



Canadian Association of University Teachers  
Association canadienne des professeures et professeurs d'université

# Activism for Equity

## 6<sup>th</sup> CAUT Equity Conference

10-11 February 2023  
Delta Hotel Ottawa and online

### Conference Overview

The CAUT 2023 Equity Conference is an opportunity to learn about organizing efforts to advance equity at universities and colleges across the country. Participants will strengthen change-making skills and build networks of support with activists from across Canada.

## Agenda

### Friday, 10 February

09:00 – 10:30 **Breakfast and Registration**

10:30 – 10:45 **Territorial Acknowledgment**

10:45 – 11:00 **Introductions & Conference Overview**

- Peter McInnis, CAUT President
- Marvin Claybourn, CAUT Equity Committee Co-Chair
- Susan Spronk, CAUT Equity Committee Co-Chair

11:00 - 12:30 **Session One – Making Progress**

A panel of academic staff from across Canada share lessons from successes their associations have had in advancing the struggle for just and equitable workplaces.

12:30 – 13:30 **Lunch** (*provided*)

13:00 – 14:00 **Session Two – Drawing on our Strengths**

Academic staff have generated an enormous pool of knowledge in moving equity forward. In this session conference participants meet in small groups to share and report back their experience and expertise. The groups will be organized around themes - Indigenization, anti-racism, ability/disability, compensation, and additional topics chosen by participants

14:00 – 15:00 **Session Three – Yes, We Can Do This**

Labour/human rights specialists field questions from conference participants on specific equity issues.

15:00 – 15:30 **Refreshment Break**

15:30 – 17:00 **Session Four – Tools of the Trade**

Academic staff associations offer rare advantages to moving equity forward – organizational infrastructure, stable funding, and direct recourse to dispute resolution and contract negotiation mechanisms. To ensure everyone can access these advantages, this session offers concurrent breakouts on the basics of:

- Collective bargaining for equity
- Grievance arbitration for equity
- Campaigns - Engaging and mobilizing academic staff for equity
- Communicating equity effectively

17:00 – 18:30 **Reception**

## Saturday, 11 February

09:00 – 10:30 **Breakfast**

10:30 – 10:45 **Introduction to the Day**

Day two of the conference is a hands-on, skill-building exercise in which conference participants, working from a real-life scenario, build the components of an equity campaign.

10:45 – 12:00 **Session Five – Scenario, Message and Strategy**

Conference participants are divided into groups, each reviewing a scenario highlighting an equity challenge to academic staff, and then working together to develop the key messages and overarching campaign strategy to confront the problem. This message and strategy will inform the day's work.

12:00 – 13:00 **Lunch**

13:00 – 14:30 **Session Six – The Projects**

Empowered by a key message and winning strategy, participants divide into groups and work on separate projects to confront the scenario's equity challenge.

- Project One – Review the collective agreement language relevant to the scenario, identify its shortcomings, prepare a campaign to improve it.
- Project Two – Based on the existing language, write a grievance, and formulate an approach to move it forward.
- Project Three – Organizing and engagement plan including products.
- Project Four – Prepare a press release and hold a press conference.

14:30 – 15:00 **Break** (refreshments provided)

**15:00 – 16:30 Session Seven – Presentations**

Each group presents its work, and all participants discuss and learn from each other's accomplishments.

**16:30 – 17:00 Conclusion and Adjournment**

- Peter McInnis, CAUT President
- Marvin Claybourn, CAUT Equity Committee Co-Chair
- Susan Spronk, CAUT Equity Committee Co-Chair