**Annual Report**

**2022-2023**

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

**Brandon University**

1. **Committee Members:**

* Arts Faculty: Prof. Lindsay McLachlan
* Education Faculty: Dr. Michelle Lam
* Health Studies Faculty: Prof. Andrea Thomson
* Music Faculty: Prof. Marika Galea
* Science Faculty: Dr. Etsuko Yasui
* BUFA: Dr. Dominique Hétu
* Board of Governors: Ms. Kristal Bayes-McDonald
* Deans and Directors: Ms. Katie Gross
* Library/Student Services: Ms. Morganna Malyon
* Member at large: Prof. Lisa Wood
* Ex-Officio: Ms. Cheryl Fleming
* Current Chair: Dr. Gretta Sayers
* Past Chair: Dr. Candice Waddell-Henowitch

1. **The mandate of SWRC** is defined in Article 31 of the Brandon University Faculty Association Collective Agreement. Current SWRC members have chosen to address this mandate by collecting data on hires, and the awarding of promotions, tenure, reclassification, leaves, and research grants, and by gathering feedback from members of faculty who are marginalized by gender on their working conditions.
2. **The committee held ten meetings** on the third Wednesday of each month from August 2022 to May 2023. All meetings were held via Zoom to allow members from Winnipeg to attend. I am proud to report that this year’s members showed an outstanding level of commitment, creativity, and generosity in accomplishing the goals set out by the committee at the beginning of the year. In addition to continuing events established in previous years, members created new initiatives to support the BU community, to promote a safe campus environment, and to provide education and awareness, all while working toward broader EDID goals.
   1. In preparation for bargaining, SWRC Committee members discussed Article 31 at each meeting from September and April. Through productive discussions during monthly meetings and the dedication of a working group (Cheryl Fleming, Dominique Hétu, and Gretta Sayers), SWRC compiled recommendations to the BUFA executive for revisions to Article 31. On behalf of the Employment Equity Working Group, Etsuko Yasui presented work completed by their research assistant (Robyn Allen) who researched Collective Agreements from other Canadian universities for similar articles.

Revisions made to Article 31 were centered around structural and terminological changes to reinforce our commitment to support equity, diversity, inclusion, and decolonization.

* 1. Members of the bargaining team attended the October meeting and all present discussed SWRC’s role within a broader EDID committee, the reporting process, and updating Article 31 to use more inclusive language. In February, Etsuko Yasui and Gretta Sayers met with the bargaining team again.
  2. SWRC recognizes that the risk of harassment among faculty and researchers in the postsecondary setting is higher than in most occupational settings, and in November, sent a letter to administration urging them to complete the violence prevention policy.
  3. Members of Zenev and Associates attended the December and March meetings to hear from SWRC members on EDID related issues.
  4. SWRC nominated BU Faculty of Education professor and former SWRC chair Dr. Cathryn Smith for a YWCA Women of Distinction Award. As part of the nomination package, SWRC purchased four tickets. In addition to Cathryn, attendees at the gala on March 9 were SWRC members Katie Gross, Michelle Lam, and Gretta Sayers. Katie generously reimbursed SWRC for the cost of her ticket.
  5. SWRC members review the Terms of Reference annually in May. At the May meeting, members voted to create a new membership category, Member at Large. This category was created to allow individuals to join SWRC if their faculty is represented by another member. At this meeting, members also voted to recognize Lisa Wood’s contribution from January to May retroactively as a Member at Large.

1. **Details of Actions, Workshops and Events Organized:**

This year our goals were to bring people together in person, contribute to community relationships among faculty members, celebrate the accomplishments of women and gender-marginalized faculty at BU, and bring awareness to broader concerns of women and gender-marginalized people. To that end, SWRC undertook the following initiatives and events.

* 1. SWRC’s mentor program asks mentors to identify in which categories they are willing to support potential mentees. This year we expanded the mentorship categories from 1) new faculty, 2) tenure, promotion, and reclassification, and 3) research, to include an additional category, 4) grants and funding. We also added mentors for faculty who are an IA, PA, or AA.

