Equity Committee Update  
Submitted by Bridget Klest (Equity Officer)  

The URFA Equity Committee is actively pursuing a number of projects this academic year. We have developed a strategic plan identifying the following three priority areas: 1) Enhancing URFA participation in the Joint Employment Equity Consultative Committee with the goal of making it more effective and collaborative in achieving employment equity at the U of R, 2) Identifying areas for improvement and prioritizing Equity Goals in bargaining, and 3) Member Education. Within these priority areas, we have chosen to focus on pay equity as a specific area for action in the 2017-2018 academic year.

We are currently working on a number of initiatives related to these priorities. We are gathering information about pay equity from universities that have successfully implemented pay equity plans. We are working to provide education to members of performance review committees regarding gender equity issues. We have worked with the U of R academic and APT bargaining teams to help them include equity related language in their bargaining proposals, and we will continue to do so throughout the bargaining process. Additionally, we are working on member education campaigns aimed at helping members to understand some of their equity related rights, and to understand equity related concerns.

December 6 is the National Day of Remembrance and Action on Violence against Women in Canada. Gender-based violence is at heart an equity related issue, and we on the equity committee join in thinking about what we can do to help achieve freedom from violence for all our members, and all in our communities.