

**Librarians' Association of the University of Waterloo
Status of Women & Equity Committee (SWEC) Report
Annual General Meeting
May 8, 2015**

This has been a successful and fulfilling year for the Status of Women and Equity Committee (SWEC). The committee has seen several successes and has had the honour of celebrating award recipients and hosting discussions with partners on campus concerned with equity issues.

Recent Activities

SWEC continues to play an active role within the university community:

- Awarding the annual Equity and Inclusivity Award, which recognizes an individual or unit whose actions have demonstrated an exemplary commitment to improving equity, inclusivity, and diversity at the University of Waterloo
 - The 2014 Award was given to Jeremy Steffler, Faculty Relations Manager in Co-operative Education and Career Action <https://uwaterloo.ca/president/news/daily-bulletin-article-waterloo-has-spring-its-step-2015>
- Successful approval by UWaterloo Board of Governors to build an elevator in the extension to Hagey Hall. <http://www.bulletin.uwaterloo.ca/2015/feb/17tu.html>
- Hosted Events:
 - Gender & Equity Scholarship Series <https://uwaterloo.ca/faculty-association/status-women-equity-committee/swec-events/gender-and-equity-scholarship-series>
 - W3: Waterloo Women's Wednesdays (held last Wednesday each month at Grad House) <https://uwaterloo.ca/faculty-association/status-women-equity-committee/swec-events/w3-waterloo-womens-wednesdays>
 - Equity and Inclusivity Award Celebration (held Wednesday March 18th, 2015, by invitation only) <https://uwaterloo.ca/faculty-association/status-women-equity-committee/swec-events/equity-inclusivity-award>
- Celebrated at the International Women's Day Celebration Dinner (held March 6th 2015), hosted by UW Department of Women's Studies <https://uwaterloo.ca/events/events/international-womens-day-dinner-0>
- Monitoring equity issues regarding salary and hiring practices at uwaterloo
 - Submitted suggestions for interview questions to use during the hiring of the 4 upcoming and new Deans of Mathematics, Environment, Arts and Applied Health Sciences this past year
- Created a Disability sub-committee of SWEC
- Created representation on UW LGBTQQ Advisory Committee
- Met with Mahejabeen Ebrahim, Director of Equity

Submitted May 1, 2015

Laura Bredahl, Liaison Librarian

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About SWEC

SWEC is part of FAUW, the Faculty Association University of Waterloo.

Below is an excerpt from the *Faculty Association of the University of Waterloo Constitution*, Section 20. Committees:

Status of Women & Equity

A committee concerned with matters related to the status of women, and with broader equity issues such as those arising from gender, ethnicity, race, sexual orientation, disability, religion, age, or gender identity. The committee engages in educational and advocacy activities as appropriate and liaises with other related committees on the University, OCUFA and CAUT.

Membership from 2014 – 2015:

Carla Fehr , Chair	Philosophy
Lisbeth Berbary	Recreation & Leisure Studies
Ariel Chan	Chemical Engineering
Jay Dolmage	English Language and Literature
Fraser Easton	English Language and Literature
Ana Ferrer	Economics
Laura Bredahl	Library
Natalie Hutchings	Optometry & Vision Science
Lilia Krivodonova	Applied Mathematics
Cetta Mainwaring	Sociology and Legal Studies

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<u>Kathleen Rybczynski</u>	Economics
<u>Eric Soulis</u>	Civil and Environmental Engineering
<u>Cyntha Struthers</u>	Statistics and Actuarial Science
<u>Beth Weckman</u>	Mechanical and Mechatronics Engineering

Support Staff:

Erin Windibank (Administrative Officer)

Serving on the Status of Women & Equity Committee (SWEC) entails:

- Attending monthly meetings from September through June
- Contributing to one or more subcommittees
- Providing feedback on issues and initiatives in meetings and via email as they arise

The Status of Women & Equity Committee's Role

Pursuant to its mandate, the Status of Women & Equity Committee:

- Maintains a watching brief for Faculty Association of the University of Waterloo (FAUW) on issues related to equity.
- Develops policy positions pertaining thereto.
- Actively supports research focused on issues related to equity.
- Promotes equity through activities such as organizing speaker series, hosting social events, and developing information networks.
- Monitors the University's progress toward equitable hiring and its treatment of faculty through collecting published information and surveying and reporting faculty viewpoints.
- Provides active assistance to the FAUW Board and committees at their request when specific cases or situations involve issues of equity and/or gender.
- Reports to the FAUW Board bi-yearly on its activities.
- Serves as a liaison with other relevant committees at the University of Waterloo and the OCUFA and CAUT Status of Women and Equity Committees.

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