

Ellie Perkins -- Statement of Interest for the position of YUFA Equity Officer

A feminist, intersectional equity focus is central to my research, teaching, service and community work. I would be honoured to serve as YUFA Equity Officer.

I was the Chair of the YUFA Equity Committee the first year it was created, following the 1997 strike (when, through conversations on the picket line, members learned about and were shocked at the extent and gravity of equity-related injustices across our workplace). At that point the issues seemed to centre around pay equity, racialization and gender. YUFA has made advances, but new equity-related challenges are always emerging and we must keep these at the core of YUFA's work.

For example, after years of YUFA demands for an Employment Equity survey at York so we can actually track the extent of pay-related and other inequities among YUFA's membership, the employer is now gathering statistics on the composition of our current membership via the "Employment Equity Self-ID Survey." It uses Statistics Canada demographic categories (copied below), rather than just the four Federal Contractor's Program categories -- women, Aboriginal peoples, persons with disabilities and members of visible minorities -- which are of limited use for us. Please complete the self-identification survey if you have not already done so! This survey was sent to all YUFA members in January 2017 and is also available at this link: <https://hr1.apps01.yorku.ca/machform/view.php?id=1> YUFA needs hard data to recognize, demonstrate and address inequities on behalf of us all.

Important issues on the equity agenda this year, in my view, include:

- Improving YUFA's Collective Agreement language on Affirmative Action and strengthening unit-level efforts to increase faculty diversity
- Moving ahead with York's Indigenous Framework (<http://indigenous.yorku.ca/files/2017/08/Indigenous-Framework-for-York-University-A-Guide-to-Action.pdf>)
- Advancing equity and diversity in the Canada Research Chairs program (see <http://research.info.yorku.ca/research-chairs-equity/>)
- Definitively responding to equity-related challenges related to harassment and discrimination, hate speech, campus accessibility, equity audits, and other issues as they arise

Non-White Latin American (including indigenous persons from Central and South America)
Non-White West Asian (e.g., Iranian, Lebanese, Afghan)
South Asian/West Indian (e.g., Bangladeshi, Pakistani, Guyanese, Trinidadian, Sri Lankan, East African)
South East Asian (e.g., Burmese, Cambodian/Kampuchean, Laotian, Malaysian, Thai, Vietnamese, Indonesian)

Persons with disabilities are those that have a long-term or recurring physical, mental, sensory, psychiatric or learning impairment and who:

- a) consider themselves to be at a disadvantage in employment by reason of that impairment, **or**
- b) believe that an employer or potential employer is likely to consider them to be disadvantaged in employment by reason of that impairment. This also includes persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace.

Based on this definition, are you a person with a disability? Yes No

An Aboriginal (Indigenous) person is a North American Indian, Métis, or Inuit and/or a Treaty Indian or a Registered Indian and/or member of an Indian Band/First Nation.

Based on this definition, are you an Aboriginal (indigenous) person? Yes No

What is your gender identity?

Man **Woman** **Trans*** **Gender Non-conforming**

Trans* includes, for example trans, transgender, transsexual, genderqueer, two-spirit, transwoman, transman

LGBTQ2 is an acronym for persons who identify, for example as, lesbian, gay, bisexual, transgender, two-spirit, genderqueer, questioning, or who otherwise express gender or sexual diversity.

Do you identify as LGBTQ2? Yes No

The survey is available at:

<https://hr1.apps01.yorku.ca/machform/view.php?id=1>