

ANNUAL REPORT

May 1, 2015 – April 13, 2016

Committee Name: Gender Equity and Diversity Committee

Co-Chairs:

Lanyan Chen

Kathy Mantas

Members:

Anahit Armenakyan, Melissa Corrente, Lanyan Chen, and Kathy Mantas

Number of Meetings Held:

We had three formal meetings and one informal meeting over the year. As well, members of our committee attended two meetings on women's safety. Our meetings had three foci:

- Women's Safety
- Gender Neutral Bathrooms
- Family Status Accommodation

Formal Meetings:

1. Thursday, September 3, 2015 (10 am - 11 am; NUFA Office)

All committee members met with Amanda Burk to set priorities for the committee and to elect a chair/chairs.

2. Thursday, February 11, 2016 (9 am – 10 am; NUFA Office)

The committee met to discuss the Women's Safety Committee meeting, gender neutral bathrooms, and the Family Status Accommodation policy (under the "Ontario Human Rights Act"). The committee members decided that they would gather comparative data from other universities in Ontario regarding the Family Status Accommodation policy.

Note: This data has been summarized and is included with this report.

3. Friday, April 8, 2016 (10:30 am – 11:00 am; NUFA Office)

The committee members met to discuss the comparative data collected from other universities in Ontario regarding the Family Status Accommodation policy. As well, the committee members discussed the annual report and priorities for 2016-2017.

Informal Meeting:

4. February 29 – March 4, 2016 (online meeting during the week)

The committee shared and discussed online their findings regarding the Family Status Accommodation policy.

Additional Meetings by membership:

1. On December 8 the Women's Safety Committee met (was attended by Lanyan Chen of this committee) and discussed two proposals for the use of the grant for improving women's safety on campus: one from Jeff Landry on improving lighting and pathways on campus and the other from Jen Gordon on using a part of the grant towards #nuperspective education and prevention initiatives,

including publicity, and training of self defense, etc. A working group was identified at the meeting to improve these proposals and will keep us all informed. After the meeting some participants went on the campus walkabout and the premises of the residences as part of the women's safety audit and saw that many lights were out. It was noted that all the emergency phones were working properly but that the phone poles were not all properly lit. Apart from fixing the lights, a suggestion on emergency phones was made for NUFA to put forward (to raise awareness of the locations of these emergency phones in the parking lots). It was also decided that such information could be included in any announcements regarding parking and safety on campus.

2. January 20, 2016 (11 am -12 noon) Anahit Armenakyan of this committee attended the Women's Safety Committee meeting to discuss the importance of gender neutral bathrooms on campus with the committee members. The committee indicated that there are 5 gender neutral bathrooms on campus. Also, that all one-unit accessibility bathrooms are gender neutral. It became obvious that the biggest issue is the lack of awareness. Steps will be taken to identify the best approaches to raising awareness.

Events Planned: None

Costs Incurred: None

Membership for 2016 – 2017:

Kathy Mantas, Lanyan Chen, Melissa Corrente, and Anahit Armenakyan have agreed to serve on the committee next year.

Attachments included with the NUFA Annual Report (May 2015 – April 2016):

Family Status Accommodation Policy: Evidence in Ontario Universities

Report Prepared by: Lanyan Chen and Kathy Mantas (Co-Chairs)

Date: Wednesday, April 13, 2016