**Annual Report**

**2020- 2021**

**Status of Women Review Committee (SWRC)**

**Brandon University**

1. **Current Committee Members:**

* Arts Faculty: Ms. Lisa Wood
* Education Faculty:  Dr. Candy Skyhar
* Health Studies: Ms. Nadine Smith
* Music Faculty: Dr. Gretta Sayers
* Science Faculty: Dr. Julie Chamberlain
* BUFA: Ms. Cora Dupuis
* Board of Governors: Ms. Katie Kerkowich
* Deans and Directors: Ms. Katie Gross
* Library/Student Services: Ms. Morganna Malyon
* Ex-Officio: Ms, Cheryl Fleming
* Past Chair: Dr. Cathryn Smith
* Current Chair: Ms. Candice Waddell

1. **The mandate of SWRC** is defined in Article 31 of the Brandon University Faculty Association Collective Agreement. The current SWRC has chosen to address this mandate by collecting data on hires, and the awarding of promotions, tenure, leaves and research grants; and by gathering feedback from female faculty on their working conditions.
2. **The committee held eight meetings** between August 2020 and April 2021. SWRC needed to shift along with all other committees in the University to meet the current restrictions and safety precautions due to COVID-19. We had to cancel all of our in-person gatherings but still tried to stay active throughout the academic year. In the past year, the SWRC:
   1. Additionally, we are using the year after the completion of the review as a time for some self-reflection. We hope that we will be able to work closely with other areas within the University to determine how we can be more inclusive of all individuals that identify as marginalized by gender in how we collect information and plan events.
   2. The committee took part in two professional development initiatives led by Dr. Corrine Mason, Gender 101 and Intersectionality 101.
   3. We have updated the SWRC reporting and data collection forms to address the need for inclusivity but we are aware that more coordinated work is required to ensure that we are collecting, storing, and analyzing the right information in regards to marginalized genders and equity on campus. We are in the process of collaborating with Ms. Genevieve Lapointe to determine how we can collect data more efficiently as a committee.
   4. The BU Status of Women Review Committee is in the process of completing a research study about the impact of the COVID-19 pandemic on marginalized genders (women, Two-Spirit, trans, non-binary, etc) within the Brandon University Faculty Association (BUFA). The purpose of the study is to identify how the global pandemic has affected the research, creative practice, teaching, and service of BUFA members who identify as marginalized by gender and to identify ways that the university can offer support. We had 44 BUFA members respond to the survey and we are in the process of finishing the individual interviews. We hope to have a report written for BUFA and the executive mid-way through the summer as well as a submission for a peer review journal before the start of the Fall term. In the immediate future (next week), some of our preliminary findings will be featured in a BU Research Connection.
3. **Details of Actions, Workshops and Events Organized:** 
   1. Organized a “Whine with Wine (Optional)” Zoom gathering. This event, welcomed three new Female Faculty to the members of SWRC. Two of these members became formally involved with SWRC shortly after and the other has remained in contact with SWRC throughout the year.
   2. On November 26, in collaboration with BU Communications, the SWRC launched the #*LookForwardTo* Social Media Campaign to encourage others to think optimistically about the future. With campaign graphics provided for Facebook, Instagram and Twitter everyone was able to share what they are looking forward to post-pandemic.
   3. In collaboration with the YWCA Brandon and Women’s Resource Centre SWRC suggested a digital moment of silence on Friday, Dec. 4 at 12:30 pm, a time selected to minimize the impact on classes. This was for the National Day of Remembrance and Action on Violence Against Women. SWRC suggested that participants pause for at least 15 minutes: one minute for each victim of the l’École Polytechnique massacre, plus one minute for wider reflection on a future without gender-based violence SWRC collaborated with Communications to develop a digital background compatible with video platforms available for download to mark the day.
   4. Since 2005, SWRC has marked International Women’s Day (March 8) by recognizing the achievements of outstanding self-identifying female students on campus. This year, SWRC celebrated 17 outstanding students nominated by faculty for sharing their expertise, making a meaningful difference, embracing cultural diversity, and/or disseminating new knowledge. Nominees represented six different countries and all five of the University’s faculties. Profiles of the students, which appeared on the BU website, included information about the students, their education, and future goals. In light of COVID-19, the award reception typically hosted in the Gathering Space was reimagined for a digital environment. To facilitate this, SWRC took on two third-year Psychiatric Nursing students for their Community Health practicum to assist with the development of an online event. In place of a reception, award recipients received a letter of congratulations, award certificate, and gift to go to the purchase of a book of choice. The practicum students additionally collaborated with a designated committee member to research, develop and disseminate a social media campaign on IWD to mark Women’s Week (April 8-12). The weeklong campaign highlighted award recipients, information on the history of IWD, the 2021 #ChooseToChallenge theme, and a local non-profit feature. This placement provided practicum students a valuable experience in disseminating knowledge in digital spaces, collaboration, and project development. SWRC will consider taking on practicum students for future IWD event, not only facilitate a valuable learning experience for students but to alleviate some of the workload placed on committee members when it comes to event planning. Special thanks to Communications and IT for their collaboration on this project.
4. **Concerns Tracked throughout the year:**
   1. SWRC initiated the research study as identified above due to concerns of Faculty marginalized by gender.
   2. Reduction of Sexual Violence Education and Prevention Coordinator Position – BUFA members of marginalized gender asked SWRC to advocate against the reduction of the SVEPC position at Brandon University. SWRC sent a letter to Dr Docherty, Dr Robinson, Kristen Fisher and Katie Gross on April 28, 2021.
   3. COVID-19 Home Schooling influence on Marginalized Genders with Chiflre – BUFA members asked SWRC to respond to an open letter from UMFA in regards to Inequities for Faculty (and staff) who are marginalized by gender with small children at home during school closures. SWRC sent a letter to Dr. Docherty, Dr. Robinson and BUFA on May 25, 2021.
5. **The financial report for the SWRC 2020- 2021 year is included in this report and drafted by SWRC Treasurer Dr. Candy Skyhar**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| SWRC Financial Report | | Submitted by C. Skyhar | |  |
|  |  |  |  |  |
| **Date** | **Description** | **Deposit** | **Expense** | **Balance** |
| **1-Apr-20** | Opening Balance |  |  | $ (75.60) |
| **15-Jun-20** | BUFA Grant | $ 700.00 |  | $ 624.40 |
| **26-Jun-20** | President's Office | $ 700.00 |  | $ 1,324.40 |
| **18-Mar-21** | Gift Cards (IWD) |  | $ 170.00 | $ 1,154.40 |
| **24-Mar-21** | Printing SWRC Awards |  | $ 11.56 | $ 1,142.84 |
| **24-Mar-21** | Thank You Gift Cards |  | $ 40.00 | $ 1,102.84 |
| **21-Apr-21** | JV to BU Cares for Survey Monkey License/Tutorial |  | $200 |  |
| **26-Apr-21** | JV to BU Cares for Research Assistant Support |  | $700 |  |
|  | Totals | $ 1,400.00 | $ 1,121.56 | $ 202.84 |

Candice Waddell –Henowitch for the Status of Women Review Committee

June 2021