

## EDI Subcommittee Report

To: Board of the MacEwan Staff Association

March 13, 2024

Members of the board,

The EDI Subcommittee has met on several occasions since our last board meeting. We have also consulted with the Centre for Sexual and Gender Diversity and the Office of Human Rights, Equity and Inclusion.

Our recommendations, for the consideration of the board, are:

- To ensure more equitable representation across the bargaining unit, that committee terms of reference include representatives from each job family, as done with the PD committee
- That the MSA Board either:
  - Establish a standing EDI Committee
  - Rework the terms of reference of the Member Engagement Committee to include explicit EDI outcomes
- That the MSA Board and/or Executive Director conduct surveys, focus groups, and/or workshops to:
  - Determine how we are perceived to be living our diversity statement by members
  - Identify barriers to participation, including shared barriers to surveys, across education levels, to committee work, language barriers, and access to appropriate technology (computers)
- That the Executive Director be asked to promote the MSA office as an accessible and welcoming space for social gatherings
- That the board work to identify leaders within job families
- That the board work to identify leaders within part-time and casual staff
- That the board offer informal mentoring and formal workshops to demystify board activities (“do you want to be on the board?” sessions)
- That MSA events include social events welcoming to families, not always tied to MSA business/governance
- That forums or panels are held where candidates can talk about their interests – perhaps as a supplement to addressing the membership in speeches/presentations during general meetings

