

Report of Standing Committee on Non-Discrimination Committee 2020-2021

The committee held two meetings, one of which we talked with a representative of the Black Caucus on reaction to/support of their statement (<https://www.blackfacultycaucus.mcgill.ca/statements>). We worked to ensure that MAUT's interests and the Black Caucus aligned.

The committee lost committee members. I have looked for substitutes to recommend for nomination. I've been unsuccessful so far. It's not that the individuals I've talked to don't support the activities and goals of MAUT's committee; it's that they're already active in Equity, Diversity, and Inclusion (EDI) committees, at the Senate level or in individual departments (this gives you a sense of who I've been talking to). Another reason we lost members is due to Covid. Covid has impacted the ability of members to contribute or the capacity of prospective members to join the committee.

Going forward, we need to find new committee members. But I think we can do more than select individuals well-known to MAUT. We can seek out members by going to individual departments and finding who's involved in EDI. That also would serve the purpose of broadening participation of MAUT participants.

As an aside, I'm happy to continue to serve even if I don't get elected to Exec. I will no longer be serving on Council. Depending on MAUT Bylaws, we may need to find a new head of the committee.

As head of the committee, I've held meetings with 3 individuals who were impacted by EDI issues. These are confidential and working their way through the university.