

**Without Prejudice or Precedent**

**Memorandum of Understanding**

**Between**

**Carleton University**

**and**

**Carleton University Academic Staff Association**

*Re: Joint Committee on Employment Equity, Diversity and Inclusion*

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Whereas the parties recognize that employment equity requires long-term, dedicated discussions and focus;


And whereas the Collective Agreement does not provide for a joint employment equity committee;

Therefore, the parties agree, without prejudice or precedent, to the following terms:

1. The parties agree to establish a joint committee on employment equity diversity and inclusion (JCEE) where its mandate shall include recommending the establishment of plans and programs for all designated employment equity groups recognized under Federal Contractors Program and other protected groups under the Ontario *Human Rights Code* in the Carleton University Academic Staff Association bargaining unit.
2. The JCEE shall be composed of three (3) members appointed by the Provost and Vice-President (Academic) and three (3) members appointed by the Carleton University Academic Staff Association.
3. The Chair of the committee shall be selected by the appointed members.
4. The committee's mandate shall include the following:
  - a. Working closely with the Department of Equity Services and the Office of Institutional Research and Planning to review available equity data to determine the units and faculties where designated employment equity groups under the Federal Contractor's Program (women, Indigenous people, racialized people/visible minorities, people with disabilities) are underrepresented. The University shall ensure that all data or information required by the JCEE to perform its work shall be made accessible to the committee, without breaching individual privacy rights of employees, or breaching the standards and requirements of the Federal Contractors Program;
  - b. Establishing an action plan to increase the proportion of academic appointments for designated groups under the Federal Contractor's Program that are found to be underrepresented; and




- c. Recommending both general and targeted employment equity training for specific academic units;
  - d. Recommending to JCAA those units or faculties who may require future designated positions for hiring to achieve employment equity; and,
  - e. Providing the parties with semi-annual updates of the committee's work, with copies of all final reports or recommendations.
5. The JCEE shall be considered a sub-committee of the JCAA in accordance with Article 34.2 of the 2017-2021 Collective Agreement and for the term of this Collective Agreement.

For Carleton University:

  
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JERRY TOMBERLIN

15 Feb, 2019  
\_\_\_\_\_  
Date

For Carleton University Academic Staff Association:

  
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Rod Goralick  
  
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Paul Klover  
  
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SUSAN BERTRAM

Feb 7, 2019  
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Date