

Agenda—DRAFT ONLY

YUFA General Membership Meeting (GMM)

**Wednesday, November 9, 2016
11:30 a.m. to 1:30 p.m.**

**The Underground
York University Student Centre**

A light lunch (including vegan and gluten-free choices)
with refreshments will be available during the GMM.

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|----|---|-------|------------|
| 1. | Approval of the agenda | 11:30 | 5 minutes |
| 2. | Approval of the minutes | 11:35 | 5 minutes |
| | a. April 11, 2016 Annual General Meeting (Attach. 1—p. 2) | | |
| 3. | Election of Trustees * (held over from the AGM) | 11:40 | 10 minutes |
| 4. | Review of audited financial statements | 11:50 | 20 minutes |
| 5. | CUPE 1281 bargaining update | 12:10 | 5 minutes |
| 6. | Updates & discussion | 12:15 | 70 minutes |
| | a. Research Release Program (Article 18.15) | | |
| | i. Latest developments—10 min. | | |
| | ii. Discussion—35 min. | | |
| | 1. Reports from units on negotiation of criteria | | |
| | 2. Action Plan (to be distributed in separate document) | | |
| | b. Graduate Assistantships—5 min. | | |
| | c. Faculty Club—5 min. | | |
| | d. Refugee levy—5 min. (Attach. 2—p. 6) | | |
| | e. Race Equity Caucus—5 min. | | |
| | i. Lecture & reception featuring Prof. Malinda S. Smith (November 18) (Attach. 3—p. 3) | | |
| | f. Other—5 min. | | |
| 7. | New business | 1:25 | 5 minutes |
| | a. Other | | |
| 8. | Adjournment of YUFA GMM | 1:30 | |

The Annual General Meeting (AGM) of the YUFA Trust and the YUFA Foundation will begin at 1:30 p.m.—immediately following the adjournment of the YUFA General Membership Meeting—and will last one hour. All YUFA members may participate in the YUFA Trust and the YUFA Foundation AGM.

* From the YUFA Constitution, Article 3.5 (c):

Trustees elected at the Meeting shall prepare an Annual Report for the following year's Meeting that reviews the Association's activities and operations during their year in office and recommend improvements in the methods of operation.

Members who require accommodation should contact YUFA as soon as possible: email yufa@yorku.ca or phone [416-736-5236](tel:416-736-5236). While YUFA will make every effort to meet all requests, it may not be possible to implement certain types of requests received after Monday, October 31.

Attachment 1

YUFA AGM

April 11, 2016

Time: 11am – 1:20pm

Minutes and Reports of Officers

Submitted by: Maura Matesic

Meeting convened at 11am

Members Present: M. Adriaen; G. Albo; S. Alnasser; J. Amanatides; A. Amirfazli; P. Angermeyer; M. Buccheri; H. Campbell; S. Coysh; W. Denton; S. Dubeau; P. Duerr; I. Ferrara; L. Erwin; K. P. Evans; S. Embleton; J. S. Forsyth; S. Gabriele; A. Glasbeek; W. Giesbrecht; L. Goldring; P. Grayson; L. Green; J. Goldberg; J. A. Hellman; W. C. Heron; E. Hessels; S. Kheraj; R. Kenedy; P. Khaite; S. Kipfer; I. Kovacs; R. Latham; A. Kuznetsov; P. Lakin-Thomas; F. Latchford; G. Lavoie; D. Leyton-Brown; N. Madras; M. Luxton; A. MacLennan; J. Marcus; M. Maute; S. McLaren; C. McAllister; N. Mulé; R. Orlandini; P. E. Perkins; B. Pilkington; D. Reed; M. Reisenleitner; A. Redding; E. Ruppert; S. Ross; P. Ryan; M. Salmon; J. Simeon; M. Smith; B. Sardon; P. F. Stewart; R. Tordoff; G. Vanstone; J. Walker; W. Wong; M. Wintre.

Regrets:

1. Roundtable discussions: “What did we learn in the latest round of negotiations?”
2. Approval of Agenda: Motion to move the President’s report (#6) before the Treasurer’s budget report (#4). Moved by Bob Drummond, Seconded by Peter Duerr. Carried.

Approval of Amended Agenda: Moved by Craig Heron, Seconded by John Amanatides. Carried.