On October 14, SWRC organized an informal online gathering for faculty who are women or minoritized by gender. New faculty and those who were new to campus after the pandemic were welcomed to meet SWRC members and share thoughts on how SWRC could support them. The meeting took place over Zoom and 9 people attended, which included 3 SWRC members.

* 1. In recognition of Women’s History Month (October), chair Gretta Sayers conducted a podcast interview with Morganna Malyon and Christy Henry on their research, *Unearthing the Lives of Single Women in Southwestern Manitoba*. The podcast was a pilot project highlighting the achievements of women and gender-marginalized faculty at BU. We hope to conduct and gather interviews with women and other gender equity-seeking researchers and educators from BU throughout the year and release them during the month of October. The project was supported by Michelle Lam, BU CARES, and the *Leaning in and Speaking Out Podcast* in the equipment, editing, and dissemination. At the time of this report, the podcast has been played 87 times. It is posted on the SWRC website (<https://www.brandonu.ca/swrc/womens-history-month/>) and on SoundCloud within the *Leaning in and Speaking Out* podcast library.

(<https://www.bucares.ca/podcast/ep-61-unearthing-the-lives-of-single-women-in-southwest-manitoba>).

* 1. In recognition of Domestic Violence Awareness month in November, SWRC, along with the 2SLGBTQIA+ community took part in the Candle in the Window campaign. All 48 flameless candles purchased by SWRC for free distribution for anyone on campus were claimed. <https://news.brandonu.ca/2022/11/14/put-a-candle-in-your-window-for-domestic-violence-awareness-month/>
  2. SWRC recognized the National Day of Remembrance and Action on Violence Against Women on December 6 by sponsoring two screenings of the film *Polytechnique* at the Evans Theatre. There were 28 attendees in total for both screenings, which included students of ACC’s Public Safety Program. Donations were collected at the door for the Women’s Resource Centre, which totaled

$68.45. <https://events.brandonu.ca/event/polytechnique-screening/2022-12-06/2/>

* 1. In the spirit of supporting faculty in research and teaching, SWRC collaborated twice with BU’s faculty and staff writing group. On December 2, SWRC provided refreshments for the holiday meeting of the writing group and on March 31, SWRC hosted a writing workshop held in the Faculty of Health Studies. Prof. Karen Farmer (Texas A & M) and Dr. Amy Fredin (St. Cloud U) led the hybrid workshop over Zoom and discussed the value of storytelling in teaching and writing. The goal was to provide a supportive and constructive environment for writers of all levels to improve writing skills and network with other writers in the community. Attendees met before the workshop to share ideas on writing over refreshments. The invitation was open to the BU community and 17 attended with 9 in person and 8 online.
  2. 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 24 outstanding students who were nominated by faculty for sharing their expertise, making a meaningful difference, embracing cultural diversity, and/or disseminating new knowledge. Nominees represented all five of the University’s faculties. Profiles of the students, which appear on the BU website, include information about the students, their education, and future goals. <https://www.brandonu.ca/womens-week/>

SWRC received excellent feedback after last year’s online award ceremony, so we held the ceremony virtually again this year. Over 50 people attended, which included BU faculty and friends and family members of the nominees from across the country. Students received a certificate, a $40 Indigo gift card (cost shared with Student Services), a list of books by women authors recommended by SWRC members, and a commemorative bookmark created by BU alumna (’22 B.F.A. Hons.) and former IWD recipient Nikki Brasseur. <https://news.brandonu.ca/2023/03/02/alumna-artist-helps-celebrate-outstanding-women-students-at-brandon-university/>

* 1. In May 2022, SWRC nominated Kathleen Nichol for the Sarah Shorten award presented by the Canadian Association of University Teachers (Equity Committee) to recognize outstanding achievements in the promotion of the advancement of women in Canadian universities and colleges. Kathleen was a co-recipient of the award and received recognition at the 2023 CAUT meeting April 21, in Ottawa. <https://news.brandonu.ca/2023/04/26/kathleen-nichol-receives-national-award-for-advancement-of-women-at-bu/>

In recognition of Kathleen’s long-standing commitment to SWRC and to BU, SWRC organized a spring luncheon at Lady of Lake on April 26for members of the community to congratulate Kathleen. 16 current and retired members of the BU community across all faculties attended the luncheon.

