

MEMORANDUM OF AGREEMENT

BETWEEN

THE UNIVERSITY OF WINNIPEG (the Employer)

- and -

THE UNIVERSITY OF WINNIPEG FACULTY ASSOCIATION
(RAS: MLB-6362) (the UWFA)

RE: Equity, Diversity, and Inclusion

WHEREAS the Parties share a commitment to practices that advance equity, diversity and inclusion;

And WHEREAS the Parties wish to begin making some changes prior to the commencement of collective bargaining;

And WHEREAS the Parties have agreed between themselves to the following changes to the collective agreement:

- that the Collective Agreement be revised, in its entirety, to use gender neutral language.
- **ARTICLE 1 DEFINITIONS**

Equity-Deserving Groups: means women, racialized **persons**, Indigenous **Peoples (First Nations, Métis, and/or Inuit)**, **2SLGBTQ+ persons**, and persons with disabilities;

- **ARTICLE 23: APPOINTMENTS**

23.05 (2) Pursuant to Article 35, and in consultation with the Human Rights and Diversity Officer, advertisements will also be placed in appropriate forums designed to attract **members of Equity-Deserving Groups**. Such publications will be identified in a list recommended by the University's Human Rights and Diversity Officer in consultation with the University's Employment Equity Advisory Committee to the Dean/ Administrator. Where the cost of advertising in all relevant publications is prohibitive, the University's Human Rights and Diversity Officer normally shall provide advice regarding which of the listed publications have highest priority in light of the employment equity goals of the University and the Department/Unit.

- **ARTICLE 35: EMPLOYMENT EQUITY**

35.01 The Parties acknowledge, recognize, and endorse the principle of employment equity and agree to cooperate in the identification and removal of artificial and/or systemic barriers in recruitment, selection, hiring, training and promotion of **members of Equity-Deserving Groups**. Such cooperation will emphasize increasing the **representation of members of Equity-Deserving Groups**,

improving their employment status, and increasing inclusiveness through identification and implementation of steps to improve the employment status and promote the full participation of members of these **Equity-Deserving Groups** during their employment. Amendments to the Collective Agreement may be made if necessary; however any amendment is subject to the mutual agreement of the Parties.

35.02 The Employer is responsible for the development and implementation of effective and progressive employment equity policies, programs and processes through and with the University of Winnipeg Employment Equity Advisory Committee (EEAC) as follows:

- (1) development and periodic review of a University policy on Employment Equity;
- (2) development and implementation of an ongoing communications program designed to educate the University community;
- (3) a complete employment systems review, including the examination of current practices regarding recruitment, position requirements, selection processes and criteria, Collective Agreement terms and conditions of employment, professional development opportunities, salary and benefit plans;
- (4) development of applicant tracking systems and a system to record and store the information;
- (5) development of systems to record and maintain employee data;
- (6) development, promotion, implementation and maintenance of a self-identification survey document;
- (7) external workforce data acquisition and analysis;
- (8) establishment of employment equity goals for hiring, training and promotion;
- (9) establishment of a work plan to achieve employment equity goals;
- (10) adoption of special measures to ensure achievement of goals;
- (11) establishment of a climate favourable to **ensuring** the successful integration of members **of Equity-Deserving Groups**; and
- (12) adoption of monitoring procedures to review progress and results.

35.03 Labour Management Sub-Committee on Employment Equity (LMSCEE)

- (1) The Labour Management Sub-Committee on Employment Equity shall be composed of a maximum of seven (7) members. Two (2) shall be delegates from the Labour Management Committee (one (1) Administrator and one (1) UWFA representative). The UWFA President shall establish a process to appoint five (5) members from the various Faculties, in consultation with the Labour Management Sub-Committee representatives. The Vice-President (Human Resources) may serve as an *ex officio* member. The Sub-Committee will select two (2) of its members to serve on the EEAC and will be responsible for providing reports and making recommendations.
- (2) The President of the Association and the Vice-President (Human Resources) shall consult in order to ensure that the LMSCEE:
 - (a) has appropriate representation across the Faculties/Units;
 - (b) has appropriate representation by gender and by **Equity-Deserving Groups**.
- (3) The LMSCEE shall have the following responsibilities:
 - (a) implement an ongoing education program within the Department/Faculty/Unit in consultation with the EEAC;

