



Ontario Confederation of University Faculty Associations
Union des Associations des Professeurs des Universités de l'Ontario

OCUFA POLICY ON GENDER EQUITY

Adopted by OCUFA Board in June 2013

Motion to Endorse Recommendations from the OCUFA Standing Committee on the Status of Women as contained in the report “Echos from the Past, Vision for the Future: Transforming social cultures and structures for Ontario’s women faculty and academic librarians”

That the OCUFA Board endorse the following recommendations contained in the report from the OCUFA Status of Women Committee *Echos from the Past, Vision for the Future*

1. All universities should establish an equity office that is independent from university administrations and reports to a body that enables the office to maintain fairness, neutrality, and impartiality.
2. All faculty associations should establish a gender/equity committee and/or a faculty colleague position responsible for gender/equity issues.
3. In order for the provisions of Bill 168 to be effective, all universities should adopt a system whereby information pertaining to this legislation and its provisions is disseminated to everyone in the university community on a regular basis.
4. Faculty associations should educate tenure and promotion committees on 1) the range of scholarship that exists, some models of which are currently undervalued and 2) interpreting student evaluations of teaching in order to recognize that these are mechanisms that may perpetuate systemic racism and sexism.
5. Faculty associations should adequately staff and resource grievance officer positions and the grievance process. Substantive training in equity issues and gender issues should be provided for those in these positions.