COLLEGE EMPLOYER COUNCIL | CONSEIL DES EMPLOYEURS DES COLLÈGES

Academic Bargaining 2021

College Proposal – M07

Equity, Diversity and Inclusion

Presented by:
The College Employer Council
(on behalf of the Colleges of Applied Arts and Technology)

To:
The Ontario Public Service Employees Union
(for CAAT Academic Employees)

September 14, 2021

M07 - Equity Diversity and Inclusion

NEW Letter of Understanding

Re: Equity, Diversity, and Inclusion

The parties will establish, no later than March 1, 2022, a joint Advisory Group on Equity, Diversity, and Inclusion. Each party will nominate four members – one each from each of the four regions of the Province (North – Confederation College, Sault College, Northern College, Cambrian College, Collège Boréal, Canadore College; Central - Georgian College, Seneca College, Humber College, Centennial College, George Brown College, Sheridan College, Durham College; East – Algonquin College, Collège La Cité, Loyalist College, St. Lawrence College, Fleming College; and West – Conestoga College, Lambton College, Fanshawe College, St. Clair College, Niagara College, Mohawk College) in order to ensure regional representation. If the parties are unable to agree upon a chair, William Kaplan will choose the chair in a process of final offer selection. The Advisory Group will report to the EERC and is to complete its work by February 1, 2023. The Advisory Group shall :

Provides for a joint advisory group on Equity, Diversity, and Inclusion to collect, analyze, and report on composition of the workforce and potential barriers to participation contained in the collective agreement.

- **Develop a tool for canvassing all members of the bargaining unit to determine their identification on grounds of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sexual orientation, gender identity, gender expression, age, record of offences, marital status, family status and disability as well as the member's position, faculty, department and area of specialization;**

- **Analyze the data collected using the tool to determine the representation of employees based on equity seeking status in the ranks of full-time versus partial-load employees;**

- **Analyze the data collected using the tool to determine the representation of employees based on equity seeking status in the ranks of employees in the different divisions or disciplines of the Colleges;**

- **Where the data demonstrates an under-representation of persons from equity seeking groups within any division or**

discipline, analyze the collective agreement to determine whether any provision is likely contributing to the under-representation and make recommendations to the parties to address the identified issues.

The Advisory Group may engage, upon majority agreement, third party assistance respecting surveys and statistical analysis of the composition of the bargaining unit. The costs of the Advisory Group shall be paid by the CEC and OPSEU in equal shares.

The College will be reimbursed by the Union for the release time granted to the Union representative on the Advisory Group in accordance with Article 8.02. CEC will bear the cost of its representatives.

.

The CEC reserves the right to add to or to modify these proposals during the course of bargaining.