

**Annual Report
2021-2022
Status of Women Review Committee (SWRC)
Brandon University**

a) Current Committee Members:

- Arts Faculty: Ms. Lisa Wood
- Education Faculty: Dr. Michelle Lam
- Health Studies Faculty: Ms. Nadine Smith
- Music Faculty: Dr. Gretta Sayers
- Science Faculty: Dr. Sarah Plosker
- BUFA: Dr. Dominique Hetu
- Board of Governors: Ms. Katie Kerkowich
- Deans and Directors: Ms. Katie Gross
- Library/Student Services: Ms. Morganna Malyon
- Ex-Officio: Ms. Cheryl Fleming
- Current Chair: Ms. Candice Waddell-Henowitch

b) **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.

c) **The committee held nine meetings** between August 2021 and May 2022. Along with all other committees in the University, SWRC needed to shift to meet the current restrictions and safety precautions due to COVID-19. We had to cancel all our in-person gatherings but still tried to stay active throughout the academic year. In the past year, the SWRC completed the following.

- I. Collaborated with BU research analyst Ms. Genevieve Lapointe as well as the Equity, Diversity, and Inclusion committee to determine how we can collect data more efficiently as a committee and within the University. Also, met with Dr. Kofi Campbell to discuss where EDI is headed in the future, and what the SWRC role within that might be
- II. Spent the majority of the year, and the budget, updating and amending the SWRC 2019 5-year review with the help of Genevieve Lapointe. This has now been completed and distributed to all parties as well as updated on the SWRC website.
- III. The BU Status of Women Review Committee completed 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). We wrote a report, dispersed the same across the university, and met with BUFA, EDI, and the president regarding our findings. We also wrote two research connection articles and have submitted a manuscript for publication in the *BU Journal of Graduate Studies in Education*.
- IV. SWRC nominated former BU professor Dr. Cathy Mattes for a YWCA Women of Distinction Award. As part of the nomination package, tickets had to be

purchased for the individual to attend. SWRC purchased four tickets. In addition to Prof. Mattes, attendees were SWRC member Prof. Lisa Wood and faculty who all wrote support letters for the nomination.

d) Details of Actions, Workshops and Events Organized:

Zoom fatigue and the ongoing restriction on public gatherings greatly impacted our ability to conduct gatherings this year.

- I. 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 14 outstanding students 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. In light of COVID-19, the award reception typically hosted in the Gathering Space was reimaged for a digital environment. The students acknowledged received a certificate and a gift card to a local bookstore. The Zoom event was well received, with guests attending virtually from all over the world. Special thanks to Communications and Morganna Malyon for their collaboration on this project.

e) Concerns Tracked throughout the year:

- I. SWRC initiated the research study as identified above due to concerns of Faculty marginalized by gender.
- II. 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. Although letters were sent last year regarding this issue, it still remains on the radar for SWRC as a problem.

f) The financial report for the SWRC 2020- 2021 year is included in this report and drafted by SWRC Treasurer, Dr. Gretta Sayers

- I. One item in this year’s financial report, gift cards for IWD recipients, has not been processed yet. The amount for the gift cards and the resulting balances are highlighted below indicating that they do not reflect current amounts as of the time of this report. However, since the expense applies to this year’s report, the amount is included here.

Date	Description	Deposit	Expense	Balance
01-Apr-21	Opening Balance			\$ 1,102.84
12-May-21	Survey Monkey License		\$ 150.00	\$ 952.84
14-Jun-21	President's Office	\$ 700.00		\$ 1,652.84
15-Jun-21	BUFA Grant	\$ 700.00		\$ 2,352.84
13-Jul-21	Student Assistant - OT casual		\$ 700.00	\$ 1,652.84
13-Jul-21	Recoveries	\$ 150.00		\$ 1,802.84
24-Aug-21	Correction (Survey Monkey License)		\$ 50.00	\$ 1,752.84
26-Aug-21	YWCA dinner 2 tickets L. Wood		\$ 130.00	\$ 1,622.84
26-Aug-21	YWCA dinner 2 tickets C. Waddell-Henowitch		\$ 130.00	\$ 1,492.84
28-Feb-22	Student Assistant OT casual (G. Stone) rewrite of 2019 report		\$ 710.79	\$ 782.05
	IWD Gift cards (payment not yet submitted)		\$ 280.00	\$ 502.05
	Totals	\$ 1,550.00	\$ 2,150.79	\$ 502.05

Candice Waddell-Henowitch and Dr. Gretta Sayers for the Status of Women Review Committee
June 29th, 2022