- (b) implement specific components of the Employment Equity Program as determined through the University's policy on Employment Equity established by the EEAC, pursuant to 35.02 (3), (8), (9) and (12), within the Departments/Faculties/Units;
- (c) monitor and provide reports to the EEAC on the progress toward the establishment and achievement of employment equity goals within the Departments/Faculties/Units;
- (d) provide advice and assistance from an Employment Equity perspective to the Chair/Director, the DPC, the appropriate Dean/Administrator and the Vice-President (Academic) with respect to appointments made under Article 23.

35.04 (1) In order to implement an effective Employment Equity Program, the Human Rights and Diversity Officer shall ensure that each Department/Unit has at least one (1) Member trained as an Employment Equity Consultant. Alternatively, an Employment Equity Consultant shall be assigned to a Department/Unit from a roster maintained by the Human Rights and Diversity Officer. Employment Equity Consultants shall be appointed to a maximum three (3) year initial term, at which time they may elect to serve a second three (3) year term.

(2) The Employment Equity Consultant shall have the ability to consult as necessary with the Human Rights and Diversity Officer. The responsibility of the Employment Equity Consultant shall be to assess the fairness of the procedures and correspondence of the outcomes with the Department/Unit's equity goals and timelines.

(a) To this end, the Employment Equity Consultant shall not serve on the DPC but shall participate as a non-voting member at all meetings of the DPC/Search Committee in the appointments process described in Article 23. He/she shall provide advice to the Committee on the process with respect to employment equity and in particular shall make recommendations to the DPC/Search Committee regarding the position description, the advertising of the employment opportunity, the selection criteria, and the interview questions to support the University's equity goals.

(b) The Employment Equity Consultant shall attach to the DPC's appointment recommendation, a certified statement as to whether or not the DPC's appointments process and procedures have been conducted in accordance with the University's Employment Equity program, and whether or not the appointment is consistent with the Department/Unit's and the University's goals.

(3) In the event that the University and/or Department/Unit's employment equity practices have not been adequately or appropriately applied, the appropriate Dean/Administrator may require the DPC to provide further information and/or to review its recommendation prior to submission to the Vice-President (Academic).

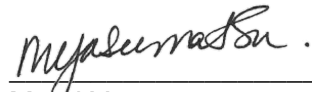
35.05 In the event that the Employment Equity Consultant, LMSCEE and/or the Human Rights and Diversity Officer report a Department/Unit's procedures to be unfair and inconsistent with the Department/Unit's employment equity goals, at any stage of the process, then the appropriate Dean/Administrator (including the Vice-President (Academic)) may intervene.

- The requirement that SETs, as currently configured, be submitted as part of the annual evaluation process and the tenure, promotion, and continuing appointment process, as referenced in Clauses 14.16, 14.18, 25.11, and 25.13, be suspended; and
- In the event that Senate amends or replaces the current SETs, the matter shall be referred to LMC for consideration of the implementation of the new Senate-approved evaluation instrument in accordance with Clause 14.16(6).

THEREFORE the Parties agree that following ratification of the above changes by the Parties' respective Principals, the changes will be incorporated into the collective agreement immediately upon ratification.

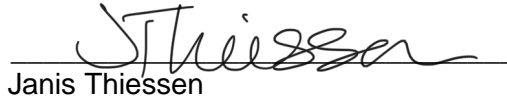
DATED this 15th day of August, 2022

FOR THE
EMPLOYER



Mani Yasumatsu
Associate Vice President,
Human Resources

FOR THE
UNIVERSITY OF WINNIPG FACULTY
ASSOCIATION



Janis Thiessen
UWFA Chief Negotiator