



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

CAUT Forum for Equity Officers

Friday, May 30 – Saturday, May 31, 2025

The Westin Ottawa Hotel

Forum Overview

This inaugural annual Forum brings together member association equity representatives from across the country, providing opportunities to meet peers from other associations and build networks of contacts and support. Through plenary sessions and group work, forum attendees will share high level discussion and strengthen skills to support associations in their efforts to advance equity.

Agenda

Friday, May 30

07:30 – 09:00 **Breakfast** (*provided*)
Registration

09:00 – 09:15 **Territorial Acknowledgement**

09:15 – 09:30 **Welcome, Introductions and Forum Overview**

09:30 – 10:30 **Session One**

Equity updates from the Bargaining Table

A panel of academic staff from across Canada will discuss bargaining issues, trends, themes and strategies emerging from recent negotiations and share lessons from successes their associations have had in advancing the struggle for just and equitable workplaces.

10:30 – 11:00 **Refreshment Break**

11:00– 12:30 **Session Two**

Workshop – Defending Equity Through Governance

How can associations defend and advance equity through governance in the context of cuts to programs and attacks to EDI?

12:30 – 13:30 **Lunch** (*provided*)

13:30 – 15:00 **Session Three**

Workshop – Making Equity a Bargaining Priority

A strategy based on equity, inclusion and democratic participation is crucial to building the bargaining mandate that represents equity-deserving membership. Yet associations may face challenges such as low engagement, mistrust or competing interests. How can associations build awareness and support from the membership to give membership ownership of the process and effectively advance equity through collective bargaining? Participants will be given a scenario and discuss key steps and challenges when building a bargaining mandate on equity.

15:00 – 15:30 **Refreshment Break**

15:30 – 17:00 **Session Four**

Data Justice and Compensation Studies Beyond Gender

Closing data gaps related to the status and experiences of Indigenous and equity-deserving groups in academia is needed to identify and address where there may be systemic biases and discriminatory practices. How this data is used to advance employment and equitable compensation is critical. Academic staff associations have an important role to play to ensure data collection, reporting, analysis and action. How can associations work to identify and eliminate discrimination in compensation in ways that go beyond simple comparisons of wages between men and women?

17:00 – 18:30 **Reception**

Saturday, May 31

07:30 – 09:00 **Breakfast** (*provided*)

09:00 – 10:30 **Session Five**

Workshop – EDI Training

What are emerging promising practices for the role of academic associations as universities and colleges across the country increasingly require staff training in EDI (such as for hiring, selection, pre-tenure or promotion)? Participants will assess collective agreement language, policies and practices.

10:30 – 11:00 **Refreshment Break**

- 11:00– 12:30 **Session Six**
Association tools for cultural safety and belonging
Associations can play a crucial role in leveraging the tools at their disposal to support equity-deserving communities in hostile environments and in a context of backlash against EDI. This session will highlight case studies of the power of the association to foster safety and belonging, including through bargaining, campaigns.
- 12:30 – 13:30 **Lunch** (*provided*)
- 13:30 – 15:00 **Session Seven**
Workshop – Campaigning to take on systemic discrimination
Even in hostile environments, organizing remains a powerful tool available to associations to advance equity and mobilize members to bring about positive change. This workshop will confront an issue of systemic discrimination by developing an organizing and engagement plan.
- 15:00 – 15:30 **Refreshment Break**
- 15:30 – 16:30 **Open Plenary**
This open session invites participants to raise, share and discuss issues and experiences not covered in the agenda.
- 16:30 – 17:00 **Concluding Remarks**