3. Minutes Approval:
 - a. Motion to approve the minutes of the April 29, 2015 AGM. Moved by Scott Forsyth, seconded by Ana. Carried.
 - b. Motion to approve the minutes of the November 3, 2015 GMM. Moved by Ildiko Kovacs, seconded by Bob Drummond. Carried.
 - c. Motion to approve the minutes of the February 3, 2016 GMM. Moved by David , seconded by Sara Coyshe. Carried.
4. President’s Report
 - a. The president thanked the Executive and the YUFA staff for all their hard work in the past year. Special mention was made of outgoing Executive members.
 - b. The president reminded everyone that the YUFA Trust and the YUFA Foundation were meeting directly following the AGM. All welcome.
 - c. Teaching Load Discussions – the president and other members of the executive and bargaining committee have been/will be meeting with departments to discuss the implementation of this process.
 - d. Members were asked to report any shortage in departmental resources to YUFA.
 - e. Faculty Club Planning – the president provided an update on the planning process for the faculty and graduate student club, including an updated timeline and financial information. Questions from members were addressed.
 - i. Motion: That \$180,000 be allocated from the YUFA operating budget, as a loan, to support the creation of a Faculty and Graduate Students Club. These monies will be tied to a special levy and paid back over time.
5. Budget Report

- a. The treasurer presented the 2016-2017 budget. Approval of the budget will happen through a subsequent online vote.
 - b. Motion: To add \$17,000.00 to the Community Projects item line of the budget (to match 2015-2016 funds). Moved by Natalie Coulter, seconded by Frances Latchford.
 - c. Motion: To add \$180,000 to the budget for a faculty and graduate student club. Moved by Craig Heron, seconded by Amanda Glasbeek.
 - d. The treasurer thanked the Executive and YUFA staff for their assistance throughout the previous two-year term and welcomed the newly elected treasurer, Ricardo Grinspun, to the position.
6. Community Projects Committee Report
 - a. Lorna Erwin provided a report on the 2015-2016 activities of the committee.
 - b. Executive motion (moved/seconded): that the Community Projects Committee receive a \$2.00 per member per month Special Levy (subject to electronic vote subsequent to the AGM)
 7. Chief Stewards Report
 - a. The Chief Stewards directed members to the written report in the AGM package. They also provided additional information and answered questions from the floor.
 - i. The Chief Stewards reported that in the past year there were more complaint stage meetings and fewer policy grievances.
 8. JCOAA Update
 - a. Miriam Smith provided a report on the activities of JCOAA.
 - b. Members were directed to the YUFA website for minutes from the JCOAA meetings.
 - c. Other matters highlighted included issues surrounding the implementation of the new Collective Agreement, new hiring procedures, PER payments, benefits and pensions, accessibility concerns, implementation of the new email system, and legal and privacy issues.
 9. YUFA Trustees Report
 - a. The YUFA Trustees provided a written report included in the AGM package.
 - b. Motion: To elect Rob Tordoff as a Trustee for the 2016-2017 year. Moved by Anne MacLennan and seconded by David Skinner. Carried.
 10. There were no additional questions from the floor.
 11. Adjournment: The meeting was adjourned at 1:20pm

Attachment 2

Attachment 2 is on page 6.

Attachment 3

This is a reminder regarding the upcoming public lecture by Dr. Malinda S. Smith, followed by a private reception for YUFA members, as previously announced on YUFA-M.

See below for the original message, containing all the necessary information, but please **pay particular attention to the deadline to RSVP to the private reception**, which is end of day this **Wednesday, November 9**. Please RSVP to yufa@yorku.ca using subject line RSVP reception. Space at the reception is limited, so get your RSVP in today!

**Toward an Anti-Racist University:
Racial (In)Equity, Intersectionality, and the Social Injustice of Sameness**

**A public lecture by Dr. Malinda S. Smith,
Department of Political Science, University of Alberta**

In celebration of YUFA's 40th anniversary, YUFA and the Race Equity Caucus are honoured to present a public lecture by esteemed critical race scholar, Dr. Malinda S. Smith from the University of Alberta.

The Race Equity Caucus (REC), which represents racialized full-time faculty at York University, aims to engage in critical discussions and develop meaningful approaches to advancing race equity for racialized faculty in the areas of teaching, research, and administrative service. Historically, REC has been instrumental in raising concerns around race equity within the context of YUFA's governance, workload, bargaining, and the broader socio-political and institutional spheres that condition our lives at York University.

