

MEMORANDUM OF AGREEMENT

Between:

Brandon University

Employer

-and-

Brandon University Faculty Association

Union

RE: Sending EDI Self-Identification Questionnaires to Applicants

WHEREAS Article 15.4.4(c) in the 2023-2027 Collective Agreement directs the Diversity and Human Rights Advisor (DHRA) to send an EDI self-identification questionnaire to long-listed applicants as part of the selection process for regular and term appointments; and

WHEREAS the likelihood of multiple concurrent searches across Faculties/Units will render this process onerous if dependent on one person, potentially slowing the selection process;

The Parties agree that the Dean's/Director's Office will send the EDI self-identification questionnaire to each applicant on the long list, directing applicants to return the EDI self-identification questionnaire to the DHRA, who will follow all other procedures as specified in 15.4.4.

Existing language:

15.4.4 (c) The Dean's/Director's Office shall send the names and emails of the applicants on the long list to the Diversity and Human Rights Advisor (DHRA). The DHRA will send an EDI self-identification questionnaire to each applicant. The questionnaires shall be collected and maintained in confidence by the DHRA.

New language:

15.4.4 (c) The Dean's/Director's Office shall send the **EDI self-identification questionnaire** ~~names and emails to each~~ of the applicants on the long list, **directing applicants to return responses to the Diversity and Human Rights Advisor (DHRA).** ~~list to the Diversity and Human Rights Advisor (DHRA). The DHRA will send an EDI self-identification questionnaire to each applicant.~~ The questionnaires shall be collected and maintained in confidence by the DHRA.

GSrivastava

On behalf of the BUFA

Print Name: Dr. Gautam Srivastava

March 11, 2025

Date:

Kofi Campbell

On behalf of BU

Print Name: Dr. Kofi Campbell

March 10, 2025

Date: