWFG stated that even though they were there as representatives of the RWFG, they also represented a larger group of women faculties across the University.

Discussion took place of the correspondence between the RWFG and the Executive, particularly with respect to the gender redress salary analysis process, the hiring of a consultant to assist in that analysis, and the expansion of the joint-committee charged with conducting that analysis, to a broader-based joint-committee that would conduct an intersectional analysis, supported by a consultant adept at such intersectional analysis.

It was reported that members of the RFA Executive had attended a meeting with the VPFA and his staff. At this meeting, consistent with the proposal from the RWFG and supported by the RFA, the VPFA had expressed support for the establishment of a joint committee with 3-5 members from each side, with the goal of producing an intersectional analysis of gender, race and salary, and any other factors that the Committee believed were important at the intersection.

Discussion then took place of Ryerson's procurement directives for the appointment of consultants. The representatives of the RWFG expressed an extremely strong desire to be involved in the appointment of the consultant retained to assist the Committee, and spoke in favour of Heather Krause as the most suitable appointee for this role. The Executive was very receptive to this, but did point out that as the appointment of the consultant was a decision that would be made by a joint committee, in accordance with Ryerson's procurement practices, the Executive could do no more than encourage the RFA representative(s) on the Committee to present the wishes of the RWFG. It was also suggested that the Executive would nominate members of the RWFG to serve on the Committee in order to press their case themselves.

The representatives of the RWFG stated that their main concern was the appointment of the consultant that they had identified, and that they wished to participate in the appointment process, not as RFA representatives as members of a committee, but in advisory capacity, as an entity in their own right. They also made the point that the intersectional analysis that was to be conducted should not

obscure race by considering every/any conceivable factor, but should have a focus on race.

They stated that what frequently takes time in the conducting of intersectional analyses, is the gathering of data. The analysis itself should not necessarily take a lot of time. So, if the data was made available by the University the exercise could hopefully be carried out relatively quickly.

Discussion took place of the fact that while this particular committee would be focussing on gender race and salary, there were likely to be a number of related issues that would likely be triggered by this intersectional analysis, and that the Standing Committee on Employment Equity, as provided for in MOU 1 of the Collective Agreement, should probably be revitalised at the same time.

The Executive informed the representatives of the RWFG that they needed some time to discuss the matter and that they would be contacting the RWFG with proposals for the composition and mandate of the Joint Committee, and that they expected that members of the RWFG would be participating as members of that Committee.

At 11.26a.m. the visitors left the meeting

6.. RFA Officer Reports

a. President (Sakinofsky)

- Discussed the forthcoming RFA membership communique
- Reported on meeting with the Ryerson President on June 25
- Discussion was initiated regarding the composition of the hiring committee for the Master of Engineering Innovation and Entrepreneurship Interdisciplinary Program; it was agreed to complete the discussion at the next meeting.
- The next executive meeting was scheduled for July 9 2020 from 3pm -5pm

7. Adjournment. (12.11pm) (Danziger/Mason)