

ANNUAL REPORT

May 1, 2013 – April 29, 2014

Committee Name: Gender Equity and Diversity Committee

Chair: Kurt Clausen

Members: Roger Bernardes, Lanyan Chen, Kurt Clausen, Rosemary Nagy

NUMBER OF MEETINGS HELD:

The committee had **five formal meetings**, two of which were held jointly with the NUFA executive. This year, our committee had **two foci**:

- exploring the creation of childcare facilities for NUFA membership at Nipissing University,
- and gathering and summarizing statistics on gender ratios in NUFA for the 2013-14 year, as a corollary to last year's data.

FORMAL MEETINGS HELD (5):

1. *Tuesday, October 22, 2013 (12:00-1:30 p.m., A329)*

Issues Discussed/Addressed:

Over the summer, a good deal of preliminary data was collected in regards to daycares related to universities (i.e., which ones have a daycare). At this meeting, the committee divvied up the various universities for individual study, and the parameters of the study. We also examined the details of NUFA's parental leave demands for upcoming bargaining. Finally, gender stats from the previous year within the membership were revisited.

2. *Wednesday, January 15, 2014 (3:30-5:00 p.m., R226)*

Issues Discussed/Addressed:

With the first draft of the Daycare Report completed, members met, read and edited the document. After this meeting, all four members made additional revisions, comments over the succeeding weeks. The final version of the report ***Canadian Anglophone University Day Care Models: Potential Prototypes for Nipissing University*** was then accepted by the committee, and distributed to the NUFA executive on January 27.

3. *Monday, February 10, 2014 (2:00-2:30 p.m., A244)*

Issues Discussed/Addressed:

The chair of GED met with the NUFA executive to answer any questions regarding the Daycare report. The report made a recommendation to create a joint task force

between the administration, faculty, staff and students to examine this issue. This was ratified by the executive and sent to the university administration via Bob Keech.

4. Wednesday, April 16, 2014 (10:30-12:00 p.m., A329)

Issues Discussed/Addressed:

In preparation for a meeting with Rob Breton and Bob Keech later that day, the committee met and reviewed the daycare report. As well, they reviewed an update of compiled data on gender stats (re: hiring and tenure and promotion) for the NUFA membership. Please see forthcoming *Executive Summary of Gender Ratio in NUFA, 2013-14*.

5. Wednesday, April 16, 2014 (2:30-3:30 p.m., A244)

Issues Discussed/Addressed:

The GED committee, along with Rob Breton met with Bob Keech to discuss the feasibility of a joint committee between faculty, administration and students to examine and create a daycare for Nipissing University. A positive meeting, all agreed to a creation of this committee and a determination to bring this project to fruition.

Events Planned: None

Costs Incurred: None

ADDITIONAL COMMENTS:

Follow-up: Bob Keech is in the process of creating a joint committee under the auspices of the Vice-President Operations. It is expected that this will comprise of a 6-person committee, of which 2 will be faculty members.

Upcoming: The committee will be attending the upcoming NUFA Annual General Membership Meeting on May 8, 2014, to address any questions/concerns that arise regarding this year's activities.

Membership for 2013 - 2014:

Kurt Clausen and Lanyan Chen will be on sabbatical this next year. Rosemary Nagy and Roger Bernardes have expressed interest in returning to this committee. Kathy Mantas, who will be returning from sabbatical, has also expressed interest in serving in the 2014-15 term.

Report Prepared by: Kurt Clausen (Chair)

Date: Monday, April 25, 2014