YUFA and REC hope that you will join us on November 18 to engage in important discussions about equity at York. Please note the public lecture is open to all faculty, students, and staff. The full details are listed below.

Public lecture

Friday, November 18
2:30 p.m. to 4:30 p.m.
152 Founders College
[Facebook](#) | [Map](#)

An abstract of the lecture and a short biography of Dr. Smith are included below.

The lecture will be followed by a private reception, featuring Dr. Smith as a special guest.

Private reception

Friday, November 18
4:30 p.m. to 6:30 p.m.
Schulich Private Dining Hall
Schulich School of Business
[Map](#)

Please note: Admission to the reception will be limited to the first 80 YUFA members who RSVP by Wednesday, November 9 to yufa@yorku.ca (subject line: RSVP reception).

Abstract

Toward an Anti-Racist University: Racial (In)Equity, Intersectionality, and the Social Injustice of Sameness

Dr. Malinda S. Smith
Professor, Political Science, University of Alberta

Over the past three decades Canadian university equity policies, practices, and priorities have largely ignored Indigenous peoples and 'visible' or racialized minorities. Compelling equity critiques have focused on *under*-representation in hiring, promotion, curriculum, and leadership. Less attention has been paid to homophily, cultural cloning, and the preference for sameness that produce *over*-representation and white normativity across major institutions. It's 2016, but white people constitute 96% of judges (Tutton, 2016), 93% of corporate boards (McFarland, 2014), 86.4% of MPs (Tulley, 2015), and 82% of university professors (CAUT, 2010). Prompted by the Truth and Reconciliation Commission, most universities are addressing Indigenous peoples, who remain "largely absent from the ranks of the professoriate" and curriculum, but to-date they remain silent on the "overwhelmingly white and male" (CAUT, 2010) academy. Despite needed attention to gender inequity, an "intersectionality failure" (Crenshaw) persists, leading to universities' gender parity initiatives privileging white women, and to gender diverse but all-white university leadership teams (Smith, 2016).

Deploying a critical race and intersectional feminist analysis, this presentation explores three areas: first, drawing on original data, show how equity and diversity have become diversifying whiteness projects that ignore structural barriers and unconscious biases that exclude racialized minorities; second, the dividing practices that simultaneously privilege and marginalize specific equity groups, thereby leading to the *production of inequity* among equity-seeking groups; and, third, speak to the often unspeakable roles played by mobbing, microaggressions, and hostile workplaces on the lives of Indigenous and racialized scholars and scholarship. The presentation concludes with some ideas for engendering an anti-racist university.

Biography

Dr. Malinda S. Smith is a Full Professor in the Department of Political Science at the University of Alberta, where she teaches and researches in the areas of International Relations, critical race theory, social justice, and globalization and resistance. She is the coauthor (with F. Henry, E. Dua, C. James, et al) of the forthcoming book, *The Equity Myth: Racialization and Indigeneity at Canadian Universities* (UBC Press); editor of three books, including *Securing Africa: Post-9/11 Discourses on Terrorism* (Ashgate 2010); and co-editor of two books, including (with Janine Brodie and Sandra Rein), *Critical Concepts: An Introduction to Politics* (Pearson, 2013); and (with Sherene Razack and Sunera Thobani) of *States of Race: Critical Race Feminism* (BTL 2010). Dr. Smith is the President of the Academic Women's Association at the University of Alberta, and serves on the university's Employment Equity Advisory Committee. She is also the recipient of the 2016 HSBC Community Contributor of the Year Award and the 2015 CAUT Equity Award.



August 17, 2016

Prof. Richard Wellen
President, YUFA

Re: YUFA's contribution to student bursaries

**CENTRE FOR
REFUGEE STUDIES**

**Jennifer Hyndman
Director**

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Dear Professor Wellen and YUFA Members:

On behalf of the Centre for Refugee Studies, I would like to gratefully acknowledge the significant financial contribution made YUFA members to support two underfunded student bursaries administered by CRS.

Your donation will have a significant impact on the lives of bursary recipients and their families. YUFA's solidarity with refugee students demonstrates a strong commitment to social justice and open access to education.

Thanks to all for your generous support.
Sincerely,

A handwritten signature in black ink, appearing to read "JHyndman".

Jennifer Hyndman

