

The logo for OCUFA, consisting of the letters 'OCUFA' in a bold, white, sans-serif font. The background of the logo area is a dark teal color with a pattern of light teal circles.

# OCUFA

Ontario Confederation of University Faculty Associations  
Union des associations des professeurs des universités de l'Ontario

## **2023-2024 OCUFA Equity and Social Justice Award**

**Citation for Dolana Mogadime**

The Ontario Confederation of University Faculty Associations is honoured to present the 2023-2024 Equity and Social Justice Award to Dr. Dolana Mogadime of the Brock University Faculty Association. Dolana is Professor in the Department of Education Studies at Brock University, which is located on the traditional territory of the Haudenosaunee and Anishinaabe peoples covered by the Upper Canada Treaties and protected by the Dish with One Spoon Wampum Agreement.

Dolana's profile is distinguished by the range of her contributions to advancing equity and social justice. She has taken on leadership and significant responsibilities in her service roles within the university and the wider community, as well as in the Brock University Faculty Association (BUFA) and the Canadian Association of University Teachers (CAUT). As a prolific scholar, inspiring teacher, public intellectual, and leader in advancing organizational and policy changes toward greater equity and representation for members from historically marginalized communities, Dolana is an exemplar and role model for Black and other equity-deserving members of the academy.

Dolana was BUFA's inaugural Employment Equity Advisor in 2008 and later helped to create an elected equity position on the BUFA Executive. She played a lead role in developing the Employment Equity (5-Step) Process that helped further the integration of equity into governance structures at Brock University, helping move the University towards a more comprehensive employment equity process that is now enshrined in Article 20 of the Collective Agreement.

Dolana has held senior leadership roles in advancing equity-oriented policy and organizational change within Brock University. She has served on administrative task forces such as the Racial Climate Task Force, the Brock University Antiracist Task Force, and the President's Human Rights Task Force. She was the Faculty Chair of the President's Advisory Committee on Human Rights, Equity, and Decolonization (PACHRED), in which role she led members of the PACHRED Antiracism Committee in producing an EDI document that resulted in the implementation of an employment equity faculty-wide census. In 2022, in great part due to her efforts, BUFA and Brock University agreed to initiate a Black Faculty Cluster Hire.

Beyond the university, Dolana has provided equity leadership on national bodies, serving on CAUT's Equity Committee and CAUT's Women's Working Group. As a member of the Equity Issues Steering Committee (EISC) of the Canadian Federation for the Humanities and Social Sciences, she helped promote the inclusion of more women and members of under-represented communities on academic boards and organizations; organized a session at Congress highlighting the under-representation of equity candidates in successful Canada Research Chair competitions; and chaired a ground-breaking panel on issues facing Black academics in Canada.

Dolana's research—dedicated to issues of equity and social justice—examines topics such as agency among teachers and students facing social inequality within educational institutions, women in leadership, gender-based violence, and human rights education.

In addition to publications in international and national academic journals, she uses creative approaches to disseminating her research, including through video.

Beyond the academic sphere, Dolana has been engaged within her community and as a public scholar. She has organized and spoken at community events, written popular articles, and given media interviews. Notably, her public interests and commitments straddle Canada and the Global South, specifically South Africa, her country of origin.

In the words of a nominator, Dolana's "exceptional contributions to Equity and Social Justice (ESJ) at both the national level and within Brock University have been nothing short of transformative....Her unwavering dedication and leadership in advancing ESJ initiatives have left a profound impact on our institution and the wider academic community." OCUFA is privileged to honour Dolana with the Equity and Social Justice Award.

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**The OCUFA Equity and Social Justice Award celebrates the outstanding contributions of OCUFA members whose work has contributed meaningfully to the advancement of members of the academy (professors, academic librarians, and other academic staff) who belong to historically marginalized groups.**