

FACULTY PROPOSALS – EQUITY

The following initial proposal was presented to the CEC negotiations team on July 22, 2024. Below, you will find our overview of the proposal, as well as the specific changes to the Collective Agreement that we tabled. In the margins of the table below, you will find brief notes explaining the intent of the changes.

Demands:

Equity made up a considerable portion of the demand set process for the 24 Ontario College Locals, at our final demand-setting meeting. It was agreed that equity was to form the basis for the work being conducted throughout the proposal writing process.

- Ensure equitable access to holidays, vacation, benefits, leaves, and other compensation to all members of the bargaining unit
- Allow for equitable access to union participation for all bargaining unit members.
- Strengthen language to prevent bullying/harassment/racism/discrimination and to provide data, oversight, and accountability

The first two demands are being addressed in language for total compensation and Article 8, amongst the other work being done.

Specifically, new language in Article 4, attained via the Kaplan award of 2022, is being strengthened and given additional weighting in these proposals.

Overview:

William Kaplan, in his award of 2022, noted that:

In other areas – such as EDI, and the need to address anti-Black racism and anti-Indigenous racism, to give just two examples, the parties shared values and what has been awarded attempts to reflect those values.

This resulted in significant changes to the way that equity was being addressed in the Collective Agreement.

Work is in the process of being done to address the needs of Indigenous faculty. The presence of Elders in the process to define Indigenous Knowledge is being achieved, and there remains a commitment to appoint two Indigenous Arbitrators. Furthermore, advances were made to recognize Indigenous ways of knowing in salary step placement calculations.

These efforts are ongoing, and as such, it is too soon to know how these new initiatives are working, or the consequences of them. It is our recommendation that the next round of bargaining reflect closely on these initiatives and close any loopholes that become apparent.

Of note, Kaplan also elevated what was previously a letter of understanding “Employment Equity”, to the status of a new Article 4.03. In this passage, there is a joint impetus for the Colleges and Locals to achieve employment equity, including in the implementation of policies

and systems of hiring and firing, promotion and development of opportunities, as well as ensuring training in various forms of racism, and generating data to the enforcement of such.

To the best of our knowledge, no such joint processes have started. OPSEU/SEFPO has taken the steps of mandating anti-Black and anti-Indigenous racism training for all bargaining team members (we all received this training this past Winter) and we are grounding our proposals within an equity lens.

So much of the work of equity is individualized, requiring an intersectional lens to truly understand what is happening. Regrettably, the language of the Collective Agreement and grievances is frequently statistical and requires hard data to make a case for positive change. To that end, it is our proposal that the language of Article 4.03 be strengthened to mandate the existence of a joint committee at each local to gather, verify, and record this data, as well as the other duties imposed by this Article. Furthermore, this data needs to be recorded and shared, so that those who are examining systemic issues are equipped with the information they need to determine if progress is being made.

We know, from research which has already been done, that Canada's postsecondary education systems have systemic issues which allow for women, racialized and Indigenous faculty to have less access to full-time positions. Contract faculty are paid less than full-time faculty, even though they may have workloads that are often the same or greater. Again, the staffing inequities at Ontario's colleges are one manifestation of systemic racism and/or gender discrimination.

The data generated by the College Employment Equity Committees (CEECs) is additionally referenced in Article 2 (Staffing), and Article 28 (Employment Stability), mandating that equity be part of the decision-making process between locals and their respective colleges.

These are concrete modifications which will allow informed decision-making going forward. These proposals are cost neutral, and simply hold both sides accountable to the important work of ensuring that Ontario colleges are safe, equitable and reflective of the communities that our students come from.

**Article 2
STAFFING**

2.02 A The College will give preference to the designation of full-time positions as regular rather than partial-load teaching positions, as defined in Article 26, Partial-Load Employees, subject to such operational requirements as the quality of the programs, their economic viability, attainment of the program objectives, the need for special qualifications and the market acceptability of the programs to employers, students, and the community.

2.02 C **The College shall consider employment equity, as defined in Article 4.03, and the data generated by the College Employment Equity Committee when making decisions of hiring and classifying employees.**

The parties agree that, notwithstanding the provisions and requirements of the rest of article 2, the college and the Union Local may agree that employment equity and data generated by the CEEC will be an overriding consideration. Such agreement will be made in advance of a job posting or appointment.

4.03 The parties recognize a shared commitment to achieving employment equity within the college system. This, therefore, will confirm the understanding reached at negotiations between the parties that:

1. At the local level, the parties ~~will work together~~ **shall form a College Employment Equity Committee (CEEC) composed of six members, with three to be appointed by the College and three appointed by the Union Local, with joint responsibility** to facilitate:
 - the implementation of employment systems, policies and practices, including matters relating to child care, that are non-discriminatory in nature and effect, and with specific attention to addressing anti-Black racism and anti-Indigenous racism; and
 - the implementation of practices and policies to enhance the hiring of, and transfer, promotion, training and developmental opportunities of, persons from designated groups; and

Requires employment equity to be a part of decision-making processes at the college.

This allows a local and the colleges to, if they feel it is required, allow equity to become a primary consideration in a job posting or appointment.

Mandates that equity work must be conducted at each local, preventing obfuscation of this work.

- generating data as to the current representation and distribution of the designated groups; and
- examination of recruitment and practices of hiring into the bargaining unit of persons from designated groups; and
- the removal of any barriers that may exist in employment policies and the monitoring of data relative to employment equity; and
- the attainment of appropriate representation of targeted groups identified by the Province of Ontario.

2. At the provincial level, the parties will work together to ensure that all provisions of the Agreement are non-discriminatory in nature and effect.

3. At both the provincial and local level, the parties will work together to enhance the participation of individuals from populations identified below in the day-to-day administration of the Agreement. This could include, but not be limited to, the administration of Articles 7, 9, 11, 32, 33, Appendix II and IV. The designated groups referred to above are considered to be, for the purpose of this letter:

- Women
- Racialized People
- People with disabilities
- Indigenous People (First Nations, Inuit and Métis)
- Lesbian, Gay, Bi-Sexual, Trans, Queer and 2-Spirit (LGBTQ2S*) People
- Francophones

4. Each CEEC shall, at minimum, report to both parties at the provincial level via EERC an annual report of the current representation and distribution of the designated groups as self-identified by faculty at each college in the first week of October.

Similar to the CEC's October Staffing Survey, this will allow the investigation of systematic discrepancies locally and provincially