1. **Update from 2021-2022 report**
   1. The 2021-2022 annual report references the work of SWRC members who completed a research study about the impact of the COVID-19 pandemic on women and marginalized genders within BUFA. The article was published in October 2022 and can be found at the link below.

Jones, C., Chamberlain, J., Sayers, G., Wood, L, Smith, N., Waddell-Henowitch,

C., Fleming, C. (2022). Caring during COVID: An exacerbated burden on gender-marginalized faculty. *BU Journal of Graduate Studies in Education. 14*(1), 37-47. <https://files.eric.ed.gov/fulltext/EJ1350867.pdf>

1. **Concerns Tracked throughout the year:**
   1. The mentorship program needs to be updated and systematized. Improvements can be made to organize mentor/mentee relationships and provide ongoing support. At the Zoom gathering in October, some new faculty expressed interest in research-based mentorship or programming for faculty who come to academia with practical training (e.g., health sciences, music) and would like support in research skills. Updates to the mentor program will be considered over the course of the 2023-2024 year.
   2. SWRC is also looking ahead to the next quinquennial report, due in 2024, and, based on the challenges of the 2019 report, has concerns about gathering and reporting information.
   3. SWRC was approached by three members of the BU community in November and December in reference to communications around the Violence Prevention Policy. These concerns were brought to SWRC by those looking for support in lobbying administration to complete the policy and to support the BU community by enforcing it. SWRC followed up by writing a letter to administration and offering support for colleagues. SWRC will monitor any ongoing concerns that may arise in the upcoming year.
2. **Financial report drafted by SWRC Treasurer, Prof. Lindsay McLachlan**

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| SWRC Financial Report |  | Submitted by L. McLachlan |  |  |
|  |  |  |  |  |
| **Date** | **Description** | **Deposit** | **Expense** | **Balance** |
| **01-Apr-22** | Opening Balance |  |  | $782.05 |
| **06-Jul-22** | BUFA | $700.00 |  | $1,482.05 |
| **31-Jul-22** | President's Office | $700.00 |  | $2,182.05 |
| **09-Dec-22** | Candles - National Domestic Violence Awareness Month |  | $60.00 | $2,122.05 |
| **09-Dec-22** | Refreshments - Writer's Group |  | $30.54 | $2,091.51 |
| **09-Dec-22** | IWD - gift cards (2022) |  | $280.00 | $1,811.51 |
| **09-Dec-22** | IWD - postage (2022) |  | $16.96 | $1,794.55 |
| **09-Jan-23** | Polytechnique - rental of Evans Theatre |  | $90.00 | $1,704.55 |
| **04-Feb-23** | YWCA Distinction Tickets (4) |  | $300.00 | $1,404.55 |
| **31-Mar-23** | IWD Gift cards |  | $480.00 | $924.55 |
| **31-Mar-23** | Writing Workshop - Amy Fredin |  | $294.12 | $630.43 |
| **31-Mar-23** | Writing Workshop - Karen Congo Farmer |  | $294.12 | $336.31 |
| **31-Mar-23** | K Gross Reimbursement for YWCA ticket | $75.00 |  | $411.31 |
| **30-Apr-23** | K. Nichol spring luncheon |  | $26.88 | $384.43 |
| **29-Jun-23** | IWD postage and printing |  | $99.21 | $285.22 |
| **29-Jun-23** | Writing workshop refreshments |  | $33.60 | $251.62 |
|  | Honorarium for N. Brasseur IWD bookmarks |  | $100.00 | $151.62 |
|  |  |  |  |  |
|  | Totals | $1,475.00 | $2,105.43 | $151.62 |

Gretta Sayers and Lindsay McLachlan for the Status of Women Review Committee

July 17, 2023